



Teacher/Staff Housing

SMUHSD Special Study Session

January 24, 2019



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.¹
- Median Sales Prices (MSPs) for homes have increased by nearly 100% in the last five years.¹
- 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.^{2,3}

1-- https://www.trulia.com/real_estate/San_Mateo-California/market-trends/

2-- 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>



History of actions taken
to date to explore staff
housing. (See
information [here](#))



September 2015

- Construction of New District Office approved
- Staff directed to continue search for new location for Peninsula
- Staff housing broached as possibility for Crestmoor site



May 2016



HKIT ARCHITECTS

CONCEPTUAL PERSPECTIVE VIEW - COURTYARD
JANUARY 31, 2017

MILLS HIGH SCHOOL
SMUHS - TEACHER & STAFF HOUSING

- Staff reports on results of study of various district property as potential location of staff housing.
- Mills High School and Crestmoor recommended as most viable sites.
- Board allocated another \$100,000 for exploring housing.



January-June 2016

- District acquires 839 Hinckley Avenue site in Burlingame. This space serves as temporary district office and will be home for Student Nutrition and Maintenance/Ops Departments.
- First staff survey regarding employee housing reported to board.
- District explores possibility of acquiring SMCOE Rollins Road property.
- Conversations with San Bruno Community & Officials regarding Crestmoor site's future.
- Board allocates \$150,000 to explore staff housing.



October 2016

- Staff presentation to board on potential housing layouts at Mills High School, associated site improvements to athletic/PE facilities and potential disposition of Crestmoor site
- Board approves community meetings, budget augmentation, and continued study



January 2017

- Staff holds community meetings at Crestmoor/Peninsula site as well as Mills High School



February 2017-December 2018

- With Rollins Road property unavailable, staff puts work on staff housing on hold as efforts continue to find a location for Peninsula High School
- An outstanding site for PHS is identified at 860 Hinckley Avenue in Burlingame. Staff begins process of acquisition of site and design of school at this location
- Note - All district functions at Crestmoor slated to be in new locations by July, 2020



CE EMPLOYEE RESIDENCE

		AGE GROUPS					Total
		20-29	30-39	40-49	50-59	60 >	
Mileage One Way	CERTIFICATED						
31	Alameda				1		1
38	Albany					1	1
8	Belmont	1	2	1	1		5
36	Berkeley		1		1		2
11	Brisbane			1	1		2
17	Broadmoor Village				1		1
4	Burlingame	2	7	7	6	1	23
52	Concord			1			1
34	Cupertino		2				2
16	Daly City		4	3	1	1	9
45	Danville			1			1
16	E Palo Alto		1				1
26	El Granada			1	1		2
14	Emerald Hills			1			1
6	Foster City	1	5	2	2	2	12
28	Fremont		1	1			2
68	Gilroy		1				1



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		20-29	30-39	40-49	50-59	60 >	
Mileage One Way	CERTIFICATED						
21	Half Moon Bay		3	3	6	1	13
19	Hayward		5	3	3		11
97	Healdsburg					1	1
4	Hillsborough		1		2		3
37	Larkspur			1			1
29	Los Altos					2	2
38	Los Gatos	1					1
15	Menlo Park	1		2	2		5
134	Merced	1					1
32	Mill Valley				1		1
4	Millbrae	2	4	8	8	3	25
24	Montara			1			1
24	Moss Beach		2				2
26	Mountain View	1		5	2	1	9
25	Newark		1				1
49	Novato			1			1



