Community/Technical College System

2025-27 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 I732. Under the provisions of I732, eligible employees receive a cost-of-living adjustment based on the Seattle consumer price index (CPI). The estimated cost-of-living rate increases are 4.0 percent in fiscal year 2026 and 2.6 percent in fiscal year 2027.

## Fiscal Summary

| Fiscal Summary<br>*Dollars in Thousands* | Fiscal Years | | Biennial | Fiscal Years | | Biennial |
|---|---|---|---|---|---|---|
| | 2026 | 2027 | 2025-27 | 2028 | 2029 | 2027-29 |
| **Operating Expenditures** | | | | | | |
| Fund 001 - 1 | $25,845 | $43,201 | **$69,046** | $61,224 | $80,321 | **$141,545** |
| Total Expenditures | **$25,845** | **$43,201** | **$69,046** | **$61,224** | **$80,321** | **$141,545** |

## Decision Package Description

Under the provisions of I732, community and technical college faculty and technical college classified staff receive a cost-of-living adjustment based on the Seattle consumer price index (CPI). Based on Economic and Revenue Forecast Council June 2024 projections for Seattle CPI, the estimated cost-of-living rate increases are 4.0 percent in fiscal year 2026 and 2.6 percent in fiscal year 2027. Adequate compensation positively impacts a colleges' ability to maintain consistent staffing quality levels. 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 2024 forecast.

| Fiscal Year | I-732 Seattle CPI |
|---|---|
| 2026 | 3.989% |
| 2027 | 2.576% |

These inflation factors were applied to the 2023-24 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.

***Historical Funding:***

N/A

## 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: Worldclass education** - Providing every Washingtonian a worldclass 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 updated **2020-30 Strategic Plan** for the Washington State Board for Community and Technical Colleges begins with a vision: "Leading with racial equity, our colleges maximize student potential and transform lives within a culture of belonging that advances racial, social, and economic justice in service to our diverse communities."

Providing the required funding helps maintain consistent levels of service and supports all three of the system's strategic focus areas:

1. Equitable student success: Increase access and retention among populations who can benefit the most from college and improve completion and transfer rates for all enrolled students across all types of programs and credentials.
2. Agile, career-relevant learning: Provide flexible career-training options that are responsive to the needs of businesses and industries, offer Washingtonians access to well-paying jobs and career mobility, and lead to a more resilient and diverse workforce.
3. Institutional financial health: Support colleges' financial sustainability and resiliency.

***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 Communities and Populations:***

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.

***Community Inputs and Incorporation:***

N/A

## Other Collateral Connections

***HEAL Act Agencies Supplemental Questions***

N/A

***Puget Sound Recovery:***

N/A

***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 this maintenance level request.

***Stakeholder Impacts:***

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).

***Governor's Salmon Strategy:***

N/A

## Reference Documents

ML1- 9C I-732 detail 25-27.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<br>*Dollars in Thousands* | Fiscal Years | | Biennial | Fiscal Years | | Biennial |
|---|---|---|---|---|---|---|
| | **2026** | **2027** | **2025-27** | **2028** | **2029** | **2027-29** |
| Obj. A | $22,349 | $37,357 | **$59,706** | $52,942 | $69,456 | **$122,398** |
| Obj. B | $3,496 | $5,844 | **$9,340** | $8,282 | $10,865 | **$19,147** |

## Agency Contact Information

Stephanie Winner
(360) 704-1023
swinner@sbctc.edu