MEMORANDUM OF UNDERSTANDING

PEARSON ELC 2026-27 CALENDAR & 2026 WORK GROUP

WHEREAS, the SEA and the District continue to explore ways to work cooperatively and collaboratively to benefit students, teachers and the mission of the District; and

WHEREAS, the early childhood education programming has differing expectations and funding sources; and

WHEREAS, the District has been working diligently over the past decade to better understand and dovetail early childhood education into the K-12 system District-wide, and

WHEREAS, there are a variety of topics and challenges that need to be addressed in better dovetailing the early childhood education program into the K-12 system in the District; and

NOW, THEREFORE, the Shakopee Education Association and the Shakopee Public Schools (MN ISD 720) hereby enter into the following agreement for the 2025-2027 contract years:

2026-2027 CALENDAR REDUCTION CHANGE

1. Pearson teachers will work 170 student contact days as part of 180 total contract days.
2. Additional Student Contact Days (beyond K-12 calendar):
    a. Wednesday, October, 14, 2026 - changed from PD day to student contact day
    b. Friday, November 6, 2026 - changed from teacher workday to student contact day
    c. Friday, February 12, 2027 - changed from PD day to student contact day
    d. Friday, March 26, 2027 - changed from teacher workday to student contact day
3. Friday, December 18, 2026 - PD day in lieu of 4 early release days on the K-12 calendar
4. All other calendar elements align with the K-12 calendar for 2026-2027.

PEARSON ELC 2026 WORK GROUP

1. The District and SEA will create a work group to review all aspects of the District's early childhood education programming and their alignment / dovetailing with the K-12 contract as well as determining the Pearson calendar beginning in 2027-2028 and moving forward.
2. The Work Group will consist of the following participants:
    a. Up to 6 District-selected participants
    b. Up to 4 Pearson teachers -1 rep from each program (ECSE Birth - 3, ECSE 3-5, ECFE, Stepping Stones)
    c. Up to 2 representatives of the Association
3. The charge of the work group will be to review the available data and information about early childhood programming and calendars in time to make recommendations to be included in the 2027-2029 teacher collective bargaining process.
4. This Work Group shall meet at least monthly beginning in January and through December of 2026.

SEA and the District are in agreement with the above language as evidenced by the signatures of their representatives below.

Representative for:

Shakopee Education Association

President

December 10, 2025

Date

ISD 720, Shakopee Public Schools

ISD 720 Board Representative

12/15/25

Date