

UPDATE
2026-27 Annual Plan Process and Timeline

Planning and Oversight Committee Meeting
4-21-26

Changes to the timeline are needed due to budget balancing timeline



The P&O will continue to review the 2026-27 proposed plans



Action Items for some plans will be delayed until budget information is confirmed



Some budget information is not yet known

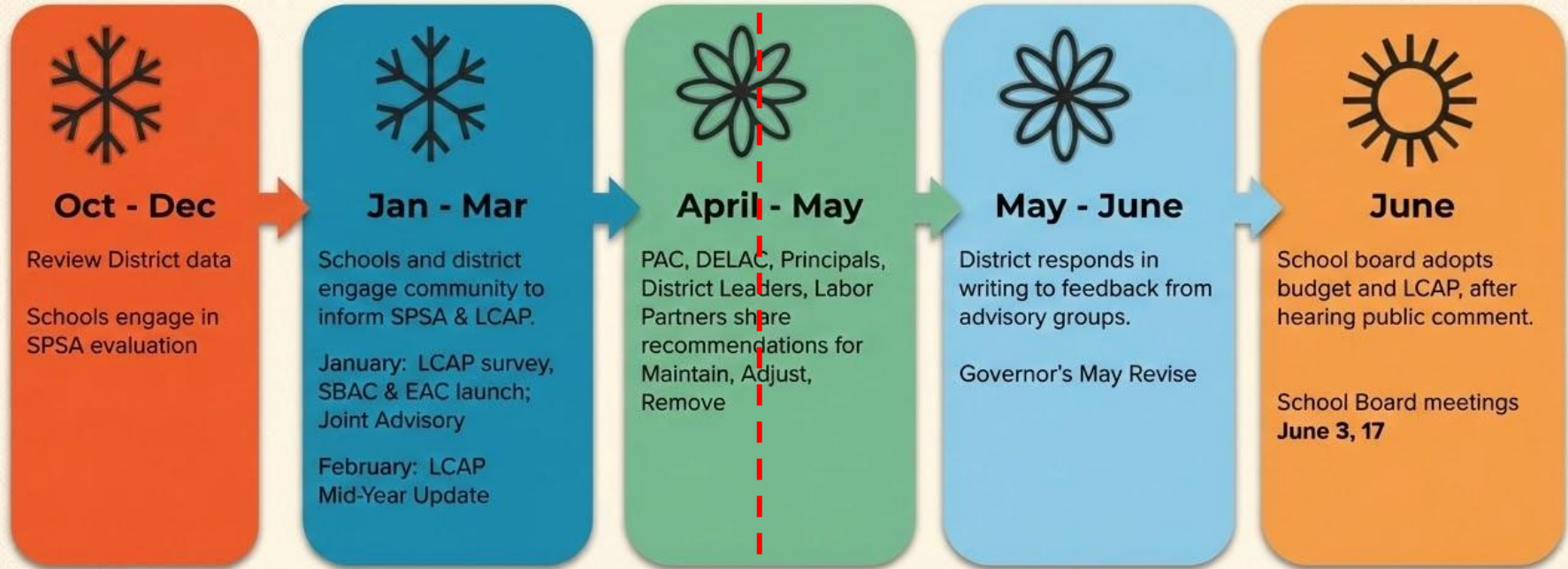


Allows for adjustments and reduces the need for multiple revised versions



The timelines for some programs will change

LCAP Budget Timeline



SBAC Budget Development - BOARD Adopts District Budget- June 3, 17

