



BERRA Recruitment, Retention and Development 2022-23 Annual Report

Planning and Oversight Committee
2-13-24

Our Mission

Enable and inspire our diverse student body to achieve academic excellence and make positive contributions to our world.

Excellence

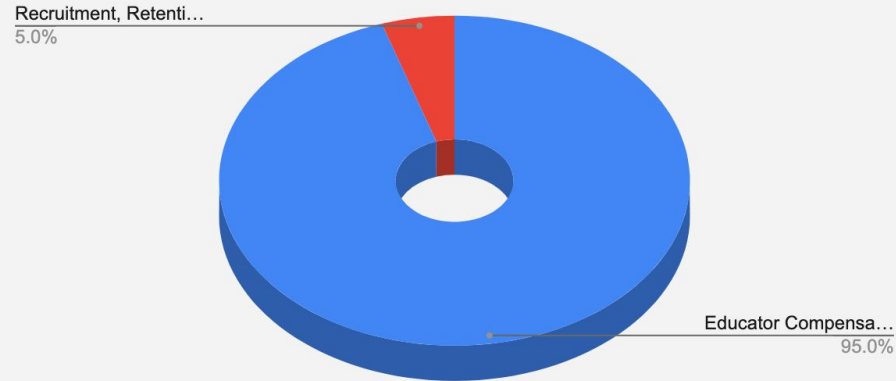
Equity

Engagement

Enrichment

Recruitment, Retention and Development - 5% of available revenues are allocated 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



95% of available revenues allocated to educator compensation.



BERRA

Berkeley

Educator

Recruitment &

Retention

Act

Educator Recruitment, Retention and Development Programs: Five percent (5%) of the Available Revenues shall be dedicated to providing programs designed to strengthen recruitment, retention and development strategies for certificated and classified District personnel, especially in hard-to-fill positions.

i. It is the intent of this sub-section of the Measure 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:

- a. salary differentials and/or recruitment pipelines for hard-to-staff positions
- b. classified staff professional development and pathways
- c. educator career pathways for high school students
- d. enhanced induction programs for new teachers

Staffing

Classified Professional Development Support	1.0 FTE
Special Education Development/IEP Coach	1.0 FTE
District Teacher Induction Coordinator	0.4 FTE
Teacher Peer Assistance and Review Coach	0.2 FTE (added 0.1 FTE fall 2022)
Classified Employee Teacher Pathway Coordinator (BPACT)	0.2 FTE
TSA for Recruitment, Retention, & Support	0.7 FTE

Programming

ACOE Teacher Residency Program	\$23,000 (updated from \$69,000 in fall 2022)
Materials, Supplies, Contracts	\$30,000
Recruitment and Retention Stipends	\$50,000

In 2022-23, the TSA for Recruitment and Retention:

- Solidified partnerships with several teacher preparatory programs, particularly those with a shared mission of increasing diversity (i.e. UC Berkeley, Berkeley City College, CSU East Bay, San Francisco State, St. Mary's College) to serve as a pipeline for potential teaching candidates
- Established and strengthened pipelines between university and BUSD schools to student teacher placements as well as build candidate pools
- Coordinated and facilitated BUSD Teacher Recruitment Fair, with Teachers of Color Network partnership
- Teacher Residency Partnership with Alameda County Office of Education/Alder Graduate School
- Working relationship with BUSD Teachers of Color Network to inform and engage work
- Participated in Hiring & Sustaining Black Teachers conference
- Maintained and updated the TOCN@berkeley.net email for our Teachers of Color Network to build community with prospective employees of color

In the Fall of 2023 , the TSA for Recruitment and Retention has increased our collaboration with external partners and bolstered our partnership with Human Resources and the Teachers of Color Network to recruit teachers of color and hard to fill areas.

Activities include:

- Finalizing March 2024 BUSD Hiring Fair
- Formalized partnership with Alameda County Office of Education/Alder Graduate School to secure three resident teachers in mentorship program
- Planning and outreach to recruit special education teachers, visual and performing arts teachers, STEM teachers, and other hard to fill areas
- Collaborate with BUSD Teachers of Color Network on recruitment systems
- Collaborate regularly with our partner teacher colleges and undergraduate programs in order to secure interns, pre-service educators, and newly certificated teachers to find mentorship in BUSD
- In collaboration with Human Resources, strengthened onboarding systems for interns, student teachers, and new hires in order to establish and maintain mentorship and build relationships.
- Codified ongoing collaboration with Educational Services departments (Local Resources, State, Federal & Special Projects, and Equity, Achievement and Belonging) and Human Resources

Recruitment, Retention, and Diversity

Fall 2023 Report - [Data Update to Board](#)