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33	Oakland		3	3	3	1	10
18	Pacifica	1	6	19	9	4	39
18	Palo Alto		4			1	5
503	Palomar Park				1		1
42	Pescadero				1		1
34	Piedmont		1				1
40	Pleasanton			1			1
10	Redwood City	3	11	7	6	6	33
7	San Bruno	5	8	5	4	3	25
8	San Carlos	1	2	3	5	3	14
432	San Clemente	1					1
20	San Francisco	11	35	38	25	12	121
37	San Jose		4	2		3	9
25	San Leandro		1				1
2	San Mateo	7	29	27	32	9	104
39	San Rafael		1	2			3
35	Santa Clara		1				1
27	Sausalito			1			1
10	South San Francisco		8	7	1	1	17
88	Stockton	1					1
30	Sunnyvale	1		2			3
19	Woodside			1			1
	Certificated Total	41	154	161	126	56	538



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23	Castro Valley	1		1			2
52	Concord				1		1
16	Daly City	2	7	5	5	2	21
16	E Palo Alto		1	1	1		3
26	El Granada		1		1		2
69	Fairfield			1			1
6	Foster City	3	2	7	4	4	20
28	Fremont	1	1		2	1	5
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44	Livermore			1			1
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115	Los Banos		1				1

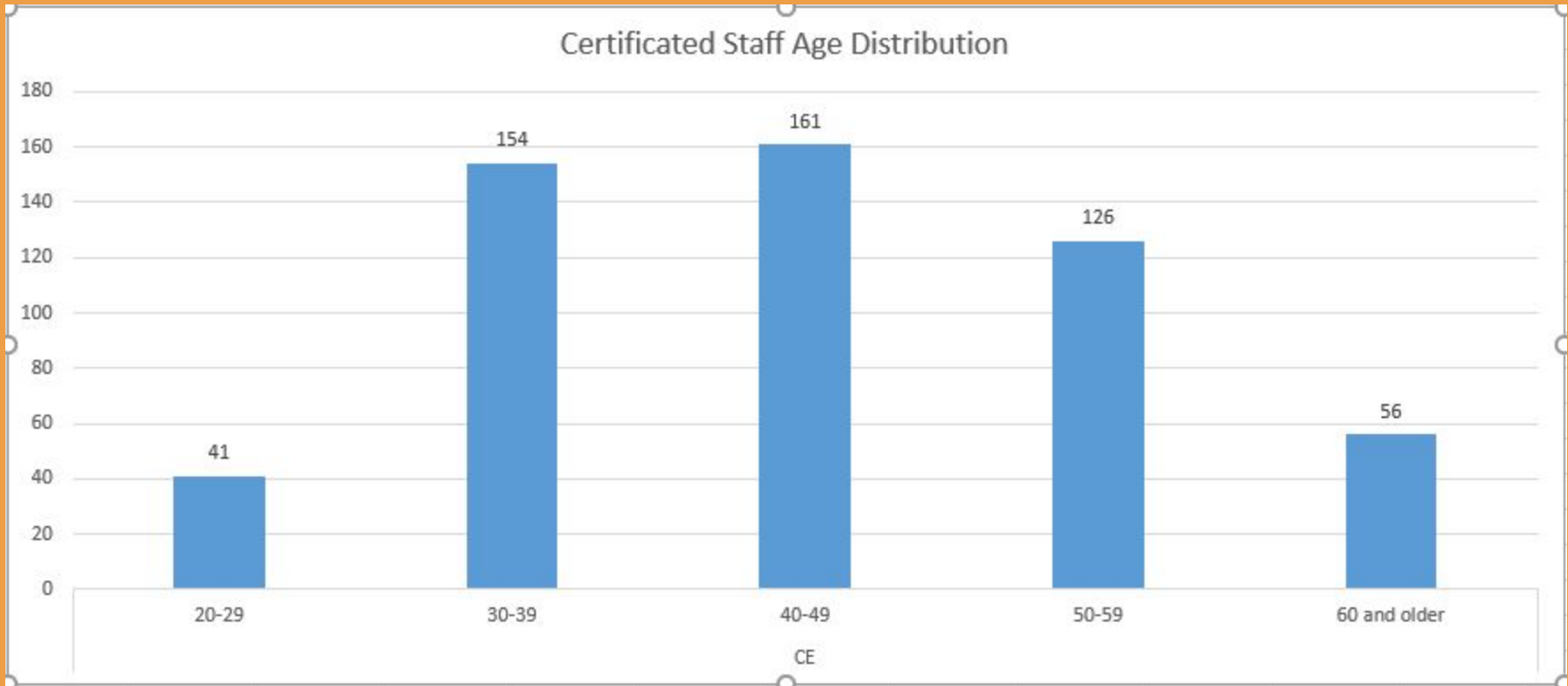


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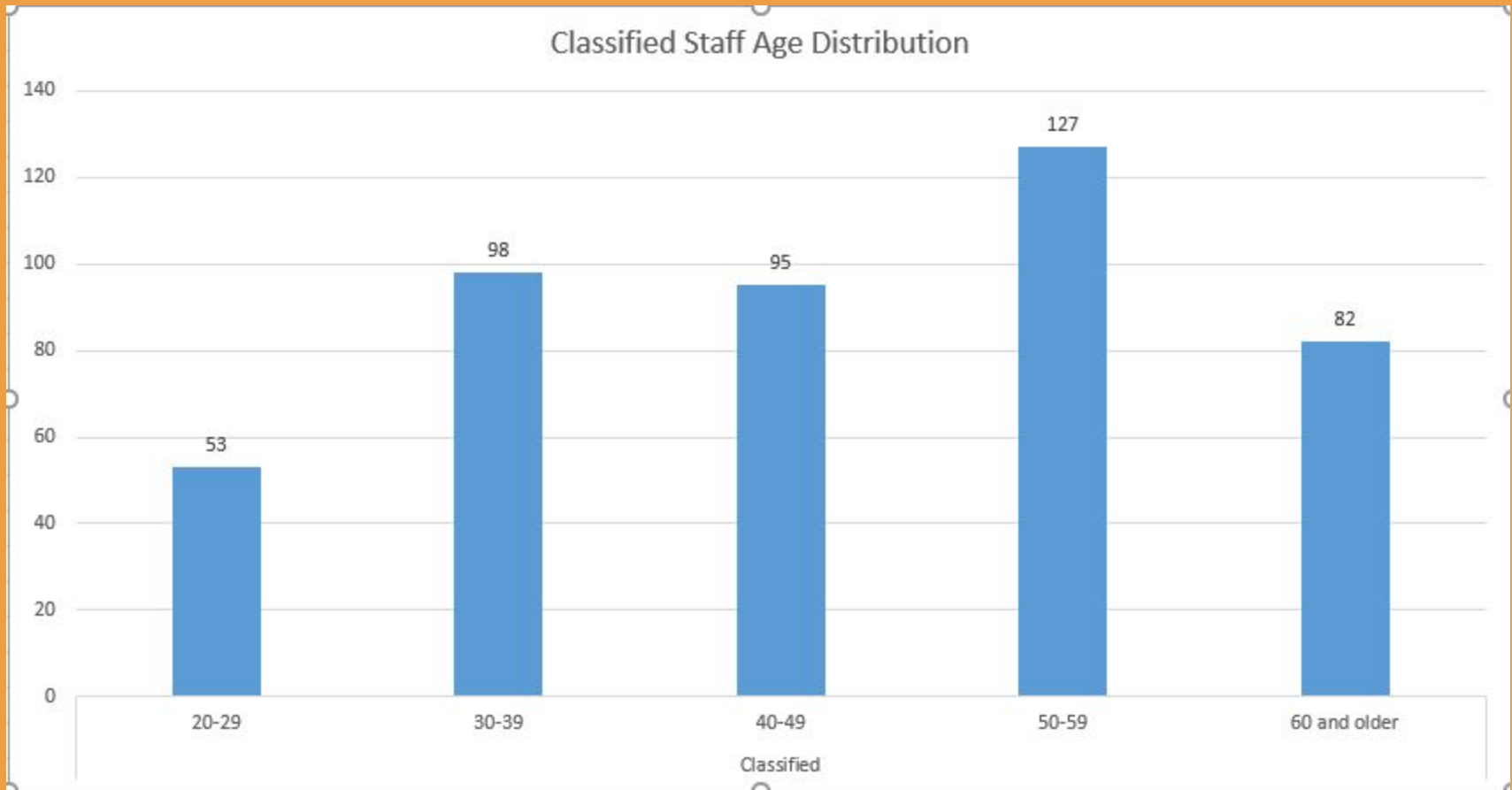
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61	Pittsburg		1		1		2
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37	San Jose		3	1	1	1	6
25	San Leandro		6	1		2	9
21	San Lorenzo		3				3
2	San Mateo	12	12	21	27	17	89
39	San Rafael					1	1
41	San Ramon	1					1
35	Santa Clara		1		1	1	3
10	South San Francisco	3	1	7	10	6	27
30	Sunnyvale		1		1		2
72	Tracy		1	2			3
24	Union City			1	2		3
79	Vacaville		1				1
148	West Point				1		1
19	Woodside		1				1
Classified Total		53	98	95	127	82	455



