

UTAH STATE BOARD OF EDUCATION

Subject:

ACTION: Salary Supplement for Highly Needed Educators (SHINE) Program

Agenda item type:

Action Item

Recommended Action:

The Board adopt the USDB Salary Supplement for Highly Needed Educators (SHINE) policy.

Purpose of Memo:

Staff recommendation

Background:

The SHINE (Supporting Highly Impactful Needs in Education) Program at the Utah Schools for the Deaf and the Blind (USDB) is designed to attract and retain highly qualified educators in challenging, high-needs teaching assignments. USDB was allocated \$114,000 for this program, which will be distributed in compliance with this policy once it is approved by the Board.

Eligible educators must hold professional licenses in Special Education—Preschool, Special Education, or Deaf Education, be USDB employees, and maintain satisfactory evaluations. The supplement amount is calculated as an equal share of USDB's SHINE allocation, adjusted for FTE status and qualifying assignment time, and includes employer-paid benefits. Annual notifications, an appeal process, and Board oversight ensure transparency and alignment with legislative intent.

Contact:

Name: Michelle Tanner
Title: Assistant Superintendent
Phone:
Email: michellet@usdb.org

Attachments:

1. Highly Needed Educator Salary Supplement (SHINE) Program (September 2025) (1)