Q: When does the new rate for overload pay take effect?
A: The new minimum rate of $1300 per credit hour for overload workloads will begin taking effect on July 1, 2011. This rate will remain in effect through June 30, 2014.

Q: When does the new rate for summer pay take effect?
A: The new minimum rate of $1300 per credit hour for summer workloads will begin taking effect on July 1, 2011. This rate will remain in effect through June 30, 2014.

Please keep in mind that these are minimum rates, not mandatory rates. If your past practice on your campus has been to pay higher than the minimum, that practice should continue.

Q: Why aren't the overload and summer pay rates retroactive to January 1, 2011 when the contract took effect July 1, 2011?
A: It is mainly due to the budget cycle (fiscal year) that runs from July 1 through June 30. The end result of this is that all financial aspects in our contract (pay raises, market analysis, health insurance, and summer/overload pay) actually run from July 1, 2011 through June 30, 2014. This allows departments to plan for and obtain adequate funding to cover these costs.