

Aitkin Public Schools – ISD #001

Memorandum of Understanding (MOU)

Between Aitkin Public Schools and Jim Henrickson

Dean of Students/Activities Director Compensation – 2025–2027 School Years

Purpose

This Memorandum of Understanding (MOU) is entered into by and between **Independent School District No. 1, Aitkin Public Schools** (“District”) and **Jim Henrickson** (“Employee”) for the purpose of establishing compensation when the **Dean of Students** and **Activities Director** roles are combined and performed by the same individual during the 2025–2026 and 2026–2027 school years.

Terms of Agreement

1. **Position and Duties**

The Employee shall serve as **Dean of Students/Activities Director** for Aitkin Public Schools. In this combined capacity, the Employee shall perform all duties customarily associated with both positions, including but not limited to the supervision of student activities, coaches, advisors, and extracurricular programs, as well as other responsibilities assigned by the Superintendent or designee.

2. **Compensation**

When the Dean of Students and Activities Director positions are combined and assigned to the same individual, the District agrees to pay an annual stipend of **Fifteen Thousand Dollars (\$15,000)** for each of the following school years:

- **2025–2026 School Year:** \$15,000
- **2026–2027 School Year:** \$15,000

3. The stipend amount is **inclusive of all supervising stipends** that would otherwise apply to this position.

Payment shall be made according to the District’s regular payroll schedule and subject to applicable withholdings.

4. **Term of Agreement**

This agreement shall be effective from **July 1, 2025**, through **June 30, 2027**, unless modified or terminated by mutual written consent of both parties.

5. **Conditions and Limitations**

- This MOU applies **only** when the **Dean of Students** and **Activities Director** positions are held concurrently by the same employee.
- Should the positions be separated or assigned to different individuals, this MOU and the associated stipend shall no longer apply.

- This MOU does not alter or supersede any provisions of the Employee's existing employment contract or collective bargaining agreement, except as specifically stated herein.

Approval and Signatures

This Memorandum of Understanding was approved by the **Aitkin Public Schools Board of Education** at its regular meeting held on January 13, 2026.

For the District:

Jen Burgos

School Board Clerk, Aitkin Public Schools

Date: _____

For the Employee:

Jlm Henrickson

Dean of Students/Activities Director

Date: _____