



TECHNICAL COLLEGE  
OF THE LOWCOUNTRY

**POLICY: Reduction in Force  
Number: 5.2.20**

Responsibility: Human Resources  
Last Updated: November 14, 2023  
State Policy/Law: SC Code of Laws, Section 59-53-20; Section 19-719 of the State  
Human Resources Regulations

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Commission Chair

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President

**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 OR THE TECHNICAL COLLEGE OF THE LOWCOUNTRY. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM AND THE TECHNICAL COLLEGE OF THE LOWCOUNTRY RESERVE 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 Technical College of the Lowcountry to release covered 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.

Procedures:

5.2.20.1 Reduction in Force (SBTCE 8.7.103.1)