
SENATE BILL 6405

State of Washington

66th Legislature

2020 Regular Session

By Senators Stanford, Liias, Wilson, C., Hasegawa, Hunt, Nguyen, Randall, Frockt, and Saldaña

Read first time 01/16/20. Referred to Committee on Higher Education & Workforce Development.

1 AN ACT Relating to supporting student success at community and
2 technical colleges by increasing full-time faculty and stabilizing
3 the use of part-time faculty; adding a new section to chapter 28B.50
4 RCW; creating a new section; and declaring an emergency.

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

6 NEW SECTION. **Sec. 1.** The legislature finds that having
7 adequately staffed faculty at the state's community and technical
8 colleges is a significant factor in providing students with academic
9 excellence, better educational opportunities, and overall student
10 success. It is the intent of the legislature to improve student
11 success in the community and technical college system by increasing
12 the number of full-time tenured and tenure-track academic employee
13 positions at community and technical colleges. The legislature
14 further finds that inadequate levels of compensation for nontenure
15 track faculty at community and technical colleges, which includes
16 associate, adjunct, contingent, and part-time faculty, undermines the
17 quality of the educational experience by contributing significantly
18 to limited time on campus outside of class time, the need to work at
19 multiple colleges and take on unrelated additional work, lack of
20 access to college resources for themselves as faculty and their
21 students, and marginalization within the college community.

1 NEW SECTION. **Sec. 2.** A new section is added to chapter 28B.50

2 RCW to read as follows:

3 (1) By December 31, 2020, the college board must create a plan,
4 to be implemented in phases, to make seventy percent of all faculty
5 employed in the community and technical college system be full-time
6 tenured or tenure-track positions by the end of the 2027-28 school
7 year. The plan must:

8 (a) Include as nontenure track faculty all academic employees who
9 are not tenured or on the tenure track, including all associate,
10 adjunct, contingent, and part-time faculty;

11 (b) Create new, full-time tenure-track faculty positions and
12 create more opportunities for nontenure track faculty;

13 (c) Include recommendations for new standards, assessment tools,
14 and data systems that permit the community and technical colleges and
15 the legislature to evaluate whether or not the programs, supports,
16 instructional opportunities, and staffing levels for each institution
17 adequately reflect the characteristics, background, and educational
18 needs of its students and the educational needs of the community it
19 serves;

20 (d) Include recommendations for achieving equal pay for equal
21 work as the standard for minimum compensation of nontenure track
22 faculty employed in the community and technical colleges. The
23 standards used to determine equal pay for equal work must be based on
24 the instructional work of the faculty, including direct student
25 support, time in class, preparation for class, grading and
26 assessment, and office hours equivalent to those required for full-
27 time tenure-track faculty under the relevant collective bargaining
28 agreement. The standards must recognize that, at a minimum,
29 instructional work accounts for approximately eighty-five percent of
30 the full-time tenure-track workload. Additional work such as
31 committee work, department or college meetings, and curriculum
32 development are noninstructional and must be compensated in addition
33 to instructional work in accordance with the relevant collective
34 bargaining agreement; and

35 (e) Establish a timeline and benchmarks for allocation of funding
36 to achieve equal pay for equal work.

37 (2) In developing the plan, the college board must work
38 collaboratively with each of the community and technical colleges,
39 collective bargaining representatives, and the legislature.

1 (3) The first phase-in implementation of the plan must begin by
2 the community and technical college system's 2021 fall quarter.
3 Seventy percent target compliance must be met both systemwide and at
4 each of the individual community and technical colleges by the end of
5 the 2027-28 school year.

6 (4) The college board shall report to the higher education
7 committees of the legislature by December 1, 2020, and by December
8 1st every two years thereafter until 2028, regarding updated faculty
9 conversion cost information and information regarding the colleges'
10 progress in increasing the percentage of full-time tenured or tenure-
11 track employees and progress in achieving pay equity for nontenure
12 track faculty.

13 (5) For purposes of this section, "academic employee" has the
14 same meaning as in RCW 28B.50.489.

15 NEW SECTION. **Sec. 3.** This act is necessary for the immediate
16 preservation of the public peace, health, or safety, or support of
17 the state government and its existing public institutions, and takes
18 effect immediately.

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