

# Conversation about Staff Housing with the Millbrae Community



May 29, 2019  
San Mateo Union  
High School District

# The Issue:

San Mateo County housing is unaffordable for many families.

- The median sales price for a home in San Mateo County is ~\$1.4 million, a 14% increase over last year. <sup>1</sup>
- Median Sales Prices (MSPs) for homes have increased by nearly 100% in the last five years. <sup>1</sup>
- The median rental price for a two bedroom apartment in San Mateo County is \$3,500, a 7.5% increase over last year
- The average rent for a two bedroom apartment has risen 45% over the last five years. <sup>2,3</sup>

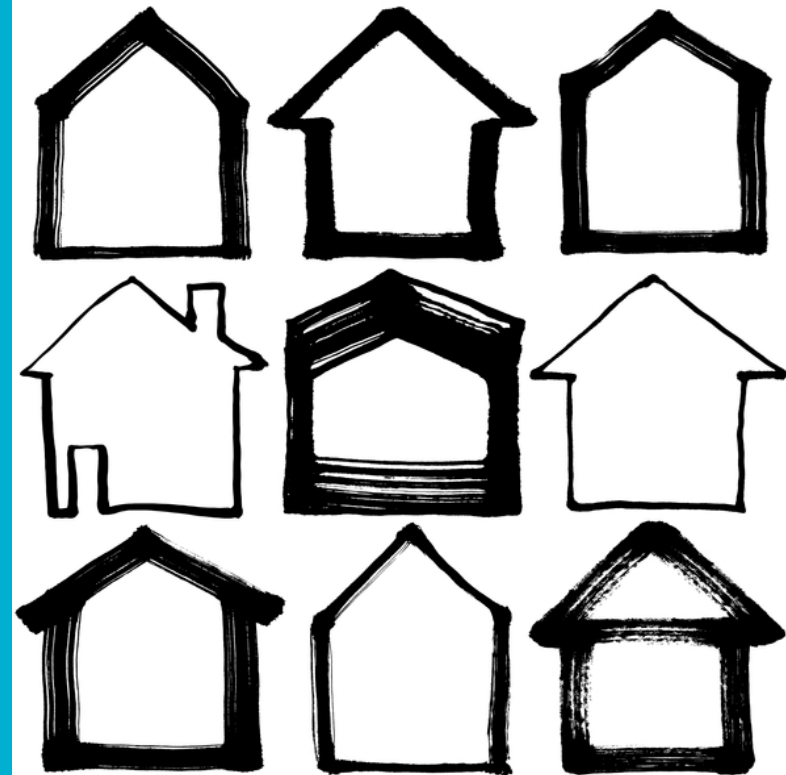
1-- [https://www.trulia.com/real\\_estate/San\\_Mateo-California/market-trends/](https://www.trulia.com/real_estate/San_Mateo-California/market-trends/)

2-- [http://www.zilpy.com/US/California/San\\_Mateo\\_County/](http://www.zilpy.com/US/California/San_Mateo_County/)

3-- <https://data.smcgov.org/Housing-Development/Market-Rent-for-One-and-Two-Bedroom-Apartments/xmj8-dczq/data>

# Why is staff housing important in SMUHSD now?

- District is in one of the most expensive housing markets in the nation
- Our employees are amongst the highest paid in the state, however, they lack the annual income needed for a 1BR apt. In SM County this is \$89,863; annual income needed for 2BR apt is \$114,823\*



# Why is Staff Housing Important in SMUHSD now:

High level of teacher attrition

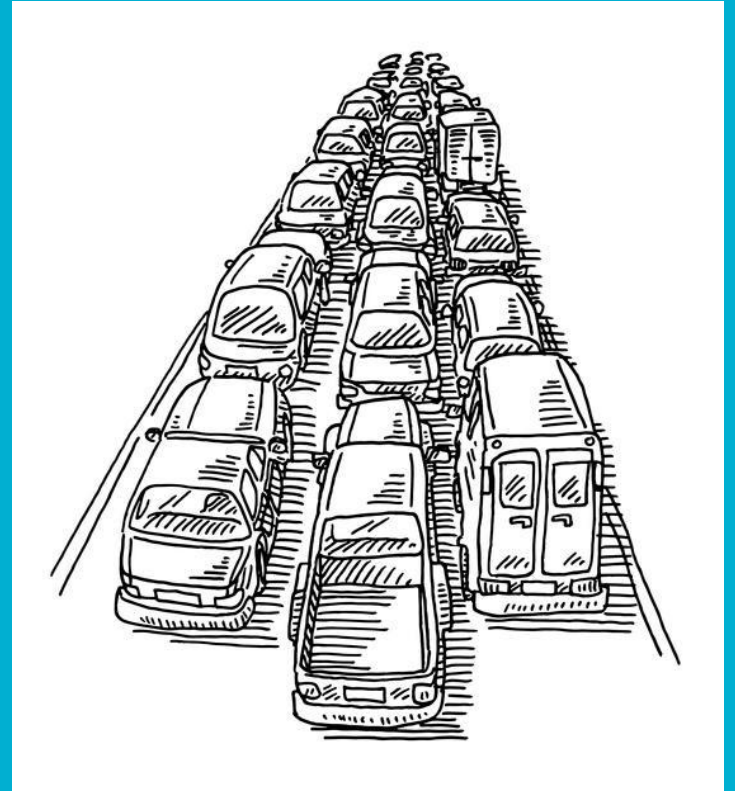
- Enrollment in teacher programs is declining AND teacher turnover accounts for 88% of the demand for new teachers in California\*
- Severe shortage of special education, math and science teachers
- 39% of SMUHSD staff are over the age of 50 and will begin to retire
- We will have a difficult time recruiting NEW staff members to fill these positions.
- Future staff WILL find homeownership in SM County UNATTAINABLE!



