

Second Regular Session
Sixty-ninth General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 14-0086.01 Brita Darling x2241

HOUSE BILL 14-1154

HOUSE SPONSORSHIP

Fischer,

SENATE SPONSORSHIP

Kefalas,

House Committees
State, Veterans, & Military Affairs

Senate Committees

A BILL FOR AN ACT

101 CONCERNING EMPLOYMENT OF COMMUNITY COLLEGE FACULTY.

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://www.leg.state.co.us/billsummaries>.)

The bill requires community colleges, by a certain date, to maintain only one salary and compensation schedule and incremental step schedule, for all faculty. The bill defines a full-time workload and requires a faculty member's salary and compensation, including employment benefits, to be determined based upon the combined workload at all state institutions of higher education. Additionally, on a certain date, the community colleges must establish and place existing

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.

faculty on a salary schedule as provided in the bill.

The bill contains provisions relating to the assignment of teaching responsibilities and the assignment of and compensation for nonteaching responsibilities.

The bill contains provisions relating to faculty termination.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, **add** 23-60-202.7 as
3 follows:

4 **23-60-202.7. Community college faculty - employment.**

5 (1) THE GENERAL ASSEMBLY HEREBY FINDS AND DECLARES THAT:

6 (a) COLORADO'S COMMUNITY COLLEGES SEEK TO OFFER QUALITY,
7 COST-EFFECTIVE ACADEMIC AND TECHNICAL PROGRAMS TO RESIDENTS OF
8 OUR STATE;

9 (b) AN EXPERIENCED, EDUCATED FACULTY IS ESSENTIAL TO
10 MAINTAIN THE QUALITY OF EDUCATION PROVIDED BY THE COLORADO
11 COMMUNITY COLLEGE SYSTEM;

12 (c) COMMUNITY COLLEGES BENEFIT FROM A STABLE FACULTY
13 WORKFORCE WITH MINIMAL TURNOVER;

14 (d) EQUITABLE COMPENSATION PRACTICES, INCLUDING SALARIES
15 THAT ARE COMMENSURATE WITH FACULTY EDUCATION, TRAINING,
16 EXPERIENCE, AND TEACHING SKILL, WILL ENCOURAGE BOTH RECRUITMENT
17 AND RETENTION OF HIGH-QUALITY FACULTY; AND

18 (e) GOOD BUSINESS PRACTICES AND FACULTY MORALE ARE BEST
19 SERVED BY THE PRINCIPLE OF PAY EQUITY.

20 (2) ON AND AFTER THE EFFECTIVE DATE OF THIS SECTION, ALL
21 EMPLOYEES WITH TEACHING RESPONSIBILITIES, INCLUDING PART-TIME
22 TEACHING RESPONSIBILITIES, MUST BE CONSIDERED FACULTY OF THE
23 COMMUNITY COLLEGE.

1 (3) WITH RESPECT TO SALARY AND OTHER COMPENSATION, ON AND
2 AFTER JULY 1, 2014, EACH COMMUNITY COLLEGE SHALL:

3 (a) (I) HAVE ONLY ONE SALARY SCHEDULE FOR ALL FACULTY,
4 WITH THE LOWEST STEP ON THE SALARY SCHEDULE SET AT THE AVERAGE
5 SALARY OF REGULAR FULL-TIME FACULTY AT THE COMMUNITY COLLEGE
6 AS OF SEPTEMBER 1, 2013;

7 (II) PLACE CURRENT FACULTY MEMBERS AT THE GREATER OF
8 EITHER THEIR CURRENT SALARY OR THE LOWEST STEP ON THE SALARY
9 SCHEDULE; AND

10 (III) MAKE THE SALARY SCHEDULE READILY ACCESSIBLE TO THE
11 PUBLIC;

12 (b) HAVE ONLY ONE INCREMENTAL OR STEP INCREASE SCHEDULE
13 FOR ALL FACULTY;

14 (c) CONSIDER A FULL-TIME WORKLOAD TO BE:

15 (I) NO MORE THAN THIRTY CREDIT HOURS OF TEACHING
16 RESPONSIBILITIES, ANNUALLY; OR

17 (II) A COMBINATION OF TEACHING RESPONSIBILITIES AND
18 NONTEACHING DUTIES THAT IS EQUIVALENT TO THIRTY CREDIT HOURS OF
19 TEACHING RESPONSIBILITIES, ANNUALLY;

20 (d) UPON HIRING, PLACE EACH NEW FACULTY MEMBER ON THE
21 APPROPRIATE STEP IN THE SALARY SCHEDULE BASED UPON THE FACULTY
22 MEMBER'S DEGREE, EXPERIENCE, AND OTHER APPROPRIATE FACTORS;

