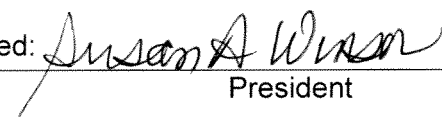


**AIKEN TECHNICAL COLLEGE
POLICY**

Policy Title:	TEACHER AND EMPLOYEE RETENTION INCENTIVE PROGRAM (TERI)	Policy Number: 3-3-109
Institutional Authority:	Vice President of Administrative Services	
Associated SBTCE Policy:	8-7-107	
Associated ATC Procedure:	3-3-109.1	

Approved: 
President


Commission Chairperson

Date Adopted: 02/11/2008
Date Revised:

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 Aiken Technical College 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 Systems who are eligible for service retirement.

Participants in the TERI program retain all rights and benefits they held prior to entering the program, except grievance¹ and reduction in force rights, 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.

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.

¹ Any employee entering the TERI program after June 6, 2005, will be exempt from the State Employee Grievance Procedure Act.

Policy Review		
Review Date	Reviewed By	Date Completed
02/11/2011		