



# **BERRA Recruitment, Retention and Development Program Overview**

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# 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 Purpose

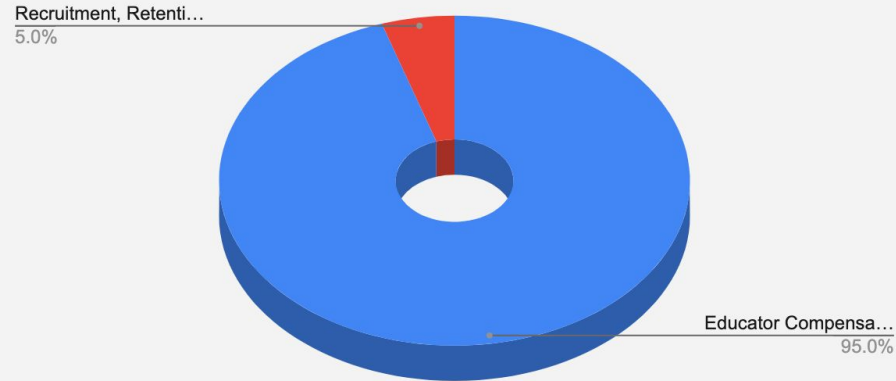
Educator Recruitment, Retention and Development Programs: Five percent (5%) of the Available Revenues shall be dedicated to providing programs designed to strengthen recruitment, retention and development strategies for certificated and classified District personnel, especially in hard-to-fill positions.

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

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.

**Staffing**

Classified Professional Development Coordinator	1.0 FTE
Pathway to Achieve Credentialed Teachers (BPACT) Coordinator	0.2 FTE
Recruitment, Retention and Support TSA	0.7 FTE
Special Education Development Coach/TSA	1.0 FTE
Teacher Induction Program Coordinator	0.5 FTE
Berkeley Peer Assistance and Review (BPAR) Coach	0.2 FTE

**Program**

Materials, Supplies, Contracts	\$35,000
Recruitment and Retention Stipends	\$41,500
ACOE Teacher Residency Program	\$46,000

# Fall 2024 Recruitment and Diversity



Race	# of Employees	% of Employees	% of Students (2023)	# of Students (CALPADS 23-24)
American Indian or Alaskan	15	1.93%	0.24%	22
Asian	98	12.63%	8.64%	789
Pacific Islander	2	0.26%	0.18%	16
African American	64	8.25%	11.66%	1065
Multiple (2 or more)	59	7.60%	15.54%	1419
<b>BIPOC Subtotal</b>	<b>238</b>	<b>30.67%</b>	<b>36.26%</b>	<b>3311</b>
Declined to State Race	55	7.09%	0.11%	10
White	483	62.24%	41.10%	3753
<b>Total</b>	<b>776</b>			<b>9132</b>
<b>Ethnicity</b>				
Hispanic or Latino of any race*	133	17.14%	22.54%	2058

\* 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.

**The TSA for Recruitment and Retention continues to collaborate with external partners and bolster our partnership with Human Resources and the Teachers of Color Network to recruit teachers of color and hard to fill areas. Activities include:**

- Developing and implementing the March BUSD Hiring Fair
- Continuing partnership with Alameda County Office of Education/Alder Graduate School to secure three resident teachers in mentorship program
- Outreach to recruit special education teachers, visual and performing arts teachers, STEM teachers, and other hard to fill areas and partner with site administrators to respond to hiring needs
- Collaborating with BUSD Teachers of Color Network on recruitment systems and attending the Hiring and Sustaining Black Teacher conference in December.
- Mentoring BUSD intern teachers, placing student teachers, liaising with site administrators on outreach and compliance
- Collaborating 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, supporting onboarding systems for interns, student teachers, and new hires in order to establish and maintain mentorship and build relationships.
- Continue collaboration with Educational Services departments (Local Resources, State, Federal & Special Projects, and Equity, Achievement and Belonging) and Human Resources

## In 2023-24, 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
- Mentored intern teachers and placed student teachers/interns
- Bolstered our counseling and social work intern placements
- Working relationship with BUSD Teachers of Color Network to inform and engage work
- Maintained and updated the [TOCN@berkeley.net](mailto:TOCN@berkeley.net) email for our Teachers of Color Network to build community with prospective employees of color



# 2023-24 Retention Update

**Retention** - The chart below presents information related to the diversity of those hired and retained in certificated positions as of the beginning of the 23-24 school year.

