

# Planning and Oversight Meeting

10-28-25

# #BerkeleyPROUD!

**BSEP** ★  
Berkeley Schools  
EXCELLENCE PROGRAM

**BERRA**  
BERKELEY EDUCATOR  
Recruitment and Retention Act

## Planning and Oversight Committee Orientation Part 2

10/28/25



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*





EXCELLENCE

EQUITY

ENGAGEMENT

ENRICHMENT

# BSEP and BERRA Local Tax Measures

Measure	Length of Measure	2025 - 26	Description
<p>BSEP Measure H of 2024</p> <p><i>Berkeley Schools Excellence Program</i></p> <p>BSEP was First Approved in 1986</p>	<p><b>8 years</b></p> <p>2025-26 to 2032-33</p>	<p><b>Year 1</b></p> <p>\$44 Million</p>	<p>Funds for smaller class sizes, school libraries, music, instructional technology, professional development, student supports, expanded course offerings, counselors, communication, translation, school site programs, and more.</p> 
<p>BERRA Measure E of 2020</p> <p><i>Berkeley Educator Recruitment and Retention Act</i></p>	<p><b>12 Years</b></p> <p>2020-21 to 2031-32</p>	<p><b>Year 6</b></p> <p>\$12 Million</p>	<p>Increased compensation for BUSD educators (95%) and targeted funds (5%) to recruit, retain and support educators in hard to fill positions.</p> 

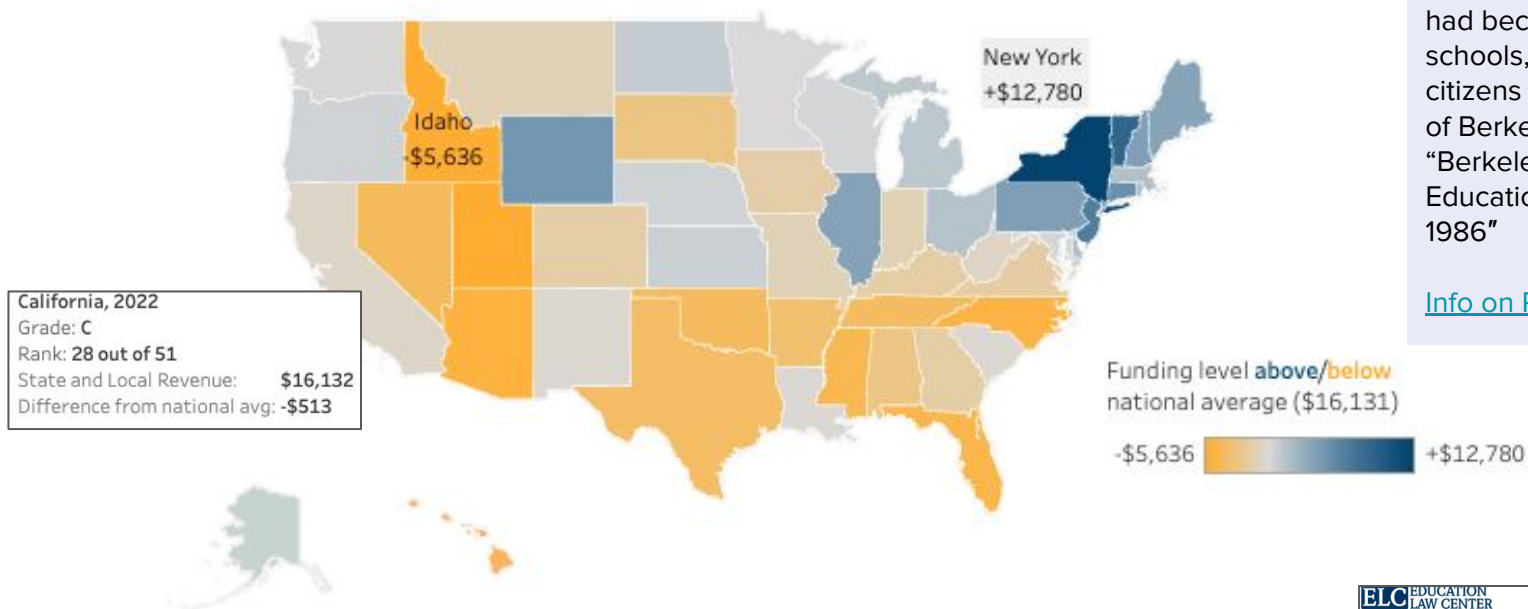


# Average Funding Per Student

BSEP was First Approved in 1986 in response to low levels of funding.

