



TECHNICAL COLLEGE  
OF THE LOWCOUNTRY

**POLICY: Compensation**  
**Number: 5.3.1**

Responsibility: Human Resources  
Last Updated: February 21, 2023  
State Policy/Law: SBTCE Policy 8-2-102 Classified and Unclassified Employment  
Compensation

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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.

The Technical College of the Lowcountry (TCL) employs all full time equivalent (FTE) classified and unclassified personnel in accordance with the South Carolina Department of Administration's Division of State Human Resources (DSHR) regulations and guidelines. The College's compensation procedures governing classified and unclassified personnel apply.

Procedures:

- 5.3.1.1 Compensation Plan for Unclassified Faculty Personnel (SBTCE 8-2-102.1)
- 5.3.1.2 Compensation Plan for Unclassified Non-Teaching Personnel (UNTP) (SBTCE 8-2-102.2)
- 5.3.1.3 Compensation Plan for Unclassified Vice President Positions (SBTCE 8-2-102.3)
- 5.3.1.4 Faculty Teaching/Work Load and Overload Compensation