BSEP Berkeley Schools EXCELLENCE PROGRAM

BERRA BERKELEY EDUCATOR Recruitment and Retention Act

Planning and Oversight Committee Orientation Part 2

11/3/26

Excellence • Equity • Engagement • Enrichment

Our Mission

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

#BerkeleyRising

Excellence

Equity

Engagement

Enrichment

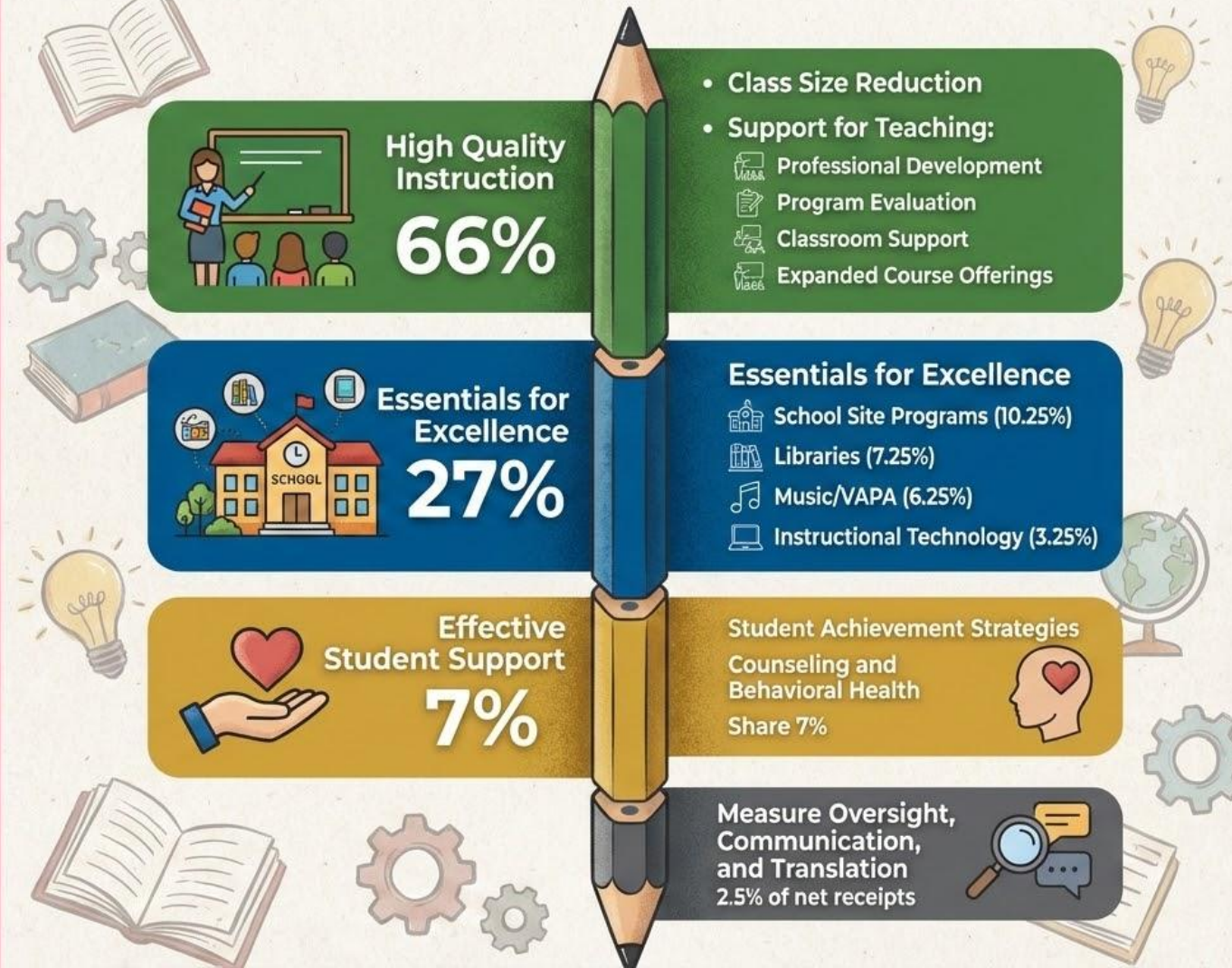
BSEP and BERRA Local Tax Measures

Measure	Length of Measure	2026 - 27	Description
BSEP Measure H of 2024 *Berkeley Schools Excellence Program* BSEP was First Approved in 1986	**8 years** 2025-26 to 2032-33	**Year 2** $46 Million	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.
BERRA Measure E of 2020 *Berkeley Educator Recruitment and Retention*	**12 Years** 2020-21 to 2031-32	**Year 7** $12 Million	Increased salaries for BUSD educators (95%) and targeted funds (5%) to recruit, retain and support educators in hard to fill positions.

