



## **BERRA Recruitment, Retention and Development 2024-25 Annual Plan**

Planning and Oversight Committee  
4-23-24

Excellence • Equity • Engagement • Enrichment

# Our Mission

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

Excellence

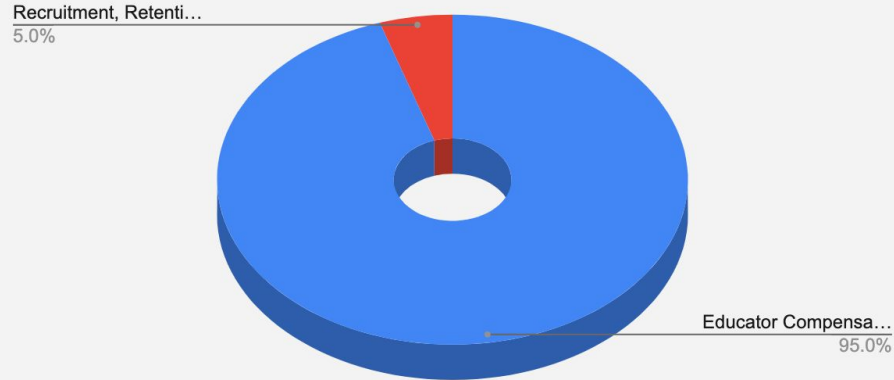
Equity

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	0.5 FTE (added 0.1 FTE fall 2023)
Teacher Peer Assistance and Review Coach	0.2 FTE
Classified Employee Teacher Pathway Coordinator (BPACT)	0.2 FTE
TSA for Recruitment, Retention, & Support	0.7 FTE
Personnel Commission Admin Assistant III	0.5 FTE (added fall of 2023)

## Programming

ACOE Teacher Residency Program	\$46,000 (2 slots planned for 24-25)
Materials, Supplies, Contracts	\$35,000
Recruitment and Retention Stipends	\$41,500

# Highlights of the 2024-25 Plan

- The Teacher Residency Program through Alameda County Office of Education/Alder Graduate School partnership with BUSD will retain residents in our hard-to-fill areas (special education, physics, math, etc.) to partner with a seasoned BUSD educator.
- The Classified Employee Teacher Pathway Coordinator manages the second year of a grant awarded by the State of California. The grant funds the Berkeley Pathway to Achieve Credentialed Teachers (BPACT) program, so that classified employees receive tuition assistance toward earning a teaching credential. A Schools Fund is also received to further support participants.
- Partnering with our BUSD Teachers of Color Network to build and bolster relationships, by liaising between teachers, schools, and district to provide equitable support to our new and seasoned teachers of color, and solicit regular feedback from our teachers of color to inform continual improvement
- Administrators of Color Pipeline Partnership with ACOE
- Annual Job Fair participation (includes a BUSD event in March)

# Recruitment, Retention, and Diversity



Recruitment and Retention Data	2020-21	2021-22	2022-23	2023-24
Percentage of New Hires Who Identify as BiPOC	47.6%	48.3%	53.9%	43.9%
Percentage of Overall Teachers Who Identify as BiPOC	NA	34.1%	41%	47.4%

# Recruitment, Retention, and Diversity



**Certificated Recruitment, Retention, and Diversity Update for 23-24 School Year**

Race	# of Employees	% of Employees	% of Students (2023)
American Indian or Alaskan	15	1.70%	0.23%
Asian	111	12.59%	8.91%
Pacific Islander	2	0.23%	0.18%
African American	86	9.75%	11.59%
Multiple (2 or more)	68	7.71%	15.34%
<b>BIPOC Subtotal</b>	<b>282</b>	<b>31.97%</b>	<b>59.58%</b>
Declined to State Race	66	7.48%	0.10%
White	534	60.54%	41.13%
<b>Total</b>	<b>882</b>		
<b>Ethnicity</b>			
Hispanic or Latino of any race*	142	16.10%	22.53%

\* The employees who identify as "Hispanic or Latino of any race" are included in the number of employees in the seven race categories. This is based on the census categories. The students are only counted in the ethnicity and are not in the percentage of each race. This information is from the California School Dashboard.



# Recruitment, Retention, and Diversity

## Spring 2024 - Data Update

Race	Hired 23-24	Retained from 22-23	Retained from 21-22	Retained from 20-21	Retained from 19-20	Retained from 18-19	Retained from over 6 years ago
African American	3	7	3	5	5	4	59
American Indian or Alaskan	1	1	2	2	0	0	9
Asian	8	11	12	4	10	5	61
Multiple (2 or more)	6	7	4	1	1	5	44
Pacific Islander	0	0	0	1	0	0	1
<b>BIPOC Subtotal</b>	<b>18</b>	<b>26</b>	<b>21</b>	<b>13</b>	<b>16</b>	<b>14</b>	<b>174</b>
Declined to State Race	10	5	12	5	4	4	26
White	38	33	41	15	21	25	361
<b>Total</b>	<b>66</b>	<b>64</b>	<b>74</b>	<b>33</b>	<b>41</b>	<b>43</b>	<b>561</b>
<b>Ethnicity</b>							
Hispanic or Latino	11	11	20	5	7	9	79

# 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	2020-21	2021-22	2022-23	2023-24
Participants making academic progress	100%	100%	100%	94%
Number of New Participants accepted into the program	N/A	5	6	4
Percentage of Participants who self-identify as BIPOC and/or multiracial	83%	92%	100%	94%
Percentage of Participants who endeavor to teach in hard-to-staff areas of education (special education, bilingual, STEM).	58%	75%	75%	65%
Number of Participants who earned a preliminary credential	3	0	0	1
Number of Past Participants who are teachers of record in BUSD with preliminary and/or clear credential	3	6	6	6

# 2024-25 Budget

**2024-25 Budget Summary for Educator Recruitment,  
Retention, & Development**

**Measure E, Resource 0615**

**April 23, 2024**

**1st Reading P&O**

**DRAFT**

2024-25

**Revenue**

577,022

**Expense**

Staffing

585,911

Recruitment Support (Materials, Contracts)

35,000

Recruitment & Retention Stipends

41,500

Teacher Residency Program

46,000

Unallocated Reserves 5%

29,296

Indirect Costs 7.78%

57,394

**Total Expenditures**

795,100

**Net Change to Fund Balance**

(218,078)

**Beginning Fund Balance**

379,175

Net Increase/(Decrease) in Fund Balance

(218,078)

**Ending Fund Balance**

161,097