

Why do two-year college faculty need permanent increment funding?

- Increments (step increases) provide pay to two-year college faculty who upgrade their skills and professional experience. Colleges and faculty unions establish these pay steps through local collective bargaining.
- In Washington, even when faculty take on the responsibility of upgrading their skills, increment funding is not automatic. While legislative funding for college increments has been very unstable, with no funding provided in some years, step increases in K-12 are automatically funded every biennium. Two-year college faculty, however, have to go to the Legislature every year seeking funding to cover their increments. This creates inconsistent and unpredictable practices that undermine faculty morale and willingness to invest in professional development.
- Increment pay is one of the best recruitment and retention tools available to the colleges. This should be consistently and reliably available to all faculty.
- Increments for community and technical college faculty should be automatically included in the maintenance-level budgets. The amount of the increments should be formula driven to provide the Legislature with predictability with regard to the fiscal impact on the state budget.

