

State of Washington

State Board for Community College Education

(name of governing body)

(agency name, if applicable)

Resolution No. 78-17

Administrative Order No. 68

(1) Be it resolved by the State Board for Community College Education acting at Olympia Technical Community College

(place) that it does promulgate and adopted the annexed rules relating to:

WAC 131-16-410, Optional Salary Increases for Faculty and Exempt Personnel of Certain Community Colleges: Maximum allowable percentage salary increases for certain community college districts and regulations for implementing optional salary increases in addition to salary increases authorized and funded for the fiscal year beginning July 1, 1978, amending WAC 131-16-410.

(2) ALTERNATIVE A. Use only for Adoption of Permanent Rules.

This action is taken pursuant to Notice No. filed with the code reviser on Such rules shall take effect: pursuant to RCW 34.04.040(2). at a later date, such date being

(2) ALTERNATIVE B. Use only for Adoption of Emergency Rules.

We, the State Board for Community College Education, find that an emergency exists and that the foregoing order is necessary for the preservation of the public health, safety, or general welfare and that observance of the requirements of notice and opportunity to present views on the proposed action would be contrary to public interest. A statement of the facts constituting such emergency is: Internal distribution of salary increase funds provided a community college district is a matter subject to negotiations pursuant to chapter 28B.52 RCW. Such negotiations for fiscal year 1979 are currently underway. Data upon which to base calculations of allowable district optional increase maximums has only recently become available and the proposed rule amendments could not be completed without such data. Such rules are therefore adopted as emergency rules to take effect upon filing with the code reviser.

(3) Pursuant to the requirements of RCW 34.04. (1977 c 19 § 2) that "every agency shall incorporate the most specific, but in no case omit all, of the following language alternatives when adopting or amending rules" (fill in statement (a), (b), or (c) as appropriate):

(a) This rule is promulgated pursuant to RCW chapter 339, Laws of 1977, 1st ex. sess. and is intended to administratively implement that statute.

(b) This rule is promulgated pursuant to RCW which directs that the

(agency) has authority to implement the provisions of

(name of act or RCW citation)

(c) This rule is promulgated under the general rule-making authority of the

(agency) as authorized in RCW

(4) The undersigned hereby declares that he has complied with the provisions of the Open Public Meetings Act (chapter 42.30 RCW), the Administrative Procedure Act (chapter 34.04 RCW) or the Higher Education Administrative Procedure Act (chapter 28B.19 RCW), as appropriate, and the State Register Act (chapter 34.08 RCW).

(5) This order, for being recorded in the order register of this governing body is herewith transmitted to the Code Reviser for filing pursuant to chapter 34.04 RCW and chapter 1-12 WAC.

APPROVED AND ADOPTED April 6, 1978

APR 11 1978

By [Signature]

CODE REVISER'S OFFICE WSR 78-05-011

Title Director

State Board for Community College Education

RULE PURPOSE AND IMPLEMENTATION STATEMENT

Pursuant to chapter 34.04 RCW and WAC 1-12-065, the following rule purpose and implementation statement is provided:

(1) The amended rule WAC 131-16-410, Optional Salary Increases for Faculty and Exempt Personnel of Certain Community Colleges, is a regulation of the State Board for Community College Education promulgated pursuant to authority contained in chapter 339, Laws of 1977, 1st ex. sess. This statute is the general appropriations act for the 1977-79 biennium and the rule is based specifically on language in section 14 of said statute providing for salary increases for community college faculty and exempt administrative personnel. More specifically the language authorizes certain college districts to grant salary increases for such personnel that are in addition to increases for which funds were appropriated.

(2) The specific rule amended by action of the State Board identifies the 14 community college districts that qualify to grant such additional salary increases and indicates the maximum percentage of allowable additional increase. Districts qualify by virtue of calculations made by the staff of the State Board using a technique for determining variance of district faculty average salaries from a systemwide salary equity measure known as the Hypothetical Salary Schedule.

(3) Agency personnel who are responsible for drafting, implementing, and enforcing this rule are as follows:

General Responsibility - John C. Mundt, Director (SCAN 234-7412)
Drafting and Auditing - Gilbert J. Carbone, Assistant Director,
(SCAN 234-3650)
Hypothetical Schedule Calculations - Hilmar Kuebel, Associate
Director, (SCAN 234-4390)

All responsible personnel are located at 319 7th Avenue, Olympia, WA.

(4) To our knowledge there are no opponents to this rule action. Proponents of the action are the faculties and administrative staffs of the various community college districts, and members and staff personnel of the State Board for Community College Education.

(5) The purpose of the legislative authorization for certain community college districts to grant salary increases in addition to those specifically funded by the appropriations act is to provide a means for creating greater equity in salaries paid to individual community college faculty and administrative staff members. The principal source of salary variations among college districts is the statutory requirement that district boards of trustees engage in collective bargaining on such matters with representatives of faculty units. In addition, variations result from differences in length of service, educational preparation, and previous experience of college personnel.

AMENDATORY SECTION (Amending Order 66, filed 9/13/77)

WAC 131-16-410 Optional Salary Increases for Faculty and Exempt Personnel of Certain Community Colleges. (1) Pursuant to authority granted in Chapter 339, Laws of 1977, 1st ex. sess., the following community college districts may grant salary increases in addition to those specifically authorized and funded by legislative enactment for the fiscal year beginning July 1, (~~1977~~) 1978, in the amounts indicated.

District	Maximum Additional	Percentage Increase
1 - Peninsula	(1-28%)	<u>4.41%</u>
3 - Olympic	(5-00%)	<u>3.38%</u>
4 - Skagit Valley	(5-00%)	<u>3.86%</u>
5 - Everett/Edmonds	.92%	
(6---Seattle)	(7-93%)	
7 - Shoreline	(5-00%)	<u>2.06%</u>
9 - Highline	1.54%	
11 - Ft. Steilacoom	(2-86%)	<u>7.63%</u>
12 - Centralia/Olympia Tech.	(5-00%)	<u>2.32%</u>
13 - Lower Columbia	4.13%	
15 - Wenatchee Valley	(4-79%)	<u>5.00%</u>
17 - Spokane/Spokane Falls	(1-46%)	<u>.93%</u>
19 - Columbia Basin	.06%	
20 - Walla Walla	5.00%	
21 - Whatcom	(2-37%)	<u>1.78%</u>

(2) The optional additional salary increases are those determined by application of the percentage difference between the average nine-month-equivalent salary of those personnel defined for inclusion in the hypothetical salary computation procedure and the nine-month-equivalent salary average generated for those same personnel by the hypothetical salary schedule.

(3) Upon determination by the district board of trustees that funds are available for such purpose, any optional additional salary increases granted pursuant to this regulation shall be granted consistent with the following provisions:

(a) Employees eligible to receive such optional salary increases shall be full-time faculty, part-time faculty, and administrative staff personnel, except those under the jurisdiction of the Higher Education Personnel Board.

(b) College districts are advised to interpret the allowable percentage of additional salary increases set forth in this regulation as the maximum that may be applied to any category of eligible employees such as full-time faculty, part-time faculty, administrative staff personnel, and other employees exempt from the jurisdiction of the Higher Education Personnel Board.

(c) Any optional salary increase percentage shall be applied to the salary level separate from application of any general salary increase authorized and funded by legislative enactment.

(d) Optional salary increases as determined by any college district pursuant to this regulation may be granted only after approval by the State Director of a detailed plan for application of such optional increases by each district.

(e) The plan for each district for application of any optional salary increases shall be supported by record of the application of the plan for each individual full-time faculty and exempt staff members and for part-time faculty and exempt staff members in the aggregate.