



**Berkeley Educator Recruitment and Retention
Draft Ballot Measure**

November 6, 2019

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Educator Recruitment and Retention Draft Ballot Measure

- **Brief Review of Need**
- **Local Support for Funding**
- **Measure Components**
- **Discussion**

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August Recruitment Snapshot

Certificated Openings	2017	2018	2019
Classroom Teachers	0	2	7
Teachers on Special Assignment	0	1	3
Special Ed Teachers	0	1	9
Classified Openings	2017	2018	2019
Instructional Assistants (Early Childhood)	8	10	9
Instructional Assistant II (Special Ed)	15	14	13
Instructional Techs (Afterschool)	18	23	21

Certificated Salary and Benefits Ranking

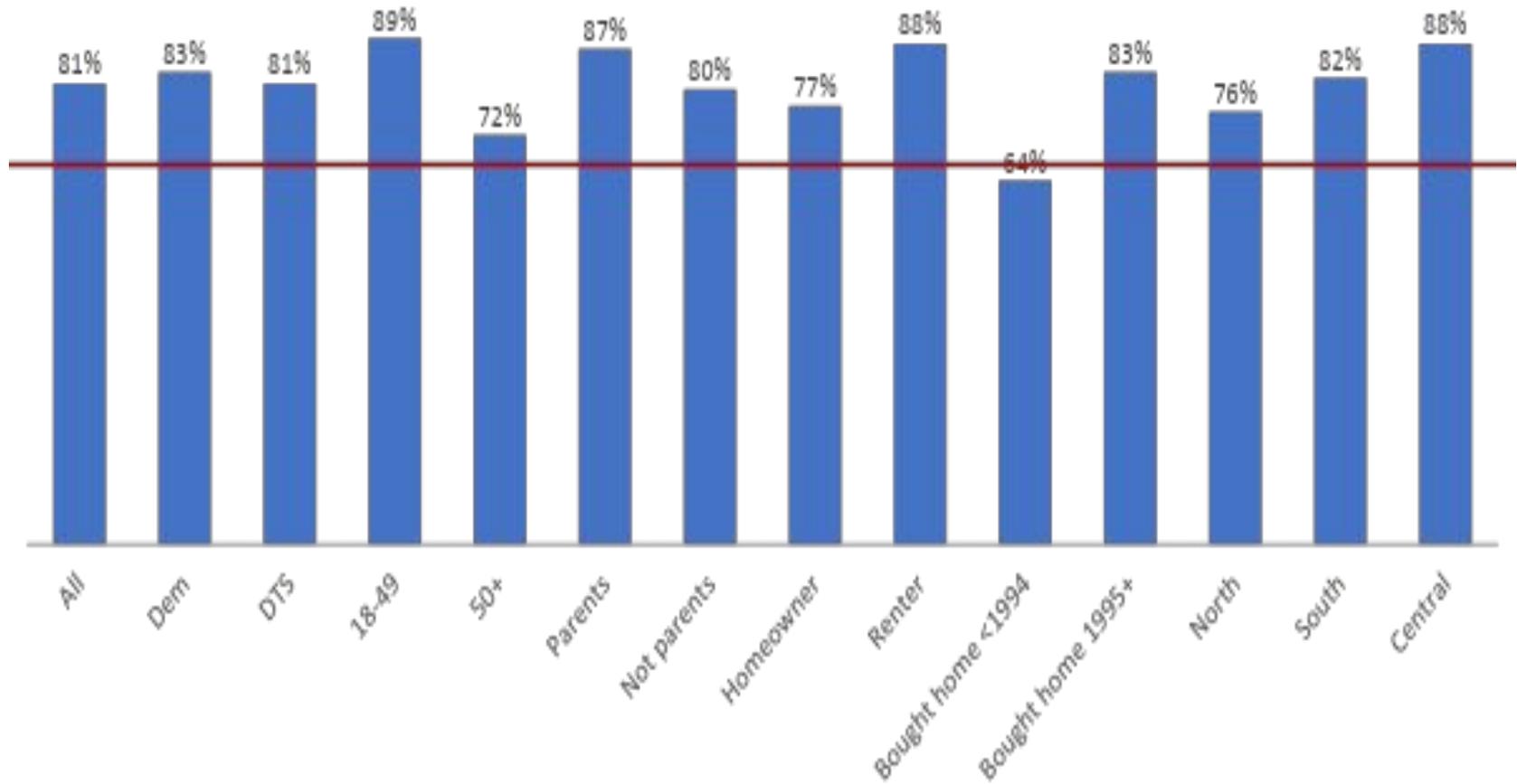
Ranking	Bay Area Comparative Districts	Above/Below Comparative District Average	Above/Below Regional Average	C Conc. Fund T Special Tax	ADA/FTE Ratio Ranking
1	New Haven	\$13,704	\$11,805	C	11
2	Albany	\$10,054	\$8,155	T	4
6	San Leandro	\$5,549	\$3,650	CT	10
7	San Lorenzo	\$1,569	-\$330	CT	15
10	West Contra Costa	-\$341	-\$2,240	C	14
13	San Francisco	-\$2,025	-\$3,924	CT	2
15	Emeryville	-\$7,266	-\$9,165	C	1
16	Berkeley	-\$8,016	-\$9,915	-	3
17	Oakland	-\$10,016	-\$11,915	CT	7
18	Alameda	-\$10,880	-\$12,779	T	6

