



## **ATTENTION**

Today's webinar will focus specifically on TRRG grants available to ***schools/school districts employing 6-12<sup>th</sup> grade educators.***

TRRG grants available to appropriately licensed Childcare Centers and Preschools will be discussed in a future webinar.

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1

## **American Rescue Plan Act (ARPA)**



### **Teachers Recruitment and Retention Grant (TRRG)**

**Program Design and Delivery of Funds  
Allocated to the Nebraska Department  
of Labor under LB 1014**

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The American Rescue Plan Act created the Coronavirus State Fiscal Recovery Fund (CSFRF) to provide states with resources to respond to the economic impact of the COVID-19 pandemic.

### CSFRF Objectives

- 1 Respond to COVID-19 and its negative impact on:
  - Households
  - Small businesses
  - Nonprofits
  - Specific industries
- 2 Provide better wages to essential workers
- 3 Assist underemployed and unemployed individuals achieve reemployment
- 4 Create retention incentives

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## Legislative Bill 1014

LB1014 2022	LB1014 2022
LEGISLATURE OF NEBRASKA ONE HUNDRED SEVENTH LEGISLATURE SECOND SESSION <b>LEGISLATIVE BILL 1014</b> FINAL READING (SECOND)	
Introduced by Speaker Hilgers, Z1; at the request of the Governor. Read first time January 13, 2022 Committee: Appropriations	

