

FLORENCE-DARLINGTON TECHNICAL COLLEGE

# POLICY

**Number:** 30-20  
**Title:** Labor Laws  
**Original Approval Date:**  
**Area Commission Review:**  
**Last Revision:** 11/19/24

**Reference (Policy and/or Procedure)**

**SBTCE:**

**FDTC:** Human Resource Services

**Other:** Section 59-53-20 of the 1976 Code of Laws of South Carolina, as amended

**Policy Description**

## 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. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM 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.**

The State Board for Technical and Comprehensive Education and the respective Area Commissions are authorized to manage and control all state-supported technical institutions which comprise the South Carolina Technical College System by South Carolina law. The State Board for Technical and Comprehensive Education and the Area Commissions do not have the legal right to delegate their decision-making functions to any individual or group. Although the State Board and the Area Commissions are interested in considering all points of view before acting on important

matters, they specifically reserve their exclusive statutory rights and obligations to make decisions affecting the South Carolina Technical College System.

Where there are conflicts or inconsistencies between this policy and the Ethics Act of 1991, the provisions of the Ethics Act will take precedence.