

**SOUTH CAROLINA STATE UNIVERSITY  
PERSONNEL POLICIES AND PROCEDURES MANUAL**

SECTION: FLSA and Classification and Compensation Administration	Section: II
	Subject: E
SUBJECT: Summer Compensation for Academic Personnel	Effective: 06/05/09
	Revised: 05/29/09

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## **SUMMER COMPENSATION FOR ACADEMIC PERSONNEL**

### **Policy**

South Carolina State University is required to adhere to these policies when employing faculty members during the summer and outside of their base period of employment. Such employment is not considered Dual Employment, which covers additional compensation earned during the employee's base period of employment. Therefore, summer employment may occur over any specified period of time between May and September of a calendar year.

### **Definitions**

Base Period – the period of time that defines the regular annual schedule of employment (a semester, an academic year, or 10 months to 12 months).

Base Pay - the compensation allowed for full-time employment during a base period.

### **Regular Summer School Teaching**

The rate of pay for regular summer school teaching shall be comparable to the faculty member's rate of pay for the immediately preceding academic year and may not exceed 40% of the employee's annualized salary.

### **Sponsored Research, and Other Duties Not Related to a Regular Summer Session**

Compensation for sponsored research and/or other activities performed during the summer months (between academic years) which is not related to a regular summer session for academic personnel, shall be at the same rate of pay as for his or her base period for the immediately preceding academic year.

### **Summer Period Dual Employment**

A South Carolina State University faculty member who is working at another state agency while employed for a regular summer school session or summer period at South Carolina State University cannot receive total compensation of more than 40% of his or her base period salary. In those cases where a faculty member is working at another state agency during the summer session, the Dual Employment Request form will be required.