

REPORT OF MINUTES
BOARD OF TRUSTEES
PERSONNEL COMMITTEE MEETING
BAY de NOC COMMUNITY COLLEGE
Board Room CB 201D
Escanaba, MI

December 8, 2025

Personnel Committee Chair Joy Hopkins called the meeting of the Board of Trustees Personnel Committee to order at 9 a.m. ET to adopt the Personnel Committee's decisions and remarks to the grievances filed by the Full-time Faculty Association.

Roll call was taken by Assistant Board Secretary, Laura Johnson.

Committee Members Present: Terri Mileski, Steve Soderman, Nick Chenier, Joy Hopkins

Committee Members Absent: None

Administration Representatives: Beth Berube, Dr. Amy Reddinger, Dr. Patrick Reinhard

Full-time Faculty Association Representatives: Amber Kinonen, Association President (arrived at 9:02 a.m.); Larry Gabka, MEA Uniserv Director

Guest: Ray Davis, Thrun Law attend remotely; Larry Gabka, MEA Uniserv Director

Recorder: Laura Johnson, Assistant Board Secretary

1. **Citizen Introductions/Public Comment:** There were no citizen introductions or public comments.
2. **Approval of Agenda:** The agenda was approved by unanimous consent.
3. **Declaration of Interest:** None
4. **Adoption of Personnel Committee Response to the Grievances:**
Chair Joy Hopkins was appointed to investigate the information presented during the Personnel Committee meeting on November 20, 2025, the grievance process, and provide a preliminary recommendation to the Personnel Committee. She provided the response recommendation to the Personnel Committee members before the meeting to review.

Time was allowed for trustees to review and discuss the prepared response.

It was moved by Steve Soderman and seconded by Terri Mileski to:

“Adopt the responsive findings to the Grievances originally filed on 7/25/2025 (“Grievance One (1)”) and 8/27/2025 (“Grievance Two (2)”) respectively by the Bay College Faculty Association Board, as outlined in the letter dated December 8, 2025, addressed to the Bay College Faculty Association Board and MEA Uniserv Director 17-B Larry Gabka.”

Roll Call:

Ayes: Terri Mileski, Nick Chenier, Steve Soderman, Joy Hopkins
Nays: None
Abstentions: None

No further discussion. Motion carried unanimously.

Chair Hopkins read the letter dated December 8, 2025, addressed to the Bay College Faculty Association Board and MEA Uniserv Director 17-B Larry Gabka which denied Grievance One filed on 7/25/2025 and Grievance Two filed on 8/27/2025. The letter would be provided to Larry Gabka and Association President Amber Kinonen.

It was moved by Terri Mileski and seconded by Nick Chenier to: **“Adjourn the meeting.”** Motion carried unanimously. The meeting adjourned at 9:10 a.m. ET.

Laura L. Johnson	Completion	Approval
Assistant Board Secretary	Date:	Date:

Joy E. Hopkins	Approval
Personnel Committee Chair	Date: