**Virginia Department of Education**

**Science, Technology, Engineering, and Mathematics (STEM) Teacher Recruitment and Retention Incentive Awards**

**Terms of Grant Award**

**Grant Details:**

* **Authorized by:** Virginia Department of Education (VDOE)
* **Recipient and Grant Award Amount:** The recipients and grant award amounts for the Science, Technology, Engineering, and Mathematics (STEM) Teacher Recruitment and Retention Incentive Award are specified in the Superintendent’s Memorandum #066-23, April 7, 2023
* **Grant Authority:** This grant is authorized by Chapter 2, Item 136, Paragraph G.2, 2022 Special Session I Virginia Acts of Assembly
* **Fund Source:** General
* **Grant Award Number**: FY2023STEM-TRRI
* **Project Code:** APE61027
* **Program Area:** 143004
* **Revenue Source Code:** 240372
* **Grant Award Type:** New
* **Fiscal Year:** 2023

**Award Period**

The period of this award will be July 1, 2022 to June 30, 2023.

**Terms and Conditions**

School divisions must verify recipient eligibility by submitting a verification report through the VDOE’s Single Sign On for Web Services (SSWS) system by **April 21, 2023.**

Eligible teachers must be employed full-time in a Virginia school division or school with more than 40 percent of the students eligible for free or reduced price lunch as reported on the 2019-2020 Free and Reduced Lunch Eligibility Report, be entering their first, second, or third year of teaching experience, and hold a five- or ten-year valid Virginia teaching license with an endorsement in one of the following endorsements and assigned to a teaching position in a corresponding STEM subject area:

* Biology;
* Chemistry;
* Earth Science;
* Mathematics;
* Mathematics-Algebra 1;
* Middle Education 6-8: Mathematics;
* Middle Education 6-8: Science;
* Physics;
* Engineering; or
* Technology Education.

Additional eligibility requirements by cohort are listed below.

Please note that the national school lunch program did not operate during the 2021-2022 school year, resulting in no free and reduced eligibility data. The STEM-TRRI application used the 2019-2020 free and reduced eligibility data as proxy data for the 2021-2022 school year.

**Continuing Award: Cohort 9**

Teachers in Cohort 9 (award began in FY 2021) received a $5,000 initial incentive after the completion of the first and second year of teaching with a satisfactory performance evaluation and a contract for the following year in their school division. Funding was awarded with preference to teachers assigned to teach in hard-to-staff schools. Teachers in Cohort 9 who received an initial STEM Incentive Award are eligible to receive a $5,000 continuing award after completing a third year of teaching with meeting grant criteria and upon available funding. The maximum incentive awards (initial and continuation) for each teacher is $15,000, subject to available funding. This will be the final year of eligibility for teachers in this cohort.

**Continuing Award: Cohort 10**

Teachers in Cohort 10 (award began in FY 2022) received a $5,000 initial incentive after the completion of the first year of teaching with a satisfactory performance evaluation and a contract for the following year in their school division. Funding was awarded with preference to teachers assigned to teach in hard-to-staff schools. Teachers in Cohort 10 who received an initial STEM Incentive Award are eligible to receive a $5,000 continuing award after completing a second and third year of teaching with meeting grant criteria and upon available funding. The maximum incentive awards (initial and continuation) for each teacher is $15,000, subject to available funding.

**Initial Award: Cohort 11**

Teachers in Cohort 11 (award began in FY 2023) received a $5,000 initial incentive after the completion of the first year of teaching with a satisfactory performance evaluation and a contract for the following year in their school division. Funding was awarded with preference to teachers assigned to teach in hard-to-staff schools. Teachers in Cohort 11 who received an initial STEM Incentive Award are eligible to receive a $5,000 continuing award after completing a second and third year of teaching with meeting grant criteria and upon available funding. The maximum incentive awards (initial and continuation) for each teacher is $15,000, subject to available funding.

Please note, for the purpose of the award for individuals who received funds under this program prior to July 1, 2020, the criteria provided in Chapter 836 of the 2019 Acts of Assembly will continue to apply. All incentive awards are contingent upon available funding.

The payment is taxable to the recipient, and the school division assumes responsibility for ensuring all taxes are remitted. Funds will be disbursed to school division based on the submitted verification report by May 31, 2023 via wire transfer. All funds should be paid to the identified recipient by June 30, 2023. Any funds unused will be returned to the VDOE by July 31, 2023.

See Attachment A for additional required special terms and conditions for grant awards or cooperative agreements required for this grant.