

## FY2024 Full-time Faculty Overload Compensation Chart

Effective September 1, 2023

LECTURE HOUR RATE				SUBSTITUTE PAY RATE			
\$1,469.00				\$91.81			
LAB HOUR RATE				SUBSTITUTE PAY RATE			
\$1,469.00				\$91.81			
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 15<sup>th</sup> 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.