CE AGE DISTRIBUTION



CL AGE DISTRIBUTION



CE TEN YEARS WITH DISTRICT OR LESS

	CERTIFICATED							CUM
YEARS WITH DISTRICT	10	0	11	6	3	0	20	280
	9	0	5	3	0	2	10	260
	8	0	8	9	3	0	20	250
	7	2	15	10	2	2	31	230
	6	0	6	1	3	1	11	199
	5	2	14	5	0	1	22	188
	4	4	28	7	3	1	43	166
	3	2	11	5	1	1	20	123
	2	10	20	7	3	2	42	103
	1	4	1	2	1	0	8	61
	0	17	22	9	4	1	53	53
		41	141	64	23	11	280	
AGE GROUP								
	20-29	30-39	40-49	50-59	60 and older			



CL TEN YEARS WITH DISTRICT OR LESS

	CLASSIFIED							CUM
YEARS WITH DISTRICT	10	0	1	1	3	1	6	337
	9	0	2	1	5	4	12	331
	8	0	2	4	3	1	10	319
	7	0	2	4	4	5	15	309
	6	1	7	3	10	4	25	294
	5	1	5	10	5	4	25	269
	4	5	10	10	11	2	38	244
	3	7	12	13	13	5	50	206
	2	8	23	7	11	5	54	156
	1	17	15	19	11	2	64	102
	0	14	14	1	8	1	38	38
	53	93	73	84	34	337		
AGE GROUP								
	20-29	30-39	40-49	50-59	60 and older			

