October 29, 2026

TO: THE DISTRICT BOARD OF TRUSTEES OF VALENCIA COLLEGE

FROM: DR. KATHLEEN PLINSKE, PRESIDENT

RE: POLICY AMENDMENTS AND REPEAL

The following policy actions are recommended:

1. Amend the following Policies as proposed to conform with applicable laws and regulations and improve institutional effectiveness:

    - College Policy 6Hx28: 2-02 Workplace Accommodations for Applicants and Employees
    - College Policy 6Hx28: 2-08 Accommodation of Religious Observances by Students
    - College Policy 6Hx28: 3C-04.2 Credit for Prior Experience and Service at the College on the Instructional Salary Schedule
    - College Policy 6Hx28: 3C-08 Total Rewards: Employee Benefits
    - College Policy 6Hx28: 3C-14 401(a) Qualified Retirement Plan and 403(b) & 457(b) Special Pay Plans
    - College Policy 6Hx28: 3F-05.2 Abandonment of Position or Inability to Return to Work
    - College Policy 6Hx28: 10-09 Child Abuse Reporting

2. Repeal the following policy, as obsolete:

    - College Policy 6Hx28: 3C-15 403(b) Qualified Retirement Plan

RECOMMENDED ACTION:

The President recommends that the District Board of Trustees of Valencia College adopt amended Policies 6Hx28: 02-02 Workplace Accommodations for Applicants and Employees; 6Hx28: 02-08 Accommodation of Religious Observances by Students; 6Hx28: 3C-04.2 Credit for Prior Experience and Service at the College on the Instructional Salary Schedule; 6Hx28: 3C-08 Total Rewards: Employee Benefits; 6Hx28: 3C-14 401(a) Qualified Retirement Plan and 403(b) & 457(b) Special Pay Plans; 6Hx28: 3F-05.2 Abandonment of Position or Inability to Return to Work; 6Hx28: 10-09 Child Abuse Reporting; and repeal Policy 6Hx28: 3C-15 403(b) Qualified Retirement Plan, as presented.

Kathleen Plinske

President