Measure H of 2024 Framework

BSEP Resources

BSEP Berkeley Schools EXCELLENCE PROGRAM



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!

- Class Size Reduction
- Support for Teaching:
  - Professional Development
  - Program Evaluation
  - Classroom Support
  - Expanded Course Offerings

BHS

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

*BSEP SIte Funds

- **Smaller classes** than statewide averages, with nearly **1/3 of our teachers** provided by BSEP
- **Curriculum and Instruction** - Literacy Coordinator, RtI 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 IEP support, 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

Thanks to BSEP Funding, BUSD Provides Essentials for Excellence

Mariachi and Chorus on Mexican Independence Day

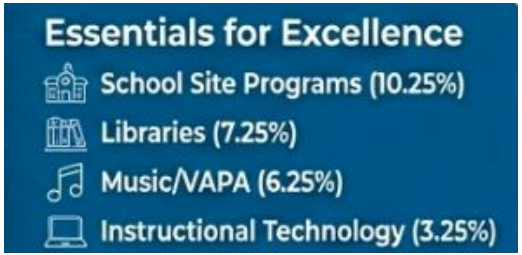
Music/VAPA
Universal 4th and 5th instrumental program, MS and HS before and after schools courses, K-2 arts and music classes

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

Library Program
Everys school has a library with library staff and books, materials, services and equipment

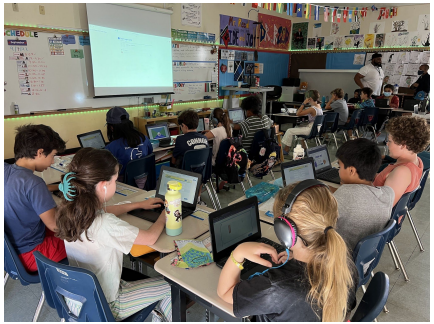
PK-12 Library staffing, Author visits, Battle of the Books, coordinator, PD, Collections and resources, databases, infrastructure improvements

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

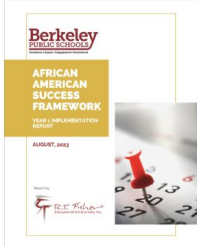


Instructional Technology
providing instructional technology in schools, and access for students to computers and instructional technology across every school

School Computer Technicians, Technology Supervisor, Instructional Technology TSA



Thanks to BSEP Funding, BUSD Provides Effective Student Support



Affinity Based Programming and Curriculum

- Puente
- African American Success Framework
- RISE Support @ BHS*
- Bilingual Home-School Liaison @ BHS*

