



# **Teach in Nebraska Today Program Summary Report**

Award Years 2023-2025

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**Questions or concerns, please email [nde.tintp@nebraska.gov](mailto:nde.tintp@nebraska.gov).**

## Executive Summary

This report reviews the Teach in Nebraska Today Program (TINTP) over award years 2023–2025. In 2023, TINTP provided student loan repayment assistance to classroom teachers. Beginning in 2024, the program transitioned to grants with updated eligibility criteria, including an individual income cap and a five-years-or-less service requirement. Across the three years, applicant demand moderated from an initial surge in 2023 (1,962 applicants) to a more targeted pool in 2024 (1,260 applicants) and 2025 (1,572 applicants). Annual funding is \$5 million, yielding a per-recipient award of \$5,000. Award rates increased markedly after the statute change (21.9% in 2023 vs. 72.1% in 2024 and 63.6% in 2025), reflecting a smaller, better-aligned applicant pool. Awardees in 2024 had a median individual income of \$40,234 (range: \$0–\$54,990), while 2025 applicants were concentrated in the \$40,000–\$60,000 range. Early-career educators (1–3 years of experience) accounted for the majority of awards in 2024–2025. Metropolitan districts (e.g., Omaha, Millard, Lincoln) consistently exhibited the highest participation in all of the award years.

Teach in Nebraska Today (TINTP) directly advances Strategic Priority 2: Grow the Educator Pipeline from the [NDE Strategic Plan for 2026-2030](#). By providing targeted financial support for early-career teachers, this program helps attract and retain educators in Nebraska classrooms. It reduces financial barriers and incentivizes continued service. TINTP supports the goal to increase the supply of teachers and reduce vacant and unfilled teaching positions statewide.

## Program Overview and Policy Changes

### Purpose

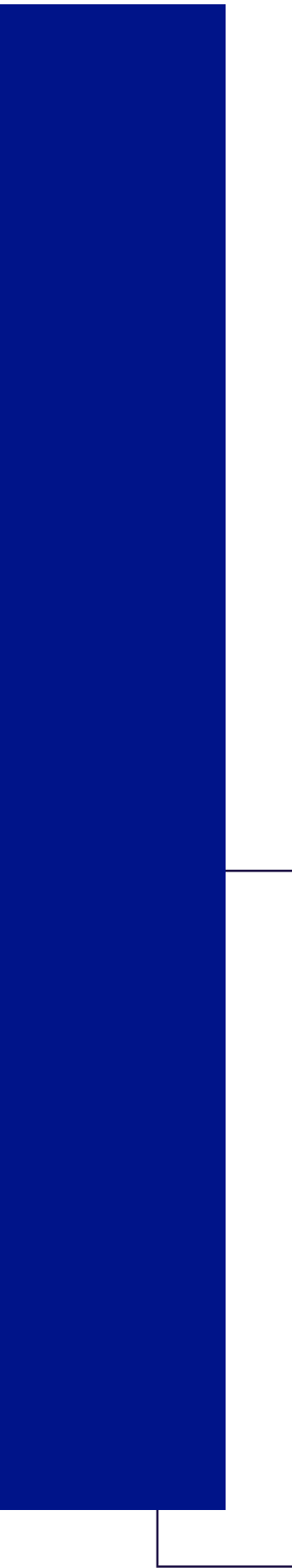
TINTP aims to attract and retain classroom teachers in Nebraska by providing financial support. In 2023 the support was student loan repayment assistance; from 2024 onward, it is provided as grants, as outlined in [Neb. Rev. Stat. § 79-8,146 to 79-8,154](#).

### Eligibility (2023)

Per [Neb. Rev. Stat. § 79-8,148](#) teachers would only be eligible if they had an active Nebraska teaching certificate; full-time teaching or contract to teach; they must also be a Nebraska resident. Awards prioritized by financial need (student loan balance relative to their Adjusted Gross Income), they could receive up to \$5,000/year for up to five years (does not have to be consecutive, could not exceed 8 years), with payment options to student loan servicers or directly to applicants (not available to those in default). Applications were to be submitted by June 10th, determinations of approval or denial were to be made by September 10th, and all payments were to be made by November 10th.

### Eligibility (2024–2025)

Per [Neb. Rev. Stat. § 79-8,148](#) a teacher would only be eligible if they held an active Nebraska teaching certificate; full-time teaching or contract to teach, they must also be a Nebraska resident, must have five years or less of service at the time of the application, an individual income below \$55,000 in the prior tax year. If eligible, teachers would receive a grant up to \$5,000/year for up to five years (including 2023 awards). A timeline was set in place for when applicants were allowed to apply, opening June 10th, closing July 10th, they were to be notified by October 10th on whether they were approved or denied for the grant, and all payments were to be completed by December 10th each year.



