

**STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION**

**STATEMENT OF POLICY**

**POLICY NUMBER:** 8-7-103

**PAGE:** 1 of 1

---

**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 covered<sup>1</sup> 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.

---

<sup>1</sup> 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.