WVC Meeting Notes Transcription

Maria Iñiguez and Faimous Harrison | July 14, 16 and 20, 2026

Transcribed from 14 handwritten pages released by Wenatchee Valley College. Source page numbers follow the scan order. The notes use shorthand and sometimes switch speakers without labels. Square brackets mark transcription comments, uncertain readings, and the placement of marginal notes.

Source Page 1 July 14 2026

Maria, Faimous, Lisa 7-14-26

- Maria asked before starting what is this mtg about - he said next steps
- Her demeanor is curt
- *[Crossed out: He said]* She said the investigation + he said yes
- started w/ telling her we might get sanctions from NWCCU. these messages significantly impacted us
- Our warning would have been lifted - but now not + further investigation - Inst. Integrity a problem
- She skipped to the back

She asked to go through investigation first.
She is not interested in this case study

- If I'm going to be fired - why do this
- I've invested so much time in you - got emotional
- Her hand (left) in a tight fist through conversation
- FH - said want to go through this to understand the magnitude
- FH - reiterated that the full accreditation visit was distracted by what is going on

Source Page 2 July 14 2026

Jumped to the details

- talked about Monday meeting + people not comfortable
- how should people feel when a senior leader
- I wouldn't go through all of this w/ anyone else
- She felt it was "about" her so she has multiple clarifying questions - but she'll wait til the end
- FH gave her second document but brought her back to Case Studies
- asked her what she would be looking at or doing if it wasn't her + WVC
- directed her to "take away" - the leadership class they took. think of that exercise
- Yes she see's impact on our accreditation

[Left margin: Eva Flynn]
FH - says this is not career ending - I care about you
He used a story of letting some one go who turned out well - you are young yet - have a future in your next career

She laughed

- Maria - denied saying she qualifies as a confidential ee
- Maria - I'm very well aware that I'm a confidential employee

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• Conflicting statements: she doesn't recall a year ago - not going to defend myself - see's the conflicting info but doesn't take accountability

FH

The use of the word "however" means the investigators interpretation different from what was said

MI Her summary - 3 policies - only 1 was violated

• Maria concerned he is sharing personnel issues publically
• Maria has heard other presidents are not concerned with this issue
• David has sent these messages to alot of people

• MI - Are other campus ee's linking the invest. to Maria individually
• what does it mean to share more about the invest.

FH - this is not a personal investigation this is an institutional investigation

• MI - the 1st scenario could apply to Tod Treat as well + he wasn't investigated

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MI

• Wants to make sure every member of your cabinet team gets fair treatment

FH - could anyone in this situation be successful

MI - We've discussed adversity
When text went out I stayed in my role

• stayed in meetings - it back fired
• Faimous was hoping the college would respond better to you
• testing the temperature - it's not good
this was the best time to test the water

Don't need another fall like last year

MI - You asked me to lead those meetings + it back fired + people don't know you asked me to

FH - 3 steps forward 10 steps back

• Not a good fit for the college right now
• I want to create a transition for you

MI - What information other than Ellia + Diana is confidential

MI - I want this to be as fair for me as it is for anyone else

MI I've taken responsibility + accountability regardless of what he thinks

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- I'm not blaming you for doing what you have to do
- she asked - What about Tod - why wasn't he investigated
- I told you how Diana treated me + it was never addressed

MI - has shared disrespect from TT + DG to both FH + LH. just doesn't feel fair

- She thinks FH is magnifying the truth
- FH - I will speak accurately on the # of violations
- MI - called out that FH was aware of the messages early on - He did not "read" them in their entirety until it went public
- MI - I warned you that they were bad
- FH - said - Non-conversation if it wasn't released

Propose couple scenarios

- If I could keep you + protect you I would
- I can't even protect the college

- So *[crossed-out mark]* 2 options to help you succeed
  create a win/win for you
- I could issue letter of separation or
- Not acknowledging wrong - but make it your decision
  mutual resignation
  - Special Assignment
    [Right margin: lets you control the Narrative]

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- Mutually agreed - letter of resignation
  - special contract through transition
- buy time or no gap in employment
- Hourly PAF - work as needed
- I know others deleted messages. it stings

Option
  Hourly - from home - after hours
  EA - Rate
  40 -

[Left margin: Look in file]

- Can I keep my pay
- request going to last salary of $90k *[wording uncertain]*

[Right margin]

- Maria was going to write letter to FH in relation to Anna Investigation
- Coaching + reflection letter

[Main notes resume]

- Yes Maria wants the option B
- Can I request to work up to 40 hours
- Want to keep salary because I didn't get my full salary because of those damn furloughs

