

LEGISLATURE OF NEBRASKA  
ONE HUNDRED EIGHTH LEGISLATURE  
FIRST SESSION

**LEGISLATIVE BILL 385**

Introduced by Linehan, 39; Brandt, 32.

Read first time January 12, 2023

Committee: Education

- 1 A BILL FOR AN ACT relating to education; to adopt the Nebraska Teacher
- 2 Recruitment and Retention Act.
- 3 Be it enacted by the people of the State of Nebraska,

1           Section 1. This act shall be known and may be cited as the Nebraska  
2 Teacher Recruitment and Retention Act.

3           Sec. 2. The purpose of the Nebraska Teacher Recruitment and  
4 Retention Act is to provide financial incentives to recruit and retain  
5 teachers in Nebraska classrooms.

6           Sec. 3. For purposes of the Nebraska Teacher Recruitment and  
7 Retention Act:

8           (1) Department means the State Department of Education;

9           (2) Grant means a grant for teacher recruitment and retention  
10 payments under the Nebraska Teacher Recruitment and Retention Act; and

11           (3) Teacher means a person who holds a valid certificate to teach in  
12 Nebraska issued by the Commissioner of Education and is employed in  
13 Nebraska for the instruction of students in elementary or high school  
14 grades.

15           Sec. 4. (1) Individual teachers may apply to the department for a  
16 grant. The department shall not prioritize a grant based upon the school  
17 where the applicant teaches.

18           (2) A teacher is eligible to apply for:

19           (a) A recruitment grant if the teacher has completed such teacher's  
20 first complete school year of full-time employment as a teacher at a  
21 Nebraska school in school years 2023-24, 2024-25, 2025-26, or 2026-27;

22           (b) A retention two grant if the teacher has completed such  
23 teacher's second complete school year of full-time employment as a  
24 teacher at a Nebraska school in school years 2023-24, 2024-25, 2025-26,  
25 or 2026-27.

26           (c) A retention three grant if the teacher has completed such  
27 teacher's third complete school year of full-time employment as a teacher  
28 at a Nebraska school in school years 2023-24, 2024-25, 2025-26, or  
29 2026-27.

30           (d) A high-need retention grant if a teacher completes a  
31 certification in special education, mathematics, science, technology, or

1 dual credit and completes a school year of full-time employment as a  
2 teacher at a Nebraska school in school years 2024-25, 2025-26, or  
3 2026-27.

4       Sec. 5. It is the intent of the Legislature to encourage individual  
5 schools and school districts to adopt policies incentivizing teacher  
6 recruitment and retention through policies similar to the Nebraska  
7 Teacher Recruitment and Retention Act. Teachers at schools not adopting a  
8 recruitment and retention policy shall not be prohibited from receiving a  
9 grant under the Nebraska Teacher Recruitment and Retention Act.

10       Sec. 6. It is the intent of the Legislature to appropriate ten  
11 million dollars from the General Fund to the Nebraska Teacher Recruitment  
12 and Retention Act. Each grant shall be five thousand dollars.

13       Sec. 7. The State Board of Education may adopt and promulgate rules  
14 and regulations to carry out the Nebraska Teacher Recruitment and  
15 Retention Act.

16       Sec. 8. The Nebraska Teacher Recruitment and Retention Act  
17 terminates on January 1, 2028.