



Community/Technical College System
2023-25 Regular Budget Session
Maintenance Level - 9C - Initiative 732 COLA

Agency Recommendation Summary

The State Board for Community and Technical Colleges requests funding for salary increases for community and technical college faculty and technical college classified staff as required by RCW 28B.50.465, 28B.50.468 and I-732. Under the provisions of I-732, eligible employees receive a cost-of-living adjustment based on the Seattle consumer price index (CPI). The estimated cost-of-living rate increases are 7.8 percent in fiscal year 2024 and 3.5 percent in fiscal year 2025.

Fiscal Summary

Fiscal Summary <i>Dollars in Thousands</i>	Fiscal Years		Biennial	Fiscal Years		Biennial
	2024	2025	2023-25	2026	2027	2025-27
Operating Expenditures						
Fund 001 - 1	\$43,172	\$63,903	\$107,075	\$75,311	\$88,198	\$163,509
Total Expenditures	\$43,172	\$63,903	\$107,075	\$75,311	\$88,198	\$163,509

Decision Package Description

Dedicated, well-trained faculty and staff are essential to the community and technical colleges' ability to fulfill their mission and continue being responsive to the educational and economic needs of their communities. Community and technical colleges have an excellent track record of responding to the changing needs of the state and its economy. Much of this success is due to the skills and dedication of faculty and staff.

Assumptions and Calculations

Expansion, Reduction, Elimination or Alteration of a current program or service:

This maintenance level request does not expand current programs or services.

Detailed Assumptions and Calculations:

The following inflation factors were provided by LEAP, Inflation Factors File, based on the June 2022 forecast.

Fiscal Year	I-732 Seattle CPI
2024	7.816%
2025	3.481%

These inflation factors were applied to the 2021-22 salary base of faculty and technical college classified employees. Please see the attached spreadsheet for detailed calculations.

Workforce Assumptions:

This request would increase salaries and associated benefits for faculty and technical college classified staff in the community and technical colleges system. Total salary and benefit amounts for faculty and staff are listed in the detailed assumptions and calculations sections.

Strategic and Performance Outcomes

Strategic Framework:

Adequate compensation positively impacts a colleges' ability to maintain consistent staffing quality levels. This helps respond to student needs such as maintaining consistency in delivery of courses, mentoring and advising. Mentoring, advising and consistent delivery of courses helps students stay in school and on track. This contributes to the Governor's Results Washington Goal 1: **World-class education** - Providing every Washingtonian a world-class education that prepared him or her for a healthy and productive life, including success in job or career, in the community and as a lifelong learner.

The 2020-2030 Strategic Plan, developed by Washington State Board for Community and Technical Colleges, calls upon the college system to achieve three goals. Providing the required funding helps maintain consistent levels of service and contributes toward Goal #2 – Improve Completion Rates, and Goal #3 – Increase access and retention among populations who can benefit the most.

Performance Outcomes:

Adequate compensation positively impacts a colleges' ability to maintain consistent staffing quality levels. This helps respond to student needs such as maintaining consistency in delivery of courses, mentoring and advising. Mentoring, advising and consistent delivery of courses helps students stay in school and on track. This in turn will positively impact retention and progress by making sure students stay in college and succeed along a career path that leads directly into a job or into a university for more study.

Equity Impacts

Community outreach and engagement:

N/A

Disproportional Impact Considerations:

N/A

Target Populations or Communities:

The gaps in educational attainment by race and economic status are well documented in Washington State. Community and technical colleges are the higher education sector serving the largest percentage of low-income, historically underrepresented students of color and first-generation students. Adequate compensation positively impacts a colleges' ability to maintain consistent staffing quality levels. This helps respond to student needs such as maintaining consistency in delivery of courses, mentoring and advising. This in turn helps students stay in school and on track.

Other Collateral Connections

Puget Sound Recovery:

This request is not related to Puget Sound recovery efforts.

State Workforce Impacts:

As specified in RCW 28B.50.465 and RCW 28B.50.468, eligible employees are to receive a cost-of-living adjustment based on the Seattle consumer price index (CPI).

Intergovernmental:

Other governmental entities, such as tribal, regional, county or city governments, are not impacted in maintenance level request.

Stakeholder Response:

N/A

State Facilities Impacts:

This maintenance level request does not directly impact state facilities or workplace needs.

Changes from Current Law:

This maintenance level request does not require changes to existing statutes.

Legal or Administrative Mandates:

RCW 28B.50.465 and RCW 28B.50.468 specify that eligible employees are to receive a cost-of-living adjustment based on the Seattle consumer price index (CPI).

Reference Documents

[I-732 increase 2023-27.pdf](#)

[LEAP I-732 inflation 2023-27.pdf](#)

IT Addendum

Does this Decision Package include funding for any IT-related costs, including hardware, software, (including cloud-based services), contracts or IT staff?

No

Objects of Expenditure

Objects of Expenditure <i>Dollars in Thousands</i>	Fiscal Years		Biennial	Fiscal Years		Biennial
	2024	2025	2023-25	2026	2027	2025-27
Obj. A	\$37,206	\$55,072	\$92,278	\$64,904	\$76,010	\$140,914
Obj. B	\$5,966	\$8,831	\$14,797	\$10,407	\$12,188	\$22,595

Agency Contact Information

Cherie Berthon
(360) 704-1023
cberthon@sbctc.edu