



MEMO

TO: Weber School District Board Members: President Paul Widdison, Vice President Douglas Hurst, Members: Janis Christensen, Jan Burrell, Bruce Jardine, Kelly Larson, Wyle Williams
Superintendent Gina Butters

FROM: Heidi Alder
Legal Counsel

DATE: April 25, 2025

SUBJECT: New Policy 7200- Salary Supplement for Highly Needed Educators Program -Second Read

Policy 7200 Salary Supplement for Highly Needed Educators Program is a new policy created to attract and retain highly qualified educators in critical subject areas where teacher shortages exist. This policy outlines a clear process for identifying high-needs teaching areas, determining salary supplement eligibility, and distributing funds. This program was previously managed at the state level and has now been assigned to each individual district to implement. Definitions have been updated since the first read. Those serving on the SHiNE committee have also been added to the policy. The Legal Department is seeking Board approval of this policy on a second read.