



Poudre School District

2026-27 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
Tuesday, September 1, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Friday, September 4, 2026	Labor Day (Holiday Policy)	Holiday Policy/Variance Required
Tuesday, September 8, 2026	Labor Day (Holiday Policy)	Holiday Policy/Variance Required
Monday, September 14, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Wednesday, September 30, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Tuesday, October 6, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Monday, October 19, 2026	CAGT Conference (GT)	High Sub Usage/Variance Required
Tuesday, October 20, 2026	CAGT Conference (GT)	High Sub Usage/Variance Required
Tuesday, October 27, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Wednesday, October 28, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Monday, November 2, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Monday, November 9, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Friday, November 20, 2026	Fall Break (Holiday Policy)	Holiday Policy/Variance Required
Monday, November 30, 2026	Fall Break (Holiday Policy)	Holiday Policy/Variance Required
Tuesday, December 1, 2026	PSD Professional Development Training	High Sub Usage/Variance Required
Friday, December 18, 2026	Winter Break (Holiday Policy)	Holiday Policy/Variance Required
Tuesday, January 5, 2027	Winter Break (Holiday Policy)	Holiday Policy/Variance Required
Monday, January 11, 2027	PSD Professional Development Training	High Sub Usage/Variance Required
Tuesday, January 12, 2027	PSD Professional Development Training	High Sub Usage/Variance Required
Friday, January 15, 2027	Martin Luther King Jr. Day (Holiday Policy)	Holiday Policy/Variance Required
Tuesday, January 19, 2027	Martin Luther King Jr. Day (Holiday Policy)	Holiday Policy/Variance Required
Wednesday, January 27, 2027	CMEA Music Conference	High Sub Usage/Variance Required
Thursday, January 28, 2027	CMEA Music Conference	High Sub Usage/Variance Required
Friday, January 29, 2027	CMEA Music Conference	High Sub Usage/Variance Required
Tuesday, February 2, 2027	PSD Professional Development Training	High Sub Usage/Variance Required
Thursday, February 4, 2027	CCIRA Literacy Conference	High Sub Usage/Variance Required
Friday, February 5, 2027	CCIRA Literacy Conference	High Sub Usage/Variance Required
Tuesday, February 23, 2027	PSD Professional Development Training	High Sub Usage/Variance Required
Wednesday, February 24, 2027	PSD Professional Development Training	High Sub Usage/Variance Required
Tuesday, March 2, 2027	PSD Professional Development Training	High Sub Usage/Variance Required
Monday, March 8, 2027	PSD Professional Development Training	High Sub Usage/Variance Required
Friday, March 12, 2027	Spring Break (Holiday Policy)	Holiday Policy/Variance Required
Monday, March 22, 2027	Spring Break (Holiday Policy)	Holiday Policy/Variance Required
Friday, May 28, 2027	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.