



February 24, 2021

TO: THE DISTRICT BOARD OF TRUSTEES
OF VALENCIA COLLEGE

FROM: AMY BOSLEY
Vice President for Organizational Development and Human Resources

RE: NEW PRESIDENT'S EMPLOYMENT CONTRACT

As Valencia College transitions to the administration of its fifth president, Dr. Kathleen Plinske, the president's contract of employment transitions from a contract geared to a president who has served for two decades to a contract appropriate for Dr. Plinske as she begins what will hopefully be many years of service to the College. In preparing the draft contract presented to the Board today, three principles were paramount:

- 1) positioning the College and the position of Valencia President appropriately in the relevant higher education market in which Valencia competes for talent;
- 2) observing the values and perspectives of the new President with respect to the contract and structure of the compensation package; and
- 3) retaining Dr. Plinske as President.

With respect to the first stated principle, the College engaged a higher education executive compensation consultant, Quatt Associates, to analyze relevant markets and current trends in executive compensation and produce a report with findings and recommendations to the Board. A copy of this report has been provided to each member of the Board. Additionally, with respect to the second and third principles, Dr. Plinske has reviewed the draft agreement and she has provided appropriate comments. A copy of the draft contract of employment, reflecting the recommendations contained in the report and Dr. Plinske's input, also has been provided to each member of the Board.

RECOMMENDED ACTION:

The Vice President for Organizational Development and Human Resources recommends that the District Board of Trustees of Valencia College approve the new president's employment contract, as presented.

A handwritten signature in blue ink that reads "Amy Bosley". The signature is fluid and cursive, with a large initial "A" and "B".

Vice President, Organizational Development and Human Resources