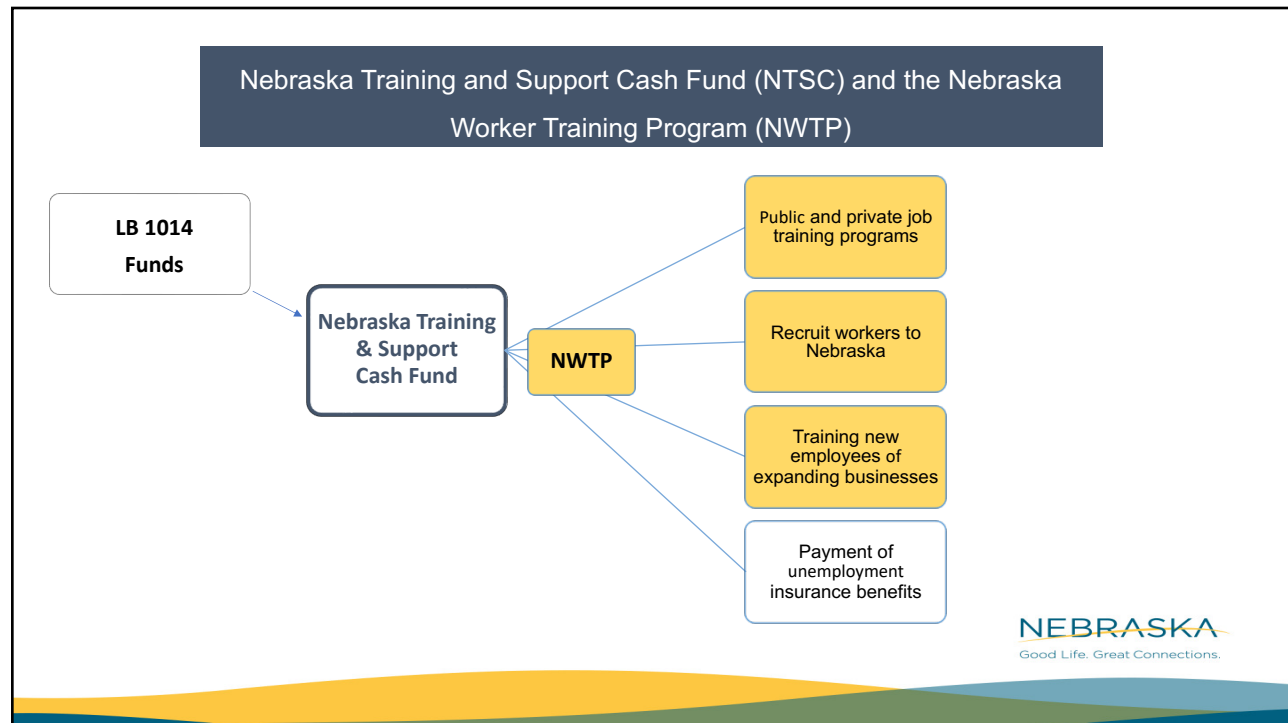
  

LB1014 2022	LB1014 2022
1 Department, Agency No. 31, Program No. 191, as identified in section 34 2 of this act. 3 Sec. 15. AGENCY NO. 23 - DEPARTMENT OF LABOR 4 Program No. 31 - Division of Employment 5 6 7 8 9 10 11 12 13 14 15	
6 FEDERAL FUND 7 PROGRAM TOTAL	FY2021-22 -0. -0. 10,000,000 10,000,000
There is included in the appropriation to this program for FY2022-23 \$10,000,000 Federal Funds for state aid, which shall only be used for such purpose. There is included in the amount shown as aid for this program for FY2022-23 \$10,000,000 Federal Funds for worker training programs administered by the Department of Labor and distributed through the recommendation of the Nebraska Worker Training Board pursuant to the guidelines established in section 48-822.03.	

Appropriated **\$10M** in CSFRF to the Nebraska Department of Labor for worker training programs administered by the Department and distributed through the recommendation of the Nebraska Worker Training Board (NWTB)

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5

**ARPA Programs**

Program	Title	Summary	Budget
1	Teacher Recruitment and Retention Grant (TRRG)	Premium Pay	\$4M
2	Nursing Recruitment and Retention Grant (NRRG)	Premium Pay	\$4M
3	Workforce Development Grant (WDG)	Employment & Training Grants	\$2M
4	Transfer to Unemployment Trust Fund	*Contingency	\$0M

**Note:** The NWTB may reallocate funds amongst TRRG, NRRG, and WDG if the amount of approved grant applications received on or before October 2, 2023 in a program category is less than the amount of funds allocated to that program category.

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6

## TRRG Overview

\$4M allocated for grants to educational employers and childcare providers to provide premium pay to support recruitment and retention of:

(A) **Educators** in the subject areas of **mathematics, science, and career and technical education (CTE)**; and

(B) **Childcare and Early Childhood Education** providers



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7

## TRRG Eligibility (Educators)

### Applicant Eligibility Requirements

- Applicant must be a **school or school district** providing in-person instruction for **middle-school or high-school** students in Nebraska. The applicant must also:
  - Have experienced challenges hiring or retaining teachers due to the COVID-19 pandemic; and
  - Demonstrate a commitment to provide training and professional development during the 2022-2023 and 2023-2024 school years to support retention of employees in Premium Pay Eligible Position(s)

### Premium Pay (PP) Eligible Position Requirements

PP-Eligible Positions for Educators must meet the following criteria:

- Provide eligible services in-person as an employee of a recipient school or school district
  - Middle School and/or High School (Grades 6-12)
  - Math, Science, or CTE

### Premium Pay (PP) Recipient Eligibility Requirements

- Begin working in the PP-Eligible Position no later than **September 1, 2023**;
- Remain working in the PP-Eligible Position at the same employer through the PP certification date of **January 9, 2024**; and
- As of the PP Certification date, the individual must be under contract to teach in the same PP-Eligible Position through the end of the 2023-2024 school year
- **Note:** Individuals total pay from 2023 must not be more than \$78,165.00 (150% of SAW).

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8

## TRRG Eligibility (Childcare and Early Childhood Education Providers)

**Applicant Eligibility Requirements**

- Applicant must be a **Childcare Center** or **Preschool** facility licensed by the Nebraska Department of Health and Human Services (DHHS) The applicant must also:
  - Have experienced challenges hiring or retaining teachers due to the COVID-19 pandemic; and
  - Demonstrate a commitment to provide training and professional development during the 2022-2023 and 2023-2024 school years to support retention of employees in Premium Pay Eligible Position(s)

**Premium Pay (PP) Eligible Position Requirements**

PP-Eligible Positions for Childcare and Early Childhood Education (ECE) Providers must meet the following criteria:

- Provide in-person Childcare or ECE services; and
- Services must be provided at a Childcare Center or Preschool facility appropriately licensed by DHHS.

**Premium Pay (PP) Recipient Eligibility Requirements**

- Begin working in the PP-Eligible Position no later than **September 1, 2023**;
- Remain working in the PP-Eligible Position at the same employer through the PP certification date of **January 9, 2024**; and
- As of the PP Certification date, the individual must be under contract to teach in the same PP-Eligible Position through the end of the 2023-2024 school year
- **Note:** Individuals total pay from 2023 must not be more than \$78,165.00 (150% of SAW).

