

## College of Sciences Policy

<b>SUBJECT:</b>  Faculty Dual Compensation/Overload	<b>Effective Date:</b>  02/28/2014	<b>Policy Number:</b>  COS005-4.2
	<b>Supersedes:</b>	PAGE      OF  1            1
	<b>Responsible Authority:</b>  Dean	

### POLICY STATEMENT

- All overload/dual compensation requests must be approved by the Dean or designee and are limited by UCF Regulation [UCF-3.0032,]. Current University practice specifies that, except in the case of an emergency, a regular faculty member may not receive dual compensation/overload pay for teaching.
- If overload/dual compensation is allowed, University policy limits such payment to no more than 25% of the fiscal year contract or \$10,000, whichever is greater. Payment limits are calculated from the start of one contract year until the start of the next contract year. These limits are calculated separately for Academic Year and Summer. Also see the current Collective Bargaining Agreement regarding “Overload Appointments” [Sec 8.7 (b)]. Exceptions to the 25% rule must normally be pre-approved by the Dean and Provost [however, see “Pay Rate” below].
  - <http://www.regulations.ucf.edu/chapter3/index.html>
- The Current Collective Bargaining Agreement [Sec 8.7 (b)] also states: “Compensation for overload appointments.....shall be no less than the adjunct rate for the employee’s unit or unit. If implementing this agreement in any given instance results in exceeding the “25%” rule, the Collective Bargaining Agreement overrules the UCF 25% policy.