

**STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION  
STATEMENT OF POLICY**

**POLICY NUMBER:** 8-7-107

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**POLICY TITLE:** TEACHER AND EMPLOYEE RETENTION  
INCENTIVE PROGRAM (TERI)

**LEGAL AUTHORITY:** Sections 9-1-2210 and 59-53-52 of the 1976 Code of  
Laws of South Carolina, As Amended

**DIVISION OF  
RESPONSIBILITY:** Human Resource Services

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**DATE APPROVED BY BOARD:** August 19, 2014

**DATE OF LAST REVISION:** August 19, 2014

**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.**

It is the policy of the State Board for Technical and Comprehensive Education that eligible employees may elect to participate in the Teacher and Employee Retirement Incentive (TERI) program. Participation in the TERI program is the voluntary choice of eligible employees. Eligible employees include active contributing members under the South Carolina Retirement Systems who are eligible for service retirement.

Participants in the TERI program retain all rights and benefits they held prior to entering the program, except grievance and reduction in force rights, and TERI program participants are not subject to earnings limitations during the program period. While TERI program participants retain the same rights in positions held prior to entering the program, participation in the TERI program does not guarantee employment for the specified program period.

It is further policy of the State Board for Technical and Comprehensive Education that the sixteen colleges and the System Office adhere to the corresponding procedure. This system-wide

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procedure conforms to State of South Carolina law, guidelines, and regulations (Section 9-1-2210 of the South Carolina Code of Law, Budget and Control Board Human Resources Division, and South Carolina Retirement Systems). This procedure shall be followed upon the entrance of an employee into the TERI program, the completion/ending of an employee's participation in the TERI program, and upon re-employment of a former TERI program participant to state service.

The State Board may grant an exception to advertising a position vacated by a TERI program participant for the position of College President, if requested by the Area Commission, to meet the business needs of the System. Following a break of one regularly scheduled workday, an Area Commission may rehire a College President in an FTE position at the minimum of the salary range provided that the individual retired or entered the TERI program prior to January 2, 2013. Any additional compensation desired may be supplemented pursuant to SBTCE Policy 8-2-107, Salary Supplements: College Presidents.

Employees who retire or enter the TERI program on or after January 2, 2013, may return to work after being retired for 30 days and may receive a salary subject to a \$10,000 earnings limitation; however, the \$10,000 limitation does not apply if the retiree was at least 62 years of age at retirement.