**2017-18, School Services of California*

Public Process Highlights

Sept 4	Board Overview of Potential Voter Approved Measures
Sept 16-21	Voter Poll
Sept 17	BSEP P&O Steering Committee
Sept 18	Board: Decision for Measure Approval Timeline
Sept 19	Parent Advisory Council
Oct 10	Town Hall on Ballot Measures
Oct 17	District and School Committee Orientation / Workshops
Oct 23	Board: Update on Public Process and Measure Content
Oct 28	PTA Council
Oct 29	BSEP P&O Steering Committee
Nov 6	First Reading of Measure Language for March Ballot
Nov 20	Approval of Measure Language for March Ballot
Dec 11/16	Deadline for Ballot Arguments in Favor / Rebuttals

Teacher Compensation Tax: % Definitely or Probably Voting Yes



A tale of three houses



House #	1	2	3
Bought in	1974	1994	2014
Valuation	\$140,000	\$440,000	\$1,200,000
Square Foot	1565	1565	1565
Maintenance Tax	\$119	\$119	\$119
School Bond	\$168	\$528	\$1,440
BSEP Tax	\$610	\$610	\$610
Total Public Schools	\$897	\$1,257	\$2,354
Total Taxes	\$4,455	\$7,850	\$16,028
Schools % of Property Taxes	20%	16%	15%

Measure Components

Revenue

- \$10M tax, with \$9.5M yield (available revenues) projected in the first year after county and city tax collections fees, audit expense, and required set asides for rebates and reserve.

Rate per square foot

- \$0.124/sq foot per year on developed properties (\$186/yr for 1500sf)
- \$25/year on undeveloped parcels.

Structure:

- 95% of available revenues to be directed to educator* compensation;
- 5% of available revenues to be directed to BUSD programs designed to recruit staff for hard-to-fill positions such as Special Education

Measure Components

Term: 12 years

Exemptions for Homeowners:

Very Low Income Seniors (*50% of area median*)

- *eg \$49,600 for 2 persons*

→ New: Taxpayers with Social Security Disability Insurance (SSDI) income (*at 250% of poverty*)

- *eg \$42,276 for 2 persons, \$64,380 for 4 persons*

→ New: Taxpayers with Supplemental Security Income (SSI) at any age

COLA: Bay Area Consumer Price Index (CPI)

Measure Terms and Timelines

Measure / Election	2020	2022	2024	2026	2028	2030	2032	2034	2036
Educator Compensation	ballot		4		8	10	12		
BSEP E1 2016			ballot		4	6	8	10	12
Bond	ballot				8	10	12		
Maintenance Tax	ballot (implement 2023-32)					8	10		

Estimated Revenue 2020-21

Revenue			
	City & County Tax Collections		10,082,000
	Rebates		(117,500)
	Reserve		(282,000)
Total Projected Revenue			9,682,500
Expenses			
	City & County Collection Fees		186,000
	Audit Expense		8,000
Total Expenses			194,000
Net Revenue			9,488,500
	Planning and Oversight	1.00%	\$ 94,885
Net Available for Allocation			\$ 9,393,615

Discussion

EXTRA SLIDES AFTER THIS POINT

In a few words
of your own,
what would
you say is the
most serious
problem
facing the
BUSD?
(open-ended
question)

Lack of Funds (23%)

- “Should have more funding”
- “Declining state and local funding. Budget cuts”
- “Money, it’s a fundamental problem with CA, why is the 5th biggest economy in the world not funding schools properly?”

Teacher salaries too low (12%)

- “Teachers are not getting enough salaries”
- “Staff pay can't keep up with cost of living”
- Teacher pay given cost of living. Need to keep our great teachers.

Sample of Local District Measures

San Lorenzo Nov 2018	“Provide competitive salaries to help attract and retain highly qualified teachers and staff”
West Contra Costa Nov 2018	“Attract and retain quality teachers”
Alameda Nov 2016	“Attract and retain teachers” (25% of revenue)
Oakland Nov 2016	Teacher and classified staff salaries and benefits (65% of revenue)
Albany Unified Nov 2014	“Attract and retain exceptional teachers and counselors”

Statements about School and District Funding

% Agreeing with Each Statement