When the effects of Prop. 13 had become evident in our schools, a group of Berkeley citizens created, and the voters of Berkeley approved the “Berkeley Public Schools Educational Enrichment Act of 1986”

[Info on Prop 13](#)



Source: ELC analysis of U.S. Census Annual Survey of School System Finances, 2022.



**\*Making The Grade 2024 Report -**  
[State Funding Levels Comparison \(2022\)](#)

# Measure H Framework

## BSEP Resources

### BSEP Measure H

<b>BSEP Measure H of 2024 Framework</b>	
<b>High Quality Instruction</b>	<b>66%</b>
Class Size Reduction	
Support for Teaching:	
<i>Professional Development</i>	
<i>Program Evaluation</i>	
<i>Classroom Support</i>	
<i>Expanded Course Offerings</i>	
<b>Essentials for Excellence</b>	<b>27%</b>
School Site Programs	10.25%
Libraries	7.25%
Music/VAPA	6.25%
Instructional Technology	3.25%
<b>Effective Student Support</b>	<b>7%</b>
Student Achievement Strategies	Share 7%
Counseling and Behavioral Health	
Measure Oversight, Communication, and Translation	2.5% of net receipts

# Thanks to BSEP Funding, BUSD Provides High Quality Instruction



*TK Teacher Gazel Valdez engaged her class in listening for first "focus" sounds at the beginning of words.*

**#BerkeleyREADS!**

**OUR C.A.U.S.E.**



- **Smaller classes** than statewide averages, with nearly **1/3 of our teachers** provided by BSEP
- **Curriculum and Instruction** - Literacy Coordinator, Rtl teachers, K-8 Literacy and Math Coaches, Teacher Leaders, BHS PD Coaches
- **Program Evaluation** - provides data and analysis to support equity-driven decision-making to support student success.
- **Classroom Support** - additional FTE beyond the classroom teacher - includes FTE for U9@BHS, Special Ed. Positions to provide case management and Specialized Academic Instruction, Two Way Immersion support positions.
- **Before-school and after-school** elective and enrichment classes that are not available within the master schedule including arts and music, science labs, yearbook, credit recovery, and academic support classes.
- **Site Program Funds** - Instructional support positions, tutoring, academic interventions and professional development for staff

## **BHS**

- College/Career Advisors (Counselors)\*
- 504 Coordinator
- International Baccalaureate Support
- Academic Support TSA for Athletes\*
- Instructional Tech TSA

\*BSEP Site Funds

# Thanks to BSEP Funding, BUSD Provides Essentials for Excellence



Mariachi and Chorus on Mexican Independence Day

## Music/VAPA

*Universal 4th and 5th instrumental program, MS and HS before and after schools courses, K-2 arts and music classes*

Music and Arts Teachers, Supervisor, Equity Specialist, VAPA Technician, Equity Initiatives, PD, instruments, media technology

## Library Program

*Every school has a library with library staff and books, materials, services and equipment*

PK-12 Library staffing, Author visits, Battle of the Books, coordinator, PD, Collections and resources, databases, infrastructure improvements



**Site Program Funds** \$3.6 Million Funds Tutors, Instructional coaches, Garden, PE, Dance and Art, Materials and Supplies, Field Trips and Assemblies, Behavioral and Mental Health support and Professional Development

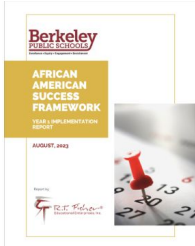
## Instructional Technology

*providing instructional technology in schools, and access for students to computers and instructional technology across every school*

School Computer Technicians, Technology Supervisor, Instructional Technology TSA



# Thanks to BSEP Funding, BUSD Provides Effective Student Support



2nd  
Grade  
Lesson  
Set



2nd Grade Ethnic  
Studies Integrated  
Read Aloud Lessons &  
Pre-reading Slide Decks

2nd Grade Ethnic Studies Collaborative  
Kyla Rose and Ebonie Theriot  
2018-2022, updated 2022

Berkeley

## Student Support

- Middle School Counselors
- Site Program Funds for Elementary Behavioral and Mental Health Support\*
- BHS Student Welfare & Attendance Specialist\*
- BHS Activities Director
- BHS Dean of Attendance
- K-12 Consent Ed. Counselor