Race	Hired 24-25	Retained from 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 7 years ago
African American	5	2	4	4	3	3	4	39
American Indian or Alaskan	4	1	0	1	1	1	0	7
Asian	10	5	8	10	6	11	6	42
Multiple (2 or more)	0	5	5	4	1	1	4	39
Pacific Islander	0	0	0	0	1	0	1	0
<b>BIPOC Subtotal</b>	<b>19</b>	<b>13</b>	<b>17</b>	<b>19</b>	<b>12</b>	<b>16</b>	<b>15</b>	<b>127</b>
Declined to State Race	1	8	8	9	4	4	4	17
White	43	32	34	30	14	23	25	282
<b>Total</b>	<b>63</b>	<b>53</b>	<b>59</b>	<b>58</b>	<b>30</b>	<b>43</b>	<b>44</b>	<b>426</b>
<b>Ethnicity</b>								
Hispanic or Latino	13	12	14	18	4	7	8	55



# 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 to augment BPACT funding.

\*includes additional fellows due to BPACT grant rollover funds being available in 2024-25.

<b>Berkeley Pathway to Achieve Credentialed Teachers (BPACT) Participant and Outcome Data</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>
Number of Active Participants	12	12	14	14	19*
Number of New Participants	NA	5	6	3	
Number of Participants who self-identify as BIPoC	10	11	13	15	17
Number of Participants who desire to teach in hard-to-staff areas of education (special education, bilingual, math, science).	7	9	9	9	8
Number of Participants who earned a preliminary credential	3	0	0	1	4 (June '25)
Number of Past Participants who are teachers of record in BUSD with preliminary and/or clear credential	3	6	6	6	6
Number of Participants who currently teach in BUSD with an intern credential	NA	1	3	3	3

# 2023-24 Budget and Expenditures

<b>BERKELEY UNIFIED SCHOOL DISTRICT</b>		
<b>Berkeley Educator Recruitment and Retention Act (BERRA) 0615-Retention and Recruitment</b>		
<b>Revenue and Expenditures</b>		
<b>Comparison Report 6/30/24</b>		
	<b>Adopted Budget 2023/24 as of 06/14/23</b>	<b>Unaudited Actuals 2023/24 as of 06/30/24</b>
<b>REVENUE</b>		
Parcel Tax Revenue	546,084	546,084
Parcel Tax Revenue-Prior Year	0	26,017
Interest	0	0
Interest-Prior Year		0
<b>Net Revenue</b>	<b>546,084</b>	<b>572,101</b>
<b>EXPENDITURES</b>		
Certificated Salaries	362,133	278,975
Classified Salaries	111,955	153,953
Employee Benefits	168,180	156,124
Books & Supplies	0	3,859
Unallocated Reserve and Carryover	22,806	0
Contracted Services	30,000	17,894
Capital Outlay	0	0
Indirect Costs	37,064	37,503
<b>TOTAL EXPENDITURES</b>	<b>732,138</b>	<b>648,309</b>
<b>NET INCREASE (DECREASE)</b>	<b>(186,054)</b>	<b>(76,208)</b>
<b>FUND BALANCE ANALYSIS</b>		
Beginning Fund Balance	261,205	379,175
Net Increase (Decrease) in Fund Balance	<b>(186,054)</b>	<b>(76,208)</b>
Ending Fund Balance	75,151	302,967