

REPORT OF MINUTES
BOARD OF TRUSTEES
PERSONNEL COMMITTEE MEETING
BAY de NOC COMMUNITY COLLEGE
Board Room CB 201D
Escanaba, MI
November 20, 2025

Personnel Committee Chair Joy Hopkins called the meeting of the Board of Trustees Personnel Committee to order at 9 a.m. ET to consider the grievances filed by the Full-time Faculty Association outlined as Step Four of the Grievance Procedure in the Full-time Faculty Master Agreement.

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. Nerita Hughes, Dr. Amy Reddinger, Dr. Patrick Reinhard

Full-time Faculty Association Representative: Amber Kinonen, Association President; Larry Gabka, MEA Uniserv Director

Guests: Ray Davis, Thrun Law Attorney attended remotely

Recorder: Laura Johnson, Assistant Board Secretary

Citizen Introductions/Public Comment: There were no citizen introductions. Public comment was made by Dan Hall, Social Behavioral Sciences Instructor; Molly Campbell, representative for Social & Behavioral Sciences on the Bay College Faculty Association Board, and a Board Member on the Michigan Association for Higher Education (MAHE) unit for higher education employees within the MEA; and Cassie Callahan, part-time Nursing Instructor. Public comment ended at 9:07 a.m.

1. Approval of Agenda: The agenda was approved by unanimous consent.

2. Declaration of Interest: None

3. Committee Exempt Discussion with Thrun Attorney Ray Davis: Chair Joy Hopkins requested a motion to enter closed session for discussion with the College's attorney,

Ray Davis to consider material exempt from discussion or disclosure by state or federal statute.

Mr. Gabka asked if there was a written legal opinion. Attorney Ray Davis responded that his written opinion had been received by the Board on November 19, 2025.

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

“Move to closed session under Section 8(1)(h) of the Open Meetings Act to consider material exempt from discussion or disclosure by state or federal statute.”

No further discussion.

Roll Call:

Ayes: Terri Mileski, Nick Chenier, Steve Soderman, Joy Hopkins

Nays: None

Abstentions: None

Motion carried unanimously

The meeting moved to closed session at 9:09 a.m. ET.

The meeting moved to open session at 9:22 a.m. ET.

- 4. Opening Statement by Association Representative, Larry Gabka:** Mr. Gabka read a statement that addressed the Association’s position on the grievances filed on July 25, 2025 against Dr. Patrick Reinhard, Dean of Allied Health regarding violations of the Full-time Faculty Association Master Agreement Section 0026 Academic Freedom, Section 0028 Textbooks and Other Teaching Materials, and Sections 0100 and 0101 – Subsection A regarding schedule changes, and on August 27, 2025 against Dr. Amy Reddinger, VP of Academics & Educational Equity related to Instructional Base Load. Supporting documentation was also distributed to trustees.

Mr. Gabka concluded that the Association believes the grievances to be valid, and the College denials to be in error.

The Association respectfully requested that the Board:

- Sustain Grievance #2.
- Direct Administration to recognize full-time faculty's right to bump adjuncts when necessary to maintain base load.
- Ensure timely communication and scheduling transparency so faculty can exercise contractual rights. A retreat with Faculty and Administration to discuss needed schedule changes was requested.
- Adjust scheduling practices to prevent recurrence of this violation.

5. Statement by Administration Representative, Dr. Amy Reddinger:

Dr. Reddinger read a statement which concluded that Bay College's Administration remains fully committed to working with the Association on the grievances named and future issues. Bay College asserts that no contract language was violated in the July and August grievances. The issues raised—academic freedom, teaching materials, scheduling, and bumping—either fall under management rights, were previously communicated within required timelines, or align with past practice and state nursing board requirements. All changes were made to meet accreditation standards and improve the nursing program for student success.

6. Additional comments or questions: Chair Joy Hopkins asked if there was additional information or comments that should be shared. None were offered.

Chair Joy Hopkins requested a motion to enter closed session to deliberate with the College's attorney, Ray Davis to consider material exempt from discussion or disclosure by state or federal statute.

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

“Move to closed session under Section 8(1)(h) of the Open Meetings Act to consider material exempt from discussion or disclosure by state or federal statute with the College's attorney.”

Mr. Gabka objected to the Board going into closed session for deliberation. Joy stated she misspoke, and the purpose was to continue discussion of the written legal opinion. Mr. Gabka responded he did not believe the Board had a written opinion about his comments made during the meeting and deliberations are not a part of the Open Meetings Act.

Mr. Davis stated that Mr. Gabka was out of order as the Board had a motion on the table and has the right to go to closed session under OMA Section 8(1)(h).

<u>Roll Call:</u>	Ayes:	Terri Mileski, Nick Chenier, Steve Soderman, Joy Hopkins
	Nays:	None
	Abstentions:	None

Motion carried unanimously.

The meeting moved to closed session at 9:49 a.m. ET.

The meeting moved to open session at 10:01 a.m. ET.

Chair Joy Hopkins conveyed that the Personnel Committee may recommend a committee member to further investigate the information presented and provide a preliminary recommendation to the Personnel Committee at a future date.

It was moved by Terri Mileski and seconded by Nick Chenier that:

“The Board of Trustees Personnel Committee recommends a Personnel Committee member to investigate the information presented today and provide a preliminary recommendation to the Personnel Committee at a future date.”

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

Motion carried unanimously.

Joy Hopkins volunteered to investigate the information presented during the Personnel Committee meeting and the grievance process and provide a preliminary recommendation to the Personnel Committee.

It was moved by Terri Mileski and seconded by Nick Chenier to:

“Appoint Joy Hopkins to investigate the information presented during the Personnel Committee meeting and the grievance process and provide a preliminary recommendation to the Personnel Committee, given her professional background and buy-in and understanding of the nursing program.” No discussion. Motion carried unanimously.

Attorney Ray Davis suggested a timeframe to respond to the Association be determined. The associated parties agreed that the next meeting of the Personnel Committee would take place on December 8, 2025, at 9 a.m. ET to render their decision on the grievances and present it in writing to the Association.

7. Adjournment

It was moved by Terri Mileski and seconded by Nick Chenier to: **“Adjourn the meeting.”** Motion carried unanimously. The meeting adjourned at 10:08 a.m. ET.

Laura L. Johnson
Assistant Board Secretary

Completion
Date:

Approval
Date:

Joy E. Hopkins
Personnel Committee Chair

Approval
Date: