



TECHNICAL COLLEGE
OF THE LOWCOUNTRY

POLICY: Adjunct Faculty Compensation
Number: 5.3.2

Responsibility: Human Resources
Last Updated: February 21, 2023
State Policy/Law: SBTCE Policy 8-2-105 Compensation for Temporary (Adjunct)
Faculty

Commission Chair

President

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 OR THE TECHNICAL COLLEGE OF THE LOWCOUNTRY. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM AND THE TECHNICAL COLLEGE OF THE LOWCOUNTRY RESERVE 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.

The Technical College of the Lowcountry's adjunct faculty are exempt from the wage and hour provisions of the Fair Labor Standards Act. Adjunct faculty compensation shall be based on the hourly or flat rate of pay based on the number of course 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 that 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 area for comparable instructional services. The College may 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.

Procedures:

5.3.2.1 Compensation Plan for Adjunct Faculty