
HOUSE BILL 1179

State of Washington

65th Legislature

2017 Regular Session

By Representatives Pollet, Haler, Appleton, Gregerson, Orwall, Stanford, Sells, Tarleton, Chapman, Goodman, Fitzgibbon, Peterson, Lytton, Doglio, Kagi, Frame, Farrell, Riccelli, Lovick, Pettigrew, Sawyer, Springer, Bergquist, Ormsby, Hudgins, Santos, and Macri

Read first time 01/12/17. Referred to Committee on Higher Education.

1 AN ACT Relating to part-time academic employees at community
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.** Part-time nontenure track academic
6 employees at community and technical colleges teach on average forty-
7 six percent of all the classes taught in the state and are
8 responsible for successfully educating thousands of students a year.
9 Students expect the same service from their part-time instructors as
10 they do from their full-time instructors, and often are not even
11 aware whether their instructors are full-time or part-time. Students
12 pay the same tuition whether they are being taught by a part-time or
13 a full-time instructor. However, on average, part-time academic
14 employees earn fifty-two percent of what full-time academic employees
15 earn for teaching the same course or number of courses. Acknowledging
16 this unjustified pay disparity, the legislature in 1999 allotted ten
17 million dollars to the community and technical college system
18 exclusively to start closing the pay disparity gap between full and
19 part-time academic employees. The legislature also required colleges
20 to match that amount so that altogether approximately eighteen
21 million dollars was devoted to that goal. As a result, part-time

1 academic employees' pay increased by twenty-two percent and went from
2 forty percent on average of what full-time academic employees make to
3 about sixty percent on average of what full-time academic employees
4 make for teaching the same course. Every biennium after that and
5 until 2008, the legislature allocated funding to continue to close
6 the pay gap. In 2008, that movement toward equal pay stopped and no
7 funding has been provided for this pay gap since then. There is still
8 more to do. It is therefore the intent of the legislature to reach
9 the goal of equal pay for equal work for part-time and full-time
10 academic employees at community and technical colleges within the
11 next four years.

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

14 (1) Pay for all part-time nontenure track academic employees must
15 be prorated based on the employee's percent of a full-time academic
16 workload as defined in RCW 28B.50.489(1).

17 (2) Pay for all part-time nontenure track academic employees must
18 be increased to one hundred percent pro rata pay achieved no later
19 than the 2020-21 academic year. The increases must be phased in over
20 four years in equal increments starting in the 2017-18 academic year.

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