



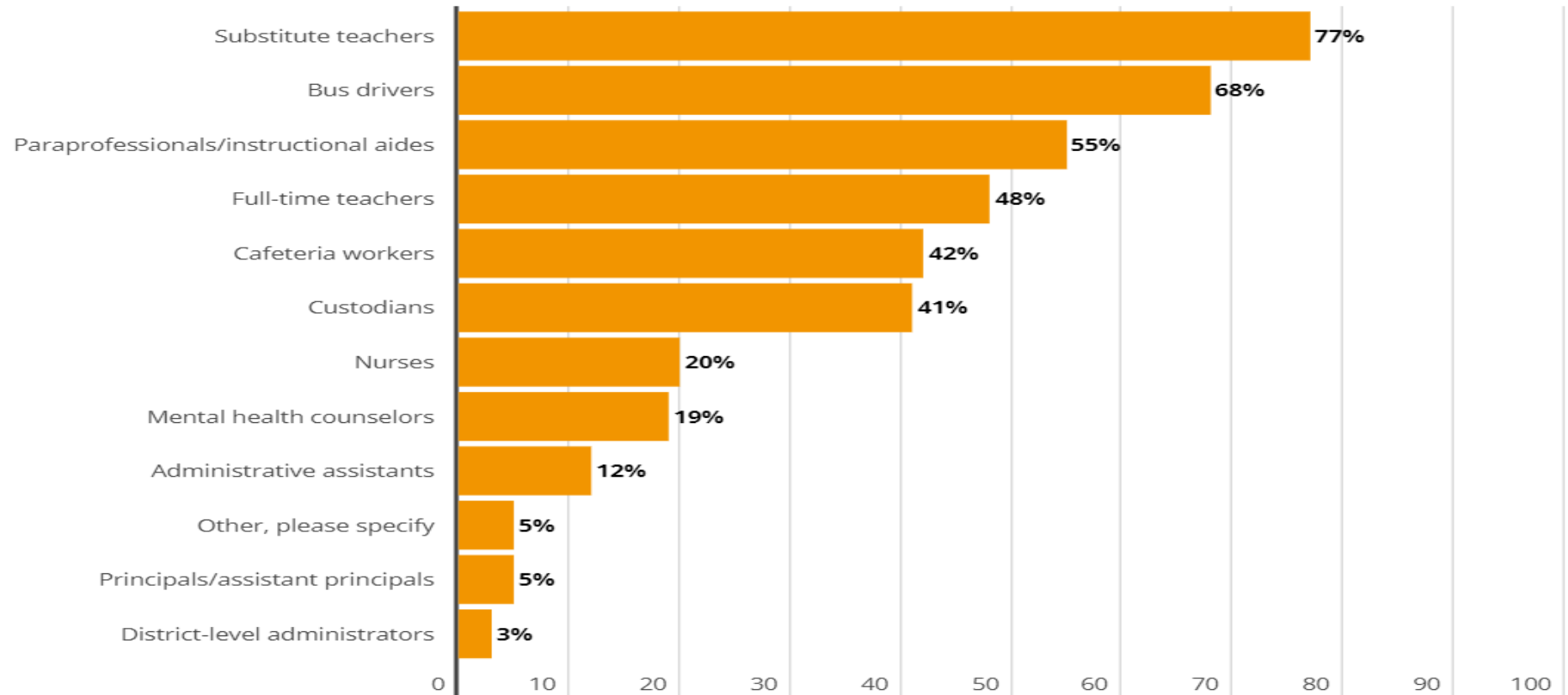
Using American Rescue Plan Funds and Other Federal Supports to Address State and Local Teacher and School Staff Labor Shortages

Part 2: Staff Shortages

DEPARTMENT OF EDUCATION
DEPARTMENT OF TREASURY
October 28, 2021



Since the start of the school year, my district and/or school has struggled to hire a sufficient number of: Select all that apply.



[Download data](#)

**Respondents are principals and district leaders.*

SOURCE: EdWeek Research Center survey, 2021





Why this Matters

- Protracted bus routes and crowded vehicles
- School closures and unnecessary shifts to virtual instruction
- Lack of physical and mental health services for students
- Lack of transportation for students and additional burden on families for transportation
- Lack of food services for students





Contributing Causes

- Compensation and minimal benefits
- Poor working conditions, including scheduling
- Concerns about the health risks of working in and around unvaccinated children
- Pipeline





Effective Approaches

- Increasing compensation (pay and benefits)
- Providing flexibility for retirees and staff licensed in other states
- Providing targeted incentives
- Supporting school staff well-being





State and Local Examples: Student Support Personnel

- The Oklahoma State Department of Education hired new school counselors, mental health professionals, and recreational therapists
- Nevada is reserving \$7.5 million of ARP funds to hire 100 school-based mental health professionals
- Minnesota will use ARP ESSER funds to support districts and charters in hiring licensed school counselors, school nurses, school social workers, and school psychologists to help provide early responses to support students' social-emotional and mental health





State and Local Examples: Transportation

Bus Drivers

- A Montana district is offering \$4,000 bonuses and allowing people to test drive the buses.
- Jordan School District (UT) has raised the bus driver starting pay to more than \$21 per hour and will pay for the required training and CDL license.
- New York State developed a multi-agency plan to address the state's driver shortage, including recruitment efforts for unemployed and non-school CDL holders, additional CDL test sessions, and other expedited CDL process amendments.
- Massachusetts and Ohio have activated their National Guard to help mitigate bus driver shortages.