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

*BSEP SIte Funds

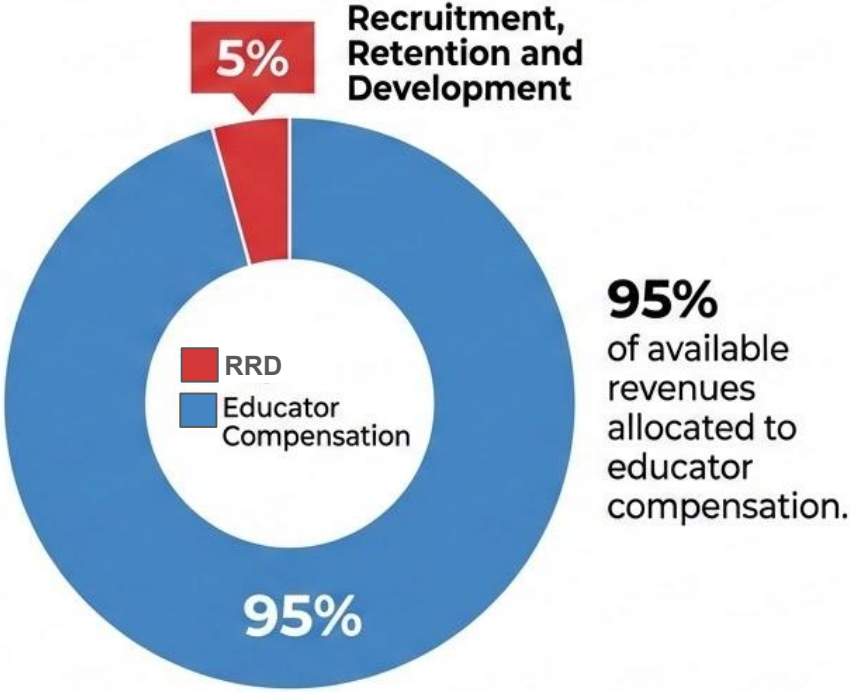
Berkeley PUBLIC SCHOOLS

BERRA
BERKELEY EDUCATOR RECRUITMENT & RETENTION ACT

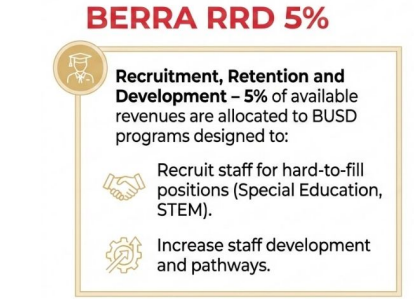
BERRA RRD 5%

Recruitment, Retention and Development – 5% of available revenues are allocated to BUSD programs designed to:

- Recruit staff for hard-to-fill positions (Special Education, STEM).
- Increase staff development and pathways.



Recruitment, Retention and Development



- **Recruitment and Retention -** support to fill positions with strong candidates in hard to fill areas with a focus on hiring and retaining teachers of color.
- **Berkeley Pathway to Achieve Credentialed Teachers (BPACT) -** grant program offering financial assistance to classified employees pursuing a teaching credential.
- **Teacher Induction Program (TIP) -** two-year job embedded program where participating teachers meet weekly with a trained mentor to earn a clear credential.
- **Berkeley Peer Assistance and Review (BPAR) -** provides a continuum of support, helping teachers at all stages of their careers.
- **Classified Professional Development -** professional development programs, events, and activities for the District's classified support staff.

Prior Year

Current Year

Next Year

BSEP & BERRA Calendar

Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Orientation	**Election & Class Size Report**		**First Interim Report**			**Second Interim Report**		
	Program Overview Presentations: Snapshot of Current Year Activities and Updates							
Annual Report Info (included in Program Overview Presentations) Revenue & Expenses, Program Activities, Most Recent Data				**Audits** **Annual Report:** Review and Recommend				

Revenue Projections

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

ANNUAL PLANS

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

Documents and P&O Responsibilities

"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; **review district compliance** with the terms of this Measure."*

*BSEP Measure H

Documents and Primary Responsibilities (Represents primary responsibilities)**	Advising Managers and Leadership	Recommending to the Board	Reviewing Reports and Monitoring Progress	Ensuring Compliance
Annual Reports	✓	✓		✓
Class Size Report			✓	✓
Annual COLA (Cost of Living Adjustment), Revenue Allocations and Tax Rate	✓		✓	
Annual Plans	✓	✓		✓
Audits				✓
Interim Reports			✓	
Fiscal Sustainability			✓	

** Note: The P&O may advise or recommended to district leadership, program managers and/or the Board on any matters pertaining to the BSEP and BERRA parcel taxes

"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;

review district compliance with the terms of this Measure."*

*BSEP Measure H

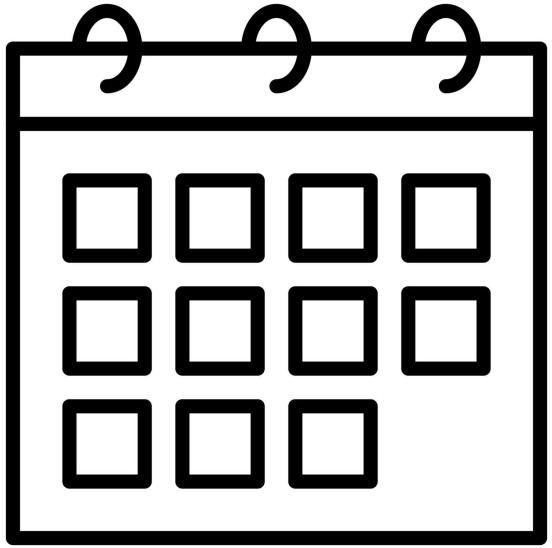
P&O Bylaws:

V. Responsibilities of P&O Representatives and Alternates

The responsibilities of Representatives to the P&O include:

- Attending P&O meetings
- Making arrangements for an Alternate to attend any P&O meeting(s) that which the Representative is unable to attend
- **Reporting to the P&O** on the current status of School Site Council matters at their site
- **Reporting back to the site School Site Council** after each P&O meeting
- Serving on P&O Subcommittees

Upcoming Dates



- November 3 - Regular P&O Meeting - Virtual 6:30
- November 12 - Joint Committee Meeting - in person 5-7 PM (Location TBD)
- December 15 - Regular P&O Meeting - In Person 6:30 (VAPA Office Browning and Addison Streets)

Joint District Committee Meetings 2026-27

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)

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

Proposed Committee Meeting Dates

- 10/8/26
- 11/12/26 - In person meeting 5-7 With P&O
- 1/14/27
- 3/18/27
- 5/20/27

BSEP ★ Excellence!