Source Page 7 July 16 2026

Maria + Faimous 7-16-26

Priority is no gap for you on employment

- MI asked for letter of recommend as needed
- MI - Wants to review the email before it goes out - FH said yes
- LH - presented salary offered - reasoning
  FH - not going to fill as COS going forward
- Pushed back on compensation - believes some of the duties are COS
- Her example was modifying / creating a contract for Chris Bailey

Emails - take me off of stateboard emails + grants emails

FH - if duties outside of scope - we can discuss but I want to re-direct them

Maria said ok - I'll re-direct

[Crossed-out mark] out-of-state transfer / Travel

- Benefits is major concern - this is a major pay cut for me
- College doesn't have trust in you to do job

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- discussed the different options
- Designed to be short-term - temp

FH Can't keep you in Exempt benefit eligible role

MI Can it be a demotion?

FH - No still a confidential role

[Right margin: w/ just title change]

* Would vacation pay out at rate earned
- Need to answer

Final issues - Rate, No benefits, when + what rate vac payout

FH - if a separation for no cause

- Benefits
- Impact on future w/ separation for convenience

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Maria + Faimous 7-20-26

- I will not be resign
- hope this doesn't undermine all of our good work
- Didn't feel good - the options - Tuesday to Thursday - felt like a bait + switch
- I've felt that way for a while
  it just hasn't sit well w/ text + records releases - just hasn't felt good for a while
- term *[written above crossed-out word]* - end of this month - gives her another 30 days
- Policy violated but mitigated by the colleges failure to provide training
- MI - doesn't agree the report warrants a dismissal
- She's still comfortable working w/ him.
- hoped it didn't have to end this way
- MI believes in the conclusion of the report says confidentiality wasn't an issue
- Hoped he would have allowed more time to discuss the issues
- least impactful messages were from me - others were worse than mine

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- Fred violated policies + only got letter of direction
- I have to protect myself + do what's best for me.
- Presented letter to Maria - changed effective date to July 31st - 30 days to Aug 30

FH - asked - what was main difference from Tues - Thurs
  pay - Dec 31st - benefits

- MI - felt like it wasn't really well thought out
- Whole thing didn't feel good
- didn't have enough time to talk to everyone
  wanted until Wednesday
- We didn't offer a representative to her
- She was going to ask for an extension
- I left here Tues w/ something - I left Thurs. w/ nothing
  - not made whole on Tues.
  - not even partial on Thurs.
- I asked for Wed - you guys must be in a hurry to get this out

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- I went above + beyond for you + the college -
    - I became loyal to the person not the office
- I gave everything to you to help to succeed
- I'm very proud of the work I've done
- Thinks how text messages were handled were bad from beginning - people in the community know the college handled it poorly from the beginning
- all the blame is on me from campus community
- Maria pushing back on the word "Confidential"
- I'm the scape goat
- FH - When in leadership you are held to a higher standard
- MI - I was communicating w/ 2 of my friend + they would say the same
- there has been equal bad behavior from others that has not been held to same standard

MI

- Think college could have handled differently + we wouldn't have been in this situation
- from the beginning when the texts were collected

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- Released records - should have been more redacted - that was problem
- didn't have Wilma + Paula as witness
- Was there an investigation on me (Lisa) releasing the wrong records
- It's about being treated equally + it doesn't feel that way
- David has sent messages to everyone

get together later to continue conversation

- get back together @ 11 - am
- FH - held back termination letter
- Discussed w/ Tod impacts
- FH and I reviewed the full redacted texts to identify problems
- Discussed impacts w/ Marcine

Source Page 13 July 20 2026

7/20/26 11:00 am

• I wish there was a path forward
• no confidence - no cabinet confidence
• people only want to work directly w/ me

• I'm still in your corner
• I'll work on replacement plan
• I have to protect myself - we are not naive here - do what's best for me - resigning is not
• Wants to take 40 hours of vacation next week
  thinks she has 320
• Maria - vacation July 27-31
• Long discussion on handling the CBA Approval

• No need to meet one-on-one unless he wants to

MI

• I do feel college could have done more

FH - What do you mean?

[Written above the next line: Seattle College]

• Vanessa - Negotiated her departure w/ a severance package

FH - I *[confident?]* in you the most

MI - I still don't understand what you mean by that

FH - I'm closer to you than anyone else

Source Page 14 July 20 2026

• I continue to not understand what I did to breach confidentiality
  I don't know what I did wrong

• She believes wrongful termination
• could have been handling differently from the beginning to the end