



# Berkeley Educator Recruitment and Retention Act

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## Annual Report FY 2020-21

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# Berkeley Educator Recruitment and Retention Act Measure E of 2020

## **An educator recruitment and retention crisis was affecting our students:**

- The 19-20 school year opened with many teaching, Special Ed and paraprofessional positions unfilled.

## **BUSD salaries were not competitive with area districts:**

- BUSD was ranked #16 out of 18 on experienced teacher salary scales;
- Other districts have LCFF “concentration” dollars (not applicable to BUSD) or use targeted special taxes; Berkeley’s tax funds provide libraries, small class sizes, counselors, music programs, facility repairs and other essentials but cannot be “swept” to address other needs.

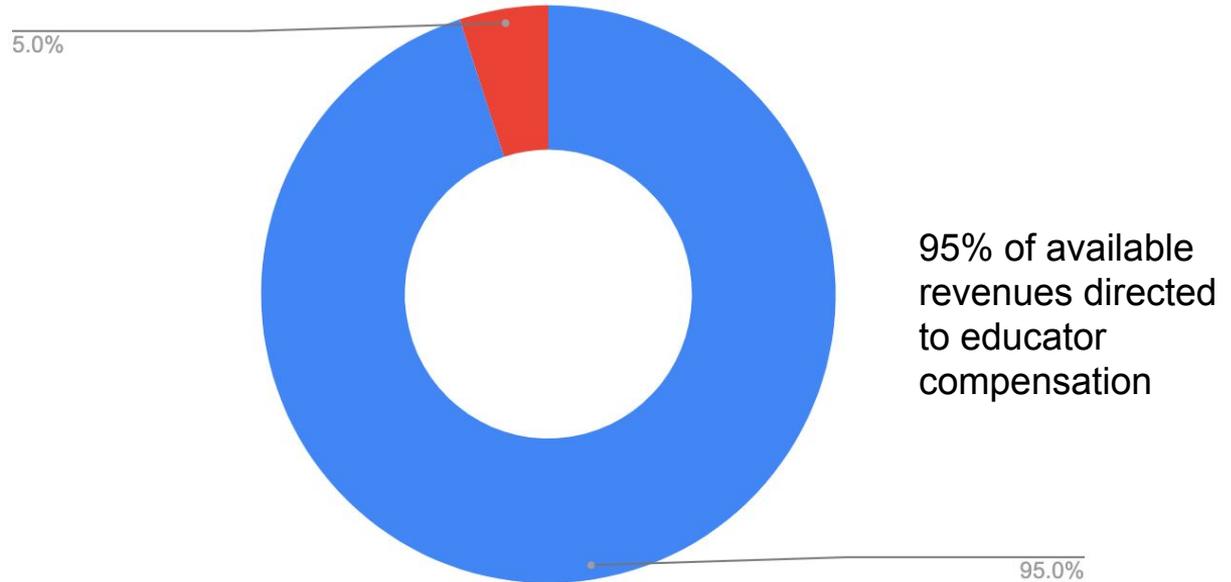
## **Designated funding strengthens salaries and professional pathways so that:**

- Berkeley students benefit from a dedicated team of highly qualified and appropriately compensated professionals.

# Berkeley Educator Recruitment and Retention Act Measure E of 2020

5% of available revenues to be directed to BUSD programs designed to recruit staff for hard-to-fill positions such as Special Education, STEM, and increase staff development and pathways

BERRA Measure E of 2020



First passed in March, 2020, with 80.51% approval.  
Tax rate designed to yield about \$9.5 million in annual revenue

# Employee Compensation

Schedule 17 (Secondary Teachers)	2019-2020 (Pre-BERRA)	2020-2021 (Without BERRA)	2020-2021 (With BERRA)	2021-2022 (Without BERRA)	2021-2022 (With BERRA)
		2.5% increase		1% Increase	
<b>Column 2 (BA +Credential)</b>					
Step 1	53,274.00	54,606.00	58,335.00	55,152.00	58,880.00
Step 5	58,046.00	59,497.00	63,560.00	60,092.00	64,154.00
Step 10	58,614.00	60,079.00	64,182.00	60,680.00	64,782.00
Step 15	60,533.00	62,046.00	66,284.00	62,666.00	66,903.00
Step 20	63,040.00	64,616.00	69,029.00	65,262.00	69,674.00
Step 23	63,040.00	64,616.00	69,029.00	65,262.00	69,674.00
<b>Column 4 (BA +48 or MA)</b>					
Step 1	56,412.00	57,822.00	61,771.00	58,400.00	62,348.00
Step 5	63,245.00	64,826.00	69,253.00	65,474.00	69,900.00
Step 10	68,910.00	70,633.00	75,456.00	71,339.00	76,161.00
Step 15	70,204.00	71,959.00	76,873.00	72,679.00	77,591.00
Step 20	72,711.00	74,529.00	79,619.00	75,274.00	80,363.00
Step 23	72,711.00	74,529.00	79,619.00	75,274.00	80,363.00
<b>Column 7 (BA +84 or MA +36)</b>					
Step 1	56,412.00	57,822.00	61,771.00	58,400.00	62,348.00
Step 5	68,911.00	70,634.00	75,458.00	71,340.00	76,163.00
Step 10	79,576.00	81,565.00	87,136.00	82,381.00	87,950.00
Step 15	87,367.00	89,551.00	95,667.00	90,447.00	96,561.00
Step 20	90,309.00	92,567.00	98,888.00	93,493.00	99,812.00
Step 23	93,256.00	95,587.00	102,115.00	96,543.00	103,069.00