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

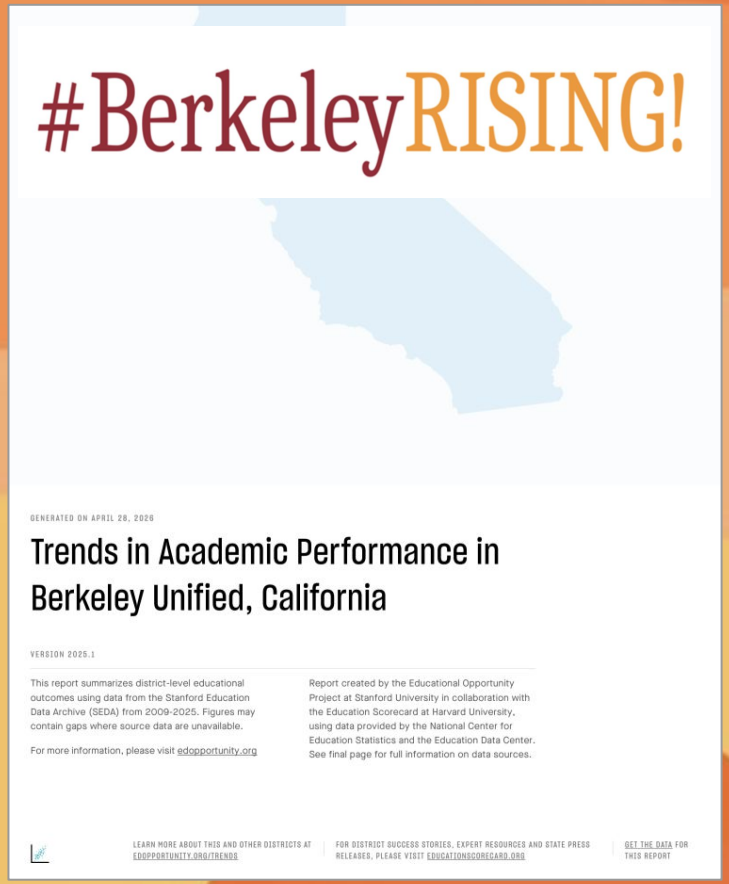
https://www.berkeleyschools.net/departments/bsep/

Excellence • Equity • Engagement • Enrichment

#BerkeleyRISING

Our Mission

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



Educational Opportunity Trends Project: https://edopportunity.org/trends/

The Educational Opportunity Trends Project report from May 2026 indicates that Berkeley Unified School District achieved average test scores 1.78 grade levels above the 2019 national average, with a positive trend of +0.21 grade levels per year since 2022 and identified BUSD as a "district on the rise."

The report indicates that overall performance outpaced state and similar district averages and noted that ***significant achievement gaps persist between demographic and socioeconomic subgroups.***

#BerkeleyRISING!

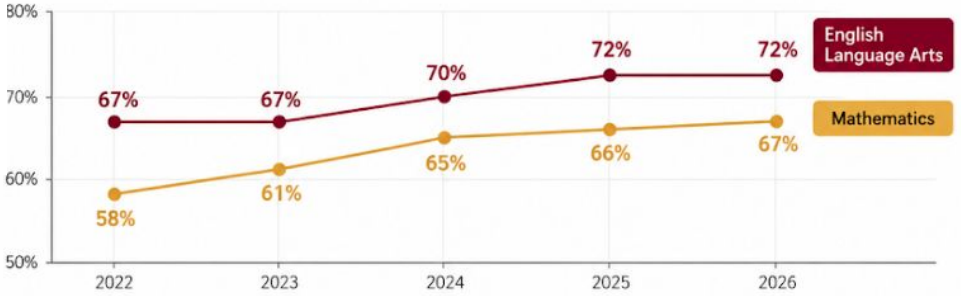
- A Celebration
- A Call to Action
- A Commitment

Berkeley
UNIFIED SCHOOL DISTRICT

EQUITY | EXCELLENCE | ENRICHMENT | ENGAGEMENT

FIVE YEARS OF ACADEMIC PROGRESS

BUSD students meeting or exceeding state standards



ELA PROFICIENCY
Increased 5 percentage points since 2022
67% → 72%

MATH PROFICIENCY
Increased 9 percentage points since 2022
58% → 67%

BUSD continues to outperform county and state averages in English Language Arts, mathematics, and science.

