



**VIRGINIA  
IS FOR  
LEARNERS**

**Jillian Balow**  
Superintendent of Public Instruction

June 10, 2022

The Honorable Janet D. Howell  
Chair, Senate Finance and Appropriations Committee  
Virginia General Assembly  
PO Box 2608  
Reston, Virginia 20195-0608

The Honorable Barry D. Knight  
Chairman, House Appropriations Committee  
Virginia General Assembly  
1852 Mill Landing Road  
Virginia Beach, Virginia 23457

The Honorable L. Louise Lucas  
Chair, Senate Education and Health Committee  
Virginia General Assembly  
PO Box 700  
Portsmouth, Virginia 23705-0700

The Honorable Glenn R. Davis, Jr.  
Chair, House Education Committee  
Virginia General Assembly  
One Columbus Center #695  
Virginia Beach, Virginia 23462

**Dear Senator Howell, Senator Lucas, Delegate Knight, and Delegate Davis:**

I am pleased to submit the enclosed Report on the Recruitment Incentive for Public Education.

In Chapter 1 budget, the 2021 Virginia General Assembly Special Session II appropriated \$11,500,000 to the Department of Education to support recruitment efforts for school divisions hiring to fill instructional positions between August 15, 2021 and November 15, 2021. The Department of Education consolidates information from applying school divisions and submits an annual report to the Chairs of the Senate Finance and Appropriations and Education and Health Committees, as well as to the House Education and Appropriations Committees.

If you have any questions or require additional information, please do not hesitate to contact Maggie M. Clemmons, Director, Office of Licensure and School Leadership, at [Maggie.Clemmons@doe.virginia.gov](mailto:Maggie.Clemmons@doe.virginia.gov) or (804) 371-2476.

Sincerely,

Dicky Shanor on behalf of Jillian Balow

JB/JJ/MMC/sl

Enclosure



VIRGINIA DEPARTMENT OF EDUCATION

REPORT

# REPORT ON RECRUITMENT INCENTIVE FOR PUBLIC EDUCATION

**January 11, 2022**

*A Report to the House Committees on Education and Appropriations and  
the Senate Committees on Finance and Appropriations and Education and Health*

***TEACHER EDUCATION AND LICENSURE  
VIRGINIA DEPARTMENT OF EDUCATION  
P. O. Box 2120  
RICHMOND, VIRGINIA 23218-2120  
(804) 371-2522***

## REPORT ON RECRUITMENT INCENTIVE FOR PUBLIC EDUCATION

### OVERVIEW AND AUTHORITY

In the Chapter 1 budget, the 2021 Virginia General Assembly Special Session II appropriated \$11,500,000 to the Department of Education, Central Office Operation to support recruitment efforts for school divisions hiring to fill instructional positions between August 15, 2021 and November 15, 2021.

Below is the Appropriation language outlining the requirements for the tuition scholarships.

#### ***Item 470.20, Paragraph D.2.b***

*Out of this appropriation for the Elementary and Secondary School Emergency Relief (ESSER) Fund, State Educational Agency (SEA) reservation, appropriated to the Department of Education, Central Office Operations (201), \$11,500,000 the second year shall be transferred to Direct Aid to Public Education (197) to support recruitment efforts through incentive payments to individuals hired to fill instructional positions between August 15, 2021, and November 15, 2021. Local school divisions wishing to participate in this program shall report to the Department of Education the number of instructional position vacancies on August 15, 2021, no later than August 31, 2021. Based on this information, the Department shall communicate to each school division its available allocation from these funds, and school divisions shall communicate the availability of these funds in their recruitment. Such payments shall be based on \$2,500 per individual; however, for individuals hired in hard-to-fill positions or hard-to-staff schools, as defined by the Department of Education, the incentive payment shall be based on \$5,000 per individual. The Department of Education and the school divisions are authorized to prorate these amounts if the demand exceeds the initial allocation. School divisions shall (i) provide half of the incentive payment to the individual no earlier than January 1, 2022, and (ii) provide the balance of the full amount of the incentive payment to the individual no earlier than May 1, 2022, provided that the individual receives a satisfactory performance evaluation and provides a written commitment to return to the same school in the 2022-2023 school year. Individuals who are employed by a local school division as of July 1, 2021, who transfer from a non-hard-to-staff school to a hard-to-staff school, as defined by the Department of Education, within the same division are eligible for the \$5,000 incentive payment. School divisions shall report to the Department of Education, in a format specified by the Department, all instructional hires in the 2021-2022 school year who qualify for this incentive payment, no later than November 30, 2021. No later than the first day of the 2022 General Assembly Session, the Department of Education shall report on the number of hires reported by each school division participating in this program and the anticipated amount of funding to be provided to each school division for payment to those individuals.*

**APPLICATION FOR RECRUITMENT INCENTIVE FOR PUBLIC EDUCATION**

One Superintendent's Memo (refer to the #227-21 memo attached) regarding this grant was posted on August 13, 2021 to the Virginia Department of Education's website. School divisions interested in funding were advised to submit the number of hard-to-staff vacancies defined by the critical shortage list and the non-hard-to staff vacancies for the 2021-2022 school year by school on the Single Sign-on for Web Systems (SSWS) portal. Per the budget language, school divisions were advised that the submitted vacancies were to be a snapshot of the vacancies on August 15, 2021 for which they were currently recruiting. Seventy school divisions submitted vacancy information with a total of 4,977 reported vacancies.