# Recruitment, Retention and Development (BERRA 5%)

## Measure E Purpose:

- *In accordance with the Measure, five percent (5%) of the Available Revenues are dedicated to providing programs designed to strengthen **recruitment, retention and development strategies** for certificated and classified District personnel, especially in hard-to-fill positions.*
- *This sub-section of the Measure is intended to provide funding for strategic programs and mechanisms to address needs in key positions that directly serve students in District-operated schools.*
- *These strategies may include, but are not limited to: salary differentials and/or recruitment pipelines for hard-to-staff positions, classified staff professional development and pathways for paraprofessionals, educator career pathways for high school students, and enhanced induction programs for new teachers*

# Recruitment, Retention and Development (BERRA 5%) 2020-21 Staffing and Resource Summary

## Staffing

The following staffing was approved for 2020-21:

- 1.0 FTE Classified Professional Development Support
- 1.0 FTE Individualized Education Plan (IEP) Coach **unfilled in 20-21**
- 0.4 FTE District Teacher Induction Program Coordinator
- 0.2 FTE Peer Assistance and Review Coach **unfilled in 20-21**
- 0.2 FTE Classified Employee Teacher Pathway Coordinator

All positions are staffed in 21-22

## Stipends and Services

- Recruitment Support
- Attract & Retain Teachers of Color
- Teachers of Color Network Support
- Stipends (Mentors for BPAR and BPACT)

Funds for stipends and services largely unspent due to COVID

## Areas of Focus

- Recruitment and Support for Teacher of Color and Hard to Fill Positions
- Teacher Induction Program
- Classified Employee Teacher Pathway - Berkeley Pathway to Achieve Credentialed Teachers (BPACT)
- Berkeley Peer Assistance and Review (BPAR)
- Classified Professional Development

# Recruitment and Support for Teacher of Color and Hard to Fill Positions

## 2020-21

### Successes

- Established and maintained a working relations with the Teachers of Color (TOC) Network
- Involved the TOC Network in district recruitment activities to inform our recruitment best practices
- Audited the HR practices by creating a hiring rubric for equity
- Created an Equity and inclusion Statement to help in recruitment of BIPOC teachers and staff
- Participated in virtual national hiring fair for diversity
- Began data collection and reporting on new hires and retention of teachers of color
- Collaboration between Special Education and Human Resources to strengthen cross-departmental hiring strategies
- Collaborated with Title IX Coordinator to understand climate and culture and its role in recruitment of teachers of color

### Challenges

The COVID pandemic hindered the ability to conduct regular teacher recruitment activities and the ability to convene district and stakeholder groups around recruitment planning and events

# Recruitment and Support for Teacher of Color and Hard to Fill Positions

## Update 2021-22

### Successes

- Established working relationship with several Bay Area teacher prep programs, namely those with 80+ percentage of candidates of color
- Established pipelines between university and schools for student teacher placements
- Teacher Residency Partnership with Alameda County Office of Education/Alder Graduate School (Pending Board of Ed. approval)
- Working relationship with BUSD Teachers of Color Network to inform and engage work
- Participated in Hiring & Sustaining Black Teachers conference
- Created a [TOCN@berkeley.net](mailto:TOCN@berkeley.net) email for our Teachers of Color Network to build community with prospective employees of color
- Finalizing a BUSD employment flier
- Planning and outreach to recruit special education teachers
- Secured a contract with UCB to Provide leadership coaching and support for BUSD's Certificated and Classified Leaders of Color Network
- Collaborate with Berkeley Public Schools Fund to seek professional growth opportunities for our existing teachers of color

### Challenges

Due to various COVID surges and the implications on safety and staffing, it has been difficult to plan and follow through with creating a convening of educators of color.

# Teacher Induction Program

- 0.4 FTE Teacher on Special Assignment to coordinate and support new teachers who are working toward clearing their credential. The induction coordinator is the main point of contact between BUSD, CCCOE, new teachers and mentors.
- The coordinator recruits and pairs mentors with new teachers and ensures all are meeting induction requirements throughout the school year.
- Teacher Induction is a two-year job embedded program where participating teachers meet weekly with an experienced mentor.
- Mentors observe the participating teachers at least three times during the school year, and provide feedback both before and after the observations.
- Mentors receive a stipend for this work and training through the Contra Costa County Office of Education.

