



**#176-22**

**Commonwealth of Virginia  
Virginia Department of Education  
Superintendent's Memo #176-22**

DATE: August 12, 2022  
TO: Division Superintendents  
FROM: Jillian Balow, Superintendent of Public Instruction  
SUBJECT: **Recruitment Incentive for Public Education (RIPE)**

The 2022 Special Session I of the General Assembly appropriated federal funding for fiscal year 2023 to support recruitment efforts for school divisions hiring to fill instructional positions between August 15, 2022, and November 30, 2022. 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 2022-2023 school year, by school. Priority for distribution of these incentives will 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 [2021-2022 Free and Reduced Lunch Eligibility Report](#).

Please note that the usual national school lunch program did not operate during the 2021-2022 school year, resulting in no free and reduced lunch eligibility data for 2021-2022. The RIPE application will use the 2019-2020 free and reduced eligibility data as proxy data for the 2022-2023 school year.

Eligible teachers must be hired in an instructional position in a Virginia public school division between August 15, 2022 and November 30, 2022. Individuals who are employed by a local

school division in Virginia as of July 1, 2022, 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, 2022, 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, 2023 and provide the balance of the full amount to the individual no earlier than May 1, 2023, provided the individual receives a satisfactory performance evaluation and provides a written commitment to return to the same school for the 2023-2024 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 2022-2023 must be submitted between Monday, August 15, 2022 and Wednesday, August 31, 2022, 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 Shawna LeBlond, Grants Specialist, at (804) 692-0172 or [Shawna.LeBlond@doe.virginia.gov](mailto:Shawna.LeBlond@doe.virginia.gov).

JB/JJ/sl