

Duchesne County School District - Policy Proposal

3.0440 Salary Supplement For Highly Needed Educators

Existing Policy	Proposed Policy
None	<p data-bbox="375 384 1109 453">3.0440 Salary Supplement For Highly Needed Educators (Reference: Utah Code 53F-2-504)</p> <p data-bbox="375 533 540 564">Definitions—</p> <p data-bbox="469 590 1490 699">“High-needs area” means a teaching assignment that has been designated by the Duchesne County School Board of Education as challenging for the District to fill or to retain educators in.</p> <p data-bbox="469 722 1490 791">“Qualifying assignment” means an assignment to a high-needs area or which is substantially equivalent to such an assignment.</p> <p data-bbox="469 814 1490 999">“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 District or has not received any unsatisfactory ratings on the teacher’s three most recent evaluations.</p> <p data-bbox="518 1022 954 1054">Utah Code § 53F-2-504(1) (2024)</p> <p data-bbox="375 1131 638 1163">High-needs Areas—</p> <p data-bbox="375 1186 1429 1281">The high-needs areas for Duchesne County School District are Special Education Teachers, Secondary Mathematics Teachers, Physics Teachers, and Chemistry Teachers.</p> <p data-bbox="375 1337 841 1369">Amount of the Salary Supplement—</p> <p data-bbox="375 1392 1425 1455">The amount of the salary supplement for each eligible teacher shall be equivalent portions of the amount allotted by the state each year.</p> <p data-bbox="375 1509 980 1541">Determining Eligibility for Salary Supplement—</p> <p data-bbox="375 1564 1395 1633">To demonstrate eligibility for the salary supplement, the teacher shall submit an application with supporting documentation showing that the teacher:</p> <ol data-bbox="469 1656 1511 1988" style="list-style-type: none"><li data-bbox="469 1656 1511 1766">1. Is assigned to one or more of the high-needs areas designated by the Board of Education or that the teacher’s assignment is substantially equivalent to a designated high-needs area;<li data-bbox="469 1789 1511 1898">2. Has a qualifying teaching background for the high-needs area as indicated on the application, and as shown by education transcripts or other documentation; and<li data-bbox="469 1921 1511 1988">3. Is either a new employee of the District or has not had any unsatisfactory ratings on the teacher’s three most recent evaluations.

[Utah Code § 53F-2-504\(1\)\(a\), \(2\)\(a\)\(iii\)\(B\) \(2024\)](#)

The documentation must be submitted by August 31st of each school year. The Superintendent or designee shall review the documentation provided by the teacher seeking the salary supplement and determine if the requirements have been satisfied, including verifying the teacher's teaching background. The Superintendent or designee shall inform the teacher of the determination. Once all requests have been evaluated, the Superintendent or designee shall certify a list of the teachers who are eligible for the salary supplement.

[Utah Code § 53F-2-504\(2\)\(a\)\(iv\), \(v\) \(2024\)](#)

Appeal of Application Denial—

A teacher whose application for the salary supplement has been denied may appeal that determination to the Duchesne County School Board of Education. The appeal shall be in writing and submitted within 30 days of the notice that the application has been denied. The appeal shall explain why the teacher asserts the denial was incorrect (including as applicable why the teacher's assignment is substantially equivalent to a high-needs area) and shall include any appropriate supporting documentation. The Board of Education shall evaluate the appeal in a closed meeting of the Board and determine if the denial was erroneous and notify the teacher and administration of the determination and the grounds for the determination.

[Utah Code § 53F-2-504\(2\)\(a\)\(iii\) \(2024\)](#)

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, semester, or quarter (as applicable). The amount of the supplement the teacher receives shall be the amount of the supplement established by the Board of Education plus the amount of any employer-paid benefits that the teacher would be entitled to for a corresponding increase in salary.

[Utah Code § 53F-2-504\(4\), \(5\) \(2024\)](#)