

Salary Supplement for Highly Needed Educators (SHiNE)

Summary:

In 2024 General Session, [SB 173](#) created the Salary Supplement for Highly Needed Educators (SHiNE) program. This program will take the place of the Teacher Salary Supplement Program (TSSP) in the 2025-2026 school year. The intent of the bill is to allow individual LEAs to determine which teachers are highly needed in their schools. **A highly needed educator means a teacher who is filling a position that is challenging to fill or retain.** Funds will be allocated to LEAs based on student enrollment count and disbursed to LEAs in 1/12th payments.

LEA Responsibilities:

1. **Create a policy** describing the administration of the Salary Supplement for Highly Needed Educators program within the LEA, to include:
 - a. Identify the **LEA's high-needs areas**; at least two and up to five teaching assignments.
 - b. Identify the **amount** of the salary supplement.
 - c. Describe an **appeals process** for teachers who do not receive a salary supplement, which must include:
 - i. Allowing teachers to appeal eligibility if their assignment is substantially equivalent to a high-needs area.
 - ii. Requiring teachers to provide transcripts and other documentation for the LEA governing board to determine eligibility based on teaching background.
 - d. Establish a process for **determining if a teacher is eligible** for the program, including a verification process.
 - e. Establish a process for **certifying a list of eligible teachers** to be awarded a salary supplement.
2. **Update the policy** annually and provide notice of any changes to all LEA teachers.
3. **Use allocated funds** to pay teacher salary supplements, including employer-paid benefits. Any carryforward funds may be used to increase salary supplements if all eligible teachers have received the supplement defined in policy.
4. **Report high-needs teaching assignments** to Educator Licensing (licensing@schools.utah.gov) no later than September 15th of each year. Submit the attached spreadsheet with your LEAs qualifying teaching assignments.
5. **Record teachers** who receive the SHiNE supplement and the **amount received** in CACTUS no later than October 13th of each year.

USBE Educator Licensing Responsibilities:

1. Accept high-needs teaching assignments from each participating LEA.
2. Report each LEA's teaching assignments and number of qualifying teachers to Education Interim Committee.

Sunsetting TSSP Requirements:

Since the SHiNE program will replace the [Teacher Salary Supplement Program \(TSSP\)](#), it may be helpful to know who qualified for the bonus under the TSSP program. In the 2024-2025 school year, the TSSP bonus was \$4,563.30 for 1 FTE. There is a report in the TSSP system that lists eligible educators and status (approved/denied) for SY24 that may be helpful.

TSSP Qualifying Teaching Assignments:

- Computer science
- Computer information technology
- Integrated science
- Chemistry
- Physics
- Physical science
- General science
- Secondary mathematics
- Special education
- Deaf education

Qualifications for teachers:

Each teacher needed to meet each of the following to qualify for the TSSP bonus:

- Qualifying teaching assignment (see list above)
- Qualifying educational/teaching background (one of the following):
 - Degree major in the area of the qualifying teaching assignment;
 - Equivalent to a degree major in the area of the qualifying teaching assignment;
 - 10 years experience teaching the qualifying teaching assignment in Utah, including the current school year; or
 - Professional License in Deaf Education.
- Good standing:
 - New employee to the state; or
 - No "unsatisfactory" ratings in the previous three evaluations.