

# Adjunct Benefits Averaging Unemployment

AveragingUnemployment

## 2 Year Averaging and Unemployment Benefits

# Benefit Eligibility – Josh Houchins

- Adjunct faculty are eligible for benefits like medical insurance, dental insurance and retirement benefits when they start their **2<sup>nd</sup> quarter of teaching 50% or greater course load**.
- Adjunct faculty can maintain eligibility for PEBB benefits on a quarterly basis by maintaining a workload of 50% or greater. If workload drops below 50% FTE in any given quarter, benefits could be terminated.
- Completing a **Two-Year Averaging Form** by June 12<sup>th</sup>, 2026, can help keep benefits available for the upcoming academic year if an adjunct faculty's workload drops below 50% FTE. If an adjunct faculty's workload averages 50%, or greater, in each of the last 2 academic years, benefits can be maintained for the upcoming year even with a low or non-workload quarter. The 2-year averaging procedure is established by [WAC 182-12-131](#).
- **Summer or off-quarter/semester coverage:** All benefits-eligible faculty (eligible as described in WAC 182-12-114 (3)(a) and (b)) who work an average of half-time or more throughout the entire instructional year or equivalent nine-month period and work each quarter/semester of the instructional year or equivalent nine-month period are eligible for the employer contribution toward summer or off-quarter/semester PEBB benefits.

# Benefit Eligibility – 2 Year Averaging

- **Two-year averaging:** All benefits-eligible faculty (eligible as described in WAC [182-12-114](#) (3)(a) and (b)) who worked an average of half-time or more in each of the two preceding academic years are potentially eligible to receive uninterrupted employer contribution toward PEBB benefits. "Academic year" means summer, fall, winter, and spring quarters or summer, fall, and spring semesters and begins with summer quarter/semester. In order to be eligible for the employer contribution through two-year averaging, the faculty must provide written notification of their potential eligibility to their employing agency or agencies within the deadlines established by the employing agency or agencies. Faculty continue to receive uninterrupted employer contribution for each academic year in which they:
  - (i) Are employed on a quarter/semester to quarter/semester basis and work at least two quarters or two semesters; and
  - (ii) Have an average workload of half-time or more for three quarters or two semesters.


# Concurrent Employment – “Stacking”

- Many adjunct faculty work for more than one college. You may be teaching at SFCC, SCC or SCC extensions and have separate contracts at each college. If you meet the 50% threshold for two quarters in a row, you can receive benefits.
- Even if you work on a campus that is **not** part of Community Colleges of Spokane, you can use your concurrent employment to receive benefits, *if*, your other employer is a state university or community college that is part of the State Board of Community and Technical Colleges (SBCT)
- “Stacking. Faculty may establish eligibility and maintain the employer contribution toward PEBB benefits by working as faculty for more than one institution of higher education. Faculty workloads may only be stacked with other faculty workloads to establish eligibility under this section or maintain eligibility as described in WAC 182-12-131(3). A faculty becomes eligible through stacking when they meet the requirements as described in (a) of this subsection. When a faculty works for more than one institution of higher education, the faculty must notify their employing agencies that they work at more than one institution and may be eligible through stacking.”

# Unemployment Benefits for Adjunct Faculty

- Adjunct Faculty are eligible for Unemployment Benefits during the summer.
- All adjuncts are eligible for (but not necessarily guaranteed) unemployment benefits. Those adjuncts with associate and associate plus status (contract pg. 114) are more likely to have the claim challenged than those who have are not.
- *Anyone interested should apply starting on the first business day after the last day of the quarterly contract. **This year that date is Monday, June 22<sup>nd</sup>, 2026***
- You will need to make a SAW account on the [Washington State Employment Security website](#). SAW stands for Secure Access Washington.
- Remember, after you apply for unemployment benefits it can take a couple of weeks or up to a month for you to receive notice that you are benefit eligible. This is especially true since Employment Security was a victim of massive fraud during COVID 19.

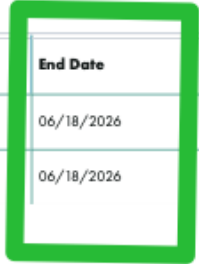


**Empl ID:**  Lopez Schindler, Lenora J  
**Academic Institution:** WA171 Spokane Community College  
**Term:** 2263 SPRING 2026  
**Address:** 1810 N Greene St  
Spokane WA 99217-5320

**Contract Type:** OAD Online Adjunct Appointment  
**Contract Number:** 1712263532  
**Contract Generation Date:** 04/28/2026  
**Contract Begin Date:** 04/06/2026  
**Contract End Date:** 06/18/2026

**Classes**

Class Nbr	Workload Description	Subject	Catalog Nbr	Course ID	Course Title	Contracted Hours	Time	Meeting Pattern	Start Date	End Date	Location Code
21008	Modern Art	ART	110	020083	Modern Art	55.00	-	ARR	04/06/2026	06/18/2026	
21012	Art Appreciation	ART&	100	017295	Art Appreciation	74.80	-	ARR	04/06/2026	06/18/2026	









**Comment**

Regenerated contract to include online overload students in ART& 100.

**Total Contract Amount:** 11614.34      **Hours:** 129.80  
**Number Of Payments:** 6      **FTE %:** 78.666

**Payment Information**

Payment Date	Pay Amount
04/24/2026	\$ 
05/11/2026	\$ 
05/22/2026	\$ 
06/10/2026	\$ 
06/25/2026	\$ 
07/10/2026	\$ 



**First day to apply for unemployment is June 22nd**

**Last day of the Quarter: June 18th**

# Unemployment Benefits for Adjunct Faculty

- “Keep in mind that you are only required to seek work in your field. Check out universities and other professional opportunities that relate to your field. In other words, you don’t have to apply at McDonald’s.
- You can use job search related activities in lieu of job applications. For example, Work Source of Washington has contracted with LinkedIn to provide trainings that count towards your weekly job search total. Be sure to keep a weekly log of your job searches and activities in case you are asked by ESD to provide proof of your weekly activities.”
- **Will my benefits be cut if I take a part-time job?**
  - You will not lose benefits, but you will receive less money, thereby extending your unemployment benefits over time. This turns out to be a good thing!
- **There may be limited hours available for advising at SFCC. Will this hurt my benefits?**
  - No. Just make sure you claim the hours with the weekly unemployment submission.
- The Bellevue Community College Faculty will be hosting a workshop on Zoom covering Unemployment Benefits for union members.

# Other Unemployment Workshops

- AFT Washington offers other Unemployment Benefit workshops.

Dates for future workshops:

12:00 – 1:30 Thursday June 18<sup>th</sup> [Registration link required](#)

3:00 – 4:30 PM June 22<sup>nd</sup> [Registration link required](#)