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9

## TRRG – Premium Pay-Scale

Tier	Individual in Position	Payment
I	On/Before December 31st, 2022	<b>\$2,500</b>
II	January 1 <sup>st</sup> to September 1 <sup>st</sup> , 2023	<b>\$1,250</b>

**Note:** The TRRG Premium Pay-Scale is the same for all PP-Eligible Positions

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10

## TRRG – Application Process

1. Applicants will apply for an TRRG award using the application form provided by NDOL through the application portal located at [dol.nebraska.gov](https://dol.nebraska.gov). Applications function as requests to reserve a specific amount of grant funds per applicant.
  - The application form requires the applicant to answer and attest to a series of questions relevant to program eligibility and design, including information about each PP eligible position requested, such as the amount of PP requested for each position and if each position is vacant or occupied at the time of application.
  - Requests for technical assistance should be submitted to [NDOL.ARP@nebraska.gov](mailto:NDOL.ARP@nebraska.gov)
2. If all funds are not reserved by **January 1, 2023**, ARPA program guidelines may be amended to expand eligibility pay to other educational employees.
3. The application period ends no later than **October 2<sup>nd</sup>, 2023**.



11

## TRRG – Application Selection Process and Initial Award Notification

1. An **Evaluation Committee**, designated by the Commissioner of Labor, will review applications on a rolling basis to verify eligibility requirements of applicants and premium pay positions.
2. Based on the review of the evaluation committee and the availability of allocated funds, the Commissioner will make recommendations for TRRG awards to the Nebraska Worker Training Board (NWTB) giving priority to eligible applications filed earliest.
3. The **NWTB** will review the Commissioner's recommended NRRG awards for compliance with [program guidelines](#). The NWTB will vote on awards recommended by the Commissioner during its [scheduled](#) quarterly meetings, or more frequently if determined necessary.
4. Once approved by the NWTB, **Initial Award Notifications** will be issued to recipient employers identifying amount of PP reserved, the positions for which PP has been reserved, and the amount of PP reserved for each position. Applications determined ineligible or not approved by the NWTB will receive notification accordingly.



12

## TRRG – Reporting Process

### Quarterly Report

Employers must submit a report to NDOL within **15 days** of the end of each calendar quarter using a form and method prescribed by the Department. Quarterly reports identify whether the PP eligible position was filled or vacant. For filled positions, employers will provide information about the worker in the position (as specified by NDOL). Recipients who do not submit quarterly reports in a timely fashion may be subject initial award de-obligation or termination.

### Certification Report

On or before **January 15<sup>th</sup>, 2024** each recipient employer must submit a PP Certification using a form and manner prescribed by NDOL. The Certification form is utilized to verify the recipient met eligibility requirements as of the PP Certification Date (**January 9<sup>th</sup>, 2024**). The form includes reporting information and documentation, as specified by the Department, to determine the total amount of eligible premium pay



13

## TRRG – Final Award Notice and Payment

1. Upon reviewing the Certification Report, NDOL will issue a **Final Award Notice** that identifies the total amount of funds being awarded and the total premium pay that should be paid to each worker.

