December 3, 2026

TO: THE DISTRICT BOARD OF TRUSTEES OF VALENCIA COLLEGE

FROM: DR. KATHLEEN PLINSKE
President

RE: CORNERSTONE ONDEMAND LEARNING AND EMPLOYEE PERFORMANCE MANAGEMENT SYSTEM AGREEMENT RENEWAL

Valencia College uses Cornerstone OnDemand as its centralized learning and employee performance management system. The platform supports required training, professional development, performance evaluations, goals, feedback, competencies, and related human resources functions across the College.

The College is seeking approval to enter into a three-year agreement with Cornerstone OnDemand, Inc. for the period February 1, 2027, through January 31, 2030. The proposed three-year agreement has a total combined cost of $596,605.22. A three-year agreement maintains continuity of operations and provides greater cost predictability while avoiding the uncertainty associated with annual renewal negotiations. The new agreement will also move the College to the latest version of Cornerstone Learning at no additional cost.

In accordance with Rule 6A-14.0734(2)(g), F.A.C., the College utilized the information technology procurement exception to the requirement to solicit competitive offers and negotiated the proposed renewal directly with Cornerstone OnDemand, Inc.

RECOMMENDED ACTION:

The President recommends that the District Board of Trustees authorize Valencia College to enter into a three-year agreement with Cornerstone OnDemand, Inc. for employee learning and performance management software and related services, for the period February 1, 2027, through January 31, 2030, for a total contract cost of $596,605.22, as presented.

Kathleen Plinske
President