

HORRY-GEORGETOWN TECHNICAL COLLEGE

POLICY

Number: 3.4.6
Title: Teacher and Employee Retention Incentive Program (TERI)
Authority: Section 9-1-2210 of the
1976 Code of Laws of South Carolina, As Amended
Responsibility: Vice President, Human Resources and Employee Relations

Original Approval Date: 06-13-2006
Last Cabinet Review: 06-09-2017
Last Revision: 06-09-2017

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 is the policy of Horry-Georgetown Technical College (HGTC) 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 System 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 rights,⁽¹⁵⁾ and TERI program participants are not subject to earnings limitations during the program period. While TERI program participants retain the same rights to the positions held prior to entering the program, participation in the TERI program does not guarantee employment for the specified program period.

It is the further policy of HGTC to adhere to the following procedure. This system-wide procedure conforms to State of South Carolina (Section 9-1-2210 of the South Carolina Code of Law, State Division of State Human Resources, and South Carolina Retirement System) law, guidelines, and regulations. 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 for Technical and Comprehensive Education may grant exceptions for the position of Technical College President, if requested by the Area Commission, on a case by case basis to meet the business needs of the System. Following a break of one regularly

¹⁵⁾Any employee entering the TERI program after June 6, 2005 will be exempt from the State Employee Grievance Procedure Act.

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 supplemental pursuant to the College Procedure,

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.

Any employee entering the TERI program after June 6, 2005, will be exempt from the State Employee Grievance Procedure Act.