BSEP & BERRA Budget Development - BOARD Adopts Plans & Budgets

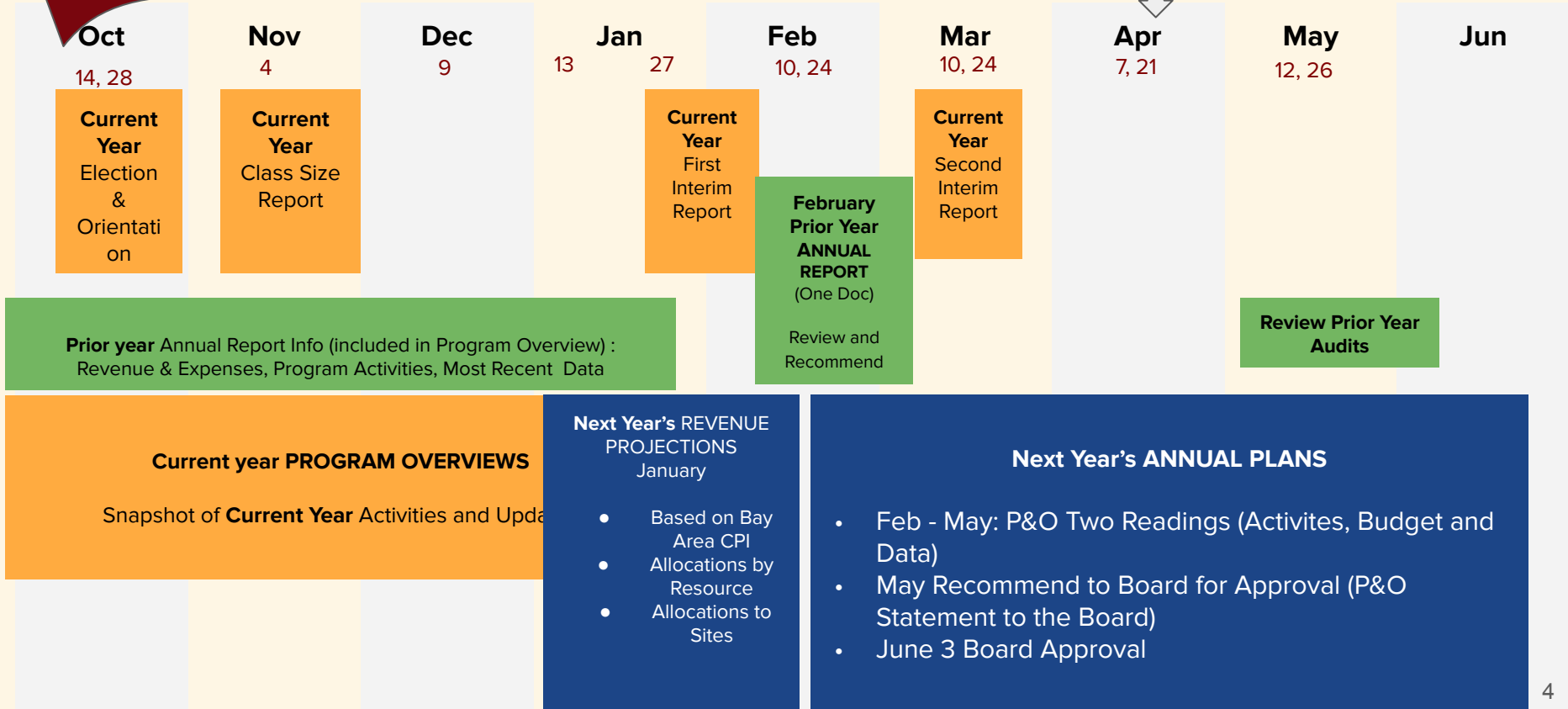


**BSEP & BERRA
Timeline**

Prior Year

Current Year

Next Year



Oct
14, 28

Current Year
Election & Orientation

Nov
4

Current Year
Class Size Report

Dec
9

Jan
13 27

Current Year
First Interim Report

Feb
10, 24

February Prior Year ANNUAL REPORT (One Doc)

Review and Recommend

Mar
10, 24

Current Year
Second Interim Report

Apr
7, 21

May
12, 26

Review Prior Year Audits

Jun

Prior year Annual Report Info (included in Program Overview) :
Revenue & Expenses, Program Activities, Most Recent Data

