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HOUSE BILL 2080

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State of Washington                      59th Legislature                      2005 Regular Session

By Representatives Dunn, Pettigrew, Chase and Holmquist

Read first time 02/16/2005. Referred to Committee on Higher Education.

1            AN ACT Relating to higher education; adding new sections to chapter  
2 28B.50 RCW; and creating a new section.

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

4            NEW SECTION.    **Sec. 1.** The legislature finds that:

5            (1) The state community and technical colleges hold a significant  
6 place in our higher education system by providing citizens with high  
7 quality instruction;

8            (2) The retention of excellent college professors is an integral  
9 part to the success of our community and technical college system;

10           (3) Our state's colleges and universities are dedicated to the free  
11 and open discussion of ideas that encourages the plurality of opinions  
12 that has been the hallmark of the concept of academic freedom;

13           (4) Nearly half of the courses offered by the two-year colleges are  
14 currently taught by nontenure track, part-time faculty who lack the job  
15 security and academic freedom safeguards normally associated with  
16 tenure;

17           (5) Job security for experienced faculty has long been a hallmark  
18 of high-quality higher education and results in a more stable work  
19 force of professionals dedicated to serving their students; and

1 (6) Good business practice and faculty morale is best served by the  
2 time-honored labor practice of rewarding professors for their  
3 seniority, continuing education, and experience.

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

6 (1) Each community and technical college shall develop a new senior  
7 faculty position for nontenure track, part-time professors to be  
8 officially called associate faculty.

9 (2) Nontenure track faculty are eligible for associate faculty  
10 status after having taught for nine quarters.

11 (3) At a minimum, associate faculty shall have the following  
12 privileges conferred on them as a result of their seniority:

13 (a) The right of first refusal on available departmental courses up  
14 to the equivalent of a full-time teaching load each year for fall,  
15 winter, and spring quarters;

16 (b) The right to bump other nontenure track faculty in the event  
17 the associate faculty member's course is canceled;

18 (c) The right to be paid thirty-three percent of their contract by  
19 the college in the event there is no one with less seniority to bump  
20 and the associate faculty member's class is canceled;

21 (d) Their names and qualifications appearing in the college's  
22 biennial catalogs;

23 (e) The right to receive annual contracts with the equivalent of  
24 full-time teaching loads; and

25 (f) Annual contracts presumed to be automatically renewable.

26 (4) Associate faculty status shall be revocable for probable cause,  
27 as outlined in the procedures for terminating full-time tenure track  
28 faculty. The associate faculty member may appeal the decision, at his  
29 or her option, including the right to a hearing and standard grievance  
30 procedures afforded to full-time faculty by contract; and

31 (5) All nontenure track faculty who have taught more than nine  
32 quarters before June 30, 2005, shall automatically be conferred  
33 associate faculty status.

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

1           (1) Each community and technical college shall develop its  
2 associate faculty positions by means of collective bargaining.

3           (2) Each community and technical college shall have its associate  
4 faculty positions in place no later than September 30, 2006.

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