



## Summer Pay

### LP 3.10

**Effective:**  
3/1/2018

**Revised:**  
3/1/2018

**Approved:**  
6/19/2018

**Policy Owner:**  
Board of Trustees

**Policy Administrator:**  
Vice President for  
Academic Affairs  
Vice President of  
Business Administration

**Affected Parties:**  
Faculty

**Table of Contents:**  
I Policy Statement  
and Purpose  
II Guidelines  
III History

## I Policy Statement and Purpose

The Summer Pay policy provides pay guidelines for full-time faculty members teaching regular undergraduate and graduate courses during one or more summer school terms.

## II Guidelines

- A. The enrollment census date and time for determining summer pay will be the close of business on the second day of class of each summer term.
- B. For a course with seven or more registered students, the faculty member will be paid 2.67 percent of his or her nine-month salary for each contact hour taught. For a graduate course, a faculty member will be compensated using four hours for three contact hour courses.
- C. In accordance with the date and time on the summer contract, the faculty member's contract will be cancelled if the class has enrolled fewer students than the faculty member has agreed to teach.
- D. For all courses that enroll fewer than seven students, the faculty member will be paid 50 percent of tuition generated up to a maximum of 2.67 percent of his or her nine-month salary per contact hour taught.
- E. For courses that have a laboratory component (classes that during the fall or spring semesters meet weekly for three hours of lecture and three hours of laboratory), pay will be at 8 percent of the faculty member's nine-month salary for the lecture component and 8 percent of the nine-month salary for the laboratory component, provided that the class has seven or more students registered. If the course has six or fewer students, the pay will be 50 percent of the tuition generated, and the lecture and laboratory must be taught by the same faculty member.
- F. Nursing clinical instructors will be paid according to the formula that is used during the regular academic year:  $\text{Clinical contact hours} \div 15 \times .025 \times \text{nine-month salary}$ .
- G. Regular full-time faculty will have priority when summer school schedules are proposed. Retired faculty may be hired back for summer school terms at the pay rate described above during their first year of retirement. Retired faculty hired for summer school terms after their first year of retirement will be paid in accordance with the part-time pay policies in effect at the time of hire. This policy applies to faculty in the state Teacher & Employee Retention Initiative (TERI) Program<sup>1</sup> the year in which they complete their participation in the program.



## Summer Pay

H. This policy is subject to change annually.

### III History

- Policy updated and approved by the Provost and Vice President for Academic Affairs and the Vice President for Business & Administration in the Spring of 2018.
- Reviewed and approved by Human Resources on 6/4/2018.
- Reviewed and approved by General Council on 6/4/2018.
- Approved by the Board of Trustees on 6/19/2018.

---

<sup>i</sup> Teacher & Employee Retention Incentive (TERI) Program - S.C. Code Section 9-1-2210 (<https://archive.is/U2aH8>)