ARTICLE 12
Overload Pay and Non-Instructional Activities

Section A. Definition. An overload shall be defined as a specific assignment, acceptable to the faculty member and approved by the President/designee, occurring within a faculty member’s period of appointment, which is in excess of the faculty member’s workload as defined in Article 10 and in Article 13, Section A.

Section B. Compensation.

Subd. 1. Instruction. Overload compensation shall be granted to faculty members for approved assignments involving the teaching of courses, workshops, seminars, and institutes in addition to the workload as defined in Article 10. Such overload compensation shall be at the rate of two and one quarter percent (2.25%) of the faculty member’s nine (9) month base salary, but not less than the minimum adjunct rate set forth in Article 11 for each semester credit hour. However, pro rata reductions in this rate of compensation may be implemented by the President/designee when there is less than full student enrollment in a self-supporting course, workshop, seminar, or institute.

Subd. 2. Metropolitan State University Resident Faculty Instruction. Overload compensation for teaching courses shall be granted to resident faculty consistent with the provisions of Subd. 1. above. A resident faculty member who accepts other overload assignments, including, but not limited to, theory seminars and faculty designed independent studies, with prior approval of the President/designee, shall be compensated at the rate established for community faculty in Article 10, Section J, Subd. 3 c. With the consent of the President/designee, a course or alternative teaching strategy may be considered overload: (1) if the course or alternative teaching strategy is above and beyond the teaching responsibilities described in Article 10, Workload, Section A., Subd. 1 e; or (2) if the President/designee finds it appropriate.

Subd. 3. Non-instructional Activities. For non-instructional activities, overload compensation shall be computed on the basis of the faculty member’s base duty day rate for a specified number of duty days. The nature of the assignment and the number of days shall be subject to mutual agreement between the faculty member and the President/designee.

Section C. Application. This article shall apply to Article 10, Section A, Subd. 1, and to Article 13, Section A, only where the regularly scheduled and assigned classroom teaching workload of a teaching faculty member exceeds fourteen (14) semester credit hours per academic semester or twenty-four (24) semester credit hours per academic year or nine-month appointment year. Examples of activities excluded from overload pay include but are not limited to the following: internship, independent studies, student teacher supervision, graduate thesis supervision, tutoring, studios and related kinds of individualized instruction, the pyramiding of multi-level courses, and substitution for an absent faculty member on a short-term basis.
**Section D. Limitation.** Normally, total workload including overload shall not exceed sixteen (16) credits per semester and total overload shall not exceed five (5) credits per academic year or nine-month appointment year.

**Section E. Information.** Annually, upon request, the Employer shall provide to the Association the names of faculty members teaching overload, the number of credits of overload taught, the amount paid to each faculty member for overload, and the courses taught.