

STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION

STATEMENT OF POLICY

POLICY NUMBER: 8-7-103

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POLICY TITLE: REDUCTION IN FORCE

LEGAL AUTHORITY: Section 59-53-20 of the 1976 Code of Laws of South Carolina,
As Amended; Section 19-719 of the State Human Resources
Regulations

**DIVISION OF
RESPONSIBILITY:** Human Resource Services

DATE APPROVED BY BOARD: August 8, 1979

DATE OF LAST REVISION: May 23, 2006

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.**

It is the policy of the State Board for Technical and Comprehensive Education (SBTCE) to release covered¹ employees in an equitable manner should a Reduction in Force become necessary. Reasonable efforts consistent with the S. C. Budget and Control Board's Office of Human Resource guidelines should be made to limit the adverse impact on both the South Carolina Technical College System and the affected employee.

¹ Covered employee means a full-time or part-time employee occupying a part or all of an established full-time equivalent (FTE) position (classified employees, unclassified non-teaching personnel, and institutional officers, excluding the College President) who has grievance rights in accordance with SBTCE procedure 8-6-100.1.