

To: Montgomery College Administrative Aides

From: Rosalee Law, Manager, HRIS, Data, and Records Management
Office of Human Resources and Strategic Talent Management (HRSTM)

Subject: Full-time Faculty Overload – AY 2025-26

Date: February 4, 2026

Section 5.2 (A) of the AAUP contract states that a full-time faculty (FTF) member who is assigned workload in excess of 30 equivalent semester hours (ESH) in an academic year shall be compensated for each ESH in accordance with the schedule in Appendix I of the AAUP contract. For Academic Year (AY) 2025-26, a FTF member with less than six (6) years of service is compensated \$1,630 per ESH and a FTF member with six (6) or more years of service is compensated \$1,802 per ESH.

Since there are second-half term classes, processing FTF overload pay is more complex, and therefore will follow one of two (2) scenarios for payment via Period Activity Pay (PAP) in Workday:

Scenario 1

If during the week of February 9, 2026, the FTF is actively working over 30 ESH for AY 2025-26, then they will receive eight (8) pays for overload ESH with the first pay date on February 20, 2026 and the last pay date on May 29, 2026. In order to successfully process eight (8) pay dates, **the overload PAPs must approved by the Dean no later than COB Friday, February 13, 2026**. If the PAPs are not approved on time, the payments will not begin until the next applicable pay date.

The following dates should be used on the PAPs and apply for **FTF overload for eight (8) pays**:

PAP Begin Date	January 31, 2026
PAP End Date	May 22, 2026

Classes starting during the second-half term should not be included in the yearly ESH total on February 9 for the academic year. Overload pay for those classes should be processed using Scenario 2.

Scenario 2

If FTF is teaching a second-half term class, all second-half term classes start the week of March 30, 2026. At this time, the FTF will receive four (4) pays for overload ESH with the first pay date on April 17, 2026 and the last pay date on May 29, 2026. In order to successfully process four (4) pay dates, **the overload PAPs must approved by the Dean no later than COB on Friday, April 10, 2026**. If the PAPs are not approved on time, the payments will not begin until the next applicable pay date.

The following dates should be used on the PAPs and apply for **FTF overload for four (4) pays**:

PAP Begin Date	March 28, 2026
PAP End Date	May 22, 2026

Please remember to review reports in QlikView on an ongoing basis to verify ESH totals are accurate. Overload ESH and its corresponding overload amount will be reviewed by HRSTM for accuracy.

Reminder: Per the AAUP contract, a full-time faculty member must teach a workload in excess of 30 ESH in an academic year for overload compensation and a maximum of 6 ESH for overload is allowed (36 total workload/ESH in per academic year).

Additional Resources and Information

Video and Job Aid

For your reference, please watch the following video and/or review the job aid on How to Process Overload PAP in Workday. The process and these tools have not changed; **USE TERM 202630 FOR THIS YEAR.**

- [Video](#)
- [Job Aid](#)

Open Lab

HRSTM has set up one (1) open lab to assist with any questions you might have on **Tuesday, February 10, 2026, 2–3 p.m.** Registration is not required. [Please click here to join the session.](#)

Questions or Concerns

Thank you for your partnership in ensuring that all employees are paid accurately and on time. Please contact [HR Records](#) if you need assistance or have any additional questions.