

BERRA EDUCATOR COMPENSATION
BERRA Measure E, Resource 0620, 0600

ANNUAL REPORT: FY 2021-22
UPDATE: FY 2022-23

Measure E Purpose

The revenues raised by the Measure are to be used to recruit and retain qualified teachers and staff for the Berkeley Unified School District (“District”) by providing funding, as specified in the Measure, to improve Berkeley public school educator salaries and address hard-to-staff positions¹...ninety-five percent (95%) of the Available Revenues shall be dedicated to supplementing the salaries of District Educators²

Budget Manager: Samantha Tobia-Espinoza, Assistant Superintendent for Human Resources

BACKGROUND INFORMATION

Measure E of 2020, the Berkeley Public Schools Educator Recruitment and Retention Act (BERRA), provides local tax revenues to recruit and retain qualified teachers and staff for the Berkeley Unified School District, providing funding to improve Berkeley public school educator salaries and address hard-to-staff positions.

In accordance with the Measure, Ninety-five percent (95%) of the Available Revenues will be dedicated to supplementing the salaries of District Educators through a 2020-21 salary increase applied to the 2019-20 salary schedule. See the attached *BERRA Salary Impact Chart 1.24.22* for details.

REPORT ON EXPENDITURES 2020-21

The revenue and expenditures for BERRA Recruitment, Retentions and Development (Resource 0615) and Oversight/Communications (Resource 0610 & BSEP Resources 0754 and 0854) programs are described in more detail in separate reports.

Resource 0600 Restricted

This resource includes funds earmarked for required reserves and other costs associated with maintenance of BERRA such as audits.

Resource 0620 Educator Compensation

This resource includes funds for educator salaries and benefits. The amount includes a fixed salary amount based on the 2019-20 salary schedule.

Below is the Revenue and Expenditure summary report for 2021-22 for expenditure of BERRA funds towards Educator Compensation and the additional purposes included in BERRA.

¹ BERRA Measure E Section 1.

² BERRA Measure E Section 2.B

BERRA SUMMARY

Below show the funds budgeted at the time of budget adoption (6/26/21) and the actual expenditures per the Unaudited actuals report as of 6/30/22). Additionally, as shown on the detailed attached *BERRA (All Resources) Revenue and Expenditures Comparison Report FY 2021-22*, the 2021-22 Fund Balance for all BERRA resources combined at the close of 2021-22, the second year of the twelve year measure, was \$1,521,718, which was which in line with the projected fund balance with a difference of -\$13,594. However, the actual fund balance grew by an increase of \$560,804 over 2020-21 due primarily to an increase of \$456,321 in revenue over the projected amount.

Expenditures for BERRA Resources were inline with projections with the exception of Resource 0620 - Educator Compensation which was \$1,273,294 higher than projected.

Program	Adopted Budget	Actual
0600 Unrestricted	211,007	195,525
0610 Oversight/Communications	83,365	65,799
0615 Recruitment	470,980	456,553
0620 Educator Compensation	8,218,973	9,492,267
BERRA - All Resources	8,984,325	10,210,144

Update FY 2022-23 for BERRA Educator Compensation

At First Interim of 20202-23, it is projected that revenue for Educator Compensation (Resource 0620) is \$9,791,571 and projected expenditures are \$10,174,594. Additionally, it is projected that for all BERRA resources, the aggregate revenue is \$10,629,300 and projected aggregate expenditures are \$11,112,254, with a projected fund balance of \$1,038,764.

BERKELEY UNIFIED SCHOOL DISTRICT
Berkeley Educator Recruitment and Retention Act (BERRA)
Revenue and Expenditures
Comparison Report 10/31/22

Purpose: The revenues raised by the Measure are to be used to recruit and retain qualified teachers and staff for the Berkeley Unified School District (“District”) by providing funding, as specified in the Measure, to improve Berkeley public school educator salaries and address hard-to-staff positions...ninety-five percent (95%) of the Available Revenues shall be dedicated to supplementing the salaries of District Educators...(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...one percent (1%) of the remaining revenues which shall be dedicated to costs related to planning, monitoring, evaluating and reporting the use of these funds.

Budget Manager: Samantha Tobias-Espinosa, Assistant Superintendent of Human Resources

	Adopted Budget 2020/21 as of 07/01/20	Unaudited Actuals 2020/21 as of 06/30/21	Adopted Budget 2021/22 as of 07/01/21	Unaudited Actuals 2021/22 as of 06/30/22	Adopted Budget 2022/23 as of 07/01/22	1st Interim 2022/23 as of 10/31/2022
REVENUE						
Parcel Tax Revenue	9,956,119	10,129,224	10,156,900	10,613,221	10,609,300	10,609,300
Parcel Tax Revenue-Prior Year	0	0	0	117,728	0	0
Interest	0	0	20,000	40,000	20,000	20,000
Net Revenue	9,956,119	10,129,224	10,176,900	10,770,949	10,629,300	10,629,300
EXPENDITURES						
Unrestricted	202,480	183,060	211,007	195,525	8,000	218,273
Oversight & Communication	90,400	86,724	83,365	65,799	100,699	100,699
Retention & Recruitment	452,575	170,997	470,980	456,553	612,584	618,688
Educator Compensation	8,882,098	8,727,529	8,218,973	9,492,267	10,174,594	10,174,594
TOTAL EXPENDITURES	9,627,553	9,168,310	8,984,325	10,210,144	10,895,877	11,112,254
NET INCREASE (DECREASE)	328,566	960,914	1,192,575	560,805	(266,577)	(482,954)
FUND BALANCE ANALYSIS						
Beginning Fund Balance	0	0	342,737	960,913	2,178,488	1,521,718
Net Increase (Decrease) in Fund Balance	328,566	960,914	1,192,575	560,805	(266,577)	(482,954)
Ending Fund Balance	328,566	960,914	1,535,312	1,521,718	1,911,911	1,038,764
3% reserve	288,827	275,049	269,530	306,304	326,876	333,368
Unrestricted Amount	39,739	685,864	1,265,782	1,215,414	1,585,034	705,396