Proposed Changes to *FAM* Sections on Dual Employment, including Summer School Pay
March 30, 2015
Prepared by the Provost’s Office

The following changes are intended to bring the *FAM* into alignment with Summer School compensation practices and to correct an outdated reference to state HR regulations. What follows is an excerpt from the 2014-15 *FAM* (mid-year edition) with the two changes marked. The footnote number in the 2014-15 *FAM* is 27.

5. Paid Institutional Overload and Other Dual Employment

The State Budget and Control Board issued administrative procedures and compensation limitations effective August 24, 1994 which are applicable to all state employees, including College of Charleston personnel, coming under dual employment situations. College of Charleston faculty may not earn more than an additional 30 percent of their base salary during the time they are under contract. Dual employment regulations apply to the employment of roster status faculty members and unclassified administrators who, in addition to the work for which they receive full-time pay, also teach courses in the day or evening, workshops, Governor’s School, or who perform other additional services beyond the duties described in their letter of appointment or annual contract. The additional services can be performed within the College of Charleston, or at another state college, university or agency. Grant and contract work compensated by outside agencies is included in the dual employment limitations.

6. Instructional Faculty Members’ Employment in Maymester and Summer Terms

The teaching of summer school by faculty under nine-month contract is not considered dual employment, but compensation limitations as defined by state regulations are applicable.¹

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¹ College of Charleston institutional policy for Summer School compensation is within the regulations established in Section 19-713 19-706.04 of the State Human Resource Regulations (1994). College of Charleston faculty who contract for a nine-month academic year normally shall earn no more than an additional 22.5% of their nine-month base salary during Maymester and Summer Sessions. Each summer session is normally limited to a maximum of 15% of the nine-month base salary. [Rev. Aug. 2015]