State and Local Examples: Transportation

Public Transportation

- Prince George's County Public Schools has [created a program for middle and high school students with TheBus](#), a county bus service that offers 28 different routes for residents throughout the county.
- In a pilot program, [Los Angeles students](#) will be allowed to take unlimited Metro bus and train rides at no cost.
- [Clark County School District](#) announced the "Ride On" program. High schoolers will take public transit to and from campus. The transportation commission has agreed to have security officers patrol bus stops and transit enters to ensure safety.





State and Local Examples: Transportation

Direct Family Support

- Portland Public Schools has begun offering \$300 stipends to families impacted by school bus route cancellations and have contracted local taxi and ride-service companies to fill driver shortage gaps.
- In Greenville, South Carolina, the district set up a hot-line to help coordinate parent carpools to relieve pressure from overburden drivers and over-capacity routes.
- In New York, a local community group named “The Bus Stop,” launched a new campaign and a GoFundMe to organize parents and other eligible drivers to help the Rochester City School District cover bus driver shortages.
- The School District of Philadelphia has launched the Parent Flat Rate Program will now give parents \$300 per month (\$3,000 for the school year) to transporting their children to and from school. They also offer the option for families to receive \$150 per month (\$1,500 for the school year) for transporting their children to school in the morning only, but still utilizing bus, van or cab service in the afternoon.
- Camden City School District offers families \$1000 to transport their children to and from school for the 2021-2022 school year.





State and Local Examples: Lunch workers and Custodians

- Waco ISD in Texas will give custodians and cafeteria workers up to \$1,000 in bonuses. Custodians and cafeteria workers will also receive retention bonuses based on years served with Waco ISD.
- North Carolina is using ESSER II funds to help local school nutrition operations across North Carolina recruit and retain needed staff.





Department of Education Resources





Federal Resources to Address Educator Shortages

- The American Rescue Plan Act.
 - Ensuring that States address their strategies for supporting the educator workforce in the creation of their State plans.
 - Encouraging the use of pandemic recovery funds to address staffing shortages in order to meet students' needs during this critical period.
- Additional investments in the educator pipeline.



U.S. DEPARTMENT OF THE TREASURY

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October 2021



Ways to Address School Shortages with SLFRF

State and Local Fiscal Recovery Funds Overview

The American Rescue Plan Act of 2021 created the Coronavirus State and Local Fiscal Recovery Funds (SLFRF) program to deliver \$350 billion to states, territories, municipalities, counties, and Tribal governments.

Recipients may use SLFRF in several independent categories:

- To respond to **public health and negative economic impacts** caused by the pandemic
- To provide **premium pay** to eligible workers performing essential work during the COVID-19 public health emergency
- For the provision of **government services** to the extent of revenue loss experienced by the recipient
- To make necessary investments in **water, sewer, or broadband infrastructure**.

Permissible Uses

There are four primary ways that recipient governments might use SLFRF to help schools address shortages:

- Rehiring public sector workers up to pre-pandemic levels;
- Providing assistance to disproportionately impacted schools
- Awarding premium pay to school employees
- Providing government services, including educational services

Rehiring Public Sector Workers

Under the public health and negative economic impacts provision:

- Recipients may use SLFRF for:
 - Payroll
 - Covered benefits
 - Other costs associated with rehiring public sector staff up to the pre-pandemic staffing level of the government
- Public sector staff can include teachers and other school staff

Assistance to Disproportionately Impacted Schools

Recipients may use SLFRF to provide services to populations that were disproportionately impacted by the COVID–19 pandemic by addressing educational disparities. Services may include:

- New, expanded, or enhanced **early learning services**
- Providing **assistance to high-poverty school districts** to advance equitable funding across districts and geographies
- **Evidenced-based educational services and practices to address the academic needs of students**
- **Evidenced-based practices to address the social, emotional, and mental health needs of students**

Premium Pay

Recipients may use Fiscal Recovery Funds to award premium pay to teachers and other school support staff (e.g., bus drivers, administrative support).

To receive premium pay, an employee must:

- Work in certain sector/occupation including education
- Perform work in person
- Be deemed to be “responding to” the pandemic

Premium pay may be up to **\$13 per hour** but **cannot exceed \$25,000** over the covered period (March 3, 2021-December 31, 2024).

Government Services

Recipients that experienced a decline in revenue may use some of their allocation to support “government services.”

Government services includes (but is not limited to):

- School or educational services
- Public safety services

SLFRF Resources



For More Information:

Please visit Treasury's State & Local website at www.treasury.gov/SLFRP

For Media Inquiries:

Please contact the U.S. Treasury Press Office at (202) 622-2960

For General Inquiries:

Please email SLFRP@treasury.gov

Qualified Pension Plan Benefit Distributions

IRS FAQs Address Pension Benefit Distributions: Retirees and In-Service

To help employers address COVID-related labor shortages, the IRS recently issued FAQs providing technical guidance to public and private employers that sponsor pension plans

- Employers with unforeseen hiring needs generally can rehire a former employee, even if the employee has retired and begun receiving pension benefit distributions
- Employer-sponsored pension plans may include provisions that make retirement distributions available to existing employees who have reached age 59 ½ or the plan's normal retirement age



Moderated Discussion





**U.S. Department
of Education**



Q&A