

# **BERRA Plan**

# **Recruitment & Retention**

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# BERRA

## Berkeley

## Educator

## Recruitment &

## Retention

## Act

### **Educator Recruitment, Retention and Development**

**Programs:** Five percent (5%) of the Available Revenues shall be dedicated to providing programs designed to strengthen recruitment, retention and development strategies for certificated and classified District personnel, especially in hard-to-fill positions.

- i. It is the intent of this sub-section of the Measure to provide funding for strategic programs and mechanisms to address needs in key positions that directly serve students in District-operated schools. These strategies may include, but are not limited to:
  - a. salary differentials and/or recruitment pipelines for hard-to-staff positions
  - b. classified staff professional development and pathways for paraprofessionals
  - c. educator career pathways for high school students
  - d. enhanced induction programs for new teachers

# BUDGET PROPOSAL for 2021-22

## Staffing

\$380,000

- Classified Professional Development Support 1.0 FTE
- Special Education Development/IEP Coach 1.0 FTE
- District Induction Coach 0.4 FTE
- Peer Assistance and Review Coach 0.2 FTE
- Classified Employee Teacher Pathway Coach 0.2 FTE
- TSA for Recruitment, Retention, & Support\* 0.6 FTE

## Program Support

\$80,000

- Materials, Supplies, Contracts \$30,000
- Recruitment and Retention Stipends \$50,000

## Classified Staff Pathways and Professional Development

- Classified Professional Development Coordinator 1.0 FTE
- Classified Employee Teacher Pathway Coach 0.2 FTE

## Enhanced Induction and Teaching Support Programs

- District Induction Coach 0.4 FTE
- Peer Assistance and Review Coach 0.2 FTE
- Special Education Development/IEP Coach 1.0 FTE

## Recruitment and Support for Hard to Fill Positions

- TSA for Recruitment, Retention, & Support 1.0 FTE
- Materials, Supplies, Contracts \$30,000
- Recruitment and Retention Stipends \$50,000

# TSA for Recruitment, Retention & Support

- Support District efforts to fill all positions with strong candidates, including a focus on Teachers of Color
- Support year round recruitment efforts and the orientation for new teachers welcoming them to the District
- Support a more substantial substitute orientation and an ongoing support system for substitutes

|  |  |         |
|--|--|---------|
|  | <b>REVENUE</b>                             | 493,312 |
|  | <b>EXPENDITURES</b>                        |         |
|  | Staffing                                   | 379,592 |
|  | Recruitment Support (Materials, Contracts) | 30,000  |
|  | Stipends                                   | 50,000  |
|  | Unallocated Reserve                        | 11,388  |
|  | Indirect Costs                             | 25,527  |
|  | <b>TOTAL EXPENDITURES</b>                  | 470,980 |
|  | <b>NET INCREASE (DECREASE)</b>             | 22,332  |
|  | <b>FUND BALANCE ANALYSIS</b>               |         |
|  | Beginning Fund Balance                     | 112,922 |
|  | Net Increase (Decrease) in Fund Balance    | 22,332  |
|  | Ending Fund Balance                        | 135,254 |

Fund balance from 20-21 is due to initiatives that were not carried out due to pandemic constraints.

This budget is currently not deficit spending, and has reserves which may be drawn upon for one time expenses.