

FY2026 Full-time Faculty Overload Compensation Chart

Effective September 1, 2025

LECTURE HOUR RATE				SUBSTITUTE PAY RATE			
\$1,469.00				\$91.81			
LAB HOUR RATE							
\$1,469.00							
LECTURE/LAB	UNITS	SEMESTER PAY RATE	PER HEAD RATE	LECTURE/LAB	UNITS	SEMESTER PAY RATE	PER HEAD RATE
1/0	1	\$ 1,469.00	\$ 146.90	4/0	4	\$ 5,876.00	\$ 587.60
1/1	2	\$ 2,938.00	\$ 293.80	4/1	5	\$ 7,345.00	\$ 734.50
1/2	3	\$ 4,407.00	\$ 440.70	4/2	6	\$ 8,814.00	\$ 881.40
1/3	4	\$ 5,876.00	\$ 587.60	4/3	7	\$10,283.00	\$ 1,028.30
1/4	5	\$ 7,345.00	\$ 734.50	4/4	8	\$11,752.00	\$ 1,175.20
2/0	2	\$ 2,938.00	\$ 293.80	5/0	5	\$ 7,345.00	\$ 734.50
2/1	3	\$ 4,407.00	\$ 440.70	5/1	6	\$ 8,814.00	\$ 881.40
2/2	4	\$ 5,876.00	\$ 587.60	5/2	7	\$10,283.00	\$ 1,028.30
2/3	5	\$ 7,345.00	\$ 734.50	5/3	8	\$11,752.00	\$ 1,175.20
2/4	6	\$ 8,814.00	\$ 881.40	5/4	9	\$13,221.00	\$ 1,322.10
3/0	3	\$ 4,407.00	\$ 440.70	6/0	6	\$ 8,814.00	\$ 881.40
3/1	4	\$ 5,876.00	\$ 587.60	6/1	7	\$10,283.00	\$ 1,028.30
3/2	5	\$ 7,345.00	\$ 734.50	6/2	8	\$11,752.00	\$ 1,175.20
3/3	6	\$ 8,814.00	\$ 881.40	6/3	9	\$13,221.00	\$ 1,322.10
3/4	7	\$10,283.00	\$1,028.30	6/4	10	\$14,690.00	\$ 1,469.00

The overload rate will be calculated at 1.35 times the adjunct faculty rate and will be applied to all overloads taught by full-time faculty throughout the year, including summer assignments.

Course combinations not included in the above chart may be calculated by multiplying the one-hour lecture and lab rates listed above, times the number of weekly course lecture/lab hours.

Substitute pay is calculated based on the substitute hourly pay rate times the number of actual contact hours subbed.

Full-time Faculty Overload and Extra-Service Payroll Schedule

Semester	Months and Percentages of Assignment to be Paid*			
Fall Semester	September 25%	October 25%	November 25%	December 25%
Wintermester	January 100%			
Spring Semester	February 25%	March 25%	April 25%	May 25%
Maymester	June 100%			
Summer I	June 50%	July 50%		
Summer II	July 50%	August 50%		
Summer III	June 33.33%	July 33.33%	August 33.33%	

*Express courses, flex entry and special assignments may differ from the above payroll schedule.

NOTE: Courses with a start date beginning after the 15th of the month will not be paid until the following month.

Payroll direct deposit dates are generally the last workday of each month. Visit the Business Office Payroll CougarWeb page for a listing of specific direct deposit dates for the current academic year.