

SPRING 2026

Adjunct Faculty Payroll Determination



Faculty pay is based on load hours, not credit hours. Credit hours are awarded to student based on estimated time to learn outcomes of the course, whereas load hours account for faculty time spent outside of the direct teaching of the course. Load hour calculations vary based on the instructional method of the course:

- One lecture hour = 1 load
- One lab hour (varies):
 - 0.70 for PHE/REC/Activity-based DAN
 - 1.0 for Science labs
 - 0.75 for all other lab-based courses
- There are other load calculations for specific instructional methods beyond lecture/lab which can be reviewed in the [Workload for Full-Time Faculty Procedure, 2.01.02.](#)

For 2025–2026, adjunct faculty are compensated \$1,019 per load hour.

LOAD & PAY EXAMPLES

MAT 122 – Intermediate Algebra

3 credit hours

3 lecture hours and 0 lab hours = 3 load hours

3 load hours X \$1,019.00 = \$3,057.00

PHE 110 Q – Zumba

1 credit hour

0 lecture hours and 2 lab (.7) hours = 1.4 load hours

1.4 load hours X \$1,019.00 = \$1,426.60

BIO 105 – Environmental Biology

4 credit hours

3 lecture hours and 3 lab hours = 6 load hours

6 load hours X \$1,019.00 = \$6,114.00

CNT 101 – Networking and Cybersecurity

Fundamentals

4 credit hours

3 lecture hours and 2 lab (.75) hours = 4.5 load hours

4.5 load hours X \$1,019.00 = \$4,585.50

PAY DATES

- 02/06/2026
- 02/20/2026
- 03/06/2026
- 03/20/2026
- 04/03/2026
- 04/17/2026*
- 05/01/2026
- 05/15/2026
- 05/29/2026

For 16-week classes, you will be paid equal amounts on the pay dates listed above.

Generally, for all other classes you will be paid equal amounts on the pay dates listed above depending on when the class begins and ends.

**For POT82 courses, pay will start on 04/17/2026 and end on 05/29/2026.*

IMPORTANT: Compensation may be subject to change based upon specific employment responsibilities and course criteria assigned to the position including, but not limited to, dual enrollment, nursing, private or applied music, course enrollment, or other institutional circumstances. This handout is only a general guideline as to how load is calculated. Contact your Dean or Associate Dean for any clarifications about your specific situation.