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HOUSE BILL 1423

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State of Washington

61st Legislature

2009 Regular Session

By Representatives Sells, Wallace, Kenney, Hasegawa, Carlyle, Appleton, Morrell, White, Ormsby, Hudgins, Conway, Wood, Nelson, and Dickerson; by request of State Board for Community and Technical Colleges

Read first time 01/21/09. Referred to Committee on Higher Education.

1 AN ACT Relating to academic employee salary increments for  
2 community and technical colleges; adding new sections to chapter 28B.50  
3 RCW; and 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 high quality, cost-effective instructional  
7 programs to the citizens of the state. The legislature finds that  
8 academic employee morale and willingness to invest in professional  
9 development, and academic employee recruitment and retention, are  
10 improved by consistent and predictable salary increases that recognize  
11 two-year college academic employees who upgrade their skills and  
12 professional experience. It is the intent of the legislature that  
13 state appropriations be adjusted to an amount that, together with  
14 academic employee turnover savings, provides for consistent and  
15 predictable funding of academic employee salary increments for  
16 qualifying academic employees.

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

1 The definitions in this section apply throughout this section and  
2 section 3 of this act unless the context clearly requires otherwise.

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

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

11 (3) "General salary increase" means the salary adjustment granted  
12 by the legislature for cost-of-living increases as provided in RCW  
13 28B.50.465.

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

18 (5) "Turnover savings" is the ongoing permanent difference between  
19 the compensation level of an academic employee who is no longer  
20 employed and the compensation level of the academic employee  
21 replacement. Full-time faculty turnover savings may only be captured  
22 when a full-time faculty member is replaced by a full-time faculty  
23 member. Similarly, part-time faculty turnover savings may only be  
24 captured when a part-time faculty member is replaced by a part-time  
25 faculty member. Turnover savings exclude temporary savings such as  
26 vacant positions or academic employees on leave, reassignment, or  
27 sabbatical.

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

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

32 (1) Each biennium, the college board shall submit in its biennial  
33 budget request an amount of funds, which together with academic  
34 employee turnover savings, is sufficient to cover the projected state-  
35 funded costs of increments for the community and technical college  
36 system.

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

4 (3) The college board shall determine the method of allocating to  
5 the community and technical colleges the appropriations granted for  
6 academic employee increments, provided that the amount of the  
7 appropriation generated from the proportionate share of the part-time  
8 faculty salary base shall only be accessible for part-time faculty. In  
9 addition, all part-time faculty turnover savings, as defined in section  
10 2(5) of this act, shall only be accessible for part-time faculty.

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

13 (1) Boards of trustees shall award academic employee salary  
14 increments based on local agreements developed under chapter 28B.52  
15 RCW.

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

20 (3) Boards of trustees may combine appropriations allocated by the  
21 college board for academic employee salary increments with general  
22 salary increase funding to increase academic employee increments. To  
23 the extent that general salary increase funding is used to pay academic  
24 employee increments, the general salary increase shall be reduced by  
25 the same amount.

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