
HOUSE BILL 3050

State of Washington 58th Legislature 2004 Regular Session

By Representatives Haigh, Eickmeyer, Rockefeller, Linville, Morrell, Benson, Blake, Cox, Wallace, Woods, Lantz and Anderson

Read first time 01/27/2004. Referred to Committee on Higher Education.

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

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

5 NEW SECTION. **Sec. 1.** The legislature finds that the community and
6 technical colleges offer quality, cost-effective instructional programs
7 to the citizens of the state. The legislature also finds that an
8 experienced, educated faculty, up-to-date in respective disciplines and
9 effective teaching techniques is vital to the quality of instruction.
10 The legislature further finds that a system of compensation for all
11 academic employees that recognizes experience, education, and
12 continuing professional development will foster quality teaching
13 throughout the faculty ranks. It is the intent of the legislature that
14 state appropriations be adjusted to an amount which, together with
15 faculty turnover savings, provides for a fair and equitable funding of
16 faculty salary increments for both part-time and full-time faculty.

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

1 (1) Community and technical college boards of trustees shall award
2 faculty salary increments based on local agreements developed under
3 chapter 28B.52 RCW. Each biennium, the state board for community and
4 technical colleges shall submit in its biennial budget request an
5 amount of funds, which together with faculty turnover savings, is
6 sufficient to cover the projected costs of increments for the community
7 and technical college system. It is the intent of the legislature that
8 the annual cost of salary increments under this subsection, exclusive
9 of turnover savings, should be funded by legislative appropriation, not
10 to exceed three percent of the faculty salary base. Upon receipt of a
11 line item appropriation from the legislature, the state board for
12 community and technical colleges shall distribute the funds to the
13 college districts in a fair and equitable manner. Allocation from the
14 state board for community and technical colleges shall recognize
15 turnover savings.

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

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

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

29 (a) Part-time faculty salary increments shall be equitable and
30 comparable to full-time salary schedules. Colleges are encouraged to
31 allot increments in a manner so as to decrease the disparity between
32 part-time and full-time faculty pay; in no case may part-time faculty
33 increments contribute to an increase in the disparity between part-time
34 and full-time salaries.

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

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

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

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

11 (2) If local part-time faculty increment scales include a service
12 component, then the college shall provide equal access for the part-
13 time faculty in their efforts to attain service credits, engage in
14 professional development, and keep up with their disciplines through
15 continuing education. If necessary, the colleges shall develop
16 policies to support part-time faculty in these endeavors, including the
17 granting of professional leave.

18 (3) The colleges shall have their part-time salary increment scales
19 in place within one year of the effective date of this section, and
20 salary increments shall be awarded to part-time faculty retroactive to
21 the beginning of fall quarter 2003.

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