

ECSE Part C (Birth-3) & ECAT (Early Childhood Assessment Team) Stretch Calendar for Summer Work

EFFECTIVE DATES: July 1, 2025 through June 30, 2027

Stretch Calendar for Early Childhood Special Education Staff

Education Minnesota–Osseo (EM-O) and the School District jointly recognize that the unique nature of the work performed by Early Childhood Special Education (ECSE) educators necessitates a work schedule that differs from the traditional school-year calendar.

A *stretch calendar* is defined as a work calendar that extends beyond the traditional school year to include designated workdays during the summer months of June, July, and August. This structure is necessary to provide required part C year around services for early intervention.

Generally, the stretch calendar will include between twenty (20) and twenty-five (25) workdays during the summer months and will be published by site administration no later than March 1 of each year. ECSE Part C Early Intervention (EI) teachers and Part B Early Childhood Assessment Team (ECAT) staff will flex these summer workdays with days off within the regular school year under the following parameters:

- Each full time teacher must work a minimum of twenty (20) days outside of the regular school year.
- Each day worked during the summer months shall equate to one (1) day off during the regular school year.
- Full-time employees may request to exchange up to seven (7) days during the regular school year with prior administrative approval. Summer exchange days must be used within the same calendar month in which they are earned.
- Part-time employees shall be prorated consistent with their FTE (e.g., a 0.8 FTE employee may utilize up to four (4) exchange days).
- Requests for exchange days must be submitted to the administrator at least three (3) days in advance of the requested day off.
- When requesting exchange days, staff should make every reasonable effort to coordinate with team members to avoid disruption of required timelines.
- Exchange days should be scheduled to minimize disruption to instructional and programmatic responsibilities and to ensure continuity of services for families.

- Staff are expected to avoid consistently requesting the same day off (e.g., requesting every Wednesday).

This Memorandum of Understanding shall remain in effect through the 2026–2027 school year and may be reviewed annually to assess effectiveness and mutual satisfaction. Any revisions to the stretch calendar or exchange day provisions shall be made collaboratively by the District and EM-O through the Meet and Confer process.

By signing below, the parties agree to the terms of this MOU:

Education Minnesota – OSSEO

Signed by:

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President

4/1/2026

Date

Osseo Area Schools, ISD 279

Signed by:

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Director, Labor Relations

4/1/2026

Date