## Affinity Based Programming and Curriculum

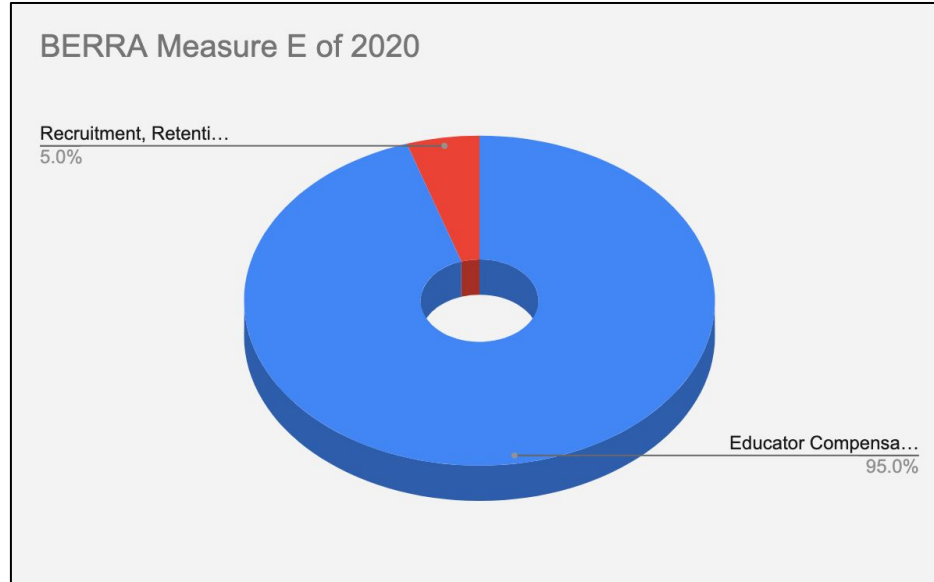
- Ethnic Studies TSA
- Black Studies @ BHS
- Puente
- African American Success Framework
- RISE Support @ BHS\*
- Bilingual Home-School Liaison @ BHS\*



# Berkeley Educator Recruitment and Retention Act



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.



95% of available revenues allocated to educator compensation.

[BERRA Measure E](#)

# BSEP and BERRA Measure Oversight

## BUSD STAFF Oversight and Management

- Director, Budget Analyst, and Program Specialist
- Resource Managers
- Revenue and Expenses tracked exclusively in Fund 4

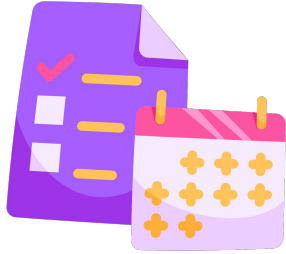
## Community Oversight

- Planning and Oversight Committee
- School Site Councils
- Board of Education

## Independent Audits

- Issued in December for preceding year
- Presented to P&O and Board of Education

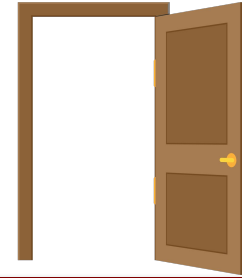
# Greene Act



## Agenda & Postings

**A notice must be posted at least 72 hours before the meeting**

- Must be posted at the school site or “other appropriate place accessible to the public”
- Must include the date, time, and location of the meeting
- Must include an agenda describing the issues to be discussed/acted upon



## Public Access

- Meetings must be **open to public**
- Any member of the public must be allowed to **speak on any item within the subject matter jurisdiction** of the committee (During Public Comment)
- Any **materials** provided to the committee must be made available to any member of the public who requests the materials

# Planning and Oversight Committee

ENRICHMENT

ENGAGEMENT

EQUITY

EXCELLENCE

**P&O - 24 members/24 alternates: Elected by each school's School Site Council (SSC) per measure language:**

“A district-wide Planning and Oversight Committee, composed of parents/guardians, staff members, students, residents, or community members representing all school sites and designated programs, shall be established to be advisory to the District, and, in accordance with bylaws adopted by the Board, shall:

- present **recommendations** to the Board about the annual expenditure plans for the revenues generated by this Measure;
- provide **communication** among school sites to enhance their effective use of the revenues provided by this Measure; (BSEP)
- and review district **compliance** with the terms of this Measure.”

