

To: Montgomery College Administrative Aides

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

Date: November 19, 2025

Subject: Important Information for Workday Period Activity Pay (PAP) for
Winter Session 2025-26

Please review the following information regarding the Period Activity Pay (PAP) process for Winter 2025-26.

PAP process for Part-time Faculty (PTF) in Workday

Workload in Banner (SIAASGN) will need to be entered and continuously updated and accurate. All PAP in Workday must be created, approved, and processed for part-time faculty as described below:

Winter 2025-26 for PTF

Term: 202624 December 22, 2025 – January 23, 2026		
Part-time Faculty	Contract Type: PT and PS Position and Suffix are no longer needed.	This will have to be entered in SIASSGN.
Begin Date	12/22/25	These will be the dates you use for period activity pay in Workday.
End Date	01/23/26	
Total of 3 Pays		1st Pay Date on 01/9/26 3rd and Final Pay Date on 02/6/26

Due Dates

Winter for PTF: PAPs for 202624 must be entered in Workday and approved by the Chair by COB January 5, 2026. Meeting the January 5, 2026 HRSTM deadline ensures timely processing of the 1st Winter pay on January 9, 2026.

Reminder about Workload/ESH Limits

Per the SEIU contract, a part-time faculty member is limited to a total of 11.5 Equivalent Semester Hour (ESH) over the course of the Spring semester. The 11.5 ESH limit for Spring will include any ESH assigned during the Winter session.

PAP Processing Reminders

- Make sure to enter all changes into SIAASGN **FIRST**.
- For additional ESH after you have processed the Winter PAPs, 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 Chair (PTF) and uploaded to Workday when you update the existing PAP.

ESH Rates

As of the first day of the AY 25/26, the ESH rates for PTF are the following amounts:

Lecturer	\$1,583.00
Adjunct I	\$1,713.00
Adjunct II	\$1,832.00
Adjunct II+	\$1,850.00

General Reminders

- Please remember and adhere to the stated deadlines. **The College is closed for Winter Break from December 24, 2025 through January 2, 2026. Please take this into consideration when preparing and submitting all PAP.**
- 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 one).
- For questions and inquiries on the SIAINST and SIAASGN data entry, please contact [Rosalee Law](#), [Mary Kay Hinkle](#), or [Sandra Livia](#).
- ***Please be advised that non-exempt employees are not allowed to have any PTF jobs. NO exceptions.***
- ***Please make sure that you are adding all Part-time Faculty Assignment Letters and Alternate ESH Request Forms to the PAP or faculty's document section under Personal in Workday.***

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 PTF PAP in Workday for Winter (same ones from Fall, use term 202624 for the current Winter session)
 - [Video](#), [Job Aid](#)
- How to Process Sub Pays in Workday
 - [Video](#)

Open Labs

HRSTM has set up two (2) open labs to assist with any questions you might have:

- Tuesday, December 2, 2025, 10–11 a.m.
- Monday, January 5, 2026, 2–3 p.m.

Registration is not required for open labs. [Please click here to join the open lab Zoom Room.](#)

Weekly Service Hours Tool

Please refer to the 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.

All instructional Winter classes for 202624 are Part of Term 1 (5 weeks).

Verifying which PAPs have been Posted

You have two (2) options to confirm whether the PAPs have been posted in Workday:

- Run the “**MC – All Period Activity Pay Assignments**” report in Workday.
 - 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 (make sure to pick the one that says JM).
 - **Academic Periods** – Type in term number, e.g., 202624 for Winter.
 - **Period Activity Types** – You can filter here if you want to just see one type, e.g., PTF 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.

Questions or Concerns

Thank you for your partnership in ensuring that all employees are paid accurately and on time. Please contact [Rosalee Law](#), [Mary Kay Hinkle](#), or [Sandra Livia](#) if you need assistance or have any additional questions.