



September 17, 2026

TO: THE DISTRICT BOARD OF TRUSTEES OF VALENCIA COLLEGE

FROM: DR. KATHLEEN PLINSKE, PRESIDENT

RE: RECOMMENDATION TO TERMINATE CONTINUING CONTRACT

In April 2026, Dr. Bryan Derrickson, Professor of Biology, received a Written Reprimand in response to repeated instances of unprofessional conduct and unsatisfactory performance that adversely affected student learning and the College's academic environment. Despite subsequent actions by the College to address these concerns and provide opportunities for his improvement, Dr. Derrickson engaged in additional conduct and performance deficiencies like those that resulted in the Written Reprimand. Specifically, Dr. Derrickson's documented conduct and performance deficiencies presented multiple grounds for a dismissal for cause under College Policy 6Hx28:3F-03, *Suspension, Dismissal, Return to Annual Contract, or Non-Renewal of Contracts*, including:

- Section I. B. 1: Failure to Meet Established Performance Criteria
- Section I. B. 2: Serious Breach of Professional Ethics or College Policy
- Section I. B. 3: Significant, Sustained Unsatisfactory Performance
- Section I. B. 4: Unwillingness to Perform the Essential Functions of the Position
- Section I. B. 5: Neglect of Duty
- Section I. B. 6: Misconduct to Indicate the Individual is Unfit to Continue as an Employee

In accordance with the employment termination process also as set forth in College Policy 6Hx28:3F-03, the College engaged Dr. Derrickson in the process by providing him with a detailed formal notification of alleged violations and affording him the opportunity to respond to the College's documented concerns. Following completion of that process, a recommendation to terminate Dr. Derrickson's continuing contract was made by the Dean of the School of Biological & Physical Sciences, and approved by the Provost, and ultimately approved by President Plinske, for transmittal to the Board. Dr. Derrickson was notified of his right to appeal either through the College's internal grievance process or through the administrative hearing procedures provided under Chapter 120, Florida Statutes. He did not timely initiate either appeal process.

Accordingly, and consistent with State Board of Education Rule 6A-14.0411, College Policy 6Hx28:3F-03, and the terms of Dr. Derrickson's continuing contract, the following recommendation is presented for Board consideration.

RECOMMENDED ACTION:

The President recommends that the District Board of Trustees approve the termination of Dr. Bryan Derrickson's continuing contract of employment with the College, effective September 17, 2026.


President