



Berkeley Educator Recruitment and Retention Act (BERRA)

Educator Compensation Program Overview

Planning and Oversight Committee Presentation

10-22-24

Samantha Tobias-Espinosa, Assistant Superintendent, Human Resources

Our Mission

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

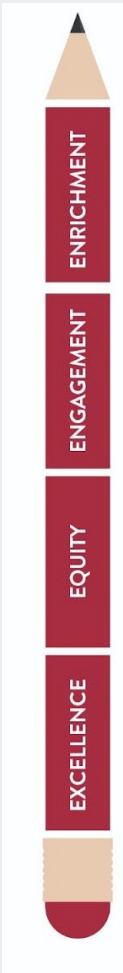
Excellence

Equity

Engagement

Enrichment





BERRA

Berkeley

Educator

Recruitment &

Retention

Act

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 positions...ninety-five percent (95%) of the Available Revenues shall be dedicated to supplementing the salaries of District Educators

Measure	Length of Measure	2024 - 25																																	
<p>BERRA Measure E of 2020</p> <p><i>Berkeley Educator Recruitment and Retention Act</i></p> <p><i>Approved in March of 2020</i></p>	<p>12 Years</p> <p>2020-21 to 2031-32</p>	<p>Year 5</p> <p>\$12 Million</p> <p>6% of District's Combined General Fund</p> <table border="1"> <caption>2024-25 Funding Breakdown</caption> <thead> <tr> <th>Source</th> <th>Amount</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>State Funding LCFF Base</td> <td>\$105.7</td> <td>49.4%</td> </tr> <tr> <td>Measure E1 - BSEP</td> <td>\$39.2</td> <td>18%</td> </tr> <tr> <td>Restricted State</td> <td>\$20.0</td> <td>9%</td> </tr> <tr> <td>Measure BB/H - Maintenance</td> <td>\$8.3</td> <td>4%</td> </tr> <tr> <td>Measure E - BERRA</td> <td>\$11.9</td> <td>6%</td> </tr> <tr> <td>Restricted Local</td> <td>\$12.6</td> <td>6%</td> </tr> <tr> <td>State Funding LCFF Supplemental</td> <td>\$5.9</td> <td>3%</td> </tr> <tr> <td>Other State</td> <td>\$3.7</td> <td>2%</td> </tr> <tr> <td>Federal Revenue</td> <td>\$5.0</td> <td>2%</td> </tr> <tr> <td>Local Revenue</td> <td>\$2.0</td> <td>1%</td> </tr> </tbody> </table>	Source	Amount	Percentage	State Funding LCFF Base	\$105.7	49.4%	Measure E1 - BSEP	\$39.2	18%	Restricted State	\$20.0	9%	Measure BB/H - Maintenance	\$8.3	4%	Measure E - BERRA	\$11.9	6%	Restricted Local	\$12.6	6%	State Funding LCFF Supplemental	\$5.9	3%	Other State	\$3.7	2%	Federal Revenue	\$5.0	2%	Local Revenue	\$2.0	1%
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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%
BIPOC Subtotal	282	31.97%	59.58%
Declined to State Race	66	7.48%	0.10%
White	534	60.54%	41.13%
Total	882		
Ethnicity			
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.

2023-24 Retention Data

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
BIPOC Subtotal	18	26	21	13	16	14	174
Declined to State Race	10	5	12	5	4	4	26
White	38	33	41	15	21	25	361
Total	66	64	74	33	41	43	561
Ethnicity							
Hispanic or Latino	11	11	20	5	7	9	79

Special Education Teacher Retention Data hired 2018-19 SY until 23-24 SY

SY Hired	Current Employee	Exited	Grand Total	% Still Employed			
18-19	2	6	8	25.00%			
19-20	4	14	18	22.22%			
20-21	3	2	5	60.00%			
21-22	10	6	16	62.50%			
22-23	8	2	10	80.00%			
Grand Total	27	30	57	47.37%			
23-24	13	TBD	13	TBD			

Year Hired	# Exited	Year Exited					
		18-19	19-20	20-21	21-22	22-23	23-24
18-19	6	2	1	2	1		
19-20	14		5	3	3	2	1
20-21	2				1	1	
21-22	6				2	1	3
22-23	2					2	
23-24	??						TBD

2023-24 Revenues and Expenditures

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. In 2023-24, BERRA Resource 0620 funds were used for educator compensation.

BERKELEY UNIFIED SCHOOL DISTRICT	
Berkeley Educator Recruitment and Retention Act (BERRA)	
0620-Educator Compensation	
Revenue and Expenditures	
Comparison Report	
	Unaudited Actuals 2023/24 as of 06/30/24
REVENUE	
Parcel Tax Revenue	10,375,596
Parcel Tax Revenue-Prior Year	494,331
Net Revenue	10,869,927
EXPENDITURES	
Certificated Salaries	5,057,655
Classified Salaries	2,316,584
Employee Benefits	2,016,696
Books & Supplies	0
Unallocated Reserve and Carryover	0
Contracted Services	0
Capital Outlay	0
Indirect Costs	576,603
TOTAL EXPENDITURES	9,967,538
NET INCREASE (DECREASE)	902,389
FUND BALANCE ANALYSIS	
Beginning Fund Balance	942,435
Net Increase (Decrease) in Fund Balance	902,389
Ending Fund Balance	1,844,824

Update for 2024-25

- 1st Interim Report to show revenue and budgeted expenditures
- Potential options for Fund Balance

Outlook for 2025-26

- Anticipate COLA adjustment for a slight revenue increase
- Funds to be allocated to the BERRA resources as outlined in the measure



Thank You

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