**ADMINISTRATIVE CHALLENGES**

While school divisions across the country were reporting a critical teaching shortage, and Virginia was certainly experiencing a crisis as well, the administration of this grant proved to be a challenge and not all monies were expended. The timeline for school divisions to report was the greatest obstacle. The memo announcing the incentive was posted on August 13, 2021, three days after the legislation was finalized. In those three days, the Virginia Department of Education was tasked with developing and implementing an electronic application that would allow divisions to submit and verify vacancies in critical and non-critical shortage areas, as well as hard to staff schools. The application opened and was available to divisions on August 16, 2021. The budget language specified that the number of instructional vacancies on August 15, 2021 must be reported by August 31, 2021, giving the school divisions only 12 business days to respond. Since this was a completely new incentive program, identifying the correct point of contact to complete the application during the busy opening time of the school year for divisions was especially difficult. Some divisions relied on their human resources managers while others used licensure specialists, or building-level personnel, or data managers. Collecting information from different avenues in a condensed time frame led to unintentional inaccuracies in reporting vacancies.

In addition to the timing challenges, the budget language specified that eligible instructional positions must be hired between August 15, 2021 and November 15, 2021. School divisions strive to complete their instructional position hiring prior to August in order to allow teachers to attend new teacher orientation and have time to get acquainted with their school and team. If a school division does not have a qualified applicant pool, oftentimes the school division will make changes in the master schedule to accommodate the lack of personnel as a contingency plan. In the instances wherein a master schedule change was not tenable, some positions were filled with long-term substitutes. Under an existing waiver, school divisions could hire long-term substitutes for longer than 90-days without approval from the State Superintendent.

Compounding the challenge of reporting the vacancies during the allotted time frame was the additional level of ascertaining the critical and non-critical shortage areas by endorsement. Teaching assignments are the responsibility of the division and can be filled by licensed educators with different endorsements. Depending on how the division reported the original vacancy, the teacher hired may or may not have been eligible for the incentive based on their endorsement. The original reporting of the vacancy had to align with the

teacher's endorsements. Relatedly, in order to be eligible for the incentive, teachers needed to have an active provisional or renewable license. With license processing taking several months, as candidates submitted piecemeal applications or tried to complete requirements, some teachers were technically not deemed eligible until April 2022.

Divisions also found the disbursement of the award to be unwieldy. Divisions could not verify their eligible teachers in the application until May because the application needed to collect whether or not the school division was being reimbursed for the first half of the payment or the whole payment, some divisions did not pay their eligible teachers until the end of the school year, instead waiting on the full reimbursement from the Department of Education before paying their teachers. Divisions also found that some teachers who were deemed eligible at the beginning of the process terminated their contract mid-year, didn't commit to teach in the division the following year, or did not receive satisfactory performance evaluations, leaving them ineligible when the division verified the report.

