



PIEDMONT TECHNICAL COLLEGE

PROCEDURE

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TITLE: Temporary Grant Positions/Employment

**RELATED POLICY AND PROCEDURES: 8-7-1000 Employment Practices
8-7-1000.1 Permanent Positions/Employment Practices**

DIVISION OF RESPONSIBILITY: Business and Finance

June 20, 2013

Date Approved by President

Date of Last Review

Date of Last Revision

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 COLLEGE. THE COLLEGE RESERVES 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.

Administrative Responsibilities

It is the responsibility of the hiring official to adhere to the specified procedures. The Human Resources Director and Human Resources Manager with the approval of the Vice President for Business and Finance are responsible for the review and revision of the procedures.

Procedure

A. Use of Temporary Grant Positions

1. Temporary grant positions may be utilized when staffing approved on-going,



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renewable grants or contracts at the discretion of College President. Positions funded by approved non-renewable grants may also be established as temporary grant positions.

2. Once the decision has been made to utilize temporary grant positions with a grant, all future positions funded by the grant will be consistently staffed in this manner. Additionally, any expansion in staffing to the existing grant will be handled in a similar manner. Also, current full time equivalent (FTE) positions that are vacated will be reestablished as temporary grant positions for the duration of the grant period.

B. Characteristics of Temporary Grant Positions

1. A temporary grant position does not occupy a FTE position. In order to be categorized as a temporary grant position, the position must be funded in full by approved grant funds and may include State dollars only if they are required as a match to a grant. No other funds, in whole or in part, may be used to pay the salaries and/or benefits of employees occupying temporary grant positions.
2. A temporary grant position may not exist beyond the duration of the grant or any subsequent renewal of it. When the grant or any subsequent renewal ends, a temporary grant employee is terminated and his/her position ceases to exist.
3. A position description is required for each temporary grant position established. The appropriate job classification will be recommended by the College's Human Resources Officer for review and concurrence by the System Office.
4. Advertising and recruitment for employees to fill temporary grant positions is the same as for FTE employees within established College procedure.

C. Establishing a Temporary Grant Position

1. Once the grant has been awarded, the college Human Resources Officer must complete the Office of Human Resources Request for Temporary Grant Action form and submit all appropriate documentation to the System Office Human Resource Services (HRS) in order to establish a temporary grant position:
 - a. A copy of the approved grant or contract award which specifies the beginning and ending date of the award.



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- b. Two copies of the position description for each position type authorized by the award.
2. The System Office HRS notifies the State Budget and Control Board's Office of Grant Services of the position(s) to be established. The Office of Grant Services forwards the request for temporary positions to the State Budget and Control Board's Office of Human Resources (OHR). OHR establishes all temporary grant positions and the System Office HRS then notifies the College of the establishment of the temporary grant position(s).
3. After notification the College may fill the position within established College procedures.

D. Temporary Grant Position Renewal

1. The Human Resources Office ensures, through the College grant office, that the grant has been renewed and that sufficient funding exists for the positions.
2. Once funding has been confirmed, the Human Resources Office submits the request for temporary grant form in accordance with Section C, above. (Check renewal on characteristics of temporary grant position.)

E. Terms of Employment for Temporary Grant Employees

1. Employees filling temporary grant positions must sign a Temporary Grant Employment Appointment which specifies the terms and conditions of their employment including entitlement to benefits, if any.
2. Temporary grant employees are considered to be employed at will, whether or not the grant under which they are working has expired. This means that temporary grant employees may be terminated at any time without cause, without grievance rights, and without any right to compensation beyond the date of termination. Any unused annual leave earned under the temporary grant employment status will be paid out in those cases where the grant provided funding for benefits. Any unused sick leave will be forfeited.
3. Temporary grant employees will not be entitled to any compensation beyond the date of termination other than for such part of the grant that has been performed.



