

# SENATE BILL REPORT

## SB 5020

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As Reported By Senate Committee On:  
Labor, Commerce, Research & Development, February 27, 2007

**Title:** An act relating to higher education.

**Brief Description:** Requiring that part-time community college faculty be paid on the same scale as full-time faculty.

**Sponsors:** Senators Jacobsen, McCaslin, Poulsen, Delvin, Kilmer, Kline, Franklin, Murray and Kohl-Welles.

**Brief History:**

**Committee Activity:** Labor, Commerce, Research & Development: 2/20/07, 2/27/07[DPS-WM, DNP].

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### SENATE COMMITTEE ON LABOR, COMMERCE, RESEARCH & DEVELOPMENT

**Majority Report:** That Substitute Senate Bill No. 5020 be substituted therefor, and the substitute bill do pass and be referred to Committee on Ways & Means.

Signed by Senators Kohl-Welles, Chair; Keiser, Vice Chair; Franklin, Murray and Prentice.

**Minority Report:** Do not pass.

Signed by Senators Clements, Ranking Minority Member and Holmquist.

**Staff:** Ingrid Mungia (786-7423)

**Background:** Community and technical colleges employ both part-time and full-time faculty. The method of compensation for part-time faculty at these community and technical colleges has been a matter of debate.

**Summary of Bill (Recommended Substitute):** The goal is to increase the number of positions designated as full-time tenure-track faculty positions by 10 percent in each individual public two-year college by 2013. The goal for salaries for full-time faculty should be increased above a regular cost-of-living increase so that by 2013 salaries are in the top quarter for faculty of comparable rank in global challenge states.

Each two-year public college is required to determine a salary standard for adjunct faculty members employed in each academic, technical, basic studies, or other departments. This standard is subject to collective bargaining with the exclusive representatives of faculty, and

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constitutes salary in proportion to the salaries of full-time tenured faculty members of comparable qualifications doing comparable work.

By December 2007, each institution of higher education must create a plan to meet the goals of this section. This includes determining the level at which the salaries for its full-time tenure-track faculty are below 75 percentile of comparable institutions in global challenge states. Each institution is required to establish a process under which adjunct faculty receives timely notice and priority consideration for adjunct teaching assignments in coming academic terms. Priority consideration must include either rights of first refusal for eligible classes or an annual contract with due process rights.

Each institution is required to establish a faculty restoration and equity account.

The Washington State Institute for Public Policy (WSIPP) is required to study the faculty employment practices of Washington State's public four-year colleges, universities, and comparable four-year institutions in the top quartile global challenge states. WSIPP is to report its findings to the Legislature, local governing boards, and other interested parties by June 30, 2008.

**EFFECT OF CHANGES MADE BY LABOR COMMERCE RESEARCH & DEVELOPMENT COMMITTEE (Recommended Substitute):** The original language of SB 5020 is removed.

**Appropriation:** None.

**Fiscal Note:** Available

**Committee/Commission/Task Force Created:** No.

**Effective Date:** The bill contains an emergency clause and takes effect immediately. Sections 2 and 3 must be implemented by July 1, 2007.

**Staff Summary of Public Testimony on Original Bill:** PRO: Collective bargaining doesn't work for part-time faculty. Faculty should be paid according to the proportion of work that is provided by part-time faculty and full-time faculty. Salary should be on a pro rata basis. Inequities of part-time faculty have not been considered. Part-time faculty should be given a choice of working full time hours. Parity between the average salary for full-time faculty and part-time faculty does not exist.

CON: Part-time faculty should not be paid based on the full-time faculty salary schedule without regard to the workload assigned to full-time faculty. Based on collective bargaining agreements, full-time faculty have other nonteaching responsibilities assigned to them such as curriculum development, office hours, advising students and committee work.

**Persons Testifying:** PRO: Senator Jacobsen, prime sponsor; Keith Hoeller, Doug Collins, Patricia Pedersen, Washington Part-time Faculty Association.

CON: John Boesenberg, State Board for Community and Technical Colleges.