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**SUBSTITUTE SENATE BILL 6723**

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**State of Washington**

**55th Legislature**

**1998 Regular Session**

**By** Senate Committee on Higher Education (originally sponsored by Senators Jacobsen, Wood, Kohl, Patterson, Thibaudeau, Brown, Fraser, Prentice, Goings, Snyder and Rasmussen)

Read first time 02/06/98.

1       AN ACT Relating to part-time employees of community and technical  
2 colleges; adding a new section to chapter 28B.50 RCW; and creating a  
3 new section.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5       NEW SECTION. **Sec. 1.** The legislature finds that part-time faculty  
6 at the community and technical colleges have an essential role in  
7 providing students with an excellent and affordable education. The  
8 legislature also finds that the salary, retirement benefits, and health  
9 care disparities between full-time and part-time faculty at many  
10 colleges are excessive and inequitable. Therefore, it is the intent of  
11 the legislature that part-time faculty employed in public community and  
12 technical colleges receive equal compensation for equal work when  
13 compared to full-time faculty. Equal compensation for equal work  
14 should include prorated compensation for salary, retirement benefits,  
15 and health care benefits.

16       NEW SECTION. **Sec. 2.** A new section is added to chapter 28B.50 RCW  
17 to read as follows:

1 (1) This section applies to part-time faculty of public community  
2 and technical colleges.

3 (2) Part-time faculty under this section shall be paid a pro rata  
4 share of the salary paid to full-time faculty based on the full-time  
5 faculty salary schedule of the college district where the part-time  
6 faculty member is employed.

7 (3) Part-time faculty shall be eligible for a pro rata share of  
8 retirement benefits from the state board for community and technical  
9 colleges.

10 (4) Part-time faculty under this section who are employed for less  
11 than fifty percent of a full-time equivalent position as described in  
12 RCW 28B.50.489 shall receive compensation in lieu of health benefits  
13 equivalent to the pro rata share of the cost to the state for  
14 individual health benefits. The amount to be prorated shall be based  
15 on the average premium for health care for a full-time faculty member.

16 (5) Unless the context clearly requires otherwise, the definitions  
17 in this section apply throughout this section.

18 (a) A "pro rata share" means a percentage of a full-time academic  
19 workload as defined in RCW 28B.50.489(1).

20 (b) "Part-time faculty" means nontenured instructors employed by  
21 public community or technical college districts for less than one  
22 hundred percent of a full-time academic workload as defined in RCW  
23 28B.50.489(1).

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