Current year PROGRAM OVERVIEWS

Snapshot of **Current Year** Activities and Update

Next Year's REVENUE PROJECTIONS
January

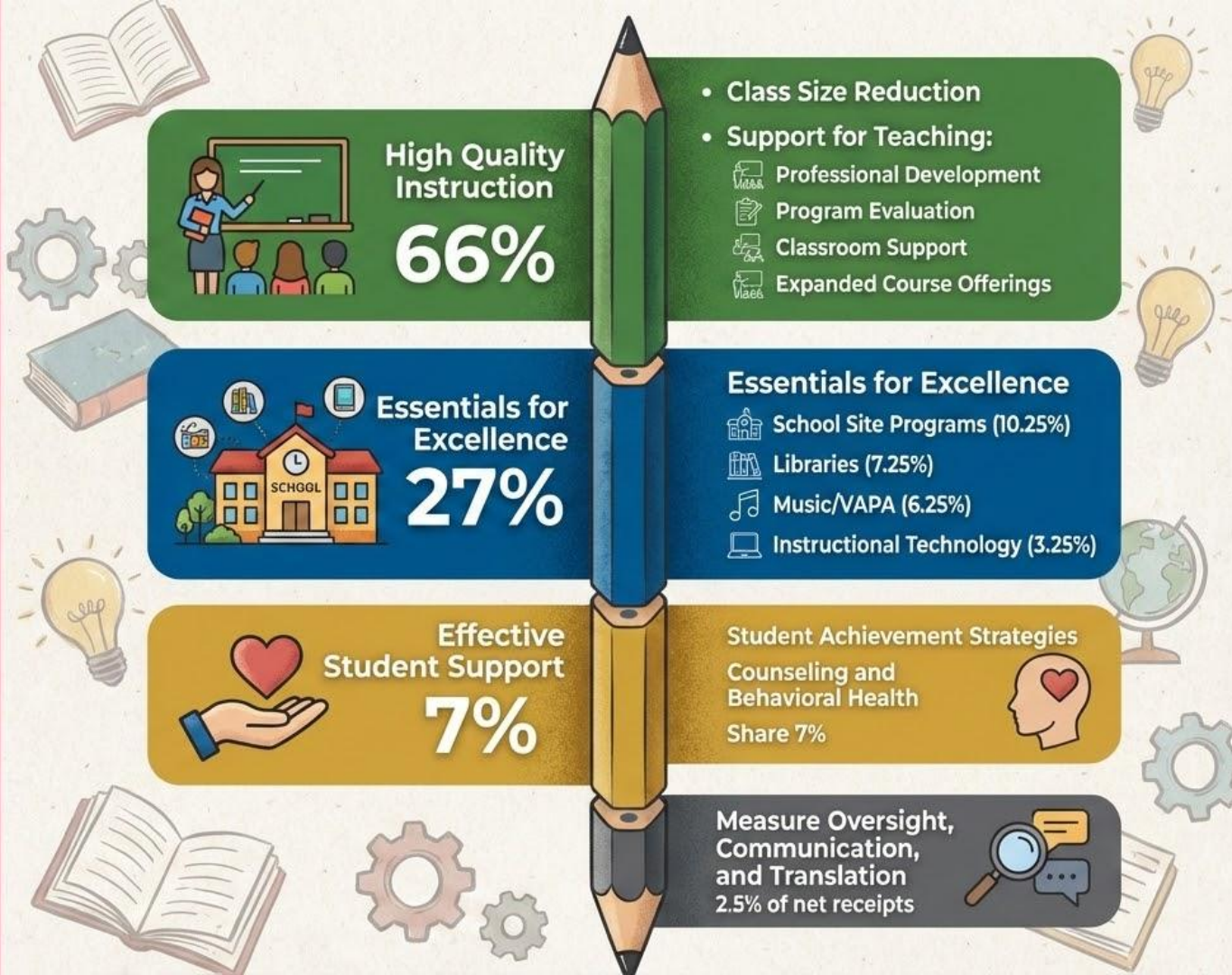
- Based on Bay Area CPI
- Allocations by Resource
- Allocations to Sites

