



May 22, 2025

TO: THE DISTRICT BOARD OF TRUSTEES OF VALENCIA COLLEGE

FROM: DR. KATHLEEN PLINSKE
President

RE: APPROVAL OF CONTINUING CONTRACTS

In accordance with [Florida law](#) and [Valencia Policy 6Hx28:3E-02](#), and upon the recommendation of the President, the District Board of Trustees has the authority to approve continuing contracts for eligible faculty who have demonstrated professional competence and success in fulfilling their responsibilities.

Earning a continuing contract (tenure) signifies a high level of professional performance at Valencia College. It grants faculty members ongoing employment without the need for annual nomination or reappointment. However, continuing contracts may be terminated upon the President's recommendation for failure to meet post-award performance criteria or for cause, in accordance with College policies and procedures.

To be considered for a continuing contract, a full-time faculty member must submit a Portfolio that meets the standards, requirements, and procedures established by the College's Teaching and Learning Academy. Additionally, the faculty member must:

- A. Complete at least five (5) years of satisfactory service at Valencia College within a maximum period of seven (7) years, in accordance with Florida law and College criteria.
- B. Receive a recommendation from the President and approval by the District Board of Trustees, based on successful job performance, demonstration of professional competence under College policies, and the College's needs.

This year, the President recommends that the three (3) faculty members listed in the attached materials be awarded continuing contracts.

RECOMMENDED ACTION:

The President recommends that the District Board of Trustees of Valencia College approve the award of continuing contracts to the eligible faculty members, as recommended and presented.



President