Salary Supplement for Highly Needed Educators

A. Legal Authority/Requirement

- UCA 53F-2-504

B. Purpose

1. This policy provides guidance to establish and administer a Salary Supplement for Highly Needed Educators (SHiNe) program as designated in law.

C. Definitions

1. “Eligible teacher” means a teacher who has a qualifying assignment
2. “High-Needs Area” means at least two and up to five teaching assignments that an LEA designates as challenging to fill or retain.
3. “Qualifying Assignment” means a teacher who is assigned to a high-needs area.

D. Teaching Areas Designated as High Needs

1. The following content teaching areas are identified by InTech as high needs areas:
   a. Special Education
   b. Mathematics
   c. Programming
   d. Science

E. Salary Supplement Amount

1. The amount of the salary supplement for FY27 shall be $2400

F. Verification/Certification of Eligibility

1. The Executive Director shall determine if a teacher is an eligible teacher by verifying that a teacher teaches more than 50% in a qualifying assignment.
2. The Executive Director shall certify the list of eligible teachers.

G. Appeals

1. A teacher who is not deemed eligible to participate in the program may appeal eligibility as an eligible teacher with a qualifying assignment on the basis that the teacher has a teaching assignment that is substantially equivalent to a high-needs area.

2. An appealing teacher must provide transcripts and other documentation to the InTech Governing Board in order for the board to determine if the teacher is an eligible teacher with a qualifying teacher background.

H. Policy Review

1. The Governing Board shall update this policy annually.
2. The Executive Director shall provide notice of changes to InTech teachers.

Document History:

23 Apr 2026 Added Science Teacher
01 July 2025 Policy origination