Next Year's ANNUAL PLANS

- Feb - May: P&O Two Readings (Activities, Budget and Data)
- May Recommend to Board for Approval (P&O Statement to the Board)
- June 3 Board Approval

Measure H of 2024 Framework

BSEP Resources



2026-27 BSEP and BERRA Plans


Update 4/21 (Subject to change)

- As we continue to explore budget balancing options in the General Fund and other District resources, the impact on BSEP & BERRA programs is **not yet finalized**.
- During the district's budget development process, it will become necessary to **make changes** to some BSEP and BERRA plans per the **availability of funds and restrictions** for each resource and to **meet the programmatic and fiscal goals** of the district.
- **Any changes** in staffing, program activities and/or budget line items in BSEP & BERRA programs will be brought to the **P&O committee for review** in a timely manner for review.
 - Staffing changes will be shared after impacted employees have been informed
- Programs will be presented for 1st Reading with a **delayed final Action** until later in the timeline when more information is known.
- As a reminder, **significant changes** will be tracked and reported to the P&O as was done last year for the 2025-26 plans.

2026-27 BSEP and BERRA Plans

Update 4/21 (Subject to change)

- 2026-27 BSEP & BERRA Plans **may** be presented with potential position shifts and/or reductions with final versions for final action to include all changes in May.
- Plans in March/April will have space holders and in some cases fully developed proposed changes and implications.
- Staffing changes will be shared after impacted employees have been informed.
- Some programs will be presented with a 10% reduction to reserve funds for potential shifts in from the general fund, LCAP or expiring funding sources.
- **UPDATE - After review of the projected budgets for Libraries, Music/VAPA and Instruction Technology, it has been decided to have no ongoing 10% reductions. This is to ensure these programs can continue to provide key staffing and services per the BSEP Measure and to ensure fiscal sustainability. Managers will revise their program budgets for Measure H and Measure E1 Fund Balances for May 12 for Action.**

2026-27 BSEP and BERRA Plans Timeline as of 4-7-26 (subject to change)	Discussion	Action	10%*
FY 2026-27 HQI: Class Size Reduction (BSEP Teacher Template)	2/2/4/26	3/10/26 - Completed	No
FY 2026-27 Program Evaluation	3/10/26	5/26/26 - Pending	Yes
FY 2026-27 Counseling & Behavioral Health	3/10/26	3/24/26 - Completed	No
FY 2026-27 Music/Visual and Performing Arts (VAPA), Libraries, Instructional Technology	3/24/26	5/12/26 - Pending	No
FY 2026-27 Communication, Translation & Measure Oversight; Educator Recruitment, Retention & Development	4/7/26	5/12/26 - Pending	Yes
FY 2026-27 Professional Development, Student Achievement Strategies, Classroom Support, Expanded Course Offerings No 10% for ECO	 4/21/26	5/26/26 - Pending	Yes
FY 2026-27 BSEP & BERRA Plans @ School Board	NA	6/3/26 - Pending	TBD
FY 2026-27 Consolidated School Plans (includes BSEP Site Fund Plans) @ School Board	NA	6/3/26 - Pending	No

*Preliminary Reduction (set aside for potential other uses aligned with terms of the measures) - Subject to Change

2026-27 BSEP and BERRA Plans
Timeline as of 4-7-26 (subject to change)