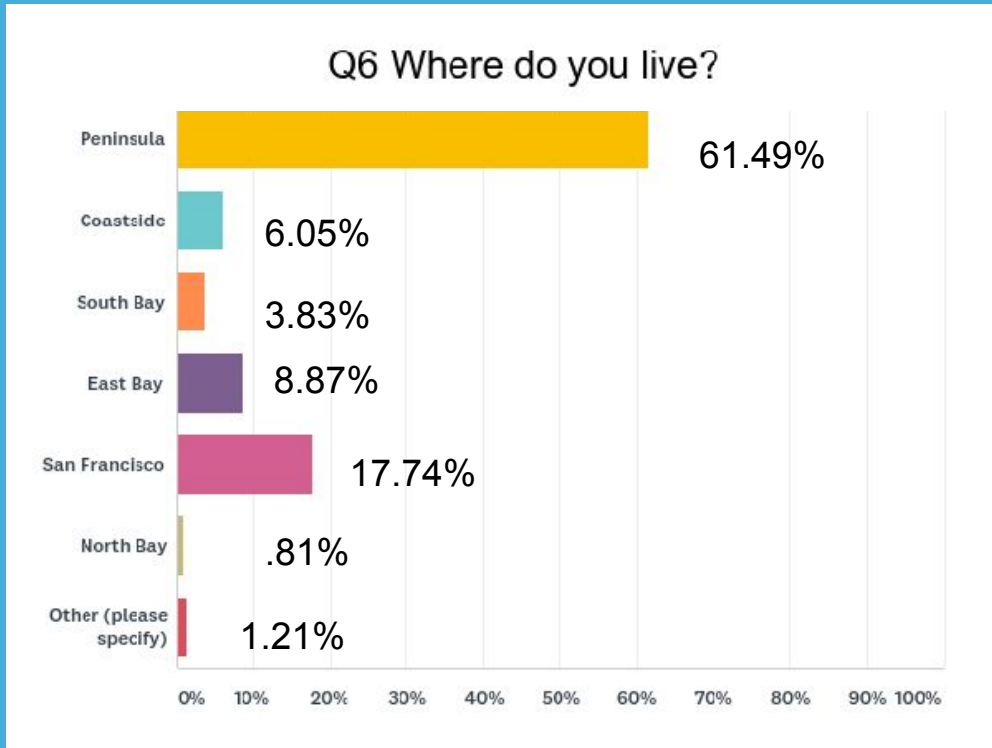


Results of Third Staff Survey

- [Chart Summary](#)
- [Narrative Responses](#)



Employee Housing Survey Highlights

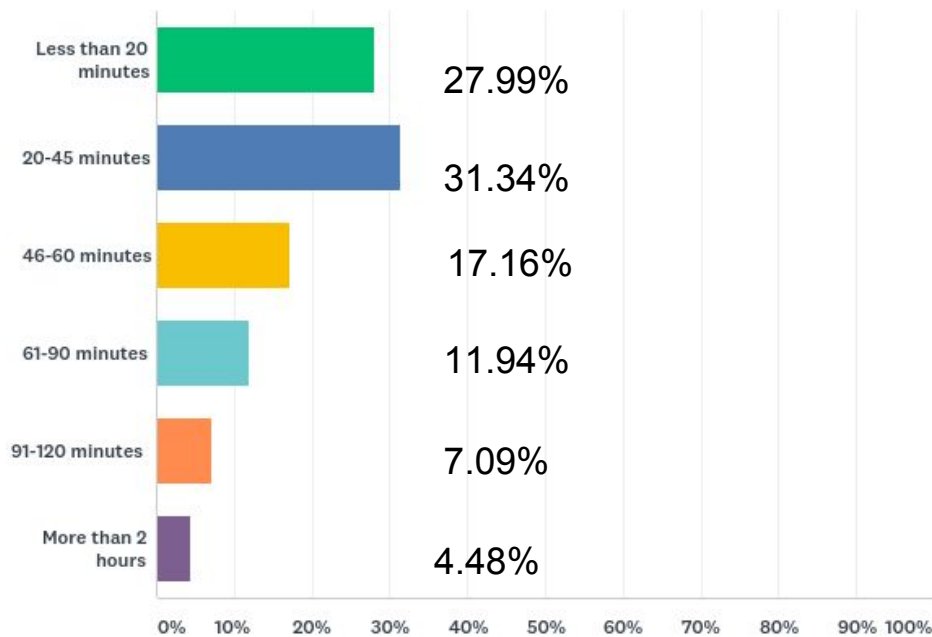


- 61.5% of respondents live on the Peninsula
- 38.5% live in outlying areas.



Employee Housing Survey Highlights

Q8 How many minutes is your commute - ROUND TRIP - on a typical day?

