

COMMITTEE ON HIGHER EDUCATION
Rep. Don Carlson, Republican Co-Chair; and
Rep. Phyllis Kenney, Democratic Co-Chair

BILL ANALYSIS
HB 1243

Brief Description: Requiring prorated compensation for part-time community and technical college employees.

Background:

In 1998, there were approximately 7,183 state supported part-time faculty. According to the State Board for Community and Technical Colleges this represents 42 percent of the community and technical college instructional effort.

Community and technical colleges hire part-time faculty for several reasons. Part-time faculty who work full time in business and industry bring a unique perspective to the classroom. Part-time faculty also allow colleges to be flexible and responsive to students needs. Community and technical colleges are able to offer more courses when and where students need them because of part-time faculty. The major reason colleges rely on part-time faculty is to improve productivity and reduce costs.

Historically, community and technical colleges have paid part time faculty at a lower rate than full time faculty. The average part time salary is approximately \$17,000. The average full-time salary is approximately \$40,000. In 1996, the Legislature directed the state board to develop a plan and make recommendations to the Legislature to address compensation and salary disparities for full and part-time faculty. As a result of the study the State Board for Community and Technical Colleges recommended that half of the part time faculty be paid at 76 percent of a full-time rate and that half be paid at 100 percent of a full-time salary. Funding was not provided for that proposal.

In their 1999-2001 operating budget request, the State Board for Community and Technical colleges proposes a six year plan to equalize part time faculty salaries. The first biennial cost will be \$16 million. The State Board proposal will also lower the eligibility threshold for part-time faculty participation in the Teacher's Insurance and Annuity Association and College Retirement Equities Fund (TIAA/CREF) retirement plan.

Summary:

Part-time faculty will be paid on a pro rata basis. Pro rata salary is defined as part-time faculty being paid on the full-time salary schedule in proportion to the part-time faculty member's proportion of a full-time academic load.

Prepared for the House Higher Education Committee
by Marilee Scarbrough, Counsel (786-7196)
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