
SUBSTITUTE SENATE BILL 5932

State of Washington

66th Legislature

2019 Regular Session

By Senate Higher Education & Workforce Development (originally sponsored by Senators Becker, Lovelett, and Hasegawa)

READ FIRST TIME 02/22/19.

1 AN ACT Relating to salaries for faculty at community and
2 technical colleges; amending RCW 28B.52.035; and creating a new
3 section.

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

5 NEW SECTION. **Sec. 1.** The legislature finds that the salaries
6 for faculty at the community and technical colleges have not kept
7 pace with the market. The legislature further finds that there is a
8 shortage of faculty to teach in nursing programs at community and
9 technical colleges across the state and that a pay increase may aid
10 in filling these positions with qualified faculty. Therefore it is
11 the intent of the legislature that all faculty at the community and
12 technical colleges be given an increase in pay in the next bargaining
13 period and that nursing faculty receive an additional increase in
14 pay.

15 **Sec. 2.** RCW 28B.52.035 and 2018 c 267 s 2 are each amended to
16 read as follows:

17 (1) At the conclusion of any negotiation processes as provided
18 for in RCW 28B.52.030, any matter upon which the parties have reached
19 agreement shall be reduced to writing and acted upon in a regular or
20 special meeting of the boards of trustees, and become part of the

1 official proceedings of said board meeting. Except as provided in
2 this section, provisions of written contracts relating to salary
3 increases shall not exceed the amount or percentage established by
4 the legislature in the appropriations act and allocated to the board
5 of trustees by the state board for community and technical colleges.

6 (2) Subject to appropriations solely for the purpose of
7 increasing high-demand program faculty salary, when negotiating
8 contract provisions relating to salary increases, the parties must
9 consider and, to the extent practicable, establish salaries that are
10 no less than the average salary identified by the college and
11 university professional association for human resources or a similar
12 organization. Contract provisions relating to salary must include
13 supplemental or premium pay for academic employees in high-demand
14 program areas as determined locally to include but not be limited to
15 nursing, other allied health-related professions, information
16 technology, computer science, and trades including welding.

17 (3) The written agreement acted upon by a board of trustees must
18 be submitted to the director of the office of financial management by
19 October 1 prior to the fiscal year in which the provisions of the
20 agreement go into effect. The length of term of any such agreement
21 shall be for not more than three fiscal years. If any provision of a
22 salary increase is changed by subsequent modification of the
23 appropriations act by the legislature, both parties shall immediately
24 enter into collective bargaining for the sole purpose of arriving at
25 a mutually agreed upon replacement for the modified provision. A
26 board of trustees may provide additional compensation to academic
27 employees that exceeds that provided by the legislature.

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