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I. Policy

A. The University of South Carolina is committed to preparing for future staffing needs for the institution through regular and systematic succession planning. In addition, this is the policy on employing University faculty and staff following retirement in the South Carolina Retirement System (SCRS) and the South Carolina Police Officers’ Retirement System (PORS) both administered by the South Carolina Public Benefits Authority (PEBA), to include those who conclude participation in the Teacher and Employee Retention Incentive (TERI) program.

B. Policy Statements

1. Vice Presidents and Chancellor will plan for the long-term staffing needs of their organizations through the preparation of succession plans.
2. The Division of Human Resources is available to assist departments with succession planning by providing consulting services.

3. The Division of Human Resources will provide tools and consulting services to assist departments in their development and succession plans.

4. Initial succession plans should be in place by March 31, 2018 and updated thereafter every two years. The plans will remain with the division/campus/school and are subject to audit.

5. All full-time FTE, research grant positions RFP, and time-limited (TL) positions must be posted in accordance with HR 1.24 Appointment policy.

6. Post-TERI or post-retirement employment of university faculty and staff is at the discretion of the university.

7. Employment during a post-TERI or post-retirement appointment is at-will and may be terminated at any time, with or without cause, at the discretion of the university.

8. Post-TERI and post-retirement faculty members are not eligible for appointment with tenure.

9. Post-TERI and post-retirement employees do not have grievance rights pursuant to Section 8-17-370 of the SC Code of Laws, as amended.

C. Post-TERI or Post-Retirement Waiting Periods

1. Waiting Periods

   a. To return to work, after retirement, retirees must have completed a bona fide severance or termination consisting of 30 consecutive days. After 30 days of retirement, the retiree may be hired by USC.

   b. Failure to wait the 30 consecutive calendar days will result in the suspension of retirement payments while the retiree remains employed by USC or another covered employer.

   c. For TERI retirees, time participating in the TERI program counts toward the 30 consecutive calendar day waiting period; however, a post-TERI retiree must be off the university payroll for at least one
work day prior to re-hire.

2. Earnings Limitation
   a. There is no earnings limitation associated with post-TERI or post-retirement employment for an employee who retired or entered the TERI program prior to January 2, 2013.

   b. Effective January 2, 2013, if an employee retires before the age of 62 from SCRS or age 57 from PORS and returns to employment with a covered employer, he or she will be subject to a $10,000 earnings limitation. The earnings limitation applies regardless of the age at which the retiree returns to work. If the retiree continues to work after earning $10,000 in a calendar year, his or her monthly annuity will be suspended for the remainder of the year.

3. Retirement Contributions
   a. Any post-TERI or post-retirement employee who retired from one of the systems administered by PEBA and is re-hired by the university will be required to contribute to the South Carolina Retirement System in accordance with PEBA guidelines.

D. Appointments into Temporary Positions
   1. With the approval of the appropriate Vice President, Provost, or Chancellor, post-TERI and other faculty and staff who retired from the University of South Carolina may be employed in temporary positions for up to one year. For temporary positions reporting to the President or Board of Trustees, authority to offer post-TERI or post-USC retirement employment rests at that level.

   2. Post-TERI and post-retirement employees in temporary positions are not entitled to annual leave, sick leave, or other paid leave or holidays.

E. Appointments into FTE, Time-Limited and Research Grant Positions
   1. Post-TERI and post-USC retirees who retire from the University of South Carolina may apply for any advertised vacancy for which they are qualified.

   2. Post-TERI and Post-USC retirees may be hired into any FTE, RGP or TL
position if it is a different position than previously held, with the approval of
the appropriate Vice-President, Provost or Chancellor.

3. Post-TERI and Post-USC retirees may not be re-hired into the same FTE
position.

4. For positions reporting to the President or Board of Trustees, authority
to offer post-TERI or post-USC retirement employment rests at that
level.

5. Post-TERI and post-USC retirees in FTE positions are eligible for annual
leave, sick leave, and other paid leave and paid holidays.

6. Post-TERI and post-USC retirees in RGP and TL positions may be
eligible for annual leave, sick leave, other paid leave and paid holidays
based on the grant.

7. The salary for post-TERI and post-USC retirees must be appropriate to
the duties of the new position.

F. Renewal of Appointment

1. One-year renewals of temporary appointments may be offered
as appropriate.

2. The same approval authority as outlined for original post-
TERI/post-retirement employment is required to approve
subsequent one-year temporary renewals.

3. Post-TERI or post-USC retirees in any FTE, RGP or TL positions are
subject to year-to-year renewal, and they can only continue in their
position upon the recommendation of the Vice President, Provost or
Chancellor and approval by the Vice President for Human Resources.

II. Reason for Revision

The revision to this policy ensures compliance with statutory changes to
the retirement system, documents the institution’s commitment to
succession planning, includes a requirement for posting FTE positions,
and revises the approval authority for post-TERI and post-USC
Retirement employment.