### **SUMMARY OF AWARDS**

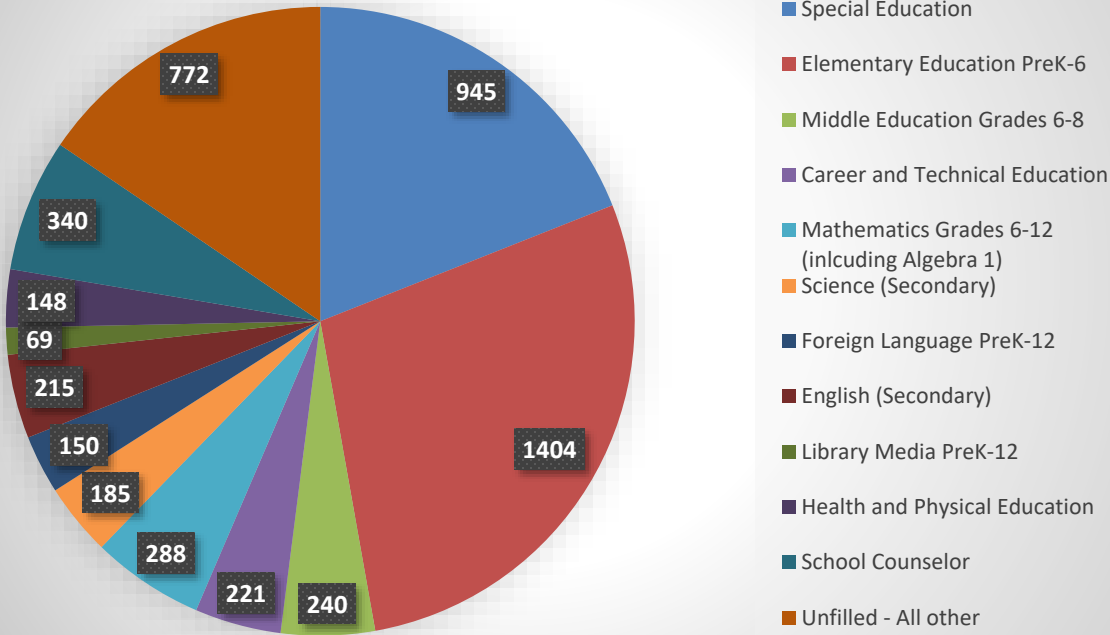
Division contacts were notified by the Director of Licensure and School Leadership via email on December 3, 2021 when their allocations were available in the SSWS portal. Division awards were officially announced via Superintendent's Memo (refer to the #083-22 memo attached) on April 15, 2022 with an official notification letter being emailed to the Division Superintendent, Director of Finance and the Recruitment Incentive for Public Education contact on the same day. Fifty-six school divisions received allocations totaling \$11,500,000. Awards to divisions ranged from \$5,000 to \$3,677,500, contingent on position and school. Priority for distribution of these incentives were to school divisions experiencing the most acute difficulties in recruiting qualified teachers, defined by the overall free and reduced lunch rate of 40 percent or greater on the Free and Reduced Lunch Eligibility Report. The Recruitment Incentive for Public Education application used the 2019-2020 free and reduced eligibility data as proxy data for the 2021-2022 school year as the national school lunch program did not operate during the 2020-2021 school year.

School divisions were responsible for submitting a verification report identifying the individual(s) hired between August 15, 2021 and November 15, 2021 by April 29, 2022 which indicated the teacher's license number, teaching assignment and end of year status indicating whether the teacher qualified for the award, first payment only or did not qualify for the award. According to the verification reports, 804 reported vacancies were filled totaling \$3,900,000 in actual awards being disbursed to divisions.

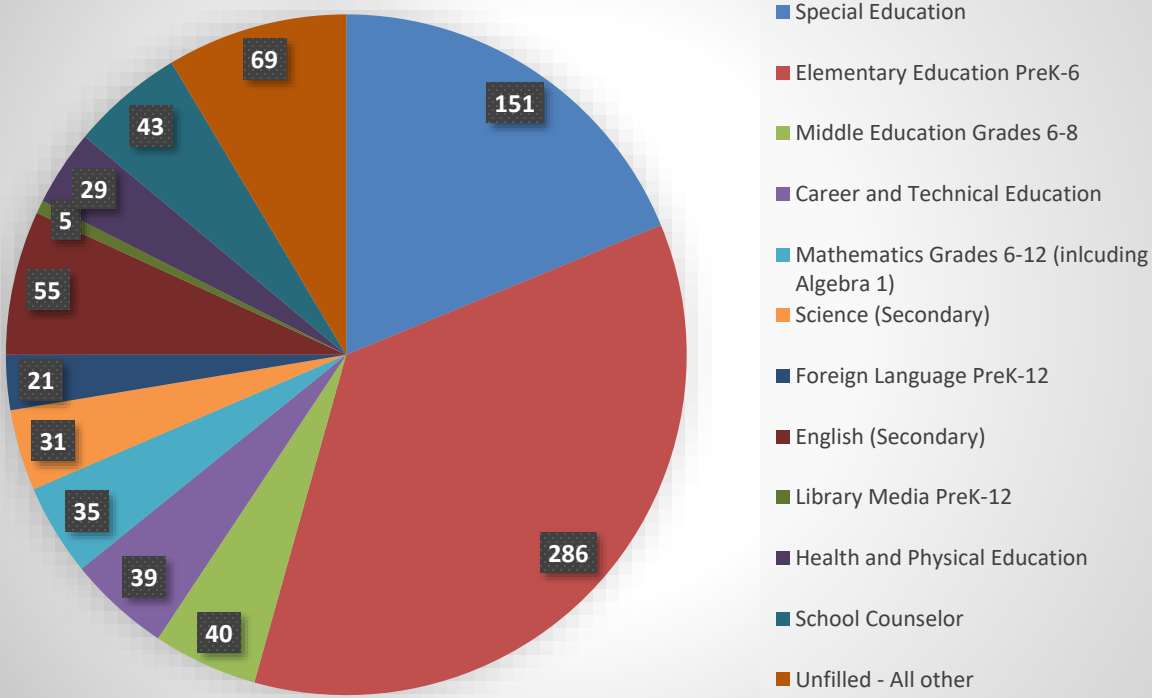
### **DETAILED REPORT OF AWARDS**

Provided below is a detailed account pie chart showing the number of reported vacancies and the number of filled vacancies by school division.