## **Board of Education**

- Approves Yearly Plans and Accepts Reports

# The P&O Annual Calendar Was Revised Last Year for Improvements



## Goals for Improvement

- Meet measure requirements
- Members to receive updated and comprehensive program information early in the year
- Members are better informed for the work of reviewing of the annual plans
- Reductions of time spent on annual reports and increase time spent on the coming year's annual plans

## Per Measure (*Quotes from BSEP Measure H in italics*):

- *Allocations among these programs shall be recommended by district staff to the Planning and Oversight Committee and approved by the Board.*
- *The District shall make available to the Planning and Oversight Committee and the general public, updated revenue and expenditure reports of the proceeds of this Special Tax at least four times annually:*
  - *Before adoption of the District's annual budget (Annual Plans)*
  - *Two State-required interim reports (1st and 2nd Interim Reports)*
  - *Annual report on the Measure (Annual Report)*
- *The Annual Report shall display:*
  - *Revenues generated by the Measure and the expenditures of the revenues*
  - *Status of projects*
  - *Including project metrics\**

# P&O Annual Calendar

Prior Year

Current Year

Next Year

Oct      Nov      Dec      Jan      Feb      Mar      Apr      May      Jun

**Current Year**  
Election & Orientation

**Current Year**  
Class Size Report

**Current Year**  
First Interim Report

**Current Year**  
Second Interim Report

**Next Year's REVENUE PROJECTIONS**

Based on Bay Area CPI Allocations by Resource Allocations to Sites

**PROGRAM OVERVIEWS**

Snapshot of **Current Year** Activities and Updates

**PROGRAM OVERVIEWS**

Prior year Annual Report Info :  
Revenue & Expenses, Program Activities, Most Recent Data

**ANNUAL REPORT**  
(One Doc)

Review and Recommend

**Next Year's ANNUAL PLANS**

- P&O Two Readings (Activities, Budget and Data)
- Recommend to Board for Approval
- Board Approval

**Review Prior Year Audits**

# Planning and Oversight Resources and Information

- [BSEP Webpage](#)
- [P&O Webpage](#)
- [P&O 2025-26 Calendar](#)
- [P&O Current Meeting Documents Folder](#)
- [District Committee Training Resources Web Page](#)

**High Quality Instruction (66% of net revenue)**

Great Class Size:

- Provides 95% of all classroom teachers in the K-12 Berkeley Public Schools
- Tracks K-5 teacher-to-student ratio of 23
- Tracks 6-12 average class size ratio of 28
- Support for Teaching, including professional development, classroom support, program evaluation, and expanded course offerings
- Staff Quality Instruction Additional Information
- Staff Quality Instruction Additional Information

**Essentials for Excellence (27% of net revenue)**

**Class Size Programs 10.25%**

Uses each school discretionary funds for site-based programs such as arts and sciences instruction, academic tutoring and counseling, athletics and student activities, and before and after school programs.

**Music, Visual and Performing Arts Programs 4.53%**

Provides 4th-12th grade teachers and staff, professional development, musical instruments and materials, services and equipment.

**School Libraries 7.25%**

Provides all funding for school libraries, including staff and books, materials, services, and equipment in every school.

**Instructional Technology 3.25%**

Provides instructional technology in schools, addresses for students to computers and learning technology.

[Click here for Excellence Additional Information](#)

[Click here for Excellence Additional Information](#)

You are here: [Home](#) > [Departments](#) > [Berkeley Schools Excellence Program \(BSEP\)](#) > [Planning and Oversight Committee \(BSEP & BERRA\)](#)

## Planning and Oversight Committee (BSEP & BERRA)

Please visit BUSD's [District-Wide Committee Training Webpage](#) for tools and resources for all committee members.

Since 1985 the generosity of Berkeley taxpayers has strengthened Berkeley schools and given Berkeley's public school children opportunities for quality education which they would not otherwise have had. In return, the parents and community members who serve on the district-wide Planning & Oversight Committee have been vigilant in safeguarding the BSEP and BERRA dollars, ensuring that the funds generated by the voter approved tax measures are spent according to the terms of the Measures.

The P&O Committee, mandated by the BSEP and BERRA Measures and comprised of representatives from every school, meets regularly to:

- Review the implementation of the many aspects of the BSEP and BERRA Measures, ranging from Class Size Reduction to Music & the Arts, from Technology to Professional Development for Teachers, Recruitment and Retention Initiatives, and much more;
- Ensure that BSEP and BERRA funds are spent in compliance with the Measures;
- Make annual recommendations to the School Board for the use of BSEP and BERRA dollars.

