



Mountain Sunrise Academy Salary Supplement for Highly Needed Educators (SHiNE) Policy

Adopted: October 2025

Effective Date: 2025–2026 School Year

I. Purpose

The purpose of this policy is to establish Mountain Sunrise Academy's implementation of the **Salary Supplement for Highly Needed Educators (SHiNE)** program as authorized by **Utah Code 53F-2-504**.

The SHiNE program is intended to provide additional salary supplements to teachers who fill positions that are difficult to staff or retain, thereby strengthening the school's ability to attract and retain qualified educators in key areas.

II. Scope

This policy applies to all licensed teaching staff employed by Mountain Sunrise Academy who meet the criteria for "highly needed educators" as defined by this policy and the Utah State Board of Education.

III. Identification of High-Needs Areas

Based on MSA's review of staffing patterns, recruitment challenges, and instructional priorities, the following teaching assignments have been identified as **high-needs areas** for the 2025–2026 school year:

1. Specialty Teachers, including:

- Handwork
- Farming & Gardening
- Movement
- Library
- Music

These areas are recognized as difficult to fill or retain due to specialized qualifications, certification requirements, or unique program needs within the Waldorf curriculum framework.