### Total Reported Vacancies by Endorsement Area



### Total Reported Filled Positions by Endorsement





#227-21

**Commonwealth of Virginia**  
**Virginia Department of Education**  
Superintendent's Memo #227-21

DATE: August 13, 2021  
TO: Division Superintendents  
FROM: James F. Lane, Ed.D., Superintendent of Public Instruction  
SUBJECT: **Recruitment Incentive for Public Education (RIPE)**

The 2021 Special Session II of the General Assembly appropriated funding to support recruitment efforts for school divisions hiring to fill instructional positions between August 15, 2021, and November 15, 2021. School divisions interested in this funding must submit data to the Virginia Department of Education via the Recruitment Incentive for Public Education (RIPE) Application on the [Single Sign-on for Web Systems \(SSWS\) portal](#). The submitted application should include the number of hard-to-staff vacancies defined by the [Critical Teaching Shortage Areas](#) list and non-hard-to-staff vacancies for the 2021-2022 school year by school. Priority for distribution of these incentives shall be to school divisions experiencing the most acute difficulties in recruiting qualified teachers, defined for this initiative as the overall free and reduced lunch rate of 40 percent or greater on the [2020-2021 Free and Reduced Lunch Eligibility Report](#).

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

Eligible teachers must be hired in an instructional position in a Virginia public school division between August 15, 2021 and November 15, 2021. Individuals who are employed by a local school division in Virginia as of July 1, 2021, who accept an otherwise qualifying position in

another local school division are not eligible for this incentive. Individuals employed by a local school division as of July 1, 2021, who transfer from a non-hard-to-staff school to a hard-to-staff school within the same division, are eligible for this incentive.

An eligible teacher will receive a \$2,500 incentive award for filling a non-hard-to-staff position, or an incentive award of \$5,000 for a hard-to-staff position. School divisions will provide half of the incentive payment to the individual no later than January 1, 2022 and provide the balance of the full amount to the individual no earlier than May 1, 2022, provided the individual receive a satisfactory performance evaluation and provides a written commitment to return to the same school for the 2022-2023 school year.

School divisions awarded RIPE funds will be provided funding on a cost reimbursement basis. Budget transfer requests and reimbursement requests will be processed through the Virginia Department of Education's Online Management of Education Grant Awards system, OMEGA. The incentive awards are taxable to the recipient, and the school division is responsible for ensuring all taxes are remitted. The RIPE vacancy data for school year 2021-2022 must be submitted between Monday, August 16, 2021 and Tuesday, August 31, 2021, on the SSWS portal. Each school division has an SSWS account manager who can provide the school division staff member, designated to serve as the division RIPE contact, access to the RIPE Application. Instructions for entering and submitting the vacancies data are available online as part of the RIPE Application.

### For more information

Questions related to the Recruitment Incentive for Public Education may be directed to Maggie M. Clemmons, Director of Licensure and School Leadership, at (804) 371-2471 or [Maggie.Clemmons@doe.virginia.gov](mailto:Maggie.Clemmons@doe.virginia.gov).

JFL/mmc





#083-22

**Commonwealth of Virginia  
Virginia Department of Education  
Superintendent's Memo #083-22**

DATE: April 15, 2022  
TO: Division Superintendents  
FROM: Jillian Balow, Superintendent of Public Instruction  
SUBJECT: **Recruitment Incentive for Public Education (RIPE) - FY 2022 Division Awards**

[Superintendent's Memo #227-21](#) announced the Recruitment Incentive for Public Education (RIPE). The 2021 Special Session II of the General Assembly appropriated federal ESSER III state set aside funding to support recruitment efforts of school divisions hiring to fill instructional positions between August 15, 2021 and November 15, 2021. The FY 2022 school division awards are provided in **Attachment B**. **Attachment A** contains the Additional Required Special Terms and Conditions for Grant Awards or Cooperative Agreements, and the terms of the grant award are provided in **Attachment C**.

The RIPE application is open in the Single Sign-On for Web Systems (SSWS) portal for school divisions to submit information on individuals eligible to receive the incentive award. Division superintendents or the superintendent's designee will be requested to verify that individuals receiving the award are employed full-time in a Virginia school division, received a satisfactory performance evaluation for the 2021-22 school year, and provided a written commitment to return to the same school for the 2022-2023 school year. The verification report must be submitted by April 29, 2022.

## For more information

Questions related to the Recruitment Incentive for Public Education (RIPE) may be directed to Maggie M. Clemmons, Director of Licensure and School Leadership, at (804) 371-2471 or [Maggie.Clemmons@doe.virginia.gov](mailto:Maggie.Clemmons@doe.virginia.gov).

