

Teachers of Tomorrow Recruitment Incentive Program 2022-2025 Program Details and Eligibility Requirements

The Teachers of Tomorrow (TOT) Recruitment Incentive Program awards eligible, newly hired teachers a one-time award of \$3,400 for one year of service at a TOT-eligible school. **This program is designed to encourage talented, newly hired educators to teach where they are needed the most.**

Frequently Asked Questions

1. What are the requirements for TOT recipients?

- Be a newly hired, full-time, certified classroom teacher.
- Have no prior full-time teaching experience in NYC Public Schools.
- Have not benefited from NYCPS financial assistance to obtain certification.
- Serve for a full year in a TOT-eligible school (no break in service).
- Return to that school the following fall.
- Receive an Effective or Highly Effective rating.

See page 2 for more detailed eligibility requirements for TOT recipients.

2. Which schools are eligible for TOT?

Please [click here](#) to review the current list of TOT schools or visit <https://teachnyc.net/about-our-schools/financial-incentives>, which includes continuous improvement [schools](#) determined by NY State Education Department. The TOT program is contingent on annual funding provided by NYSED, and the list of NYCPS TOT-eligible schools may be updated annually. School eligibility in one year does not indicate eligibility in subsequent years.

3. When will teachers be notified if they are eligible for an award?

- Teachers will be notified of their preliminary eligibility for the award by the end of the school year.
- Preliminarily eligible teachers will be notified about their final award status by December of their second year of teaching.
- Eligible TOT teachers should expect to receive their TOT award in the following pay periods after receiving a confirmation email from the TOT Program Team.
- Payment may be delayed if the recipient is not registered for direct deposit.

4. Where can schools and teachers direct questions about the program?

Please email the TOT program at teachersoftomorrow@schools.nyc.gov.

Detailed Eligibility Requirements

For a teacher to be eligible for a TOT award, they must meet all the following criteria:

1. Be a newly hired, certified classroom teacher (no prior employment as a full-time teacher with NYC Public Schools prior). Teachers must have been hired at an eligible TOT school by September of the school year to qualify.
2. Hold transitional, provisional, conditional, initial, professional, or permanent NYS certification in the area for which you are teaching. Teachers with internship certification are ineligible.
3. Have not benefited from any NYCPS program that provides financial assistance in obtaining certification, such as:

New York City Teaching Fellows	Start Urban Teacher	NYC Teaching
Teach for America	Residency	Collaborative
Success Via	New Visions Urban	Jose P Loan Forgiveness
Apprenticeship	Teacher Residency	Program
	Lincoln Center Scholars	Scholarship Program
4. Serve in an eligible school indicated on the [TOT school list](#) as a full-time, appointed teacher.
5. Complete one full school year (September-June) of teaching and return to the same school the following school year. Teachers who take a leave of absence during the school year are ineligible.
6. Receive an “Effective or Highly Effective” rating for the first of teaching (or “Satisfactory” for those individuals who will not be evaluated on a ‘HEDI’ rating scale).
 - This change is due to state guidance, based on the new teacher evaluation and development system in New York City as required by Education Law 3012-c.