

2HR-114

Salary Supplement for Highly Needed Educators *(SHiNE)*

HISTORY – WHERE WE HAVE BEEN

TSSP – Teacher Salary Supplement Plan

- Began in 2016-2017 for teachers in specific teaching assignments who met the minimum qualifications.
- Teachers were given a pre-determined amount of supplement based on their assigned course load.

Philosophy for Change

Allow Local Education Authority to determine which teachers are highly needed in their schools.

“High Need” refers to a teacher who is filling a position that is challenging to fill or retain.

HIGHLIGHTS OF NEW POLICY

Review Committee Process:

- Committee will include teachers, principals, HR staff, Instructional leadership staff
- Intent will be to analyze personnel and staffing data to determine areas of high need.

Teachers who qualify:

- Have current teaching assignment that committee identifies as “High-Need”
- Hold, or are actively working toward, license or endorsement in the qualifying teaching assignment
- Be actively employed during the fiscal year the supplement is issued
- Have no ineffective ratings on a summative evaluation within the last two years (only applies to those who have one or more summative evaluations on record.)

Supplement Disbursement:

- Determined from annual appropriated funds and distributed based on the percentage of qualifying educators.
- Distribution will be prorated for teaching assignments that change mid-year.
- Total supplement could change each year based on state allocation of funding and the number of qualifying educators.
- Qualifying employees will receive the disbursement in two installments (February and June)

NEXT STEPS & TIMELINE FOR IMPLEMENTATION

2025 – 2026 School Year

Maintain the current state identification process

Provide supplement to qualified teachers based off prior years disbursement calendar

Fall 2025

HR will complete staffing review to collect staffing data

JAN-MAR 2026

Committee will convene to review data and make recommendation

APR 2026

Superintendency will make determination on High Need Qualifications

MAY 2026

Communication will be posted for educators

Fall 2026

HR will communicate with qualifying teachers and take appeals from teachers who do not qualify

FEB 2027

First disbursement of supplemental funds to qualified educators



Questions