

Teacher Salary Supplement Program

Bonus Program Qualifications

Educators must create an account in the TSSP website at <https://tssp.schools.utah.gov> and confirm their email. Once confirmed, the application will be visible for the current program year.

There are 2 options to qualify for a TSSP bonus:

TSSP Assignment Bonus

To meet the current program eligibility, teachers must meet **all** of the following requirements:

1. **A current Utah Teaching License:** This can include license areas for Level 1 License, Level 2 License, Level 3 License, Alternative Routes to Licensure (ARL), the Academic Pathways to Teaching (APT) license, Return to Licensure (RTL), Temporary (with a current Letter of Authorization) or an LEA-Specific License.
2. **Degree or Year Equivalency:**
 - A teacher must have a bachelor's degree, master's degree or doctoral degree with a **major to match the specific subject area:** *in either* Mathematics, Computer Science, Computer Literacy, System Integration, Systems Engineering, Chemistry, Physics, Physical Science, General Science or Special Education *posted in Comprehensive Administration of Credentials for Teachers in Utah Schools (CACTUS).*

OR

- Meet the "Qualifying teaching background" requirements showing that the teacher has been teaching the same supplement-approved assignment **in Utah** public schools for at least 10 years. Teaching years need not be consecutive. (See FAQs and [Program Appeals](#) tab for additional information.)

Please note that teaching multiple subject areas may require a degree major for each subject.

3. **Appropriate Endorsement:** Teachers must hold a valid endorsement(s) for the classes they teach in the participating subject area. State Approved Endorsement Plans (SAEP) and Letters of Authorization (LOA) will qualify the educator for that program year.
4. **Qualified Course Assignment:** A teacher must have a current assignment posted in CACTUS to teach in the participating subject area.
5. **Satisfactory Performance Rating:** Teacher must classify as a "new" employee or received a satisfactory rating or above on the teacher's most recent evaluation.
6. **Completion of Contract:** Contract status is verified by the Local Education Agency (LEA) based on the current term or program year.

National Board for Professional Teaching Standards Certification (NBPTS) Assignment Bonus:

To meet the current NBPTS program eligibility, teachers must meet **all** of the following requirements:

1. **A current Utah Teaching License:** This can include license areas for Level 1 License, Level 2 License, Level 3 License, Alternative Routes to Licensure (ARL), the Academic Pathways to Teaching (APT) license, Return to Licensure (RTL), Temporary (with a current Letter of Authorization) or an LEA-Specific License.
2. **NBPTS Certification:** Educator must hold a current NBPTS certification that is reflected in CACTUS before the end of that program year (April 30). All NBPTS Certificate areas qualify for the bonus.
3. **Qualified Course Assignment:** The NBPTS bonus does not require an assignment in any of the TSSP Qualified Subject areas, however, the participant must have a **classroom assignment** posted in CACTUS. Assignments that do not qualify include: *Administrators, Education Specialist, Counselors, Psychologists, Directors, Pathologist, Speech-Language Pathologist or Technician, Social Worker* or other support roles not assigned to a classroom. Educators with split assignments (partial classroom and supporting role) may receive a pro-rated bonus percentage based on the classroom assignment.
4. **Satisfactory Performance Rating:** Teacher must classify as a “new” employee or receive a satisfactory rating or above on the teacher's most recent evaluation.
5. **Completion of Contract:** Contract status is verified by the Local Education Agency (LEA) based on the current term or program year.

Applications can be submitted between **October 1st and April 30th each program year**. Once the account has been set up and confirmed, the educator can then submit the application and elect one of the following payment cycles based on their preference:

- Semester
- Trimester *
- Annual

** The Trimester payment cycle is **only** available if the LEA participates in trimester school schedule. Check with your Human Resources Department to confirm this is available. Please note that educators selecting Trimester payment cycle without LEA election will be defaulted to an Annual payment cycle.*

Educators are encouraged to **check the status and accuracy of their CACTUS and TSSP information throughout the program year**, as assignments, percentages and Full-Time Equivalency (FTE) can change at any time by your LEA. **REVIEW YOUR APPLICATION THOROUGHLY!** It is the Educator’s responsibility to confirm that all eligibility criteria have been met before the funding deadline(s).