23 (e) DETERMINE A FACULTY MEMBER'S SALARY BASED UPON THE
24 FACULTY MEMBER'S PERCENTAGE OF FULL-TIME WORKLOAD, WITH, FOR
25 EXAMPLE, A FACULTY MEMBER WORKING FIFTY PERCENT OF A FULL-TIME
26 WORKLOAD RECEIVING FIFTY PERCENT OF THE FULL-TIME SALARY;

27 (f) DETERMINE A FACULTY MEMBER'S ANNUAL INCREMENTAL OR

1 STEP SALARY INCREASES BASED UPON THE FACULTY MEMBER'S WORKLOAD
2 AT ALL STATE INSTITUTIONS OF HIGHER EDUCATION; AND

3 (g) PROVIDE EMPLOYMENT BENEFITS TO ALL FACULTY BASED UPON
4 THE FACULTY MEMBER'S PERCENTAGE OF FULL-TIME WORKLOAD. FOR
5 EXAMPLE, A FACULTY MEMBER WITH A FIFTY PERCENT FULL-TIME
6 WORKLOAD RECEIVES FIFTY PERCENT OF A FULL-TIME BENEFIT PACKAGE.
7 IN STRUCTURING THE BENEFIT, THE FACULTY MEMBER MUST BE
8 PERMITTED TO RECEIVE A REDUCED BENEFIT THAT REFLECTS HIS OR HER
9 PERCENTAGE OF FULL-TIME WORKLOAD, BE PERMITTED TO CONTRIBUTE
10 ADDITIONAL MONEYS TO RECEIVE A FULL-TIME-EQUIVALENT BENEFITS
11 PACKAGE, OR BE PERMITTED TO OPT OUT OF PARTICIPATION IN THE
12 EMPLOYEE BENEFITS PACKAGE. THE COST OF THE BENEFITS PACKAGE TO
13 THE EMPLOYER AND TO THE FACULTY MEMBERS SHALL BE READILY
14 ACCESSIBLE TO THE PUBLIC.

15 (4) WITH RESPECT TO THE ASSIGNMENT OF TEACHING
16 RESPONSIBILITIES AND OTHER DUTIES, ON AND AFTER JULY 1, 2014:

17 (a) WHEN CLASS ASSIGNMENTS ARE AVAILABLE, A COMMUNITY
18 COLLEGE SHALL PERMIT FACULTY TO TEACH UP TO A FULL-TIME
19 WORKLOAD, WITH PREFERENCE GIVEN TO FACULTY ON THE BASIS OF
20 SENIORITY WHICH SHALL BE DETERMINED BASED ON THE NUMBER OF
21 COURSE HOURS THAT A FACULTY MEMBER HAS TAUGHT; AND

22 (b) A COMMUNITY COLLEGE MAY ASSIGN NONTEACHING DUTIES TO
23 FACULTY AT THE COMMUNITY COLLEGE AND SHALL COMPENSATE THE
24 FACULTY MEMBER FOR NONTEACHING DUTIES AT THE SAME RATE AND
25 LEVEL AS TEACHING RESPONSIBILITIES. FOR EXAMPLE, IF TWO HOURS OF
26 WORK ARE CONSIDERED THE EQUIVALENT OF ONE CREDIT HOUR OF
27 TEACHING, THEN TWO HOURS OF ADMINISTRATIVE WORK WILL BE

1 CONSIDERED THE EQUIVALENT OF ONE CREDIT HOUR OF TEACHING.
2 NONTEACHING DUTIES INCLUDE SERVICE, ADMINISTRATIVE, SCHOLARLY,
3 OR RESEARCH OBLIGATIONS.

4 (5) IN ADDITION TO ANY OTHER PROVISIONS OF LAW RELATING TO
5 TERMINATION, A FACULTY MEMBER MAY BE DISMISSED OR HIS OR HER
6 CONTRACT NOT RENEWED FOR CAUSE OR REDUCTION IN FORCE. THE
7 FACULTY MEMBER MUST BE NOTIFIED IN WRITING AS TO THE REASON OR
8 REASONS FOR DISMISSAL AND BE PROVIDED ACCESS TO A FAIR APPEALS
9 PROCESS, WHICH APPEALS PROCESS MUST BE READILY ACCESSIBLE TO THE
10 PUBLIC.

11 **SECTION 2. Safety clause.** The general assembly hereby finds,
12 determines, and declares that this act is necessary for the immediate
13 preservation of the public peace, health, and safety.