

SHB 3127 - H AMD 780

By Representative Dunn

WITHDRAWN 2/14/2006

1 On page 9, after line 15, insert the following:

2 "NEW SECTION. **Sec. 5** The legislature finds that the community
3 and technical colleges offer quality, cost-effective instructional
4 programs to the citizens of the state. The legislature also finds
5 that an experienced, educated faculty, up-to-date in respective
6 disciplines and effective teaching techniques is vital to the
7 quality of instruction. The legislature further finds that a system
8 of compensation for all academic employees that recognizes
9 experience, education, and continuing professional development will
10 foster quality teaching throughout the faculty ranks. It is the
11 intent of the legislature that state appropriations be adjusted to
12 an amount which, together with faculty turnover savings, provides
13 for a fair and equitable funding of faculty salary increments for
14 both part-time and full-time faculty.

15 NEW SECTION. **Sec. 6** A new section is added to chapter 28B.50
16 RCW to read as follows:

17 (1) Community and technical college boards of trustees shall
18 award faculty salary increments based on local agreements developed
19 under chapter 28B.52 RCW. Each biennium, the state board for
20 community and technical colleges shall submit in its biennial
21 budget request an amount of funds, which together with faculty
22 turnover savings, is sufficient to cover the projected costs of
23 increments for the community and technical college system. It is
24 the intent of the legislature that the annual cost of salary
25 increments under this subsection, exclusive of turnover savings,
26 should be funded by legislative appropriation, not to exceed three
27 percent of the faculty salary base. Upon receipt of a line item
28 appropriation from the legislature, the state board for community
29 and technical colleges shall distribute the funds to the college

1 districts in a fair and equitable manner. Allocation from the state
2 board for community and technical colleges shall recognize turnover
3 savings.

4 (2) The state board for community and technical colleges shall
5 convene a task force comprised of representatives from the state
6 board, the presidents' organization, the trustees' organization,
7 the faculties' organization as defined by RCW 28B.52.020(7), as
8 well as the Washington part-time faculty association, to advise the
9 state board on guidelines for the fair and equitable distribution
10 of increment funds to both part-time and full-time faculty.

11 NEW SECTION. **Sec. 7** A new section is added to chapter 28B.50
12 RCW to read as follows:

13 (1) The community and technical college boards of trustees
14 shall use the collective bargaining process to develop local
15 agreements for the awarding of part-time faculty increments using
16 the principles in this subsection.

17 (a) Part-time faculty salary increments shall be equitable and
18 comparable to full-time salary schedules. Colleges are encouraged
19 to allot increments in a manner so as to decrease the disparity
20 between part-time and full-time faculty pay; in no case may
21 part-time faculty increments contribute to an increase in the
22 disparity between part-time and full-time salaries.

23 (b) When a part-time faculty member is first hired, his or her
24 prior teaching experience shall be counted in placing him or her at
25 the appropriate increment step.

26 (c) Experience gained by part-time faculty at other
27 institutions of higher learning, including other community and
28 technical colleges, shall be counted toward moving up the increment
29 scale.

30 (d) Current part-time faculty shall be placed on any new
31 increment scale according to prior experience, and in no case may
32 they receive a lower salary rate than their current one.

33 (e) The number of part-time incremental steps should be
34 comparable to the number of full-time incremental steps, so as to
35 ensure that long-term part-time faculty remain eligible for moving
36 up the increment scale.

37 (2) If local part-time faculty increment scales include a
38 service component, then the college shall provide equal access for

1 the part-time faculty in their efforts to attain service credits,
2 engage in professional development, and keep up with their
3 disciplines through continuing education. If necessary, the
4 colleges shall develop policies to support part-time faculty in
5 these endeavors, including the granting of professional leave.

6 (3) The colleges shall have their part-time salary increment
7 scales in place within one year of the effective date of this
8 section, and salary increments shall be awarded to part-time
9 faculty retroactive to the beginning of fall quarter 2005."

10 Correct the title.

EFFECT: Requires the state board for community and technical colleges to request funding in their biennial budget request for increments, not to exceed three percent of the faculty salary base. Requires a task force. Describes a mechanism for awarding salary increments to part-time faculty at community and technical colleges. Requires that part-time faculty salary increments be equitable and comparable to full-time faculty salary increments. Requires colleges to provide equal access to service credits for part-time faculty. Requires that salary increments be awarded to part-time faculty retroactive to fall quarter 2005.