



**COMMONWEALTH of VIRGINIA**  
DEPARTMENT OF EDUCATION

**DATE:** April 7, 2023

**TO:** Division Superintendents

**FROM:** Aimee Guidera, Acting Superintendent of Public Instruction and Secretary of Education

**SUBJECT:** **Recruitment Incentive for Public Education (RIPE) - FY 2023 Division Awards**

[Superintendent's Memo #176-22](#) announced the Recruitment Incentive for Public Education (RIPE) to support recruitment efforts for school divisions hiring to fill certain instructional positions. The fiscal year 2023 school division awards for RIPE 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 are provided in **Attachment C**. The grant award period will end August 31, 2023. The RIPE awards are funded by federal Coronavirus State and Local Fiscal Recovery Funds.

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 2022-2023 school year, and provided a written commitment to return to the same school for the 2023-2024 school year. **The verification report must be submitted by May 12, 2023.**

For questions regarding the Recruitment Incentive for Public Education please contact Shawna LeBlond, Grants Manager, at (804) 692-0172 or [Shawna.LeBlond@doe.virginia.gov](mailto:Shawna.LeBlond@doe.virginia.gov).

AG/sl

**Attachments:**

- A. [Additional Required Special Terms and Conditions for Grant Awards or Cooperative Agreements](#) (Word)
- B. [Division Awards for the Recruitment Incentive for Public Education](#) (Excel)
- C. [Terms of Grant Award](#) (Word)