

**MINNEAPOLIS COLLEGE OF ART AND DESIGN  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 284**

**LETTER OF AGREEMENT – FULL-TIME FACULTY**

WHEREAS, Minneapolis College of Art and Design (the “Employer”) and the Service Employees International Union Local 284 (the “Union”) have entered into a collective bargaining agreement (the “Agreement”) which governs the terms and conditions of employment for the members of the full-time faculty bargaining unit during the period January 1, 2023 through August 15, 2026; and

WHEREAS, during the collective bargaining which produced the Agreement the Employer and the Union also agreed to provide a cash bonus to certain full-time faculty.

NOW THEREFORE, the Employer and the Union agree to the following:

1. The Employer will provide a cash bonus of \$1,750.00 (the “Cash Bonus”) to full-time faculty who are considered “Year 5” professors as of January 1, 2023. Faculty who are considered “Year 5” professors as of January 1, 2023 are listed on the employee list attached hereto as Attachment A.
2. A Faculty Member must be listed on Attachment A and must be employed on August 16, 2025 to teach in the 2025-2026 academic year to receive the Cash Bonus.
3. The Cash Bonus shall be included in the first paycheck of the 2025–2026 academic year. All regular payroll taxes will be withheld from the Cash Bonus.

The parties have caused this Letter of Agreement to be executed by their duly authorized representatives whose signatures appear below.

**FOR THE EMPLOYER:**

**MINNEAPOLIS COLLEGE OF ART AND  
DESIGN**



By: Sanjit Sethi  
President

**FOR THE UNION:**

**SERVICES EMPLOYEES INTERNATIONAL  
UNION LOCAL 284**



By: Jeff Leys  
Contract Organizer/Attorney

**ATTACHMENT A**  
**LIST OF YEAR 5 PROFESSORS**  
**EFFECTIVE JANUARY 1, 2023**

Gerald Ronning

Erik Brandt

Jan Jancourt

Kindra Murphy

Barb Schulz

John Gaunt

Brad Jirka

Michael Kareken

Natasha Pestich

Howard Quednau

Olaf Kuhlke

Stephen Rueff

Stevie Rexroth

Rik Sferra

Piotr Szychalski

Katherine Turczan