



TECHNICAL COLLEGE
OF THE LOWCOUNTRY

**POLICY: Permanent Status – Probationary Period
Number: 5.2.7**

Responsibility: Human Resources
Last Updated: February 21, 2023
State Policy/Law:

Commission Chair

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.

An employee appointed to fill an established full-time equivalent (FTE) position on a full-time or part time basis as a classified employee, unclassified non-teaching personnel, or institutional officer shall serve in a probationary status and attain covered status upon completion of twelve month of satisfactory service.

Initial faculty appointments shall be in probationary employment status for two academic years' duration. An academic year with the Technical College of the Lowcountry shall be equivalent to thirty-nine (39) full weeks (fall and spring semester). Two full academic years' duration shall equal seventy-eight (78) full weeks. Each week worked during the fall and spring semesters shall count towards the attainment of covered status. The weeks worked during the summer months do not count. Whether a faculty member does or does not work during the summer term(s) has no effect on the attainment of covered status.

The probationary period may not be extended for any employee.