

# POLICY

**Number:** 30-37  
**Title:** Compensation for Temporary (Adjunct) Faculty  
**Original Approval Date:**  
**Area Commission Review:**  
**Last Revision:** 11/19/24

## Reference (Policy and/or Procedure)

### SBTCE:

**FDTC:** Human Resources

**Other:** Section 59-53-57 of the 1976 Code of Laws of South Carolina, as amended

## Policy Description

### 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 temporary (adjunct) faculty shall be derived on the basis of a predetermined rate per teaching hour for teaching assignments. 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 temporary faculty applies to all temporary teaching

employment, including but not limited to adult education, 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 comparable with usual and customary rates paid by other higher educational entities for comparable instructional services. The College will 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.