2/24/26	3/10/26	3/24/26	4/7/26	4/21/26	5/12/26	5/26/26	June
Discussion	Discussion	Discussion	Discussion	Discussion	Action	Action	Action
<i>HQI: Class Size Reduction (BSEP Teacher Template)</i>	<i>Program Evaluation</i>	<i>Music/Visual and Performing Arts (VAPA)</i>	<i>Communication, Translation & Measure Oversight</i>	<i>Professional Development</i>	<i>Music/Visual and Performing Arts (VAPA)</i>	<i>Program Evaluation</i>	<i>BSEP & BERRA Plans @ School Board 6/3/26</i>
	<i>Counseling & Behavioral Health</i>	<i>Libraries</i>	<i>Educator Recruitment, Retention & Development</i>	<i>Student Achievement Strategies</i>	<i>Libraries</i>	<i>Professional Development</i>	<i>Consolidated School Plans (includes BSEP Site Fund Plans) @ School Board 6/10/26</i>
		<i>Instructional Technology</i>		<i>Classroom Support</i>	<i>Instructional Technology</i>	<i>Student Achievement Strategies</i>	
	Action	Action		<i>Expanded Course Offerings</i>	<i>Communication, Translation & Measure Oversight</i>	<i>Classroom Support</i>	
	<i>HQI: Class Size Reduction (BSEP Teacher Template)</i>	<i>Counseling & Behavioral Health</i>			<i>Recruitment, Retention & Development</i>	<i>Expanded Course Offerings</i>	

*Preliminary Reduction (set aside for potential other uses aligned with terms of the measure) - Subject to Change

10% Reduction to Programs Summary 4/21/26 Plans

Program*	Budget	10%	10% Set Aside K-8	10% Set Aside BHS
HQI Professional Development	\$2,533,294	\$253,329	\$320,062	\$296,056
HQI Classroom Support	\$2,529,080	\$252,908		
Student Achievement Strategies	\$1,898,079	\$189,808		
Expanded Course Offerings	\$984,549	N/A	N/A	N/A
TOTAL	\$8,449,586	\$696,045	\$616,118	

- 10% Reductions will be made across the programs in the aggregate
- Staffing and activities will be identified to shift into programs from GF or expiring or reduced grants/resources
- Final changes to each program will be shared on May 26, 2026

*amounts do not include staffing reserve or indirect costs

2026-27 Budget Balancing

*Information
included in slide
presentations
and plan
documents*

- It may become necessary to change the staffing and activities included in this plan due to a deficit in the General Fund and expiring or reduced grants and resources.
- Plans include confirmed staffing and program activities and is indicated where applicable.
- Placeholders for those staffing and activities that are not yet confirmed are included in the plans at 2025-26 levels and are subject to change.
- Any activity or staffing marked as “not yet confirmed” may be shifted to another source, reduced or eliminated.
- Staffing changes will be shared after impacted employees have been informed.
- A final plan for action will be presented to the P&O on May 26, 2026.

**2026-27
K-8 Summary
Professional
Development**

- *Classroom Support*
- *Professional Development*
- *Expanded Course Offerings*
- *Student Achievement Strategies*

Information included in slide presentations

Tracking K-8 Changes - as of 4/21/26

<i>Manager</i>	<i>Program</i>	<i>2025-26 Position or Activity</i>	2026-27 FTE	net change FTE	net change Dollar	net change %
	Classroom Support 0841 - 068	1.0 FTE Two-Way Immersion Math Support Sylvia Mendez 0.4, Longfellow 0.6				
	Professional Development 0841	Coordinator of Literacy 1.00				
	Professional Development 0841	District K-12 Ethnic Studies TSA 1.00				
	Professional Development 0841	Instructional Technology TSA - 0.5				
	Professional Development 0841	District K-8 Science TSA 0.40				
	Professional Development 0841	District K-5 Math Coach 1.00				
	Professional Development 0841	K-5 Lead Literacy Coach 0.70				
	Professional Development 0841	District Wide/KING Middle School Literacy Coach 1.00				
	Professional Development 0841	Elementary Literacy Coaches 2.75				
	Student Achievement Strategies	K-5 Literacy Coaches 5.5				
	Professional Development 0841	Middle School Literacy Coaches 1.20				
	Student Achievement Strategies	Middle School Math Coach 0.6 FTE				
	Activities - Eliminated or reduced				(314,584)	
	Activities - Repurposed Total				230,000	
	Chris Albeck Total		18.45			
			(1.60)			
	Revised Total		16.85	(1.60)	(340,762)	-10.65%

