***Commonwealth of Virginia***

***Virginia Department of Education***

***Division of Teacher Education and Licensure***

***P. O. Box 2120***

***Richmond, Virginia 23218-2120***

**EXCERPTS FROM THE 2017 AND 2018 APPROPRIATION ACT FOR SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS (STEM) TEACHER RECRUITMENT AND RETENTION INCENTIVES**

**Appropriation Act**

**2017 General Assembly, Chapter 836**

**Item 138.G.2**

2. Out of this appropriation, $808,000 the first year and $808,000 the second year from the general fund is provided to attract, recruit, and retain high-quality diverse individuals to teach science, technology, engineering, or mathematics (STEM) subjects in Virginia's middle and high schools. A teacher with up to three years of teaching experience employed full-time in a Virginia school division who has been issued a five-year Virginia teaching license with an endorsement in Middle Education 6-8: Mathematic, Mathematics-Algebra-I, mathematics, Middle Education 6-8: Science, Biology, Chemistry, Earth and Space Science, physics, or technology education and assigned to a teaching position in a corresponding STEM subject area is eligible to receive a $5,000 initial incentive award after the completion of the first, second, or third year of teaching with a satisfactory performance evaluation and a signed contract in the same school division for the following school year. A teacher, holding one or more of the aforementioned endorsements and assigned to a teaching position in a corresponding STEM subject area and regardless of teaching experience, who is reassigned from a fully accredited school in a Virginia school division to a hard-to-staff school or a school that is not fully accredited and receives a satisfactory performance evaluation and a signed contract in the same school division for the following year is also eligible to receive an initial incentive award of $5,000. An additional $1,000 incentive award may be granted for each year the eligible teacher receives a satisfactory evaluation and teaches a qualifying STEM subject in which the teacher has an endorsement for up to three years in a Virginia school division following the year in which the teacher receives the initial incentive award. The maximum incentive award for each eligible teacher is $8,000. Funding will be awarded on a first-come, first-served basis with preference to teachers assigned to teach in hard-to-staff schools or low-performing schools not fully accredited. Within the fiscal year, any funds not awarded from this program may be applied toward the other teacher preparation, recruitment, and retention programs under paragraph G.

**Appropriation Act**

**2018 General Assembly, Special Session I, Chapter 2**

**Item 135.G.2**

2. Out of this appropriation, $1,000,000 the first year and $808,000 the second year from the general fund is provided to attract, recruit, and retain high-quality diverse individuals to teach science, technology, engineering, or mathematics (STEM) subjects in Virginia's middle and high schools experiencing difficulty in recruiting qualified teachers. A teacher employed full-time in a Virginia school division who has been issued a five-year Virginia teaching license with an endorsement in Middle Education 6-8: Mathematic, Mathematics-Algebra-I, mathematics, Middle Education 6-8: Science, Biology, Chemistry, Earth and Space Science, physics, or technology education and assigned to a teaching position in a corresponding STEM subject area in a hard-to-staff school is eligible to receive a $5,000 incentive award after the completion of the first, second, and third year of teaching at a hard-to-staff school with a satisfactory performance evaluation and a signed contract in the same school division for the following school year. The maximum incentive award for each eligible teacher is $15,000. Eligibility for access to these incentives shall be determined through an application process whereby school divisions shall apply to the Department of Education. Priority for distribution of these incentives shall be to school divisions experiencing the most acute difficulties in recruiting qualified teachers, as determined using Department of Education criteria. School divisions that have been approved shall advertise the incentive for eligible vacancies and award such funds in accordance with this paragraph. For the purpose of the award of the additional $1,000 to individuals who received funds under this program prior to July 1, 2018, the criteria provided in Chapter 836 of the 2017 Acts of Assembly shall continue to apply. Within the fiscal year, any funds not awarded from this program may be applied toward the other teacher preparation, recruitment, and retention programs under paragraph G.