

 **WENATCHEE VALLEY COLLEGE**

---College District No. 15---

Board of Trustees

1300 5th Street, Wenatchee, WA 98801
2322, Wenatchee Hall/TEAMS

[Register to Attend](#)

Special Board Meeting Agenda
December 17, 2025

2:00 PM CALL TO ORDER**PUBLIC COMMENTS**

People wishing to address the board must sign up in person or via chat and limit their remarks to three minutes.

ACTION ITEMS

- 2025 – 2026 Operating Budget
- Presidents Contract Revision

ADJOURNMENT

NOTE: An Executive Session may be called for any reason allowed under the Open Public Meetings Act (RCW 42.30)

Wenatchee Valley College

2025-2026 Operations Final Budget

Board of Trustees Approval Date: Wednesday, 12-17-2025

	2024-2025 Actuals	2025-2026 Projected Revenue
Revenue		
State allocation -- 001(101)	17,176,223.00	17,289,499.00
State allocation -- rest of fund 001	2,834,737.66	1,261,687.00
State allocation -- other funds	5,190,252.16	5,118,983.00
Total state allocation schedule	25,201,212.82	23,670,169.00
Tuition - Fund 149	6,009,943.28	5,649,346.68
Running Start - Fund 146	8,291,442.83	7,793,956.26
Student Lab Fees - Fund 148	2,956,929.07	2,779,513.33
Projected Revenue		
Projected State reimbursement related to the Classied union contract negotiations		480,000.00
Total Revenue	42,459,528.00	40,372,985.27
	2024-2025 Actuals	2025-2026 Projected Expenditures
Expenditures		
Payroll expense projections		
All-Faculty		18,823,727.11
Full-Time Classified	6,129,187.28	6,792,312.00
Full-Time Exempt	7,292,628.55	7,578,578.00
Non work-study student workers	53,843.64	
FWS and SWS covered by OP budget	181,086.13	69,887.00
Employer Tax & Benefit Obligations		500,000.00
Classified Pay Negotiation		600,000.00
Projected State reimbursement related to the Classied union contract negotiations		(480,000.00)
sub-total	32,480,472.71	33,484,504.11
Non-Payroll -- supplies & materials & travel & mileage & contracts & utilities -- expense projections		
sub-total	6,567,010.67	6,210,309.60
One-Time Payments		
sub-total	2,784,528.89	678,171.56
Total Expenditure	41,832,012.27	40,372,985.27
Total Revenue	42,459,528.00	40,372,985.27

PRESIDENTIAL CONTRACT
WENATCHEE VALLEY COLLEGE
COMMUNITY COLLEGE DISTRICT No. 15

I. Preamble

This contract of employment is made and entered into this 17th day of December 2025, executed by and between the Board of Trustees of Wenatchee Valley College, District No. 15 (hereinafter referred to as "Board") and Dr. Faimous Harrison, ("President"). It is executed with the mutual understanding that the Board develops, formulates and adopts policies of the institution, and the President, as the chief executive officer, carries out these policies. Both parties recognize that there must be a close working relationship not only administratively but philosophically concerning the operation of the institution and that the Board and the President will expend their best efforts to see that this is accomplished for the benefit of the students, the college and its officers, employees and constituents.

II. Appointment

The Board hereby appoints Dr. Faimous Harrison to be the President and chief executive officer of the college. This appointment shall become effective January 1, 2026, and continue in force thereafter through December 31, 2028. At the time of each annual evaluation, the Board may consider extending the term of this contract. Should the Board take no action extending the appointment hereunder, such inaction shall constitute notice to the President that the contract's termination date remains unchanged. Any extensions of this contract must be contained in a written agreement signed by the President and the Board and adopted at a meeting open to the public.

III. Duties

It shall be the duty of the President to act as chief executive officer of the college and to be responsible for the performance of duties by all subordinate personnel. The President shall be responsible for carrying out such duties and responsibilities required by state law. The President shall also perform such duties and responsibilities as may be assigned or delegated by the Board or as may be set forth in the administrative policy or directive of the institution concerning duties of the President.

The President shall always keep the Board fully informed of all activities at the district, especially those activities or issues which cause apprehension regarding: the functioning of personnel; budgetary problems; and over-or-under-enrollment of students; and shall provide to the Board special reports or other items of information requested.

The Chair of the Board shall be the individual to whom the President reports informally between Board meetings, but any written material shall be distributed to all members of the Board.

The Board reserves the right to assign or reassign the duties that the President will perform, as the Board may determine in its discretion.