2026-27 BHS Summary

Classroom Support

*Professional
Development*

*Expanded Course
Offerings*

*Student Achievement
Strategies*

*Information
included in
slide
presentations*

Tracking BHS Changes - as of 4/21/26

<i>Manager</i>	<i>Program</i>	<i>Position or Activity</i>	2025-26 FTE	2026-27	Status 4/21/26	net change FTE	net change Dollar	net change %
Juan Raygoza	Classroom Support 0841 - 068	0.4 FTE BHS International Baccalaureate (IB) Support	0.40					
	Classroom Support 0841 - 068	1.0 FTE BHS 504 Coordinator	1.00					
	Classroom Support 0841 - 068	1.0 FTE BHS Dean of Students	1.00					
	Classroom Support 0841 - 068	1.0 FTE BHS Student Activities Director	1.00					
	Classroom Support 0841 - 068	4.2 FTE BHS U9 Support (Teachers) For 14 LEAP sections and 7 LEAD Planning Periods	4.20					
	Expanded Course Offerings 0841-067	Berkeley High School Summer A- G Credit Earning 0.90 FTE (Paid in stipends)	0.90					
	Expanded Course Offerings 0841-067	Berkeley High School Zero and 7 period offerings 5.3 FTE	5.30					
	Professional Development 0841 - 000, 017, 019, 522, 303	BHS Instructional Technology Teacher TSA 1.00	1.00					
	Professional Development 0841 - 000, 017, 019, 522, 303	BHS Professional Development Leaders 4.40	4.40					
	Student Achievement Strategies 0863	Black Studies Program Development 0.4 FTE	0.40					
	TOTAL		19.60	19.60				
	Reduction (tentative)			-2.60				
New Line Item	Classroom Support 0841 - 068	0.4 FTE BHS 504 Case Management (TSA)		0.40	CONFIRMED			
Revised Total				17.40				
Juan Raygoza Total			19.60			(2.20)	(319,937)	-10.81%

2026-27

*HQI, Student
Achievement
Strategies, and
Counseling*

*Projected Ending
Fund Balance
Update*

As of 4/21/26

2026-27 BSEP Measure H				
DRAFT				
4/21/26				
		HQI Update 4/21/26	Student Achievement Strategies 4/21/26	Counseling and Behavioral Health 3/24/26
Revenue		\$ 29,522,848	\$ 2,169,482	\$ 961,729
Expenditures			\$2,166,642	952,617
	Class Size Reduction (2/24/26)	\$19,971,300		
	Professional Development	\$3,087,650		
	Classroom Support	\$2,544,848		
	Program Evaluation	\$1,032,228		
	Expanded Course Offerings	\$1,179,599		
	Indirect (4.66%)	\$1,296,208		
	TOTAL Expenditures	\$29,111,833	\$2,166,642	\$952,617
	Projected Ending Fund Balance	\$411,015	\$2,840	\$9,112

Appendix

Musical Chairs Analogy

Stable Game



One chair per item
Balanced and Sustainable

Unstable Game



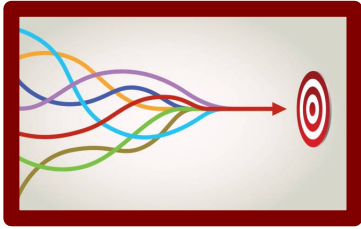
More players than chairs
Unstable and Inequitable



