



## TECHNICAL COLLEGE OF THE LOWCOUNTRY

### **PROCEDURE: Compensation Plan for Adjunct Faculty Number: 5.3.2.1**

Responsibility: Human Resources  
Last Updated: November 29, 2023  
Related Policy: 5.3.2 Adjunct Compensation; SBTCE 8-2-105

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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.

#### **Purpose:**

This compensation plan is intended to provide for an equitable compensation distribution among departments. Compensation levels are based on hourly rates.

Compensation for temporary (adjunct) faculty shall be based on the hourly or flat rate of pay based on the number of contact or credit hours. Payment may be at a frequency consistent with the college's established payroll processing. The payment may be made in approximate equal installments over the term of the teaching agreement so long as the compensation paid does not exceed the actual hours worked at any point in time.

Prior to payment the President or designee shall certify by signature the eligibility of individual part-time faculty members for payment of work performed. The certification must be documented and include courses taught and amounts due.

The certification is to be verification that the part-time faculty member did teach the course(s) indicated for the required time established for the course(s). If the adjunct faculty members are absent during times that they have agreed to teach, the college must reduce their pay by the actual number of hours or days they were absent. The format and acceptable level of subordination and number of signatures required is at the discretion of the individual college.

Each college shall prepare and maintain a schedule of such usual and customary rates for its service area, to cover all courses and/or subject matter expected to be taught prior to employment of instructors or commitment of any kind. Supporting documentation and justification for the rates of compensation shall be maintained and uniformly administered by the college.

Compensation may be provided at an appropriate rate or by the course for temporary faculty participation in required pre-service and in-service programs. In order for the training time to be eligible for compensation, the training must be a uniform requirement of the college.

Compensation may be provided at an appropriate rate to individual temporary faculty to acquire a specific skill or specialty through a short-term training program/workshop to facilitate delivery of course content in the same specific skill or specialty at the college. Compensation for the skill specific training time period cannot be paid until the course requiring the training has been taught by the faculty member that received the training.

## **Procedure:**

### **1. Compensation Categories**

#### **Type I: Transfer Programs, General Education**

Ph.D./J.D./E.D.	3 SCRH <sup>1</sup> (40 Hours) \$2,000 (\$50.00/Hr.)
M.A./M.S./M.B.A.	
in discipline	

#### **Type II: Professional/Occupational Degree Programs**

Ph.D./J.D./E.D.	3 SCRH (40 Hours) \$2,000 (\$50.00/Hr.)
M.A./M.S./M.B.A.	
in discipline	

#### **Type III: Professional/Occupational Degree Programs (Courses Not Resulting In College Transfer and Developmental Education Courses)**

M.A./M.B.A.	B.A./A.A. & License or Cert.
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<sup>1</sup> SCRH is equivalent to Semester Credit Hour

A.A.	3 SCRH (40 Hours) \$1,500 (\$37.50/Hr.)
3 SCRH (40 Hours) \$2,000 (\$50.00/Hr.)	
	3 SCRH (40 Hours) \$1,200 (\$30.00/Hr.)

## **2. Compensation Schedule**

Adjunct faculty may elect to be paid in equal installments on a semi-monthly basis or in one payment at the end of the semester or term