

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

	REVENUE	493,312
	EXPENDITURES	
	Staffing	379,592
	Recruitment Support (Materials, Contracts)	30,000
	Stipends	50,000
	Unallocated Reserve	11,388
	Indirect Costs	25,527
	TOTAL EXPENDITURES	470,980
	NET INCREASE (DECREASE)	22,332
	FUND BALANCE ANALYSIS	
	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.