

August 5, 2025

To: Board of Education

From: Board Policy Subcommittee

Subject: Board Policy P-14: Salary Supplement for Highly Needed Educators (SHiNE) Program (NEW)

Attached is the proposed Board Policy P-14: Salary Supplement for Highly Needed Educators (SHiNE) Program. S.B. 173, Market Informed Compensation for Teachers, requires a policy describing the administration of the Salary Supplement for Highly Needed Educators (“SHiNE”) program within the District. The SHiNE program replaces the former Teacher Salary Supplement Program.

On July 9, 2025, the subcommittee reviewed this new policy and recommended it be placed on the August 5, 2025, Discussion Agenda.

If you have any questions or need any additional information on this policy, please contact the superintendent or the board president prior to 5:00 p.m. August 5, 2025.

Board Policy P-14: Salary Supplement for Highly Needed Educators (SHiNE) Program



REFERENCES

[Utah Code §53F-2-504](#)

P-14: Administrative Procedures, Salary Supplement for Highly Needed Educators Program (SHiNE)

THE POLICY

The Salt Lake City School District Board of Education is implementing the Salary Supplement for Highly Needed Educators (SHiNE) program to assist the district in recruiting and retaining high quality educators in high-need areas. The district is committed to supporting educators in high-needs areas and will ensure that the program is administered in a fair and consistent manner that promotes transparency and maintains accountability. To promote a clear understanding of the program, the district will identify high-needs areas, salary supplement amounts, the criteria for determining eligible educators and teaching assignments, the verification and certification process for eligible educators, as well as an appeals process for any educator who is denied eligibility.

The purpose of this policy is to establish the district's framework for administering the SHiNE program in accordance with State law.

The district will set forth its specific processes for implementing this board policy through the accompanying administrative procedures.

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 406 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.