

2026-2027 ADJUNCT FACULTY COMPENSATION CHART

Effective 9/1/2026

Lecture Rate: \$1,088.00
Lab hour Rate: \$1,088.00
Substitute Pay Rate: \$ 68.00

LECTURE/LAB	UNITS	SEMESTER PAY RATE	PER HEAD RATE
1/0	1	\$ 1,088.00	\$ 108.80
1/1	2	\$ 2,176.00	\$ 217.60
1/2	3	\$ 3,264.00	\$ 326.40
1/3	4	\$ 4,352.00	\$ 435.20
1/4	5	\$ 5,440.00	\$ 544.00
2/0	2	\$ 2,176.00	\$ 217.60
2/1	3	\$ 3,264.00	\$ 326.40
2/2	4	\$ 4,352.00	\$ 435.20
2/3	5	\$ 5,440.00	\$ 544.00
2/4	6	\$ 6,528.00	\$ 652.80
3/0	3	\$ 3,264.00	\$ 326.40
3/1	4	\$ 4,352.00	\$ 435.20
3/2	5	\$ 5,440.00	\$ 544.00
3/3	6	\$ 6,528.00	\$ 652.80
3/4	7	\$ 7,616.00	\$ 761.60

LECTURE/LAB	UNITS	SEMESTER PAY RATE	PER HEAD RATE
4/0	4	\$ 4,352.00	\$ 435.20
4/1	5	\$ 5,440.00	\$ 544.00
4/2	6	\$ 6,528.00	\$ 652.80
4/3	7	\$ 7,616.00	\$ 761.60
4/4	8	\$ 8,704.00	\$ 870.40
5/0	5	\$ 5,440.00	\$ 544.00
5/1	6	\$ 6,528.00	\$ 652.80
5/2	7	\$ 7,616.00	\$ 761.60
5/3	8	\$ 8,704.00	\$ 870.40
5/4	9	\$ 9,792.00	\$ 979.20
6/0	6	\$ 6,528.00	\$ 652.80
6/1	7	\$ 7,616.00	\$ 761.60
6/2	8	\$ 8,704.00	\$ 870.40
6/3	9	\$ 9,792.00	\$ 979.20
6/4	10	\$ 10,880.00	\$ 1,088.00

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.

Adjunct Faculty and Extra-Service Payroll Schedule

Months and Percentages of Assignment to be Paid*

Term	1 st	2 nd	3 rd	4 th
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 CougarWebpage for a listing of specific direct deposit dates for the current academic year.