



Step Up for Faculty: Support HB 1863

Let's create a fair, stable, and accountable funding stream for our community and technical college faculty.

Shared Responsibility

Historically, the Legislature has funded step increases, also known as increments, at the request of the State Board for Community and Technical Colleges and the faculty union. However, state funding for higher education has been declining, while local funds (domestic and international student tuition, parking revenues, etc.) have increased. In fact, **local funds account for more than 50 percent of funding in 21 of the 34 colleges**. Given this shift, it simply does not make sense to keep local funds off limits for step increases.

College presidents and the boards of trustees are talking with AFT Washington and the WEA to find a solution to this problem. Specifically, we are looking to use local funds for step increases, allowing fulfillment of contractual obligations by sharing responsibility with the state.

Competitive Edge

Consistent funding of step increases is essential to maintaining the quality and morale of faculty, both of which support student success. We cannot **remain competitive** in the recruitment or retention of faculty without enhanced access to funding.

Transparency

Currently, local funds are used by colleges for a wide range of expenses without transparency or shared decision-making among stakeholders. Meanwhile, faculty step increases remain unfunded year after year. Having the authority to use local funds for step increases will promote dialogue about the colleges' priorities and ensure transparency of local funds usage to faculty, the State Board for Community and Technical Colleges, and legislators.

Background

Every year, faculty, their unions, and the State Board for Community and Technical Colleges must request line-item funding from the Legislature in order to fund step increases. These step increases have been bargained at the local level and are usually linked to professional development. But step increases have not been funded by the state since 2008.

Faculty in our two-year colleges **are the only education employees who do not have access to local funding for step increases**. As a result, many steps have been earned but remain unfunded.

Successful legislation would authorize the use of local funds for step increases.

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