The President agrees to always perform, faithfully and industriously and to the best of the President's ability, experience and talents, all of the duties that may be required pursuant to the express and implicit terms hereof to the reasonable satisfaction of the Board.

The President agrees to respect and obey all laws, rules and regulations of the State of Washington and behave at all times in a thoroughly professional manner so as not to bring discredit upon the President or injure the reputation of the college.

IV. Salary

The President shall receive an annual salary of \$275,834, subject to whatever increases may be provided by the Board periodically during the term of this contract. The salary shall be paid in accordance with the state's scheduled payroll dates.

V. Benefits

In addition to the annual salary, the President shall receive the following benefits to the full extent authorized by state law and college policy as now or hereafter amended:

1. State of Washington employee insurance benefits as authorized by chapter 41.05 RCW.
2. Sick leave with full salary which shall accrue in accordance with RCW 28B.50.551. Such sick leave shall be compensable as provided by state law.
3. Vacation leave with full salary in the amount of twenty-four (24) days per year. Vacation shall be taken at the convenience of the Board and may be paid as terminal leave in accordance with state law.
4. Funded sabbatical opportunity, generally not exceeding one month annually, for professional growth, as approved in advance by the Board of Trustees.
5. Retirement benefits shall be provided in accordance with Teachers Insurance Annuity Association/College Retirement Equities Fund (TIAA/CREF) plan document.
6. Life insurance coverage shall be provided by the state in accordance with state law for any nonscheduled airline flights taken in accordance with the duties and responsibilities of the President pursuant to RCW 43.01.120.
7. Such other fringe benefits as may be incidental to this appointment or as may be required hereafter by state law.
8. The President will receive 17% of his annual salary toward the State Board's 403(b) retirement plan or the maximum amount allowed by applicable rule, whichever is less. This payment will be made annually. Prior to July 1, the President, at his option may "cash out," i.e. be paid the 3% increase as vacation days.
9. The President will receive a 12-month executive coaching engagement with Chris Bailey for the period of January 1, 2026, thru December 31, 2026.
10. Nothing in this contract precludes The President from receiving additional compensation authorized by the legislature in the form of cost of living adjustment or other increase.

VI. Expenses

The President shall be reimbursed for expenses incurred in the performance of the duties set forth in this contract and shall receive travel and per diem allowance in accordance with RCW 43.03.050 and RCW 43.03.060 and the regulations of the Office of Financial Management.

VII. Evaluation

The President shall be evaluated at least annually by the Board. The evaluation shall include but not be limited to: Board-President relationships; community relations; classified, administrative and faculty relationships; educational programs; business and financial matters; and professional and leadership achievement.

VIII. Termination for Cause

In the event the President violates any of the terms of this agreement or fails to perform the duties assigned by the Board, the Board may terminate this agreement upon written notice. In the event of termination pursuant to this provision, the President shall be entitled to an informal hearing before the Board. During any such proceeding, the President's duties may be reassigned, and the President may be given such other assignments as the Board deems appropriate. The decision of the Board shall be final.

IX. Termination for Convenience

The President may be terminated for convenience without cause at the sole discretion of the Board, by written notice to the President.

X. Work Products

All correspondence, papers, documents, reports, files, films, work products and all copies thereof received or prepared by the President in the course of performing, or as an incident to the President's duties and responsibilities hereunder shall immediately upon such receipt and preparation become the exclusive property of the college for any and all purposes. All items described above shall be provided to and left with the college upon termination of this appointment except as otherwise agreed by the Board.

XI. Extension/Notice

During the month of October or November of each year, the Board shall consider the extension of the term of this contract. At that time, the Board may extend the appointment for an additional year. The contract terms for the extension period shall remain the same as set forth herein, unless otherwise negotiated by the parties.

In the event the Board elects not to renew or extend the President's contract for an additional term, the Board shall notify the President in writing no later than six (6) months prior to the expiration of this contract. In the event the President does not seek to renew or extend his contract for an additional term, the President shall notify the Board in writing no later than six (6) months prior to the expiration of this contract.

XII. Modification

The terms and conditions of appointment set forth herein may be amended, modified or extended by the Board only pursuant to a written agreement signed by the President and the Board.

XIII. Verbal Agreements

No alteration or variation of the terms and conditions of appointment set forth herein shall be binding unless made in writing and signed by the Board and the President. No oral understandings or agreements not incorporated herein shall be binding unless made in writing between the Board and the President.

Chair
Board of Trustees
Wenatchee Valley College

President