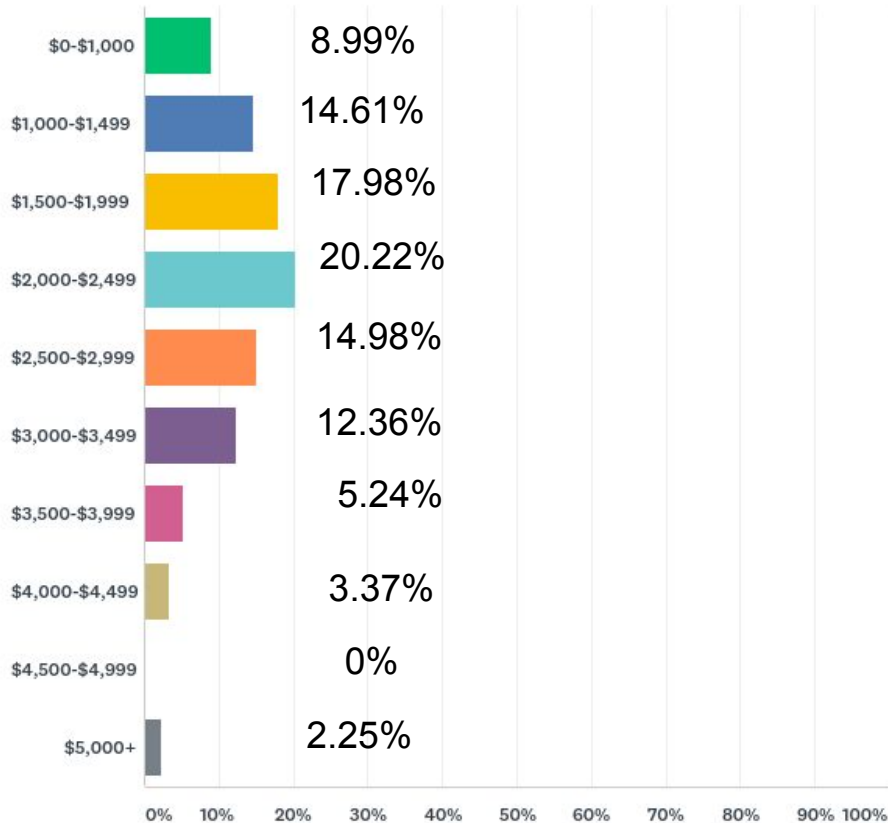


- 28% commute fewer than 20 minutes roundtrip/day
- 31.3% commute 20-45 minutes/day
- 40.6% commute 46 minutes to TWO HOURS/day



Employee Housing Survey Highlights

Q9 What is your personal monthly total rent?



