

HB 1631 - S COMM AMD

By Committee on Higher Education & Workforce Development

NOT CONSIDERED 05/25/2011

1 Strike everything after the enacting clause and insert the
2 following:

3 "NEW SECTION. **Sec. 1.** The legislature finds that the community
4 and technical colleges offer high quality, cost-effective instructional
5 programs to the citizens of the state. The legislature finds that
6 academic employee morale and willingness to invest in professional
7 development, and academic employee recruitment and retention, are
8 improved by consistent and predictable practices that provide salary
9 increases to recognize two-year college academic employees who upgrade
10 their skills and professional experience. It is the intent of the
11 legislature that state appropriations be adjusted to an amount which,
12 together with academic employee turnover savings, provide for
13 consistent and predictable funding of academic employee salary
14 increases for state-funded academic employees who qualify through
15 experience, professional development, and training pursuant to local
16 collective bargaining.

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

19 The definitions in this section apply throughout this section and
20 sections 3 and 4 of this act unless the context clearly requires
21 otherwise.

22 (1) "Associated benefits" means those compensation benefits that
23 are based on a percent of an employee's salary, such as retirement and
24 old age survivors insurance.

25 (2) "Academic employee" has the same meaning as in RCW 28B.52.020,
26 which means any teacher, counselor, librarian, or department head, who
27 is employed by any college district, whether full or part time, with
28 the exception of the chief administrative officer or, and any
29 administrator in, each college district.

1 (3) "General salary increase" means the salary adjustment granted
2 by the legislature for cost-of-living increases as provided in RCW
3 28B.50.465.

4 (4) "Increments" means an increase in the base salary of an
5 academic employee. Increments may be based on time, such as completing
6 another year of employment, completing specific requirements, such as
7 certification, or a combination of time and requirements.

8 (5) "State board" is the state board for community and technical
9 colleges.

10 (6) "Turnover savings" is the ongoing permanent difference between
11 the compensation level of an academic employee who is no longer
12 employed and the compensation level of the academic employee
13 replacement. Full-time faculty turnover savings may only be captured
14 when a full-time faculty member is replaced by a full-time faculty
15 member. Similarly, part-time faculty turnover savings may only be
16 captured when a part-time faculty member is replaced by a part-time
17 faculty member. Turnover savings exclude temporary savings such as
18 vacant positions or academic employees on leave, reassignment, or
19 sabbatical.

20 (7) "Salary base" is the prior year's total state-funded
21 expenditures for all academic employees' ending salary levels.

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

24 (1) Subject to the limitations in section 4 of this act, each
25 biennium, the state board shall submit in its biennial budget request
26 an amount of funds, which together with academic employee turnover
27 savings, is sufficient to cover the projected state-funded costs of
28 increments for the community and technical college system.

29 (2) The basis for the biennial budget request shall be eight-tenths
30 of one percent of the academic employees' salary base plus the value of
31 associated benefits.

32 (3) The state board shall determine the method of allocating to the
33 community and technical colleges the appropriations granted for
34 academic employee increments, provided that the amount of the
35 appropriation generated from the proportionate share of the part-time
36 faculty salary base shall only be accessible for part-time faculty. In

1 addition, all part-time faculty turnover savings, as defined in section
2 2(6) of this act, shall only be accessible for part-time faculty.

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

5 (1) Subject to subsection (4) of this section, boards of trustees
6 shall award academic employee salary increments based on local
7 agreements developed under chapter 28B.52 RCW.

8 (2) Funds allocated by the college board to local boards of
9 trustees for part-time faculty under the provisions of section 3 of
10 this act may be used for general salary increases for part-time
11 faculty.

12 (3) Boards of trustees may combine appropriations allocated by the
13 college board for academic employee salary increments with general
14 salary increase funding to increase academic employee increments. To
15 the extent that general salary increase funding is used to pay academic
16 employee increments, the general salary increase shall be reduced by
17 the same amount.

18 (4) Awards of academic employee salary increments shall be
19 suspended if there is a:

20 (a) Reduction of allotments by the governor pursuant to RCW
21 43.88.110(3); or

22 (b) Reduction by the legislature from one biennium to the next or
23 within a biennium of appropriated funds based on constant dollars using
24 the implicit price deflator."

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25 On page 1, line 2 of the title, after "colleges;" strike the
26 remainder of the title and insert "adding new sections to chapter
27 28B.50 RCW; and creating a new section."

EFFECT: Adds language that suspends academic employee salary

increments if there is a (1) reduction of allotments by the governor or (2) reduction by the legislature from one biennium to the next or within a biennium of appropriated funds.

Removes the language that in years when the legislature does not provide funding for faculty salary increments, a board of trustees may use additional funds that exceed those provided by the legislature.

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