JB/MMC/sl

- A. Attachment A: [Additional Required Special Terms and Conditions for Grant Awards or Cooperative Agreements](#) (DOCX)
- B. Attachment B: [FY 2022 RIPE Awards to School Divisions](#) (XLSX)
- C. Attachment C: [RIPE Terms of Grant Award](#) (DOCX)

Attachment A  
Superintendent's Memo #083-22  
April 15, 2022

**ADDITIONAL REQUIRED SPECIAL TERMS AND CONDITIONS  
FOR GRANT AWARDS OR COOPERATIVE AGREEMENTS**

**A. Intellectual Property**

(i.e. papers, reports, forms, materials, creations, or inventions (intangible property))

**Special Terms and Conditions for Intellectual Property apply for all grants or cooperative agreements, regardless of funding source (General, Special, Federal).**

Additionally, Federally funded grants or cooperative agreements must meet the requirements of the specific federal grant, such as making any work (e.g., materials, tools, processes, systems) developed freely available to the public, ensuring any websites developed meet government or industry recognized standards for accessibility, and the requirements of **2 CFR §200.315 Intangible Property**, are met.

SECTION I. Grants or Cooperative Agreements under which no Intellectual Property will be created

**INTELLECTUAL PROPERTY: The parties agree that no Intellectual Property will be created in performance of this grant or cooperative agreement.**

**B. Suspension and Debarment Compliance – Non-Procurement Covered Transactions**

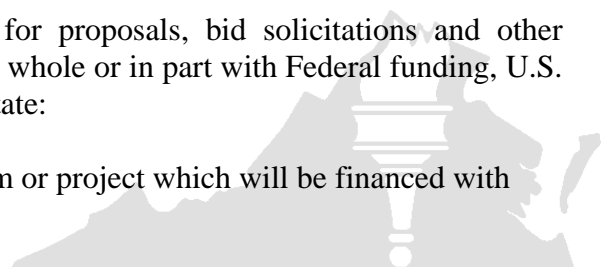
According to 2 CFR §200.213, non-federal entities are subject to the non-procurement debarment and suspension regulations implementing Executive Orders 12549 and 12689, 2 CFR part 180. These regulations restrict awards, subawards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities.

All recipients of federal funds through this transaction must comply with 2 CFR 180, Subpart C as a condition of participation in this transaction, and must include similar terms or conditions in lower-tier covered transactions.

**C. Federal Funding in Public Announcements**

When issuing statements, press releases, requests for proposals, bid solicitations and other documents describing projects or programs funded in whole or in part with Federal funding, U.S. Department of Education sub-grantees shall clearly state:

1. the percentage of the total costs of the program or project which will be financed with Federal funding;



Attachment A  
Superintendent's Memo #083-22  
April 15, 2022

2. the dollar amount of Federal funds for the project or program; and
3. the percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources.

Recipients must comply with these conditions under Division H, Title V, Section 505 of Public Law 113-76. Consolidated Appropriations Act, 2014.



**D. Prohibition of Text Messaging and Emailing While Driving During Official Federal Grant Business**

Federal grant recipients, sub-recipients and their grant personnel are prohibited from text messaging while driving a government owned vehicle, or while driving their own privately owned vehicle during official grant business, or from using government supplied electronic equipment to text message or email while driving.

Recipients must comply with these conditions under Executive Order 13513, "Federal Leadership on Reducing Text Messaging While Driving," October 1, 2009.

**E. Monitoring and Reporting**

1. VDOE and auditors shall have access to sub-recipient records and financial statements as necessary to meet monitoring requirements.
2. Project reimbursement and amendment requests must be made utilizing VDOE's automated system Online Management of Education Grant Awards (OMEGA). Exceptions may be granted by VDOE grants managers via notice on the Notification of Grant Award if project reimbursement submissions are expected to be minimal during the award period.
3. Reimbursement may be requested prior to an activity, after the expenditure of funds, where payment in advance of an activity is required. This includes but is not limited to airfare, deposits, and registrations. The LEA is responsible for reconciling expenses after the activity has occurred. Reimbursement may be requested for the difference of expenses higher than the previously requested amount. Expenses lower than the previously requested amount must be repaid via a credit on a reimbursement request within 30 days of the completed activity.