#BERKELEYRISING

Source: 2026 California state assessment results. See full results in BUSD's October 2026 press release.

3 x 5 target

3%
All students

5%
Focal Students

- African American
- Hispanic/Latinx
- English Learners
- SES
- Students experiencing housing insecurity
- SPED

BSEP and BERRA Measure Oversight

BUSD STAFF Oversight & 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

Planning and Oversight Committee

P&O - 24 members/24 alternates: Elected by each school's School Site Council (SSC)
per BSEP Measure H 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;
- and **review district compliance** with the terms of this Measure."

Board of Education

- Approves Yearly Plans and Accepts Reports

District Advisory Committee Purpose, Roles and Responsibilities

Advisory committees serve the Berkeley Unified School District in an ***advisory*** capacity on matters pertaining to various aspects of the district plans and budgets in collaboration with district staff and other committee members. The scope of which varies depending on committee (see District Training Committee Resource Website)

- ❏ Function as a **thought and accountability partners** to BUSD
- ❏ Focus on **advisement and collaboration** with district staff
- ❏ **Review and monitor implementation** of respective plans, budget and implementation/impact metrics
- ❏ **Provide recommendations** to the Superintendent as appropriate
- ❏ **Liaison and represent** your school communities
  - ❏ Share Information out
  - ❏ Bring Information in

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

Decision-Making

<u>The committee can only take action on items listed in the agenda</u>

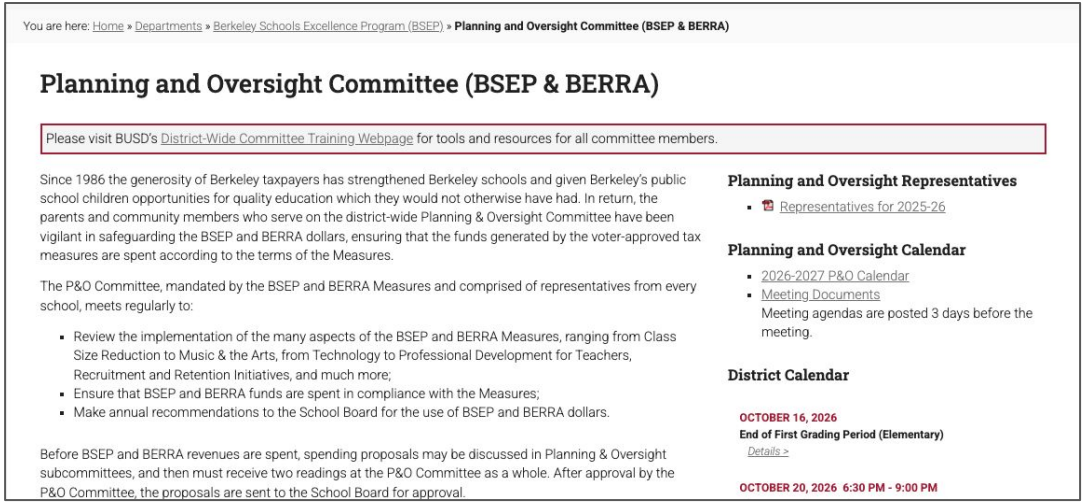
- **EXCEPTION:** Committee members, by unanimous vote, find that there is a need to take immediate action and that the need for action came to the attention of the committee subsequent to the posting of the agenda
- **NOTE:** Questions or brief statements made at a meeting by the committee or public that do not have a significant effect on students or employees, do NOT need to be described on an agenda as items of business

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
- Any **materials** provided to the committee must be made available to any member of the public who requests the materials
- **No restrictions on teleconferencing.**

Planning and Oversight Resources and Information

- **P&O Webpage**
- **P&O 2026-27 Calendar**
- **P&O Current Meeting Documents Folder**
- **District Committee Training Resources Web Page**



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 1986 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.