Below BSEP and BERRA revenues are spent, spending proposals may be discussed in

**Planning and Oversight Representatives**

- Representatives for 2024-25
- Representatives for 2025-26 (forthcoming)

**Planning and Oversight Calendar**

- 2025-2026 P&O Calendar
- Meeting Documents

Meeting agendas are posted 5 days before the meeting.

**District Calendar**

OCTOBER 10, 2025  
End of First Quarter (Secondary)

[SISAL](#)

**PLANNING & OVERSIGHT (P&O) COMMITTEE CALENDAR 2025-26** Updated: 10/8/25

Meetings will be held online via Google Meet

All meetings are open to the public - check [P&O Meeting Agenda](#) for login information

For other District meetings - check [District Calendar](#), for login information and locations

**P&O Meetings open at 6:15, gavel down at 6:30**

**P&O Meetings in Black Bold Font**  
**Board Meetings in Blue Font**  
**Other Meetings & Events in Purple Font**

Date	Meeting	BSEP and BERRA Agenda Items
Oct 9 tentative	School and District Committee Orientation and for SSC Meetings	Virtual event for SSC, P&C, DELAC, & P&O P&O Representatives Elected at SSC Meetings
Oct 14	P&O Meeting	Discussion: Introduction and Welcome New Members Information: P&O Orientation Part 1 Discussion: Meeting Norms Discussion: Program Overviews - Expanded Course Offerings, Libraries Discussion: For the Good of the Order

Shared with me > Current P&O Meeting D... >

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Name	Owner
2025-26 P&O Meeting Norms for P&O Action 1...	me
BSEP Counseling & Behavioral Health Program ...	me
BSEP Instructional Technology Program Overv...	me
DRAFT P&O Mtg Minutes_251014.pdf	Danielle Perez
Agenda 25_10_28.pdf	Danielle Perez

### Tools and Reference Materials

**BUSD Committee Handbook: [View PDF](#)**

Contains suggested calendars, committee best practices, document templates, a district acronym dictionary

[Uniform Complaint Procedures](#)

For more Family Engagement Resources visit the [OFEE Website](#)

**2025-26 School Plans and Historical Packets**

Find your site's School Plan for Student Achievement below, as well as summary pages that show how various remained steady over the last several years.

**Early Childhood Education:** [2025-26 Site Plan](#) | [Historical Packet](#)

**Berkeley Arts Magnet Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**Cragmont Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**Emerson Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**John Muir Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**Malcolm X Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**Oxford Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**Rosa Parks Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**Ruth Acty Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**Sylvia Mendez Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**Thousand Oaks Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**Washington Elementary:** [2025-26 SPSA](#) | [Historical Packet](#)

**Longfellow Middle:** [2025-26 SPSA](#) | [Historical Packet](#)

**Martin Luther King Jr. Middle:** [2025-26 SPSA](#) | [Historical Packet](#)

**Willard Middle:** [2025-26 SPSA](#) | [Historical Packet](#)

**Berkeley Independent Study:** [2025-26 SPSA](#) | [Historical Packet](#)

**Berkeley Technology Academy:** [2025-26 SPSA](#) | [Historical Packet](#)

**Berkeley High School:** [2025-26 Site Program Fund Plan](#) | [Historical Packet](#)

# Joint District Committee Meetings

**We are excited to announce that we have planned five joint committee meetings for the 2025-26 year.**

**District Wide Committees:**

- Parent Advisory Committee (PAC)
- District English Learner Advisory Committee (DELAC)
- Planning & Oversight (P&O) Committee
- African American Success Advisory Committee (AASAC)
- Gender Equity & Sexual Harassment Advisory Committee (GESHAC)
- Disability Equity and Special Education Advisory Committee (DESEAC)
- Districtwide Safety Committee

**Site Based Committees are Invited to Participate:**

- School Site Committees (SSC)
- English Learner Advisory Committees (ELAC)

Topics will vary by meeting and will include:

- Committee Orientation
- Strategic Planning
- District Data
- Budget information

**Committee Meeting Dates**

Meeting are Virtual from 6:00PM - 7:00PM

- 10/9/25 - Virtual
- 11/13/25 - Virtual
- 1/15/26 - In Person
- 3/19/26 - Virtual
- 5/14/26 - Virtual

# BSEP ★ Excellence!



For additional information about the  
Berkeley Schools Excellence Program (BSEP)

<https://www.berkeleyschools.net/departments/bsep/>