## Successes 2020-21

- 23 new teachers participated in the induction program

## Challenges 2020-21

- Due to the shift in virtual learning, most meetings and observations occurred virtually

## Successes 2021-22

- 39 new teachers are participating in the induction program. None were turned away for lack of a mentor.
- 29% of mentors are teachers of color and/or multiracial
- Recruited 2 new mentors; both are male, African-American and/or multiracial

# Classified Employee Teacher Pathway - Berkeley Pathway to Achieve Credentialed Teachers (BPACT)

In August 2018, Berkeley Unified was awarded a program grant from the California Commission on Teacher Credentialing to develop a pathway for BUSD classified staff to earn a Bachelor's Degree and/or teaching credential. This grant sunsets June 30, 2022.

- Awarded funding to support 12 classified staff annually for a total of \$48,000. Each participant may receive up to \$4,000 annually toward tuition support.
- Focus on hard to staff subject areas such as Special Education, Science, Math, or Bilingual Multiple Subject classrooms.
- The 0.2 FTE BPACT Coordinator maintains contact with participants to ensure academic progress is met and disseminates information about the program to BUSD employees, develops the application and chairs the selection committee, composed of members from the Teachers of Color Network.

## Successes 2020-21

- 4 participants earned their preliminary teaching credential and are now full-time teachers of record in our district and enrolled in our induction program: 2 are general education teachers and 2 are special education teachers.
- 3 of the 4 participants who earned their credential identify as Black/African-American; 1 participant identifies as multiracial.
- 50% of our program participants identify as African-American, 30% are Hispanic/Latino and 25% identify as multiracial.

## Challenges 2020-21

- Due to the pandemic, some participants are not making sufficient academic progress and will not earn their credential by June 2022.
- Some participants struggle with balancing working full time, taking classes and meeting the needs of their families

# Classified Employee Teacher Pathway - Berkeley Pathway to Achieve Credentialed Teachers (BPACT)

## 2021-22 Update:

### Successes 2021-22

- Coordinator held individual meetings with every participant to track academic progress and build relationships
- Participants repeatedly expressed gratitude for the program, helping make education more affordable and attainable
- Selection committee convened on December 16, 2021 to review and score 5 completed applications.
- 3 applicants were approved for the program and all desire to teach in hard-to-staff areas of education (special education and bilingual). All 3 newly accepted participants represent traditionally underrepresented communities in education.

### Challenges 2021-22

- Some participants previously admitted to the program did not meet the minimum 48 college level semester unit requirement. Thus, they have not yet earned AA degrees and will not earn a credential before the grant sunsets in June 2022.
- New coordinator was hired mid-September 2021 and had to develop the application, a scoring rubric and convene the selection committee late in the school year.
- Some participants incur tuition fees beyond the allotted \$4,000, others much less because they are only taking one or two classes at community college.
- Some participants struggle with balancing working full time, taking classes and meeting the needs of their families
- CTC does not provide a handbook of best practices on how to best support participants.

## Berkeley Peer Assistance and Review (BPAR)

Coaching can support and improve instructional practice and support teachers through challenging stages of their profession. When teachers begin their career with BUSD, a District Induction Coach welcomes teachers to the Berkeley Schools and assists new teachers in navigating their first year with the District as they work to clear their credential. Later, if teachers hit a bumpy patch and need support in their instructional practice, a Peer Assistance and Review Coach helps work through the issues that could be addressed through coaching and mentoring.

**2020-21:** due to COVID, the 0.2 FTE BPAR Coach position was unfilled and teachers were not referred to the program for coaching.

**2021-22 Update:** The 0.2 FTE BPAR coach position has been filled and there is currently one teacher participating in the program.

# Classified Professional Development

## 2020-21:

A new Coordinator of Classified Professional Development was hired in November of 2020 to coordinate learning opportunities for classified staff and the following trainings and workshops were held:

- Ongoing - New Hire Mandated & Compliance Training - Classified, Certificated and Administrative Staff
- Nov 19th - Cal/Osha COVID Training - Keenan Safe Schools (Cleaning & Disinfecting, Managing Stress,
- Jan 21st - Paraeducators - Behavior Supports in the Classroom (BHS Paras)
- Jan 21st - Remote Work Tools - Keenan SafeSchools Training (Chair Comfort, Time Management, Home Office Electrical Safety, etc.)
- Jan 21st - Distance Learning Boundaries & School Violence

## 2021-22 Update:

The following classified professional development and training opportunities were held in the fall of 2021:

- Ongoing - New Hire Mandated & Compliance Training - Classified, Certificated and Administrative Staff
- June - September - Infinite Campus Training (New Student Information System) - School Admin Assistants, Records Clerks
- Oct 11th - Ethnic Studies - School Support Staff (District Wide Training)
- Oct 11th - Wellness & Resilience Strategies for Sustaining Work Life Balance - Office Support Staff
- Oct 11th - Title IX Training (District Wide Training) Ongoing for current and new hires
- Oct 11th - Building Intentional Communities - LEARNS & BEARS Staff (ongoing thru the end of year)
- Oct 11th School Violence Identifying & Addressing - Keenan Safe Schools Training
- Oct 28th - Introduction to the CA Dyslexia Guidelines - Classified Classroom Support Staff
- Oct 29th G-Suite E-Learning - Kiker eLearning (Docs, Drive, Slides & Drawing, Calendar, Meet, Forms & Quizzes)
- ESCAPE - (New Business System)