



Poudre School District

2025-26 Variance Days (High Licensed Sub Usage)

Variance days are projected high substitute usage days. Variance days may be the result of large numbers of licensed staff who are expected to attend district trainings or conferences that may occur both within and outside of PSD. In addition, variance days are those immediately preceding or following school holiday periods. If a variance day absence is unavoidable, please communicate proactively with your administrator. Staff are encouraged to avoid using personal time on variance days due to concerns about adequate coverage and the impact on learning opportunities for students.

DATE	EVENT	REASON FOR VARIANCE
Friday, August 29, 2025	Labor Day (Holiday Policy)	Holiday Policy/Variance Required
Tuesday, September 2, 2025	Labor Day (Holiday Policy)	Holiday Policy/Variance Required
Wednesday, September 10, 2025	PSD Professional Development Training	High Sub Usage/Variance Required
Tuesday, September 30, 2025	PSD Professional Development Training	High Sub Usage/Variance Required
Monday, October 20, 2025	CAGT Conference (GT)	High Sub Usage/Variance Required
Tuesday, October 21, 2025	CAGT Conference (GT)	High Sub Usage/Variance Required
Tuesday, October 28, 2025	PSD Professional Development Training	High Sub Usage/Variance Required
Wednesday, November 12, 2025	PSD Professional Development Training	High Sub Usage/Variance Required
Thursday, November 13, 2025	PSD Professional Development Training	High Sub Usage/Variance Required
Friday, November 21, 2025	Fall Break (Holiday Policy)	Holiday Policy/Variance Required
Monday, December 1, 2025	Fall Break (Holiday Policy)	Holiday Policy/Variance Required
Friday, December 19, 2025	Winter Break (Holiday Policy)	Holiday Policy/Variance Required
Friday, January 16, 2026	Martin Luther King Jr. Day (Holiday Policy)	Holiday Policy/Variance Required
Tuesday, January 20, 2026	Martin Luther King Jr. Day (Holiday Policy)	Holiday Policy/Variance Required
Monday, January 26, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Tuesday, January 27, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Wednesday, January 28, 2026	CMEA Music Conference/PSD PD Training	High Sub Usage/Variance Required
Thursday, January 29, 2026	CMEA Music Conference	High Sub Usage/Variance Required
Friday, January 30, 2026	CMEA Music Conference	High Sub Usage/Variance Required
Thursday, February 5, 2026	CCIRA Literacy Conference	High Sub Usage/Variance Required
Friday, February 6, 2026	CCIRA Literacy Conference	High Sub Usage/Variance Required
Wednesday, March 4, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Friday, March 13, 2026	Spring Break (Holiday Policy)	Holiday Policy/Variance Required
Monday, March 23, 2026	Spring Break (Holiday Policy)	Holiday Policy/Variance Required
Friday, May 22, 2026	Memorial Day (Holiday Policy)	Holiday Policy/Variance Required
Tuesday, May 26, 2026	Memorial Day (Holiday Policy)	Holiday Policy/Variance Required

Variance Days are subject to change based on projected high substitute use days as determined by the Director(s) of Human Resources and/or based on total expected absences for the site or district.