

Date: November 10, 2020  
To: Planning and Oversight Committee  
From: Samantha Tobias-Espinosa, Asst. Superintendent, Human Resources  
Re: Proposed Changes to BERRA 5% Plan for 2020-21

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The following change to the P&O and Board-Approved plan is being brought to the Planning and Oversight Committee for information.

Following is an excerpt from the approved budget, noting the changes:

<u>Recruitment and Support for Hard to Fill Positions</u>	<u>\$130,000</u>
● Recruitment Support	\$25,000
● Attract & Retain Teachers of Color	\$60,000
● Educators of Color Network Support	\$30,000
● <del>Special Education Residency Program</del> <b>Stipends</b>	\$20,000

~~...In order to qualify for State funds, a \$20,000 match would allow BUSD to support an intern in a paid teaching position while they complete their special education teaching credential, leading to a filled position in this particularly hard-to-fill area.~~

**New Language:**

BUSD is unable to apply for the state grant that would have been matched by these funds, as it was “swept” in the State Budget. We propose using these \$20,000 to support stipends for the teachers who mentor or otherwise support the teachers in programs that support developing teachers, including Berkeley's Pathway to Achieve Credentialed Teachers (BPACT), Berkeley Peer Assistance and Review (BPAR), and teacher intern programs. These stipends will allow us to better support new teachers who do not qualify for our New Teacher Induction Program (formerly BTSA), or veteran teachers who are struggling. We also propose leaving these stipends open to support such as through Trellis Education, which funds professional development directed toward an “excellent and representative” teaching force in STEM education.

NOTE from Director of BSEP, Natasha Beery:

While this change in allocation of \$20,000 is not substantial within the larger \$405,000 budget, it does represent just over 15% of the segment devoted to “support for hard to fill positions” and is a redirection from support for Special Education toward support for developing teachers in general, as well as possible support for STEM teaching, both of which are part of the larger scope of the BERRA efforts. If the P&O prefers this be taken for action, with a second reading by the Steering Committee on 11/17, this could be discussed.