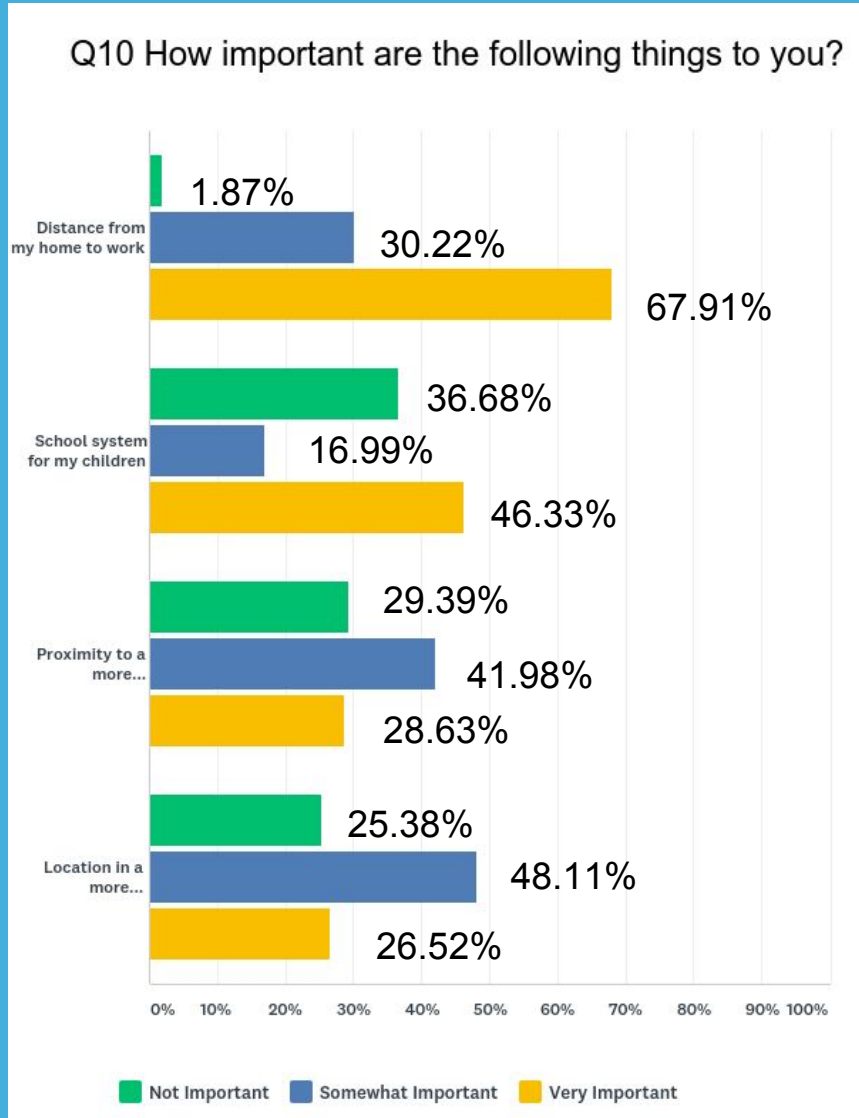
What staff pay in rent each month

- 41.5% - \$1,999 or less
- 35.2% - \$2,000-\$2,999
- 23.2% - \$3,000-\$5,000+



Employee Housing Survey Highlights

What matters most to our employees?

