

HORRY-GEORGETOWN TECHNICAL COLLEGE

POLICY

Number: 3.1.11
Title: Temporary Grant and Time-Limited Positions/Employment
Authority: S.C. Code Ann. § 8-11-196, As Amended
Responsibility: Vice President, Human Resources and Employee Relations

Original Approval Date: 04-08-1993
Last Cabinet Review: 06-16-2016
Last Revision: 06-16-2016

Chairperson

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 AGENCY.

It shall be the policy of Horry-Georgetown Technical College to establish temporary grant positions and/or permanent and temporary provisions. The hiring of employees to fill such positions as specified in federal grants, public charity grants, private foundation grants, contracts, and research grants as approved by State authorities.

At the time, the College receives a Notification of Grant Award by a federal, public charity, private foundation or research grant, a request to establish a temporary grant position shall be submitted for approval.

Employees appointed to temporary grant/time-limited positions are considered to be employed at will, whether or not the grant under which they are working has expired. This means that temporary grant employees may be terminated at any time without cause, without grievance rights, and without any right to compensation beyond the date of termination.

Employees appointed to temporary grant-funded positions will have their performance evaluated in keeping with policies and procedures governing the processes used for similarly situated employees filling permanent positions.