**Virginia Department of Education  
Recruitment Incentive for Public Education (RIPE)  
Awards to School Divisions**

<b>DIVISION NO.</b>	<b>SCHOOL DIVISION</b>	<b>FY 2022 AWARDS</b>
001	ACCOMACK COUNTY PUBLIC SCHOOLS	\$ -
002	ALBEMARLE COUNTY PUBLIC SCHOOLS	\$ -
003	ALLEGHANY COUNTY PUBLIC SCHOOLS	\$ 5,000.00
004	AMELIA COUNTY PUBLIC SCHOOLS	\$ 5,000.00
005	AMHERST COUNTY PUBLIC SCHOOLS	\$ 17,500.00
006	APPOMATTOX COUNTY PUBLIC SCHOOLS	\$ -
007	ARLINGTON COUNTY PUBLIC SCHOOLS	\$ -
008	AUGUSTA COUNTY PUBLIC SCHOOLS	\$ -
009	BATH COUNTY PUBLIC SCHOOLS	\$ -
010	BEDFORD COUNTY PUBLIC SCHOOLS	\$ 35,000.00
011	BLAND COUNTY PUBLIC SCHOOLS	\$ -
012	BOTETOURT COUNTY PUBLIC SCHOOLS	\$ 10,000.00
013	BRUNSWICK COUNTY PUBLIC SCHOOLS	\$ -
014	BUCHANAN COUNTY PUBLIC SCHOOLS	\$ -
015	BUCKINGHAM COUNTY PUBLIC SCHOOLS	\$ 5,000.00
016	CAMPBELL COUNTY PUBLIC SCHOOLS	\$ 5,000.00
017	CAROLINE COUNTY PUBLIC SCHOOLS	\$ 7,500.00
018	CARROLL COUNTY PUBLIC SCHOOLS	\$ 5,000.00
019	CHARLES CITY COUNTY PUBLIC SCHOOLS	\$ 10,000.00
020	CHARLOTTE COUNTY PUBLIC SCHOOLS	\$ -
021	CHESTERFIELD COUNTY PUBLIC SCHOOLS	\$ -
022	CLARKE COUNTY PUBLIC SCHOOLS	\$ -
023	CRAIG COUNTY PUBLIC SCHOOLS	\$ -
024	CULPEPER COUNTY PUBLIC SCHOOLS	\$ 5,000.00
025	CUMBERLAND COUNTY PUBLIC SCHOOLS	\$ -
026	DICKENSON COUNTY PUBLIC SCHOOLS	\$ -
027	DINWIDDIE COUNTY PUBLIC SCHOOLS	\$ -
028	ESSEX COUNTY PUBLIC SCHOOLS	\$ -
029	FAIRFAX COUNTY PUBLIC SCHOOLS	\$ 527,500.00
030	FAUQUIER COUNTY PUBLIC SCHOOLS	\$ -
031	FLOYD COUNTY PUBLIC SCHOOLS	\$ -
032	FLUVANNA COUNTY PUBLIC SCHOOLS	\$ -
033	FRANKLIN COUNTY PUBLIC SCHOOLS	\$ -
034	FREDERICK COUNTY PUBLIC SCHOOLS	\$ 50,000.00
035	GILES COUNTY PUBLIC SCHOOLS	\$ 25,000.00

036	GLOUCESTER COUNTY PUBLIC SCHOOLS	\$	57,500.00
037	GOOCHLAND COUNTY PUBLIC SCHOOLS	\$	-
038	GRAYSON COUNTY PUBLIC SCHOOLS	\$	-
039	GREENE COUNTY PUBLIC SCHOOLS	\$	-
040	GREENSVILLE COUNTY PUBLIC SCHOOLS	\$	25,000.00
041	HALIFAX COUNTY PUBLIC SCHOOLS	\$	-
042	HANOVER COUNTY PUBLIC SCHOOLS	\$	-
043	HENRICO COUNTY PUBLIC SCHOOLS	\$	165,000.00
044	HENRY COUNTY PUBLIC SCHOOLS	\$	-
045	HIGHLAND COUNTY PUBLIC SCHOOLS	\$	-
046	ISLE OF WIGHT COUNTY PUBLIC SCHOOLS	\$	-
048	KING GEORGE COUNTY PUBLIC SCHOOLS	\$	95,000.00
049	KING AND QUEEN COUNTY PUBLIC SCHOOLS	\$	-
050	KING WILLIAM COUNTY PUBLIC SCHOOLS	\$	-
051	LANCASTER COUNTY PUBLIC SCHOOLS	\$	-
052	LEE COUNTY PUBLIC SCHOOLS	\$	-
053	LOUDOUN COUNTY PUBLIC SCHOOLS	\$	1,725,000.00
054	LOUISA COUNTY PUBLIC SCHOOLS	\$	-
055	LUNENBURG COUNTY PUBLIC SCHOOLS	\$	-
056	MADISON COUNTY PUBLIC SCHOOLS	\$	-
057	MATHEWS COUNTY PUBLIC SCHOOLS	\$	-
058	MECKLENBURG COUNTY PUBLIC SCHOOLS	\$	15,000.00
059	MIDDLESEX COUNTY PUBLIC SCHOOLS	\$	-
060	MONTGOMERY COUNTY PUBLIC SCHOOLS	\$	27,500.00
062	NELSON COUNTY PUBLIC SCHOOLS	\$	30,000.00
063	NEW KENT COUNTY PUBLIC SCHOOLS	\$	-
065	NORTHAMPTON COUNTY PUBLIC SCHOOLS	\$	27,500.00
066	NORTHUMBERLAND COUNTY PUBLIC SCHOOLS	\$	5,000.00
067	NOTTOWAY COUNTY PUBLIC SCHOOLS	\$	-
068	ORANGE COUNTY PUBLIC SCHOOLS	\$	235,000.00
069	PAGE COUNTY PUBLIC SCHOOLS	\$	-
070	PATRICK COUNTY PUBLIC SCHOOLS	\$	-
071	PITTSYLVANIA COUNTY PUBLIC SCHOOLS	\$	5,000.00
072	POWHATAN COUNTY PUBLIC SCHOOLS	\$	5,000.00
073	PRINCE EDWARD COUNTY PUBLIC SCHOOLS	\$	20,000.00
074	PRINCE GEORGE COUNTY PUBLIC SCHOOLS	\$	40,000.00
075	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	\$	142,500.00
077	PULASKI COUNTY PUBLIC SCHOOLS	\$	-
078	RAPPAHANNOCK COUNTY PUBLIC SCHOOLS	\$	-
079	RICHMOND COUNTY PUBLIC SCHOOLS	\$	-
080	ROANOKE COUNTY PUBLIC SCHOOLS	\$	-
081	ROCKBRIDGE COUNTY PUBLIC SCHOOLS	\$	-
082	ROCKINGHAM COUNTY PUBLIC SCHOOLS	\$	-
083	RUSSELL COUNTY PUBLIC SCHOOLS	\$	-

