Maria, Famous, Lisa 7-14-26

- Maria asked before starting what is this mtg about - he said next steps
- Her demeanor is curt
- ~~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

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 sees impact on our accreditation

EVA Flying

FH - says this is not career ending - I care about you
He used a story of letting someone go who turned out well - you are young you - 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

- Conflicting statements; she doesn't recall a year ago - not going to defend myself - sees the conflicting info but doesn't take accountability

FH
the use of the word "however" means the investigators interpretation different from what Sara 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 linked 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 Tot treat as well + he wasn't investigated

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 test went out I stayed in my role
- stayed in meetings - it backfired
- Fairness 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 backfired + 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 Ellie + Diane 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

- Im 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 shown disrespect from T.T + 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 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 - lets you control the narrative

- Mutually agreed - Letter of resignation
  - special contract through transition
  - big 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 -

Look in file

- Can I keep my pay

- request going to Last Salary of $ 90k

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

- Coaching + reflection letter

- Yes Maria wants the option B
- Can I request to work up to 40 hours
- Want to keep salary because I didnt get my full salary because of those claim furloughs

Maria + Famous 7-16-24

Priority is NO gap for you on employment
- MI asked for letter of recomend 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

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Emails - take me off of statboard 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
~~out~~ 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

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

FH Cant keep you in Exempt benefit eligible role
MF Can it be a demotion? WI just
FH - No still a confidential role take change

* Worked 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 convience

Maria + Faimons 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
- ~~Dist~~ term - 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

- 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 - your group must be in a hurry to get this out

- 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 beggining
- all the blame is on me from campus community
- Mama pushing back on the word "confidential"
- I'm the scape goat
- FH - When in leadership you are held to a higher standard
- MF - 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

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

- Released records - should have been more redacted - that was problem
- didn't have Wilma & Paula as witnesses
- Was there an investigation on me (Lisi) releasing the wrong records

- It's about being treated equally & it doesn't feel that way
- David has sent messages to everyone

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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/ Marcus

7/20/24
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?
  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

- 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 for the beginning to the end