



Berkeley Educator Recruitment and Retention Public Hearing

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Summary of Rationale

An educator recruitment and retention crisis is affecting our students:

- The 19-20 school year opened with many teaching, Special Ed and paraprofessional positions unfilled.

BUSD salaries are not competitive with area districts:

- BUSD is ranked #16 out of 18 on experienced teacher salary scales;
- Other districts have LCFF “concentration” dollars (not applicable to BUSD) or use targeted special taxes; Berkeley’s tax funds provide libraries, small class sizes, counselors, music programs, facility repairs and other essentials but cannot be “swept” to address other needs.

Berkeley voters support local funding for Berkeley educators:

- State funding is inadequate: California ranked #37 in nation in per-pupil funding;
- Voter pride in Berkeley school taxes as an investment in our community values.

Designated funding strengthens salaries and professional pathways so that:

- Berkeley students benefit from a dedicated team of highly qualified and appropriately compensated professionals.

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)

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