



# Cache County School District

## Policy Series 5000: Personnel

**Policy No. 5825**

### **Salary Supplement for Highly Needed Educators (SHINE)**

#### **Purpose and Philosophy**

The Cache Board of Education recognizes certain subject areas of high need. Through the Salary Supplement for Highly Needed Educators (SHINE) grant program and associated State statute, the Board will take steps to supplement the pay of qualified educators who hold positions in high-needs areas.

Each year, the Board, after consultation with district leadership, will: (i) annually identify the District's high-needs areas and criteria for educator eligibility; (ii) update the Definitions and Procedures to reflect those needs and eligibility criteria; (iii) publish updates to this policy and associated procedures for the District's educators.

The Board designates the Business Administrator and the Superintendent to apply this policy collaboratively and disburse supplemental SHINE funds to eligible teachers with qualifying assignments in these high-needs areas.

#### **Legal References:**

Utah Code 53F-2-504, (2024)

Approved by Board of Education: June 12, 2025