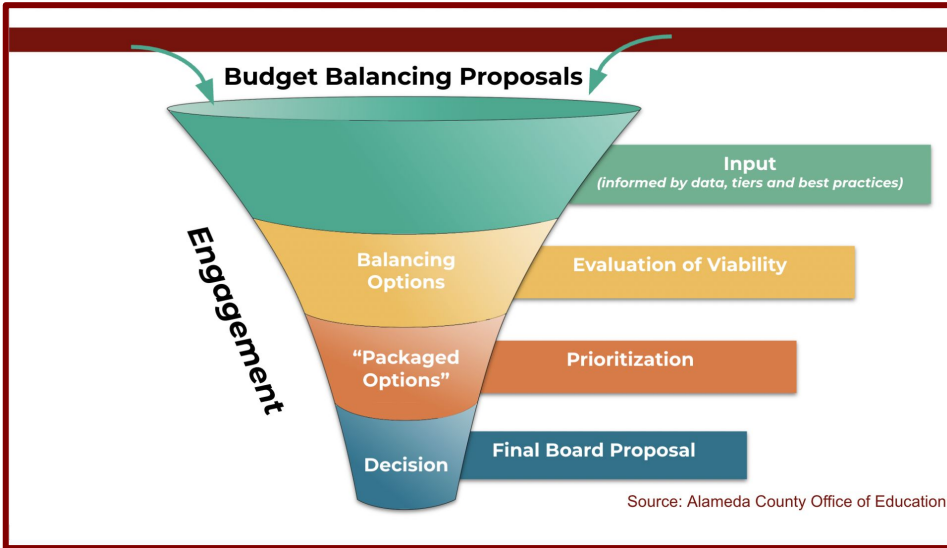
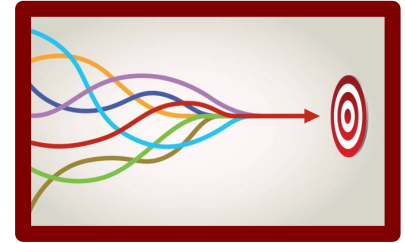
Chair =
Stable Funding Source



Item = Programs,
Staffing & Services



Guiding Decision Making



Evaluate and Remove Vacant Positions*

Truing up Program Costs: Evaluate Program Costs and make sure allocation matches true cost

Eliminate Expenses covered in other funding sources

Evaluate Annual Unexpended Funds

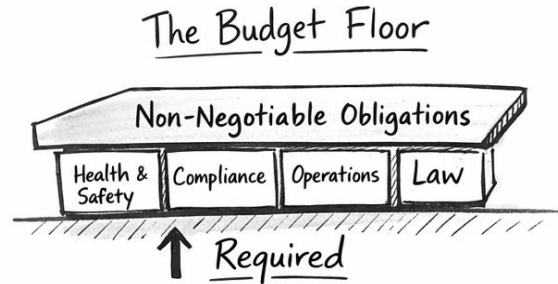
Look for inefficiencies: Identify Examples (programs and positions) where we duplicate efforts

Transfer Expenses to other funding sources

Consolidate and Reduce (Positions and Programming)

Decision-Making, Prioritization, and Budget Analysis Framework

Making the Budget Decision Process Visible

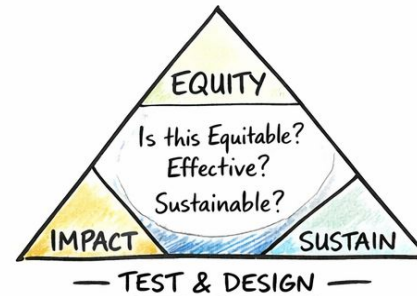


BUSD Budgeting Principles


- Equity First
- Proven Impact
- Sustainable Scale
- + Readiness & Capacity
- + Voice & Trade-Offs





The Decision Triangle





Core Values of Resource Allocation


-  **Equity**

We allocate resources to create the conditions to realize our district mission, address inequities and remove barriers that hinder that mission from being realized
-  **Transparency**

