

Work Schedule • 2025-2026 School Year

Waco Independent School District

*Please note - Coaches on dual-assignment contracts shall report according to the timelines set by the athletic department.
 **Also note, for positions working less than 226 days, if more than one inclement weather day is needed, the work calendar will be extended by one day.

10 Month Employees

153 Days (10 Month PDS)

Start date
August 8, 2025

End date
May 5, 2026

Employees:
PDS Site Coordinator

175 Days (10 Month BUS)

Start date
August 6, 2025

End date
May 22, 2026

Employees:
Bus Drivers, Bus Monitors

178 Days (10 Month A)

Start date
August 11, 2025

End date
May 29, 2026

Employees:
Crosswalk Guard

180 Days (10 Month B)

Start date
August 11, 2025

End date
June 5, 2026

Employees:
Cafeteria Worker, Cafeteria Worker Lead

184 Days (10 Month C)

Start date
August 7, 2025

End date
June 8, 2026

Employees:
Cafeteria Manager (includes Trainee, Substitute & Assistant)

187 Days (10 Month D)

Start date
July 31, 2025

End date
May 22, 2026

Employees:
Aide (Behavior, Deaf Ed, Instructional, PE, PreK, Special Ed, Nurse)
Administrative Assistant - Highly Mobile Students
Teachers (Elementary, Middle School, High School, Dyslexia, GT)
Campus Testing Specialist
ESL Strategist/Interventionist
Homeless Student Population Specialist
Licensed Vocational Nurse, Registered Nurse
Occupational Therapist Assistant
Reach Associate
Sign Language Interpreters (all)
Deaf Ed Interpreter Services Specialist
Speech Pathologists, Speech Pathologists Assistant

188 Days (10 Month E)

Start date
July 31, 2025

End date
May 26, 2026

Employees:
Library Aides (Elementary, Middle School)
Librarian (Elementary, Middle School), Library Media Specialist

190 Days (10 Month F)

Start date
July 31, 2025

End date
May 28, 2026

Employees:
Counselor (Challenge Academy, Special Education & Elementary)
Occupational Therapist - Licensed

193 Days (10 Month G)

Start date
July 31, 2025

End date
June 2, 2026

Employees:
Librarian (High School)
Campus Office Clerk and Receptionist
Parent Campus Liaison (PCL)

196 Days (10 Month H)

Start date
July 24, 2025

End date
May 29, 2026

Employees:
PEIMS Specialist
Speech Pathologist Lead

11 Month Employees

202 Days (11 Month B)

Start date
July 21, 2025

End date
June 3, 2026

Employees:
Administrative Assistant - Vision Center
Athletic Trainer
Bilingual Assistant - Special Education
Clerk - Special Education
Coordinator - Attendance & Truancy
Diagnostician, ARD Facilitator
Instructional Coach - Montessori
Instructional Specialist - Campus
LSPSP Case Manager
LSSP, LSSP Intern
Parent Educator, Parent Educator Lead
Reading Recovery Lead
Specialist: Parent Involvement, Transition
Technology Facilitator

203 Days (11 Month C)

Start date
July 22, 2025

End date
June 5, 2026

Employees:
Homeless Student Population Specialist
Highly Mobile Students Supervisor
Secondary Counselors
Specialist - Social Emotional Learning

207 Days (11 Month BD)

Start date
July 15, 2025

End date
June 4, 2026

Employees:
Band Directors (High School)

207 Days (11 Month D)

Start date
July 22, 2025

End date
June 11, 2026

Employees:
Assistant Principal (all)
Coordinator: Communications, ELL, Special Programs
Data Analyst
Data Specialist
Instructional Coach: PreK, Kinder, 1st Grade
JROTC Instructor
Special Education Visually Impaired Lead
Specialist - Community School, Campus Support

207 Days (11 Month E)

Start date
August 4, 2025

End date
June 25, 2026

Employees:
Police Officer
Security Guard
Specialist - At-Risk Students

212 Days (11 Month F)

Start date
July 21, 2025

End date
June 17, 2026

Employees:
Athletic Clerk
Board Certified Behavior Analyst
Coordinator: Bilingual, Librarian, Librarian & Technology Supervisor
Counselor - Career
Intern: BCBA, Behavior Analyst
Supplemental Instruction Specialist
Specialist: Campus Parent/Community Involvement, College
Career Military Readiness, Dropout Credit Recovery,
Supplemental Instruction, Threat Assessment & Violence
Prevention

12 Month Employees

226 Days (12 Month A)

Start date
July 1, 2025

End date
June 30, 2026

Employees:
Administrative Assistant, Executive Administrative Assistant
Assistant Project Manager
Associate Principal, Deans
Athletics Coordinator (Head Football Coach)
Athletic Scheduling & Equipment Manager
At-Risk Interventionist
Bilingual Test Assessor
Bookkeeper (Athletics and High School)
Business Services, Budget, Payroll & Accounting Office Staff
Campus Secretary (all levels)
Central Office Clerks
CNS Warehouse Manager, CNS Warehouse Workers
Coordinator (all, unless noted elsewhere)
Energy Manager
Executive Directors, Directors and Assistant Directors
Greater Waco Academies Family and Community Liaison
HS Police Officers
Lead Secondary Counselor
Parent & Community Support Liaison
PEIMS Interface Specialist
Principal
Registrar II
School Social Worker - Clinical
Senior Construction Manager
Specialist (all, unless noted elsewhere)
Strength & Conditioning Coach
Supervisor (all, unless noted separately)
Technology Department (all)
Utility Worker - WISD Stadium

240 Days (12 Month B)

Start date
July 1, 2025

End date
June 30, 2026

Employees:
Custodial Staff (Campus & Maintenance Office)
Facilities & Maintenance Staff
Warehouse (all staff)

2025-2026 School Year Holidays for all 240 Day Auxiliary Employees

July 1-4.....	Independence Day.....	4
September 1.....	Labor Day.....	1
October 13.....	Columbus Day.....	1
November 27-28.....	Thanksgiving.....	2
December 24&25.....	Winter Break.....	2
January 1.....	New Year's.....	1
January 19.....	Martin Luther King Day.....	1
February 16.....	Presidents' Day.....	1
April 3.....	Good Friday.....	1
May 25.....	Memorial Day.....	1
June 19.....	Juneteenth.....	1

2025-2026 School Year Holidays for all 226 Day Employees

July 1-4.....	Independence Day.....	4
September 1.....	Labor Day.....	1
October 13.....	Columbus Day.....	1
November 24-28.....	Thanksgiving.....	5
December 22-Jan 2.....	Winter Break.....	10
January 19.....	Martin Luther King Day.....	1
February 16.....	Presidents' Day.....	1
March 9-13.....	Spring Break.....	5
April 3.....	Good Friday.....	1
May 25.....	Memorial Day.....	1
June 19.....	Juneteenth.....	1

Non-Duty Days (Flex Days)

Number of Contracted Days	Number of Non-Duty Days
226.....	4 Non-Duty
240.....	5 Non-Duty