



February 24, 2021

TO: THE DISTRICT BOARD OF TRUSTEES
OF VALENCIA COLLEGE

FROM: SANFORD C. SHUGART
President

RE: POLICY ADOPTIONS: 6Hx28: 2-08 – Accommodations of Religious
Observances by Students
6Hx28: 3D-06.2 - Fitness for Duty
6Hx28: 3D-10 – Military Leave
6Hx28: 3E-05.2 – Ethical Conduct and Performance
6Hx28: 3E-09 – Employee Dispute Resolution

POLICY REPEALS: 6Hx28: 3A-07 – Temporary Duty
6Hx28: 3E-05.4 – Acceptance of Gifts Resulting from Purchase
or Adoption of Books, Equipment, or Materials by the College
6Hx28: 3E-07 – Personal Financial Obligations

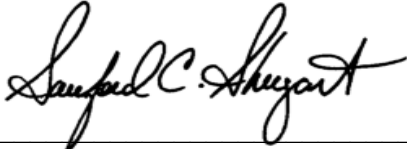
The following policy actions are proposed:

1. Adopt the following amended policies as proposed to conform with applicable laws and regulations, and provide updates to reflect current College practices:
 - Policy 6Hx28: 2-08 – Accommodations of Religious Observances by Students
 - Policy 6Hx28: 3D-06.2 - Fitness for Duty
 - Policy 6Hx28: 3D-10 – Military Leave
 - Policy 6Hx28: 3E-05.2 – Ethical Conduct and Performance
 - Policy 6Hx28: 3E-09 – Employee Dispute Resolution

2. Repeal the following policies, as now obsolete:
 - Policy 6Hx28: 3A-07 – Temporary Duty (*language is being folded into procedures implementing College Policy 6Hx28: 3C-01 -Total Rewards: Compensation & Hours of Work for Employees of the College*)
 - Policy 6Hx28: 3E-05.4 – Acceptance of Gifts Resulting from Purchase or Adoption of Books, Equipment, or Materials by the College (*language is being folded into College Policy 6Hx28: 3E-05.2 - Ethical Conduct and Performance*)
 - Policy 6Hx28: 3E-07 – Personal Financial Obligations (*language is being folded into College Policy 6Hx28: 3E-05.2 – Ethical Conduct and Performance*)

RECOMMENDED ACTIONS:

The President recommends that the District Board of Trustees of Valencia College approve the adoption of the amendments of Policies 6Hx28: 2-08 – Accommodations of Religious Observances by Students, Policy 6Hx28: 3D-06.2 - Fitness for Duty, 6Hx28: 3D-10 – Military Leave, Policy 6Hx28: 3E-05.2 – Ethical Conduct and Performance, 6Hx28: 3E-09 – Employee Dispute Resolution, as presented, and the repeal of College policies 6Hx28: 3A-07 – Temporary Duty, 6Hx28: 3E-05.4 – Acceptance of Gifts Resulting from Purchase or Adoption of Books, Equipment, or Materials by the College, and 6Hx28: 3E-07 – Personal Financial Obligations, as presented.



President