

To: Montgomery College Administrative Aides

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

Subject: Important Information for Workday Period Activity Pay (PAP) for
Summer Sessions 2025 for **Counseling (Non-Instructional) Full-Time Faculty**
and Counseling (Non-Instructional) Part-Time Faculty

Date: May 13, 2025

Please review the following information regarding the Period Activity Pay (PAP) process for Summer 2025.

PAP Process for Counseling (Non-instructional) Full-time Faculty in Workday

Workload in Banner (SIAASGN) will still need to be entered and continuously updated and accurate. All PAPs in Workday must be created, approved, and processed for full-time Faculty as follows:

Summer I		
Term: 202540 May 24, 2025 – July 4, 2025		
Full-time and Part-time Faculty	Contract Type: FS, PT (Position and Suffix are no longer needed)	This will have to be entered in SIASSGN.
PAP Begin Date	5/24/2025	
PAP End Date	7/4/2025	
Pay Dates	Total of 3 Pay Dates: 1. 6/13/2025 2. 6/27/2025 3. 7/11/2025	View the full AY/FY26 pay period and pay date schedule.

Summer II		
Term: 202610 July 5, 2025 – August 24, 2025		
Full-time and Part-time Faculty	Contract Type: FS, PT (Position and Suffix are no longer needed)	This will have to be entered in SIASSGN.
PAP Begin Date	7/5/2025	
PAP End Date	8/24/2025	
Pay Dates	Total of 4 Pay Dates: 1. 7/25/2025 2. 8/8/2025 3. 8/22/2025 4. 9/5/2025 *	View the full AY/FY26 pay period and pay date schedule.

*9/5/25 pay will include both full academic year pay plus last pay of Summer II.

- Academic Year Pay (will have increase)
 - Not enrolled in deferred pay – base salary for academic year / 20
 - Enrolled in deferred pay – base salary for academic year / 26
 - Last Summer II Pay will not have increase

Reminder about Workload/ESH Limits

There will be no integration for workload in the Summer for both full-time faculty for instructional and non-instructional workload. Everything will have to be entered manually.

Full-time faculty may work a total of 12 ESH (472 hours/59 days) over the course of Summer Sessions I and II, 9 ESH (352 hours/44 days) at their regular rate and 3 ESH (120 hours/15 days) at their overload rate.

Part-time faculty may work a total of 10 ESH for over the course of Summer Sessions I and II.

PAP Entry Dates

- Summer I (202540) starts May 24, 2025 and ends July 04, 2025. In order for Full-time Faculty to be paid by June 13, 2025, all Period Activity Pays must be completed **AND** approved by the Chair by COB **Thursday, June 5, 2025.**
- Summer II (202610) starts July 05, 2025 and ends August 24, 2025. In order for Full-time Faculty to be paid by July 25, 2025, all Period Activity Pays must be completed **AND** approved by the Chair by COB **Thursday, July 17, 2025.**

Summer Rates Excel Spreadsheet for Full-time Faculty

- An excel spreadsheet will be provided with the individual ESH rate and overload rate to use in your period activity pay entries.

Summer Pay Process

Full-time Faculty

- Enter all workload in SIAASGN first.
- Make sure FTF has an additional Summer job. If this is missing, please contact [Rosalee Law](#) so it can be added before you add the PAP.
- Create a Period Activity Pay in Workday.
- Full-time faculty do not need weekly service hours.
- Non-instructional full-time faculty PAP will go to the Chair for review and approval.

Part-time Faculty

- Enter all workload in SIAASGN first.
- Create a Period Activity Pay in Workday under correct position.
- For PAP for part-time faculty calculate the weekly service hours.
- Part-time faculty PAP will go to the Chair for review and approval.

To check which PAPs have been posted

- Run this report in Workday – “MC – All Period Activity Pay Assignments”
 - You can use whichever filters work best for you. Not all have to be populated. Here are some suggestions:
 - **Supervisory Organization** – You can leave it blank or add the name of the manager.
 - **Academic Periods** – Type in term number, e.g., 202540 for Summer I.
 - **Period Activity Types** – You can filter here if you want to just see one type, e.g., PTF Pay or FTF Summer Pay.
- Check on the faculty’s profile:
 - On their profile, go to **Compensation** → **Current Activity Pay or Historical Activity Pay**. If they have multiple jobs, then you will have to go under each position to see all PAPs.

PAP Processing Reminders

- Make sure to enter all changes into SIAASGN first.
- For additional ESH after the Spring integration has processed, create a new PAP.
- For reduction or cancellation of ESH, use the Faculty Change Form. This form should be completed for all changes (reduction, additions, cancellation, etc.). It needs to be signed by the Dean (FTF) or the Chair (PTF) for approval, and uploaded to Workday when you update the existing PAP.

ESH Rates

As of the first day of the AY 24/25, the ESH rates for PTF are the following amounts:

Lecturer	\$1,525.00
Adjunct I	\$1,650.00
Adjunct II	\$1,765.00
Adjunct II+	\$1,780.00

Weekly Service Hours Tool

Please refer to the additional Excel attachment for the Weekly Service Hours Tool. This will help you calculate how many hours to input in the Work Hours per Week field when you are creating a PAP in Workday for part-time faculty.

General Reminders

- Please remember and adhere to the stated deadlines.
- HRSTM will not determine or calculate workload/ESH. We will offer guidance, when necessary.
- Please ensure you are completing all necessary fields in SIAASGN and on the PAP, if you need to complete applicable.
- Please make sure that when creating a PAP for Alternate ESH, you are using the Banner-to-Workday Crosswalk Query when it should be charged elsewhere than their default.
- ***Please be advised that non-exempt employees are not allowed to teach as PTF members. There will be no exceptions.***

Additional Resources and Information

Videos and Job Aids

For your reference, please watch the following videos and/or review the applicable job aids:

- How to Process FTF Non-Instructional (Counselor) Summer PAP in Workday (same ones from last Summer, use term 202540 for Summer I and 202610 for Summer II)
 - [Video](#), [Job Aid](#)
- How to Process PTF Summer PAP in Workday (same ones from last Summer, use term 202540 for Summer I and 202610 for Summer II)
 - [Video](#), [Job Aid](#)

Information Session and Open Lab

HRSTM has scheduled an information session and an open lab to assist with any questions you might have at the following times:

- Thursday, 5/15, 10-10:30 a.m. Information Session
- Tuesday, 5/27, 10-11 a.m. Open Lab

Registration is not required. [Please click here to join the session](#) (we will use the same Zoom link for each session).

Questions or Concerns

Please contact HRRecords@montgomerycollege.edu if you need assistance or have any additional questions.

Thank you for your partnership in ensuring that all employees are paid accurately and on time.