# **The Teach in Nebraska Today Program**

In Review

## 2023 Program Guidelines

In 2023, the purpose of the Teach in Nebraska Today Program was “to attract individuals to the teaching profession who have expressed an interest in teaching and to support the employment of those individuals as classroom teachers by providing student loan repayment assistance for service as a classroom teacher in this state.”

### Definitions

For purposes of the Teach in Nebraska Today program:

- **Classroom teacher** means an individual who:
  - (a) Holds an active Nebraska teaching certificate; and
  - (b) At the time of application for the program, is teaching full-time (pursuant to N.R.S. § 79-8,147 teaching full time means “teaching an average of 4 hours per contract day”) or has a contract to teach full-time.
- **Default** means the same as defined in 79-8,147,
- **Eligible applicant** means an individual who is:
  - (a) A classroom teacher; and
  - (b) A resident of the State of Nebraska.
- **Financial need** means the ratio of the applicant’s outstanding student loan balance at the time of application divided by the applicant’s federal adjusted gross income for the most recent tax year.
  - » The awarding of student loan repayment assistance will be prioritized based on the financial need of the applicants. The applicants with the highest financial need will receive the highest priority.
- **Program** means the Teach in Nebraska Today Program.
- **Student loan repayment assistance** means the amount awarded to an applicant under the program.

### Awards

- **Amount and Duration:** The amount of repayment assistance awarded to an eligible applicant pursuant to this section is limited to \$5,000 per year.
- **Distribution:**
  - (1) Directly to the lender or loan servicer in one lump-sum payment.
  - (2) Directly to the lender or loan servicer in 12 equal payments, or in smaller amounts over a longer period, not to extend beyond 24 months.
  - (3) Directly to the applicant for the purpose of making the applicant’s student loan payments.
- The lump-sum or the first payment of repayment assistance will be paid no later than November 10.

## Important Takeaways from Award Year 2023

- Total applications: 1,962
- Eligible applicants: 1,008
- Ineligible applicants: 954
- Applicants paid: 869
- Total amount awarded: \$4,345,000

Income Tier	Eligible Count	Ineligible Count
\$0-\$19,999	42	65
\$20k-\$39,999	235	111
\$40k-\$59,999	562	398
\$60k-\$79,999	126	206
\$80k+	43	175

Originally, applicants were given the options of how they wanted the award funds paid out, they could have the payment go directly to their student loan servicers in one lump-sum, 12 equal payments, or the payment could go directly to the applicants for the purpose of paying their student loan servicers themselves. Due to unforeseen circumstances, payments to loan servicers were unsuccessful, and all payments were made directly to applicants.

Options for Payout	Count of Applicants	School Type	Eligible	Ineligible
Payments to applicants	208	ESU	5	13
Payments one lump-sum	637	Non-Public	106	124
12 equal payments	163	Public	897	817
<b>Total of Eligible Applicants</b>	1,008			

Omaha Public Schools, Lincoln Public Schools, and Elkhorn Public Schools were among the top districts in which teachers were employed.

Top 10 Districts	Total
Omaha Public Schools	155
Lincoln Public Schools	79
Elkhorn Public Schools	66
Millard Public Schools	47
Norfolk Public Schools	35
Bennington Public Schools	22
Scottsbluff Public Schools	16
Gretna Public Schools	13
Papillion La Vista Community Schools	13
Hastings Public Schools	12

# 2024-2025 Program Guidelines

## Purpose

Pursuant to Neb. Rev. Stat. § 79-8,148, the purpose of the Teach in Nebraska Today Program is “to attract individuals to the teaching profession who have expressed an interest in teaching and to support the employment of those individuals as classroom teachers by providing student loan repayment assistance or grants for service as a classroom teacher in this state.” In 2023, the program provided student loan repayment assistance. Beginning with applications submitted in 2024, the program will provide grants.

## Definitions

For purposes of the Teach in Nebraska Today program:

- **Classroom teacher** means an individual who:
  - (a) Holds an active Nebraska teaching certificate; and
  - (b) At the time of application for the program, is teaching full-time (pursuant to § 79-8,147 teaching full time means “teaching an average of 4 hours per contract day”) or has a contract to teach full-time.
- **Eligible applicant** means an individual who is:
  - (a) Is a classroom teacher.
  - (b) Is a resident of the State of Nebraska.
  - (c) Has taught in Nebraska for 5 years or less at the time of application; and
  - (d) Has an individual income of less than \$55,000 for the prior year.
- **Individual Income** means the amount from an applicant’s Line 9 Total Income included on the individual’s Federal 1040 Income Tax Return. If an applicant filed jointly with a spouse, it should be the amount on Line 9 Total Income that is attributed to the individual and not to their spouse.
- **Financial need** is based on the individual income of all eligible applicants. Applicants with lower individual income will be prioritized.
- **Program** means the Teach in Nebraska Today Program.
- **Student loan repayment assistance** means the amount awarded to an applicant under the program for applications submitted in 2023.
- **Grant** means a grant for beginning or continuing service as a classroom teacher under the Teach in Nebraska Today Act in 2024 or any year thereafter.