2. Funds are transferred to the recipient employer to fund premium pay for the approved workers.

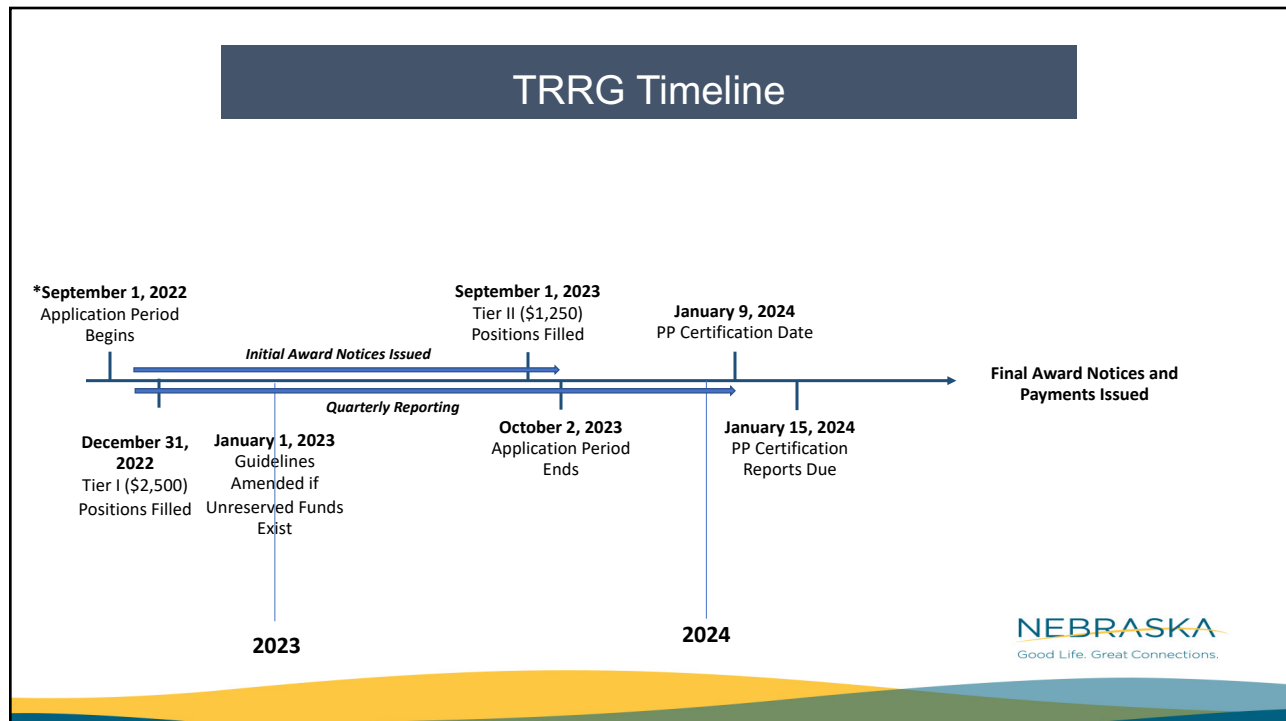
NOTE: Transfer of funds between the Department and recipient employer will occur only through **Electronic Funds Transfer (EFT)**.

3. Recipient employer pays **lump-sum premium payments** to each eligible worker as specified in the Final Award Notice.

NOTE: PP wages must be in addition to, and not replace, compensation the worker would have otherwise received. PP is taxable as wage income. Employers are encouraged to treat PP earned by the employee just as they would other wage income and withhold from the additional pay any required taxes.



14



15

## TRRG – Quality Control



As a condition of award, TRRG recipients must agree to cooperate with any quality control (monitoring, auditing, or oversight) activities determined by NDOL or other lawful entities

Quality control activities may occur from the date of application until December 31, 2026

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16



## TRRG – Frequently Asked Questions

**Q: What grades are considered middle school?**

A: The Department recognizes that middle school grades vary across the state. Educators teaching students between the 6<sup>th</sup> and 12<sup>th</sup> grade are considered eligible.

**Q: What if an educator teaches students in multiple grades or subjects?**

A: If the educator teaches math, science, or CTE to students in 6<sup>th</sup> through 12<sup>th</sup> grade there are no PP-Eligible Position eligibility concerns.

**Q: Can an educator who changes the grade or subjects taught during the retention period remain eligible for PP?**

A: If the educator teaches math, science, or CTE to students in 6<sup>th</sup> through 12<sup>th</sup> grade with the applicant employer there are no PP-Eligible Position eligibility concerns.

**Q: Are private schools or school districts eligible to apply?**

A: Yes, if all other applicant eligibility requirements are met.

**Q: What facility licenses are eligible for childcare and early childhood education providers?**

A: Providers who operate a facility licensed as a Childcare Center or Preschool by DHHS are eligible.

**Q: Are facilities licensed as Family Childcare Home I, Family Childcare Home II, or School Age Only eligible?**

A: No. Only facilities licensed as Childcare Centers and Preschools by DHHS are eligible.

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17

## Questions?

Applicants, recipients, and other stakeholders should contact the Department for technical assistance or program questions at:

[NDOL.ARPA@nebraska.gov](mailto:NDOL.ARPA@nebraska.gov)



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18