

APPENDIX C: FACULTY OVERLOAD AND OTHER THAN CONTRACT SALARY RATES

Hourly Rates

Effective July 01, 2026

Professors Teaching Credit Course					
Column	Step 1 (0 - 29.9 LHE)	Step 2 (30 - 59.9 LHE)	Step 3 (60 - 89.9 LHE)	Step 4 (90+ LHE)	Step 5 (Adjunct Professors with 90+ LHE and 15 years of service)
1	104.31	107.93	111.74	115.61	121.39
2	107.93	111.74	115.61	119.68	125.66
3	111.74	115.61	119.68	123.90	130.10
4 Earned Doctorate Degree (Adjunct Only)	120.24	124.11	128.18	132.40	138.60
Professors Teaching Credit Course with SPOT					
1	106.40	110.09	113.97	117.92	123.82
2	110.09	113.97	117.92	122.07	128.17
3	113.97	117.92	122.07	126.38	132.70
4 Earned Doctorate Degree (Adjunct Only)	122.47	126.42	130.57	134.88	141.20

Counselors, Librarian, Instructional Specialists (credit and noncredit)					
Column	Step 1 (0 - 29.9 LHE)	Step 2 (30 - 59.9 LHE)	Step 3 (60 - 89.9 LHE)	Step 4 (90+ LHE)	Step 5 (Adjunct Professors with 90+ LHE and 15 years of service)
1	67.80	70.15	72.63	75.15	78.90
2	70.15	72.63	75.15	77.79	81.68
3	72.63	75.15	77.79	80.54	84.57
4 Earned Doctorate Degree (Adjunct Only)	76.72	79.24	81.88	84.63	88.66
Counselors, Librarian, Instructional Specialists (credit and noncredit) with SPOT					
1	69.16	71.55	74.08	76.65	80.48
2	71.55	74.08	76.65	79.35	83.31
3	74.08	76.65	79.35	82.15	86.26
4 Earned Doctorate Degree (Adjunct Only)	78.17	80.74	83.44	86.24	90.35

Continuing Education Professors					
Column	Step 1 (0 - 29.9 LHE)	Step 2 (30 - 59.9 LHE)	Step 3 (60 - 89.9 LHE)	Step 4 (90+ LHE)	Step 5 (Adjunct Professors with 90+ LHE and 15 years of service)
1	73.59	76.20	78.85	81.60	85.68
2	76.20	78.85	81.60	84.47	88.69
3	78.85	81.60	84.47	87.43	91.80
4 Earned Doctorate Degree (Adjunct Only)	82.83	85.58	88.45	91.41	95.78
Continuing Education Professors with SPOT					
1	75.06	77.72	80.43	83.23	87.39
2	77.72	80.43	83.23	86.16	90.46
3	80.43	83.23	86.16	89.18	93.64
4 Earned Doctorate Degree (Adjunct Only)	84.41	87.21	90.14	93.16	97.62

Non-Teaching Faculty Assignments and Non-Teaching Grants Projects Specialists (credit and noncredit)					
Column	Step 1 (0 - 29.9 LHE)	Step 2 (30 - 59.9 LHE)	Step 3 (60 - 89.9 LHE)	Step 4 (90+ LHE)	Step 5 (Adjunct Professors with 90+ LHE and 15 years of service)
1	62.59	64.76	67.04	69.37	72.83
2	64.76	67.04	69.37	71.81	75.40
3	67.04	69.37	71.81	74.34	78.06
4 Earned Doctorate Degree (Adjunct Only)	67.04	69.37	71.81	74.34	78.06
Non-Teaching Faculty Assignments and Non-Teaching Grants Projects Specialists (credit and noncredit) with SPOT					
1	63.84	66.06	68.38	70.76	74.29
2	66.06	68.38	70.76	73.25	76.91
3	68.38	70.76	73.25	75.83	79.62
4 Earned Doctorate Degree (Adjunct Only)	68.38	70.76	73.25	75.83	79.62