

2026-27 FULL-TIME FACULTY OVERLOAD COMPENSATION CHART

Effective 9/1/2026

Lecture Rate: \$1,469.00
Lab hour Rate: \$1,469.00
Substitute Pay Rate: \$ 91.81

LECTURE/LAB	UNITS	SEMESTER PAY RATE	PER HEAD RATE
1/0	1	\$ 1,469.00	\$ 146.90
1/1	2	\$ 2,938.00	\$ 293.80
1/2	3	\$ 4,407.00	\$ 440.70
1/3	4	\$ 5,876.00	\$ 587.60
1/4	5	\$ 7,345.00	\$ 734.50
2/0	2	\$ 2,938.00	\$ 293.80
2/1	3	\$ 4,407.00	\$ 440.70
2/2	4	\$ 5,876.00	\$ 587.60
2/3	5	\$ 7,345.00	\$ 734.50
2/4	6	\$ 8,814.00	\$ 881.40
3/0	3	\$ 4,407.00	\$ 440.70
3/1	4	\$ 5,876.00	\$ 587.60
3/2	5	\$ 7,345.00	\$ 734.50
3/3	6	\$ 8,814.00	\$ 881.40
3/4	7	\$ 10,283.00	\$ 1,028.30

LECTURE/LAB	UNITS	SEMESTER PAY RATE	PER HEAD RATE
4/0	4	\$ 5,876.00	\$ 587.60
4/1	5	\$ 7,345.00	\$ 734.50
4/2	6	\$ 8,814.00	\$ 881.40
4/3	7	\$ 10,283.00	\$ 1,028.30
4/4	8	\$ 11,752.00	\$ 1,175.20
5/0	5	\$ 7,345.00	\$ 734.50
5/1	6	\$ 8,814.00	\$ 881.40
5/2	7	\$ 10,283.00	\$ 1,028.30
5/3	8	\$ 11,752.00	\$ 1,175.20
5/4	9	\$ 13,221.00	\$ 1,322.10
6/0	6	\$ 8,814.00	\$ 881.40
6/1	7	\$ 10,283.00	\$ 1,028.30
6/2	8	\$ 11,752.00	\$ 1,175.20
6/3	9	\$ 13,221.00	\$ 1,322.10
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 (percentage 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.