084	SCOTT COUNTY PUBLIC SCHOOLS	\$	-
085	SHENANDOAH COUNTY PUBLIC SCHOOLS	\$	10,000.00
086	SMYTH COUNTY PUBLIC SCHOOLS	\$	-
087	SOUTHAMPTON COUNTY PUBLIC SCHOOLS	\$	175,000.00
088	SPOTSYLVANIA COUNTY PUBLIC SCHOOLS	\$	52,500.00
089	STAFFORD COUNTY PUBLIC SCHOOLS	\$	47,500.00
090	SURRY COUNTY PUBLIC SCHOOLS	\$	-
091	SUSSEX COUNTY PUBLIC SCHOOLS	\$	-
092	TAZEWELL COUNTY PUBLIC SCHOOLS	\$	-
093	WARREN COUNTY PUBLIC SCHOOLS	\$	-
094	WASHINGTON COUNTY PUBLIC SCHOOLS	\$	-
095	WESTMORELAND COUNTY PUBLIC SCHOOLS	\$	-
096	WISE COUNTY PUBLIC SCHOOLS	\$	-
097	WYTHE COUNTY PUBLIC SCHOOLS	\$	-
098	YORK COUNTY PUBLIC SCHOOLS	\$	-
101	ALEXANDRIA CITY PUBLIC SCHOOLS	\$	97,500.00
102	BRISTOL CITY PUBLIC SCHOOLS	\$	-
103	BUENA VISTA CITY PUBLIC SCHOOLS	\$	-
104	CHARLOTTESVILLE CITY PUBLIC SCHOOLS	\$	-
106	COLONIAL HEIGHTS CITY PUBLIC SCHOOLS	\$	12,500.00
107	COVINGTON CITY PUBLIC SCHOOLS	\$	20,000.00
108	DANVILLE CITY PUBLIC SCHOOLS	\$	307,500.00
109	FALLS CHURCH CITY PUBLIC SCHOOLS	\$	-
110	FREDERICKSBURG CITY PUBLIC SCHOOLS	\$	25,000.00
111	GALAX CITY PUBLIC SCHOOLS	\$	-
112	HAMPTON CITY PUBLIC SCHOOLS	\$	117,500.00
113	HARRISONBURG CITY PUBLIC SCHOOLS	\$	5,000.00
114	HOPEWELL CITY PUBLIC SCHOOLS	\$	-
115	LYNCHBURG CITY PUBLIC SCHOOLS	\$	217,500.00
116	MARTINSVILLE CITY PUBLIC SCHOOLS	\$	-
117	NEWPORT NEWS CITY PUBLIC SCHOOLS	\$	-
118	NORFOLK CITY PUBLIC SCHOOLS	\$	842,500.00
119	NORTON CITY PUBLIC SCHOOLS	\$	-
120	PETERSBURG CITY PUBLIC SCHOOLS	\$	15,000.00
121	PORTSMOUTH CITY PUBLIC SCHOOLS	\$	370,000.00
122	RADFORD CITY PUBLIC SCHOOLS	\$	-
123	RICHMOND CITY PUBLIC SCHOOLS	\$	1,732,500.00
124	ROANOKE CITY PUBLIC SCHOOLS	\$	30,000.00
126	STAUNTON CITY PUBLIC SCHOOLS	\$	5,000.00
127	SUFFOLK CITY PUBLIC SCHOOLS	\$	70,000.00
128	VIRGINIA BEACH CITY PUBLIC SCHOOLS	\$	3,677,500.00
130	WAYNESBORO CITY PUBLIC SCHOOLS	\$	55,000.00
131	WILLIAMSBURG-JAMES CITY COUNTY PUBLIC SCHOOLS	\$	-
132	WINCHESTER CITY PUBLIC SCHOOLS	\$	30,000.00



