

**STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION
STATEMENT OF POLICY**

POLICY NUMBER: 8-2-105

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POLICY TITLE: COMPENSATION FOR TEMPORARY (ADJUNCT)
FACULTY

LEGAL AUTHORITY: Sections 59-53-20 and 59-53-51 of the 1976 Code of Laws of
South Carolina, As Amended

**DIVISION OF
RESPONSIBILITY:** Human Resource Services

DATE APPROVED BY BOARD: November 14, 2019

DATE OF LAST REVISION: November 14, 2019

DISCLAIMER

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

Temporary (adjunct) faculty are learned professionals exempt from the wage and hour provisions of the Fair Labor Standards Act. Compensation for adjunct faculty shall be based on the hourly or flat rate of pay based on the number of contact or credit hours. After the value of a course teaching assignment has been determined, a teaching agreement may be established in terms of the compensation to be paid for teaching the specific course. This method of determining compensation for adjunct faculty applies to all temporary teaching employment, including but not limited to adult education, non-credit occupational training, craft and trade courses, and curriculum courses.

The rates for temporary teaching assignments include compensation for whatever preparation or other time may be required in connection with the specific subject matter to be taught, and shall be in keeping with usual and customary rates paid by other educational entities in the service

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area for comparable instructional services. The college must reduce payments to adjunct faculty, pursuant to agreement, if adjunct faculty members fail to provide teaching services in accordance with their agreements due to absence.