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4. Temporary grant employees may be eligible for the same benefits available to employees filling FTE positions with the exception of covered or probationary employment status, if funding for benefits is provided in the grant. Benefits may include, but are not limited to, eligibility for health and dental insurance, annual and sick leave, and State retirement benefits, which are to be administered within established college guidelines. Bonus leave earnings are an agency option based on availability of grant funds.
5. Although temporary employees are not entitled to benefits of permanent employment, they do have the option of joining State Retirement System providing funds are available in the grant award to pay the employer's portion for the member.
6. Temporary grant employees who have been selected for a position under a different grant must terminate from one position before being hired into the second position. The employee's salary and benefits must be determined in the same manner as for any new employee. Annual and sick leave, if applicable, are not transferable from one grant to another.
7. Temporary grant employees will have their performance evaluated in keeping with policies and procedures governing the processes used for similarly situated employees filling FTE positions.
8. The Executive Director/System President delegates the authority to the College Presidents to decide whether service in a temporary grant position may be counted toward the completion of the required probationary period for a FTE position.

F. Compensation

1. The Executive Director/System President delegates authority for pay actions to the College Presidents. All proposed pay actions shall be reviewed by College Human Resources staff and/or the System Office HRS to ensure that requested pay actions are sufficiently justified, documented, and in compliance with all applicable procedures. All delegated pay actions are subject to audit by the System Office. The Executive Director/System President reserves the right to withdraw delegation authority from an individual college based upon non-compliance with State Board for Technical and Comprehensive Education (SBTCE) system procedures.



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2. The South Carolina Constitution prohibits any retroactive payment of salary increases. Therefore, approval of requested pay actions must be accomplished prior to the desired effective date of the action.
 - a. **Salary Determination for Temporary Grant Employees**
College Presidents may approve the establishment of a beginning salary up to the maximum of the salary range based on available funding. Salaries for employees in temporary grant positions shall be determined through an assessment of the individual's education and experience in the related field and consideration of internal salary equity.
 - b. **Salary Increases**
Temporary grant employees' eligibility to receive general base pay or legislative merit increases is in accordance with the college's pay plan and is dependent on availability of grant funds. All other salary increases for temporary grant employees will be determined in the same manner as for employees filling FTE positions, provided funds are available in the grant.

G. Changing from a FTE position to Temporary Grant Status

1. An employee in a FTE position may be hired into a temporary grant position, provided the following conditions are met:
 - a. The change from FTE employment status to temporary grant status must be voluntary.
 - b. Prior to entering temporary grant status, the employee in a FTE position must be paid for unused annual leave earned in the FTE position.
 - c. The employee must sign the [Temporary Grant Employment Appointment](#) to attest to his or her understanding and acceptance of the terms and conditions of employment in temporary grant status.
2. An employee in a FTE position who voluntarily accepts a temporary grant position will:
 - a. Forfeit grievance rights.
 - b. Forfeit covered state service status.



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- c. Experience a break in service*.
- d. Forfeit all sick leave.
- e. Forfeit reduction-in-force rights.

*Employees participating in the TERI Program will not experience a break in service when moving from an FTE position to a temporary grant position within 15 calendar days since a TERI employee can continue employment with any employer participating in the SC Retirement Systems during the program period.

H. Changing from Temporary Grant Status to a FTE Position

1. A temporary grant employee may apply for and be considered for employment in a FTE position in the same manner as any other applicant. There is no guarantee or obligation to compensate a temporary grant employee at his/her same rate of pay when offering employment to a FTE position. Salary recommendation for FTE employment situations will be determined in accordance with applicable SBTCE guidelines and local college policies and procedures.
2. The Executive Director/System President delegates the authority to the College Presidents to decide whether continuous satisfactory service worked as a temporary grant employee may count toward either the attainment of covered status or the accrual of service for bonus leave purposes. Discretion should be exercised in a manner to ensure that all similarly situated employees are treated consistently and equitably.
3. If the grant provides funding for benefits, any unused annual leave earned under temporary grant status will be paid out before the employee enters a FTE position. Any sick leave accrued and/or any compensatory time earned will be forfeited.

I. Termination of Temporary Grant Employees at End of Grant

1. Written notification should be given to the affected employees by the college prior to the ending date of the grant. The termination effective date should be the last day worked, but not later than the grant ending date.
2. Reduction-in-Force plans are not required for the termination of the temporary grant employees at the conclusion of the grant.