



Teacher Recruitment and Retention Act - [Neb. Rev. Stat. § 79-8,111 to 79-8,118](#)

**Purpose:** Pursuant to Neb. Rev. Stat. § 79-8,112, the purpose of the Teacher Recruitment and Retention Act is to provide financial incentives to recruit and retain teachers in Nebraska classrooms.

**Definitions:** For purposes of the Teacher Recruitment and Retention Act:

- Teacher means an individual who:
  - (a) Holds a valid Nebraska teaching certificate,
  - (b) Is employed in Nebraska for the instruction of students in elementary or high school grades, and
  - (c) Pursuant to Neb. Rev. Stat. § 79-101 (12), to teach means and includes, but not limited to, the following responsibilities: (a) The organization and management of the classroom or the physical area in which the learning experiences of pupils take place; (b) the assessment and diagnosis of the individual educational needs of the pupils; (c) the planning, selecting, organizing, prescribing, and directing of the learning experiences of pupils; (d) the planning of teaching strategies and the selection of available materials and equipment to be used; and (e) the evaluation and reporting of student progress.
- Full-time employment means employment equivalent to 1.0 FTE under one or more teaching contracts with an approved or accredited Nebraska school.
- Nebraska school means any approved or accredited school in Nebraska.
- Elementary grades mean grades kindergarten through eighth, as defined in 79-101 (5).
- High school grades mean all grades above the eighth grade, as defined in 79-101 (6).

- Retention grant means a grant award of \$2,500 for classroom teachers in their second, fourth, or sixth year of teaching. This is for total years of service.
- High-need grant means a grant award for \$5,000 if on or after June 2, 2023, a classroom teacher obtains an endorsement in the areas of special education, mathematics, science, technology, or dual credit.
- Award year means the school year for which an application is submitted, as specified in 79-8,114. For the retention grant, the award years are 2023-24, 2024-25, 2025-26, or 2026-27. For the high-need grant, the award years are 2024-25, 2025-26, or 2026-27.

### **Application Process**

For the 2024-2025 school year:

- Application: To be considered for this grant program, an eligible applicant must complete the application form by the deadline and submit all necessary documentation. Applicants will be selected on a first come-first serve basis. The application can be found here: <https://www.education.ne.gov/csds/resources/teacher-recruitment-and-retention-act/>. The application opens on Monday, November 18, 2024, at 5pm CST and closes on Wednesday, December 18, 2024, at 11:59pm CST.
- Eligibility
  - To be eligible for the \$2,500 retention grant, the applicant must be a classroom teacher in their second, fourth, or sixth year of teaching. The year of teaching is determined by the total years of experience.
  - To be eligible for the \$5,000 high-need recruitment grant, the applicant must have obtained an endorsement in the areas of special education, mathematics, science, or technology on or after June 2, 2023. The applicant must also have a contract to teach full-time in the endorsement area.
- Distribution: Grant funds are sent directly to selected applicants. If selected, applicants will be required to complete additional documentation.

The Nebraska Teacher Recruitment and Retention Act terminates on January 1, 2028.

*As of November 5, 2024*