
SENATE BILL 5507

State of Washington

62nd Legislature

2011 Regular Session

By Senators Kilmer, White, Chase, Nelson, Keiser, Conway, Kline, Kohl-Welles, and Murray

Read first time 01/27/11. Referred to Committee on Higher Education & Workforce Development.

1 AN ACT Relating to academic employee salary increments for
2 community and technical colleges; adding new sections to chapter 28B.50
3 RCW; and creating a new section.

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

5 NEW SECTION. **Sec. 1.** (1) The legislature finds that the community
6 and technical colleges offer high quality, cost-effective instructional
7 programs to the citizens of the state. The legislature finds that
8 academic employee morale and willingness to invest in professional
9 development, and academic employee recruitment and retention, are
10 improved by consistent and predictable practices that provide salary
11 increases to recognize two-year college academic employees who upgrade
12 their skills and professional experience. It is the intent of the
13 legislature that state appropriations be adjusted to an amount which,
14 together with academic employee turnover savings, provide for
15 consistent and predictable funding of academic employee salary
16 increases for state-funded academic employees who qualify through
17 experience, professional development, and training pursuant to local
18 collective bargaining.

1 (2) The legislature further finds that the state board for
2 community and technical colleges should examine the concept of a
3 statewide salary allocation model and how it could be adopted for
4 community and technical colleges. The purpose of such an allocation
5 model would be to assure fair and functional allocation of compensation
6 for state-funded academic employees including recognition of
7 experience, professional development and training for, for example as
8 is currently available to the common schools of the state. The state
9 board for community and technical colleges shall, in consultation with
10 the various bargaining representatives of the academic employees,
11 recommend an allocation model for the distribution of increments for
12 experience, professional development, and training. The state board
13 shall present its recommended allocation model to the legislature no
14 later than December 1, 2012.

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

17 The definitions in this section apply throughout this section and
18 sections 3 and 4 of this act unless the context clearly requires
19 otherwise.

20 (1) "Associated benefits" means those compensation benefits that
21 are based on a percent of an employee's salary, such as retirement and
22 old age survivors insurance.

23 (2) "Academic employee" has the same meaning as in RCW 28B.52.020,
24 which means any teacher, counselor, librarian, or department head, who
25 is employed by any college district, whether full or part time, with
26 the exception of the chief administrative officer or, and any
27 administrator in, each college district.

28 (3) "General salary increase" means the salary adjustment granted
29 by the legislature for cost-of-living increases as provided in RCW
30 28B.50.465.

31 (4) "Increments" means an increase in the base salary of an
32 academic employee. Increments may be based on time, such as completing
33 another year of employment, completing specific requirements, such as
34 certification, or a combination of time and requirements.

35 (5) "State board" is the state board for community and technical
36 colleges.

1 (6) "Turnover savings" is the ongoing permanent difference between
2 the compensation level of an academic employee who is no longer
3 employed and the compensation level of the academic employee
4 replacement. Full-time faculty turnover savings may only be captured
5 when a full-time faculty member is replaced by a full-time faculty
6 member. Similarly, part-time faculty turnover savings may only be
7 captured when a part-time faculty member is replaced by a part-time
8 faculty member. Turnover savings exclude temporary savings such as
9 vacant positions or academic employees on leave, reassignment, or
10 sabbatical.

11 (7) "Salary base" is the prior year's total state-funded
12 expenditures for all academic employees' ending salary levels.

13 NEW SECTION. **Sec. 3.** A new section is added to chapter 28B.50 RCW
14 to read as follows:

15 (1) Subject to the limitations in section 4 of this act, each
16 biennium, the state board shall submit in its biennial budget request
17 an amount of funds, which together with academic employee turnover
18 savings, is sufficient to cover the projected state-funded costs of
19 increments for the community and technical college system.

20 (2) The basis for the biennial budget request shall be eight-tenths
21 of one percent of the academic employees' salary base plus the value of
22 associated benefits.

23 (3) The state board shall determine the method of allocating to the
24 community and technical colleges the appropriations granted for
25 academic employee increments, provided that the amount of the
26 appropriation generated from the proportionate share of the part-time
27 faculty salary base shall only be accessible for part-time faculty. In
28 addition, all part-time faculty turnover savings, as defined in section
29 2(6) of this act, shall only be accessible for part-time faculty.

30 NEW SECTION. **Sec. 4.** A new section is added to chapter 28B.50 RCW
31 to read as follows:

32 (1) Subject to subsection (4) of this section, boards of trustees
33 shall award academic employee salary increments based on local
34 agreements developed under chapter 28B.52 RCW.

35 (2) Funds allocated by the college board to local boards of

1 trustees for part-time faculty under the provisions of section 3 of
2 this act may be used for general salary increases for part-time
3 faculty.

4 (3) Boards of trustees may combine appropriations allocated by the
5 college board for academic employee salary increments with general
6 salary increase funding to increase academic employee increments. To
7 the extent that general salary increase funding is used to pay academic
8 employee increments, the general salary increase shall be reduced by
9 the same amount.

10 (4) Awards of academic employee salary increments shall be
11 suspended if there is a:

12 (a) Reduction of allotments by the governor pursuant to RCW
13 43.88.110(3); or

14 (b) Reduction by the legislature from one biennium to the next or
15 within a biennium of appropriated funds based on constant dollars using
16 the implicit price deflator.

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