

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

POLICY NUMBER: 8-2-105

PAGE: 1 of 2

POLICY TITLE: COMPENSATION FOR TEMPORARY (ADJUNCT)
FACULTY

LEGAL AUTHORITY: 29 C.F.R. 541.3, 29 C.F.R. 541.301, 29 C.F.R. 541.314, and
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: August 19, 2014

DATE OF LAST REVISION: August 19, 2014

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 foundation (number of contact hours of the course, times the hourly rate). After the value of a course teaching assignment has been determined from the hourly foundation, 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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PAGE: 2 of 2

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.