135	FRANKLIN CITY PUBLIC SCHOOLS	\$	30,000.00
136	CHESAPEAKE CITY PUBLIC SCHOOLS	\$	40,000.00
137	LEXINGTON CITY PUBLIC SCHOOLS	\$	-
139	SALEM CITY PUBLIC SCHOOLS	\$	-
142	POQUOSON CITY PUBLIC SCHOOLS	\$	167,500.00
143	MANASSAS CITY PUBLIC SCHOOLS	\$	-
144	MANASSAS PARK CITY PUBLIC SCHOOLS	\$	15,000.00
202	TOWN OF COLONIAL BEACH PUBLIC SCHOOLS	\$	-
207	TOWN OF WEST POINT PUBLIC SCHOOLS	\$	-
		<b>Total</b>	\$ 11,500,000.00

**END OF WORKSHEET**

Attachment C  
Superintendent's Memo #083-22  
April 15, 2022

Virginia Department of Education  
Recruitment Incentive for Public Education (RIPE)  
Terms of FY 2022 Grant Award

**Grant Details:**

- **Authorized by:** Virginia Department of Education (VDOE)
- **Recipient and Grant Award Amount:** The recipients and grant award amounts for the FY 2022 Recruitment Incentive for Public Education Award are specified in the Superintendent's Memorandum #083-22, April 15, 2022.
- **Grant Authority:** This grant is authorized under the Elementary and Secondary School Emergency Relief (ESSER III) Fund under the American Rescue Plan Act of 2021 and Item 479.20 D.2.b. of Chapter 1, 2021 Special Session II
- **Fund Source:** Federal
- **Grant Award Number:** S425U210008
- **Project Code:** APE40299
- **Grant Award Type:** Federal Fiscal Year 2021
- **Catalog of Federal Domestic Assistance (CFDA) Number:** 84.425U

**Award Period:**

The period of this award will be March 24, 2021 through September 30, 2023.

**Terms and Conditions:**

Eligible teachers must be hired to fill a reported vacancy in an instructional position in a Virginia public school division between August 15, 2021 and November 15, 2021. Individuals who are employed by a local school division in Virginia as of July 1, 2021, who accept an otherwise qualifying position in another local school division are not eligible for this incentive. Individuals employed by a local school division as of July 1, 2021, who transfer from a non-hard-to-staff school to a hard-to-staff school within the same division, are eligible for this incentive. An eligible teacher will receive a \$2,500 incentive award for filling a non-hard-to-staff position, or an incentive award of \$5,000 for a hard-to-staff position. School divisions will provide half of the incentive payment to the individual no earlier than January 1, 2022 and provide the balance of the full amount to the individual no earlier than May 1, 2022, provided the individual receive a satisfactory performance evaluation and provides a written commitment to return to the same school for the 2022-2023 school year.

Grant recipients are responsible for: 1) adhering to the ESSER III Fund provisions outlined in the ARP Act; 2) adhering to the regulations in the United States Department of Education's General Administrative Regulations (EDGAR) in 34 of the Code of the Federal Regulations (CFR); and 3) adhering to the regulations in 2 CFR 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. Please refer to EDGAR and CFR documents for additional information.

**Reimbursement Instructions:**

School divisions awarded RIPE funds will be provided funding on a cost reimbursement basis. Budget transfer requests and reimbursement requests will be processed through the Virginia Department of Education's Online Management of Education Grant Awards system, OMEGA. Reimbursement requests must be received no later than June 3, 2022. The incentive awards are taxable to the recipient, and the school division is responsible for ensuring all taxes are remitted.

Reimbursements may be processed once funds are distributed from Object Code 0000 to the other object codes in OMEGA. To distribute amounts from Object Code 0000, the OMEGA budget originator needs to submit a budget transfer request by selecting "Change my object code budget:" from the "I want to..." list. Funds will be available for reimbursement when the budget transfer has been approved by all required reviewer levels and the transfer has the status "Transfer Completed." For assistance with OMEGA, please contact OMEGA Support at (804)371-0993 or [OMEGA.support@doe.virginia.gov](mailto:OMEGA.support@doe.virginia.gov).

All copyright and patent rights to all papers, reports, forms, materials, creations, or inventions created or developed in the performance of this grant/subgrant award ("the Intellectual Property") shall become the sole property of the Virginia Department of Education. See Attachment A "Additional DOE Special Terms and Conditions" required for this grant.