



2nd, 4th, and 6th Year Retention Grant Frequently Asked Questions

- **What is the Teacher Recruitment and Retention Act?**
 - The Teacher Recruitment and Retention Act (TRRA) is a grant program designed to provide financial incentives to recruit and retain teachers in Nebraska classrooms.

- **What types of grants are available through TRRA?**
 - There are two types of grants available, the retention grant and the high-needs recruitment grant.
 - The retention grant is a grant award of \$2,500 for any teachers in their second, fourth or sixth year of teaching. This is for total years of teaching experience.
 - The high-needs recruitment grant is an award for \$5,000 for a teacher who has obtained an endorsement in specified areas on or after June 2, 2023, and has a contract to teach in that area, or teaches at least one dual-enrollment course during the 2026-27 school year. [Click here for more information](#)

- **What does total years of teaching mean?**
 - Total year of teaching means all of your years of teaching including time spent teaching full-time in other states.
 - Example: You started teaching in the 2023-24 school year in school A and in 2024-25 you transferred to school B. You are in your second year. You are eligible.
 - Example: You have been teaching for five years out of state in school A. In 2023-24 you started teaching in school B in Nebraska. The 2024-25 school year is your second-year teaching in Nebraska but your seventh-year teaching in total. You are not eligible.
 - Example: You started teaching in January 2024, you taught for the full-year 2024-25 and are teaching a full year for the 2025-26 school year. The 2025-26 school year is your 2.5 years of teaching, you are eligible to apply.
 - Time substitute teaching does not count toward total years of teaching.

- **Who is eligible for the grant?**
 - Full-time teachers with valid certificates, who provide instruction for students in grades K-12, in an approved or accredited Nebraska school are eligible for this grant program. Teachers meeting eligibility requirements in public, non-public schools, or ESUs are eligible.
 - 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.
 - **Pre-K teachers are not eligible.**

- **What are the requirements for the retention grant?**
 - Applicants must have a contract to teach for the award year,
 - They must be employed full-time, and



2nd, 4th, and 6th Year Retention Grant Frequently Asked Questions

- Must be in either their second, fourth, or sixth year of teaching for the award year.
- **How often can I apply?**
 - You can apply once every award year you meet the requirements.
 - This program ends January 1, 2028.
 - The final year for applications is 2026-27.
 - Example: If you are in your 2nd year in 2024-25, and then in your 4th year in 2026-27, you can apply for both award years.
- **Can I apply if I am a school counselor, librarian, etc.?**
 - Yes. If you meet the requirements outlined above.
- **What is an award year?**
 - Award years means the school year for which an application is submitted, as specified in [79-8,113](#).
 - The award years are 2024-25, 2025-26, and 2026-27.
- **What is an NDE Staff ID and where do I find it?**
 - You will need your NDE Staff ID for your application. This is a 10-digit number assigned by the NDE Staff ID system that uniquely identifies a staff person with a Nebraska certificate or permit, you can find your number on the TEACH System here: [Nebraska Department of Education](#). **Your Staff ID is not your certificate number.**
- **Where do I find my agency ID?**
 - You will need your agency ID for your application. It can be found here: [NDE Directory Search - Quick List Search Results](#). You can do a Ctrl + F to search for your school. If you worked at multiple schools, please only select one.
- **Are funds from this program considered taxable?**
 - Yes, funds from this program are considered taxable for federal income tax. If you have any other questions, please contact your tax adviser.
- **Are there any requirements for the use of these funds?**
 - These funds are intended to provide an incentive to remain in teaching and there are no obligations for the funds.
- **Where can I find the application? When are applications due?**
 - The application can be found here: [Teacher Recruitment and Retention Act – Nebraska Department of Education](#)
 - The application will close one month after opening.
 - This program ends on January 1, 2028.
- **Can I apply for the retention grant and the high-need grant for the same award year?**
 - Yes, you can apply and receive both grants for the same award year if you meet all the requirements.
 - The high-needs grant can only be received once. The retention grant can be received every award year you qualify.
 - If you wish to apply for both the retention and the high-needs grants, please select it during the application process.



2nd, 4th, and 6th Year Retention Grant Frequently Asked Questions

- **When will I find out if I am selected for this program?**
 - Applicants will be selected on a first-come, first-serve basis and approvals are based on funding. You will receive formal notification of your status within a month of the application closing.

- **What happens after I am selected?**
 - You will receive an email to submit additional documentation required to make payment directly to the recipient.
 - Watch for an email from nde.trra@nebraska.gov, it may end up in your junk/spam folder.

- **If I have more questions, who can I reach out to?**
 - Please send all questions to nde.trra@nebraska.gov.