Recruitment and Retention Data	2020-21	2021-22	2022-23
Percentage of New Hires Who Identify as BiPOC	47.6%	48.3%	53.9%
Percentage of Overall Teachers Who Identify as BiPOC	NA	34.1%	41%
Number and Percentage of Special Education Provider Positions filled			84/96 87.5%



ENRICHMENT

ENGAGEMENT

EQUITY

EXCELLENCE



2022-23 Highlights

- 9 participants are SpEd IAs or interns, who directly work with SpEd students
- 67% of participants identify as African-American, 20% are Hispanic/Latino, 7% are Asian and 7% identify as multiracial.
- 3 participants completed a credential program
- 1 participant completed their BA
- 6 are earning a BA with various expected completion dates
- Awarded \$30,000 Leading for Equity grant from Berkeley Public Schools fund to supplement educational reimbursements to participants who exceed their annual \$4,000 allotment funded by the State grant.

2022-23 Challenges

- 3 participants completed a teacher preparation program but were not recommended for a preliminary credential due to outstanding requirements (passing the CSETs, RICA and edTPA).
- Some participants experience financial insecurity and find it stressful to wait to be reimbursed for tuition and other educational expenses. The State grant does not allow direct payment to institutions of higher education, only reimbursements to participants.
- Some struggle with balancing the demands of work and family while taking classes, and do not make sufficient academic progress to earn a credential by June 2026.
- 2 participants exited the program because of career change and relocation outside California.

Berkeley Pathway to Achieve Credentialed Teachers (BPACT) DATA

The CA State Classified Grant funds the Berkeley Pathway to Achieve Credentialed Teachers (BPACT) program for classified employees receive tuition assistance toward earning a teaching credential.

Other funding for this program includes a grant from the Berkeley Schools Fund

Berkeley Pathway to Achieve Credentialed Teachers (BPACT) Participant and Outcome Data As of February 2024	2020-21	2021-22	2022-23	2023-24
Number of Participants making academic progress	12	12	13	14
Number of New Participants	N/A	5	6	3
Number of Participants who self-identify as BIPoC	10	11	13	15
Number of Participants who desire to teach in hard-to-staff areas of education (special education, bilingual).	7	9	9	9
Number of Participants who earned a preliminary credential	3	0	0	0
Number of Past Participants who are teachers of record in BUSD with preliminary and/or clear credential	3	6	6	6
Number of Participants who teach SpEd with an intern credential	N/A	1	3	3

2022-23 Budget and Expenditures

BERKELEY UNIFIED SCHOOL DISTRICT				
Berkeley Educator Recruitment and Retention Act (BERRA)				
Retention & Recruitment (Measure E/ Resource 0615)				
Revenue and Expenditures				
Comparison Report 12/4/23				
	Adopted Budget 2022/23 as of 07/01/22	Unaudited Actuals 2022/23 as of 06/30/23	Adopted Budget 2023/24 as of 07/01/23	1st Interim Budget 2023/24 as of 10/31/23
REVENUE				
Parcel Tax Revenue	\$ 515,346	\$ 515,346	\$ 546,084	\$ 546,084
Parcel Tax Revenue-Prior Year	\$ -	\$ -	\$ -	\$ -
Interest	\$ -	\$ -	\$ -	\$ -
Net Revenue	\$ 515,346	\$ 515,346	\$ 546,084	\$ 546,084
EXPENDITURES				
Certificated Salaries	\$ 319,406	\$ 235,781	\$ 362,133	\$ 362,133
Classified Salaries	\$ 91,698	\$ 107,800	\$ 111,955	\$ 111,955
Employee Benefits	\$ 111,610	\$ 126,028	\$ 168,180	\$ 168,180
Books & Supplies		\$ 4,947	\$ -	\$ -
Unallocated Reserve and Carryover	\$ 22,806	\$ -	\$ 22,806	\$ 22,806
Contracted Services	\$ 30,000	\$ 1,158	\$ 30,000	\$ 30,000
Indirect Costs	\$ 37,064	\$ 30,636	\$ 37,064	\$ 37,064
Total Expenditures	\$ 612,584	\$ 506,350	\$ 732,138	\$ 732,138
NET INCREASE (DECREASE)	\$ (97,238)	\$ 8,996	\$ (186,054)	\$ (186,054)
FUND BALANCE ANALYSIS				
Beginning Fund Balance	\$ 328,522	\$ 370,179	\$ 261,205	\$ 379,175
Net Increase (Decrease) in Fund Balance	\$ (97,238)	\$ 8,996	\$ (186,054)	\$ (186,054)
Ending Fund Balance	\$ 231,284	\$ 379,175	\$ 75,151	\$ 193,121