

2020 Supplemental Budget Request

TEACHER SHORTAGE (\$155,000)

The state of Washington is currently experiencing a widespread teacher shortage, especially in rural areas. CWU, the state's leading educational training ground for teachers, proposes to use video technology to supervise student teachers in remote school districts that are too far away for university faculty to visit in person. Technology can expand CWU's reach and enable the university to place more student teachers in rural schools, which have the highest need for teachers and are often overlooked by graduates for permanent job placement.



Student teachers provide valuable teaching and resource support for K-12 classrooms. Schools often leverage student teachers' experience in their schools to recruit them into permanent teaching positions. Schools unable to host student teachers suffer the loss of both the teaching support and the opportunity to recruit full-time teachers.

During the 2018 legislative session, the Senate Early Learning & K-12 Education Committee added a directive to CWU (in E4SHB 1827) to acquire and deploy remote supervision technology; however, the bill did not pass. The directive was subsequently included in HB 1139 in 2019, and the section was included in the final bill signed into law by Governor Jay Inslee. The requirement is now codified in RCW 28B.10.034, but is subject to the availability of amounts appropriated for this specific purpose. CWU is requesting one-time funds to fulfill this statutory requirement.

PUBLIC SAFETY SALARY COMPRESSION (\$180,000)

In the 2019 collective bargaining process, the CWU police officers negotiated an increase to range 62, which went into effect July 1, 2019. As a result, the two police sergeants experienced an inversion, placing them at a lower salary than their subordinates. The timing of the negotiations (May 2019) did not allow CWU to include the request for the sergeants' salary increase in the biennial budget requests, and the university had to direct funds away from critical services to accommodate the sergeants' pay increases. Because this compensation structure is not sustainable, CWU is requesting funds to cover the unanticipated salary increases of the sergeants, which is necessary to implement the collective bargaining agreement.

INFORMATION TECHNOLOGY CIVIL SERVICE EMPLOYEES (\$1,151,840)

CWU seeks funding to cover a budget shortfall in compensation funding that was created by the Office of Financial Management HR Directive 19-01, which revised the compensation structure for professional information technology classifications. The directive was issued May 30, 2019, which was after the budget had been passed by the Legislature and signed into law by the governor. The budget provided \$260,000 for this purpose; however, the actual cumulative costs for the 2019-21 biennium are estimated to be \$1,410,840. Therefore, CWU requests supplemental operating budget funding in the amount of \$1,151,840 to cover this shortfall and prevent layoffs.



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