\*Ed Source 2018

# According to a January 2019 staff survey:

- Over a third (38.5%) of our employees live outside of the Peninsula
- 40.6% of our employees commute anywhere from 46 minutes to two hours round trip per day (long commutes contribute to traffic congestion in the region which affects us all)



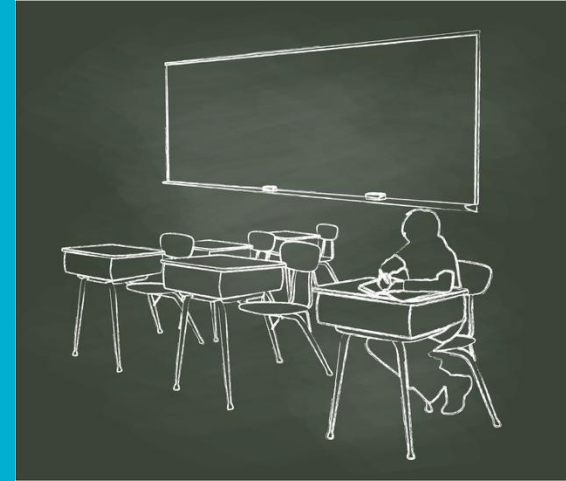
## What staff told us (continued)...

- Nearly a quarter of employees pay anywhere from \$3,000-\$5,000+ in rent per month.
- 82% of renters feel anywhere from somewhat vulnerable to very vulnerable about potential rent increases or the ability to renew their lease in the future.
- 91.8% of rental respondents somewhat agree or strongly agree that the cost of housing WILL impact their ability to stay in the area.



# Why is staff housing being discussed in SMUHSD now?

- Many districts in the county and region are exploring this idea.
- With our departure from Crestmoor, we may have the financial resources to build this housing.
- The District has a desire to hire and retain the highest quality teachers and staff to deliver outstanding instruction and services to our students.
- We are in intense competition with other attractive and prestigious districts and schools for the best staff talent.



# Why is this important to me as a homeowner or community member?

When our schools suffer:

- Our students suffer
- Property values suffer
- Quality of life is diminished in our community





# What are the benefits to Staff Housing

- Staff housing will enable staff to save to purchase a home while living in community in which they work
- Minimize commute times for staff and takes vehicles off of the roadways mitigating traffic congestion in the region
- Improve staff and student quality of life. Staff have more time to commit to programs before and after school.
- A higher quality of life for staff means greater retention which benefits students and their families.



**When schools prosper our community prospers!**

# Staff Housing - What have we done so far? A brief history:

- The District first began to explore staff housing in late 2015.
- May 2016 - the District presented [research](#) on seven potential sites for staff housing -- the Crestmoor site in San Bruno and Mills were found to be the most viable options.
- January 2017 - District held community meetings at Peninsula High and Mills High
- We then paused our work in this area to focus on finding a new home for Peninsula High, which was done earlier this school year



# Staff housing a brief history continued...

- With a location on Hinckley in Burlingame secured for a new Peninsula High and construction set to begin this summer, we turned our attention back to staff housing this school year.
- January 24, 2019 our Board held a special study session and directed staff to explore staff housing
- May 29 - Community Meeting with Millbrae community



# Why Mills?

- Potential space available on the campus
- If the board decides to sell Crestmoor proceeds could fund building staff housing (selling underutilized property and creating a district asset)
- This next generation of staff appreciate Mills' proximity to public transit, shopping and restaurants
- We believe that people who live in this location may not need a car







# Vicinity Map





OOL



# Existing Conditions





# Site Alternate 1 – Podium Level





# Site Alternate 2 – Podium Level





# Site Alternate 3 – Podium Level



# Site Alternate 4 – Ground Level





# Site Alternate 4 – Podium Level

# Mills High School Outdoor Facilities

- The goal for fields is progressive parity across District. Mills and Capuchino fields need improvements.
- The present location of the baseball field has serious drainage issues that make reconstruction at this location less than ideal
- Our Board will consider an architectural design contract at their June 6 meeting
- Construction could occur on the outdoor facilities as early as next summer if a potential March 2020 bond passes



# Conceptual Imagery



# Conceptual Imagery



# Questions and Comments



For more information please visit [www.smuhsd.org/housing](http://www.smuhsd.org/housing) or email [housing@smuhsd.org](mailto:housing@smuhsd.org) to be added to our mailing list.