## (DIGEST OF PROPOSED 1ST SUBSTITUTE)

Finds that the community and technical colleges offer high quality, cost-effective instructional programs to the citizens of the state.

Finds that academic employee morale and willingness to invest in professional development, and academic employee recruitment and retention, are improved by consistent and predictable practices that provide salary increases to recognize two-year college academic employees who upgrade their skills and professional experience.

Declares an intent that state appropriations be adjusted to an amount which, together with academic employee turnover savings, provide for consistent and predictable funding of academic employee salary increases for state-funded academic employees who qualify through experience, professional development, and training pursuant to local collective bargaining.