## Awards

- If the funds available for grants in any year are insufficient to provide grants to all eligible applicants, grants will be awarded pursuant to the following priorities:
  - (a) Renewal applications will be given priority over initial applications; and
  - (b) For initial applications, priority will be given to applicants who demonstrate greater financial need.
- **Amount and Duration:** The amount of grants awarded to an eligible applicant pursuant to this section is limited to \$5,000 per year. An eligible applicant may be awarded grants each year an application is submitted for up to five (5) years. Award years include any repayment assistance awarded under the program in 2023.

## Important Takeaways from Award Year 2024

- Total Applications: 1,260
- Prior Applicants: 248
- New Applicants: 1,012
- Approved Prior Applicants: 80
- Approved New Applicants: 829
- Denied Applicants: 351
- Applicants Paid: 909
- Total amount awarded: \$4,545,000

This was the first year that the new requirements were set in place and executed. Applicants must have been employed for 5 years or less, working full-time, be a Nebraska resident, and make \$55,000 or less in individual income annually. The program also stopped providing student loan repayment assistance and became grant funds instead with no stipulations on how it was spent.

In order to apply and be qualified for the grant in 2024, as a “prior applicant”, the applicants were required to submit proof of their payment to their loan servicers. Prior applicants are given priority over new applicants.

Some reasons an applicant would have been denied the award are if their income was above \$55,000, they had more than 5 years of teaching experience, they were not a Nebraska resident, they did not provide their proof of payment to their student loan servicer (for prior applicants only), or they were not teaching full-time (like a substitute teacher or para educator).

Income Tier	Count
\$0-\$19,999	145
\$20k-\$39,999	336
\$40k-\$59,999	616
Missing/Not Provided	163

Years of Service	Count
1	251
2	233
3	181
4	153
5	91

Top 10 Districts	Total
Millard Public Schools	121
Omaha Public Schools	77
Lincoln Public Schools	72
Elkhorn Public Schools	50
Papillion La Vista Community Schools	25
Norfolk Public Schools	23
Grand Island Public Schools	19
Bennington Public Schools	17
Gretna Public Schools	17
Kearney Public Schools	15

School Type	Count
ESU	10
Non-Public	159
Public	903

## Important Takeaways from Award Year 2025

- Total Applicants: 1,572
- Prior Applicants: 562
- New Applicants: 1,010
- Approved Prior Applicants: 450
- New Approved Applicants: 550
- Denied Applicants: 572
- Applicants Awarded: 1,000
- Total Amount Awarded: \$5,000,000

The following data illustrates that a large number of applicants were at a higher income range (\$40k-\$59,999) which would put them at the edge of eligibility due to the \$55k income limit. In years of service, early career educators (1-2 years) dominated the application period. As far as what type of school had the most applicants, public school (1,420) had the most applicants, with exceptionally small numbers for non-public schools (144) and ESU's (8). Which leads into the top 10 districts in greater metro areas where there is a higher population having the most applicants.

Income Tier	Count
\$0-\$19,999	212
\$20k-\$39,999	393
\$40k-\$59,999	858
\$60k-\$79,999	29
\$80k+	80

Years of Service	Count
0	14
1	453
2	415
3	330
4	223
5	125
6+	12

Top 10 Districts	Total
Omaha Public Schools	147
Millard Public Schools	128
Lincoln Public Schools	103
Elkhorn Public Schools	69
Grand Island Public Schools	40
Norfolk Public Schools	38
Papillion La Vista Community Schools	35
Lexington Public Schools	32
Bennington Public Schools	28
Bellevue Public Schools	26

School Type	Count
ESU	8
Non-Public	144
Public	1,420

## Cross-Year Comparison (2023-2025)

Year	Total Applicants	Eligible Applicants	Denied Applicants	Recipients Paid	Total Awarded (\$)
2023	1,962	1,008	955	869	\$4,345,000
2024	1,260	909	351	909	\$4,545,000
2025	1,572	1,000	572	1,000	\$5,000,000

Applications fell after award year 2023 as eligibility tightened, while award rates rose. Awardees remained early career educators (1-3 years of experience). Participation is concentrated in large metropolitan districts (Omaha, Millard, Lincoln). In 2025, all funds were distributed, resulting in 1,000 awards. In prior years, not all funding was distributed because of insufficient or delayed documentation from selected applicants.

### Income Trends

After analyzing the applicant's from 2024-2025 reported incomes, it was found that statistically teacher's income rises by about \$6,862 with each additional year of service, starting near \$22,235 at zero years. This can be because of annual raises, as well as additional certifications and degree advancements.

