

## **DRAFT Policy 2210 Supplement for Highly Needed Educators (SHiNE)**

**State Law:** Utah Code § 53F-2-504

### **Purpose**

The purpose of this policy is to increase compensation for teachers in high-need, critical-subject areas. The policy provides stipends to eligible, qualified educators who meet specific criteria set annually by the EBLs governing board, designed to attract and retain specialized staff in specialized positions.

### **Definitions**

In this policy:

1. “High-needs area” means a teaching assignment that has been designated by the Edith Bowen Laboratory School as challenging to fill or to retain educators in. The school’s high-needs areas for the current school year and the amount of supplement for each area shall be determined by the EBLs governing board annually by Sep. 15th of each school year.
2. “Qualifying assignment” means an assignment to a high-needs area, or which is substantially equivalent to such an assignment.
3. “Eligible teacher” means a teacher who has a qualifying assignment, has satisfied the requirements of this Policy to demonstrate assignment to a high-needs area and a qualifying teaching background, and is either a new employee of the school or has not received any unsatisfactory ratings on the teacher’s three most recent evaluations.

### **Determining Eligibility for Salary Supplement**

To demonstrate eligibility for the salary supplement, the teacher must meet the following:

1. Is assigned to one or more of the high-needs areas designated by the governing board for the school year or that the teacher’s assignment is substantially equivalent to a designated high-needs area;
2. Is either a new employee of EBLs or has not had any unsatisfactory ratings on the teacher’s three most recent evaluations.

The principal and business administrator shall certify a list of teachers who are eligible for the salary supplement each year.

### **Appeals**

Teachers who do not receive a salary supplement may submit an appeal to the EBLIS governing board to be considered eligible. The appeal must include:

- i. A description of how their assignment is substantially equivalent to a high-needs area.
- ii. Transcripts and other documentation for the EBLIS governing board to determine eligibility based on teaching background.

### **Nature of the Salary Supplement**

The salary supplement is considered part of the teacher's base pay, subject to the teacher's continuing qualification as an eligible teacher each year. The amount of the supplement and employer-paid benefits the teacher receives shall be the amount of the supplement funds provided by the Utah State Board of Education, divided by the number of eligible teachers.

### **Increase in Amount of the Salary Supplement**

The Utah State Board of Education may increase the amount of funds that are provided through the salary supplement if it first ensures the proper distribution of funds and also experiences a carry forward or leftover balance.