We believe it essential that the community understands the criteria and conditions that inform resources allocation
-  **Excellence**

We engage in continuous improvement - reflecting on resource allocation decisions, progress monitoring and using data to inform and evaluate implementation and impact
-  **Engagement**

We believe that context matters and that those closest to the work with the deepest understanding must have input in the decisions to leverage resources and meet student needs.
-  **Sustainability**

We allocate resources responsibly, planning not just to how to start programming but also considering staff, time, and resources required to sustain those initiatives.
-  **Stability**

Our resource allocation structures include contingencies to mitigate unexpected changes in enrollment or other shifts that adversely impact site funding.

BUSD Budgeting Principles

Equity governs first protection.

Resources are prioritized to reduce barriers and support students who have been historically and currently least served.

We fund what demonstrably improves student outcomes.

Investments are tied to clear outcomes and evidence of impact, not activity alone.

We do not scale what we cannot responsibly sustain.

Ongoing investments consider long-term fiscal, staffing, and implementation implications.

We align investment to readiness and capacity.

Funding levels reflect our ability to implement with quality, coherence, and accountability.

Those closest to the work inform decisions early.

Students, families, and staff most impacted shape budget decisions in ways that meaningfully influence outcomes.

We name trade-offs clearly and proactively.

Budget decisions explicitly acknowledge what is being prioritized, reduced, or deferred, and why.

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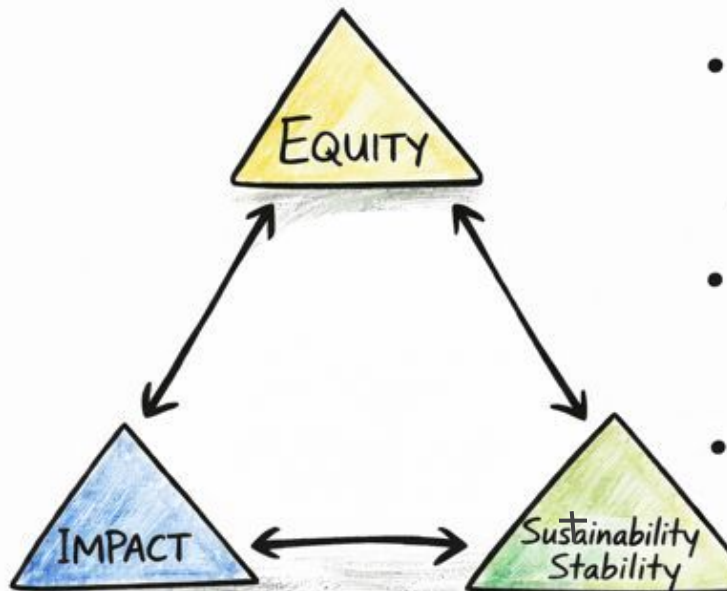
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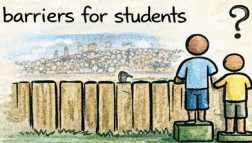
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Equity

Does this meaningfully reduce barriers for students who have been least served?

- ✓ Who experiences the benefit and who doesn't.



Sustainability ★ Stability

Can this be responsibly sustained over time without creating future harm?

This includes:

- ✓ ongoing dollars
- ✓ staffing load
- ✓ opportunity cost
- ✓ future cuts this will force



An equity move that collapses next year is not equity.

Excellence

Will this actually improve student experience or outcomes at a level that justifies the investment?

Not activity. Impact.



All community is welcome to attend!

Learn more about SBAC here!

Next meeting is April 8th!!

[LINK to
3/18 2nd
interim
budget](#)

[LINK to
12/10 1st
interim
budget](#)

[LINK to
3/18 SBAC
slides](#)

[LINK to 3/4
SBAC
slides](#)

[LINK to
2/25 SBAC
slides](#)

[LINK to
2/18 SBAC
slides](#)

[LINK to
1/27 SBAC
slides](#)