Before BSEP and BERRA revenues are spent, spending proposals may be discussed in Planning & Oversight subcommittees, and then must receive two readings at the P&O Committee as a whole. After approval by the P&O Committee, the proposals are sent to the School Board for approval.

Planning and Oversight Representatives

- Representatives for 2025-26

Planning and Oversight Calendar

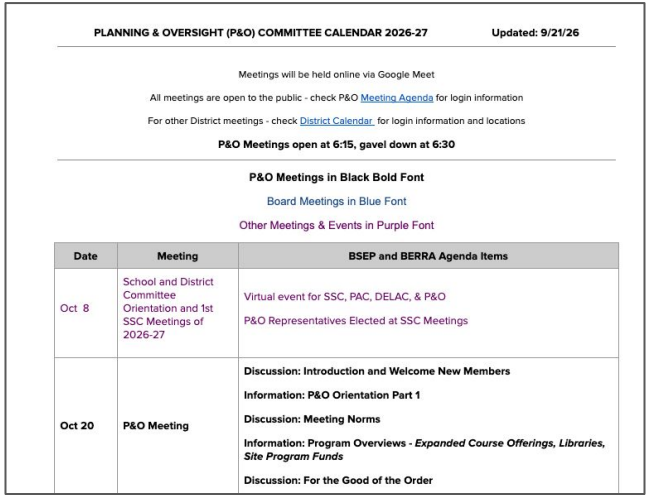
- 2026-2027 P&O Calendar
- Meeting Documents

Meeting agendas are posted 3 days before the meeting.

District Calendar

OCTOBER 16, 2026
End of First Grading Period (Elementary)
Details >

OCTOBER 20, 2026 6:30 PM - 9:00 PM



PLANNING & OVERSIGHT (P&O) COMMITTEE CALENDAR 2026-27 **Updated: 9/21/26**

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

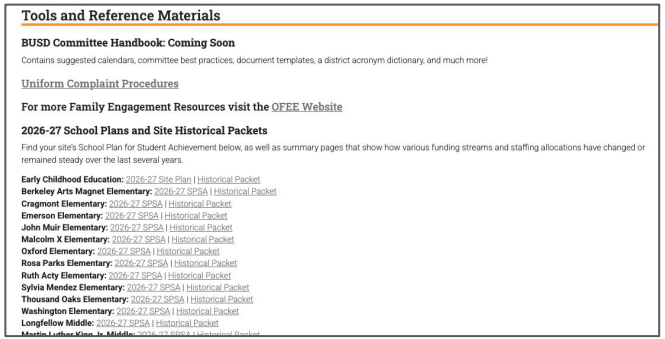
P&O Meetings open at 6:15, gavel down at 6:30

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 8	School and District Committee Orientation and 1st SSC Meetings of 2026-27	Virtual event for SSC, PAC, DELAC, & P&O P&O Representatives Elected at SSC Meetings
Oct 20	P&O Meeting	**Discussion: Introduction and Welcome New Members** **Information: P&O Orientation Part 1** **Discussion: Meeting Norms** **Information: Program Overviews - *Expanded Course Offerings, Libraries, Site Program Funds*** **Discussion: For the Good of the Order**



Tools and Reference Materials

BUSD Committee Handbook: Coming Soon

Contains suggested calendars, committee best practices, document templates, a district acronym dictionary, and much more!

Uniform Complaint Procedures

For more Family Engagement Resources visit the OFEE Website

2026-27 School Plans and Site Historical Packets

Find your site's School Plan for Student Achievement below, as well as summary pages that show how various funding streams and staffing allocations have changed or remained steady over the last several years.

Early Childhood Education: 2026-27 Site Plan | Historical Packet
Berkeley Arts Magnet Elementary: 2026-27 SPSA | Historical Packet
Cragmont Elementary: 2026-27 SPSA | Historical Packet
Emerson Elementary: 2026-27 SPSA | Historical Packet
John Muir Elementary: 2026-27 SPSA | Historical Packet
Malcolm X Elementary: 2026-27 SPSA | Historical Packet
Oxford Elementary: 2026-27 SPSA | Historical Packet
Rosa Parks Elementary: 2026-27 SPSA | Historical Packet
Ruth Acty Elementary: 2026-27 SPSA | Historical Packet
Sylvia Mendez Elementary: 2026-27 SPSA | Historical Packet
Thousand Oaks Elementary: 2026-27 SPSA | Historical Packet
Washington Elementary: 2026-27 SPSA | Historical Packet
Longfellow Middle: 2026-27 SPSA | Historical Packet