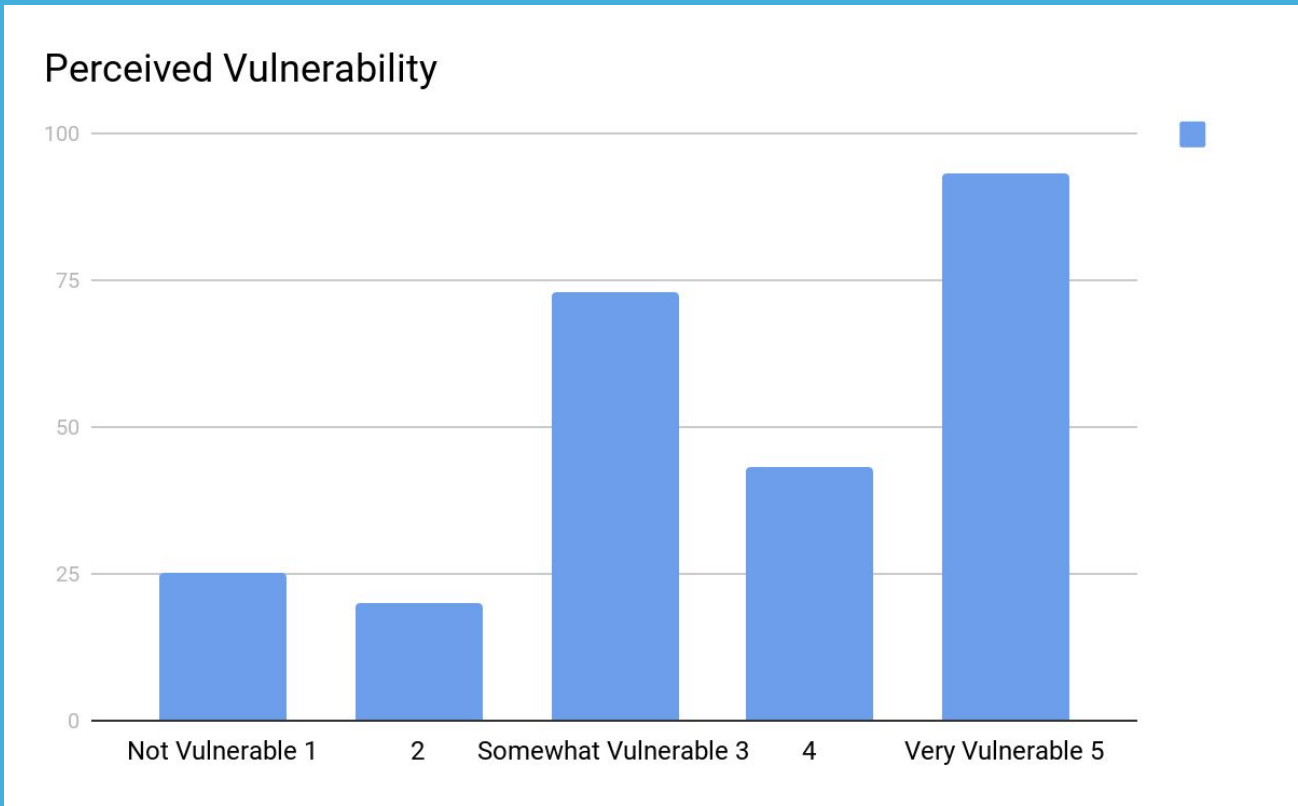


- 98% - distance from home to work
- 63% - schools for their children
- 71% - Proximity to a more urban/walkable setting near public transit
- 74% - Location in a more residential setting



Employee Housing Survey Highlights

Q2: VULNERABILITY -- How Vulnerable do you feel that your rent will increase or that you may not have the option to renew your lease?

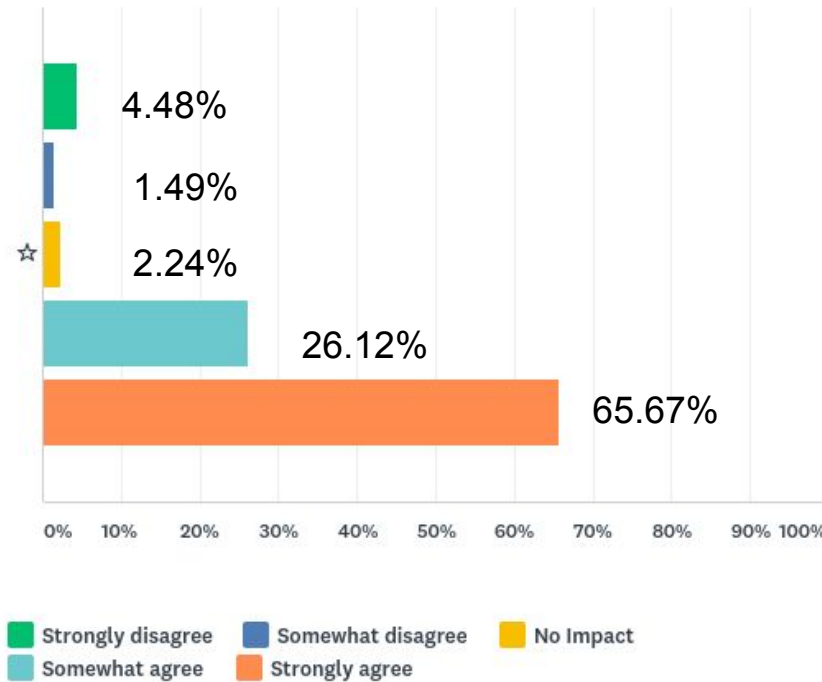


82% of renters feel anywhere from somewhat vulnerable to very vulnerable about potential rent increases or the ability to renew their lease in the future.



Employee Housing Survey Highlights

Q11 Please mark your level of agreement with the following statement: The cost of housing will impact my long term ability to stay in this area.

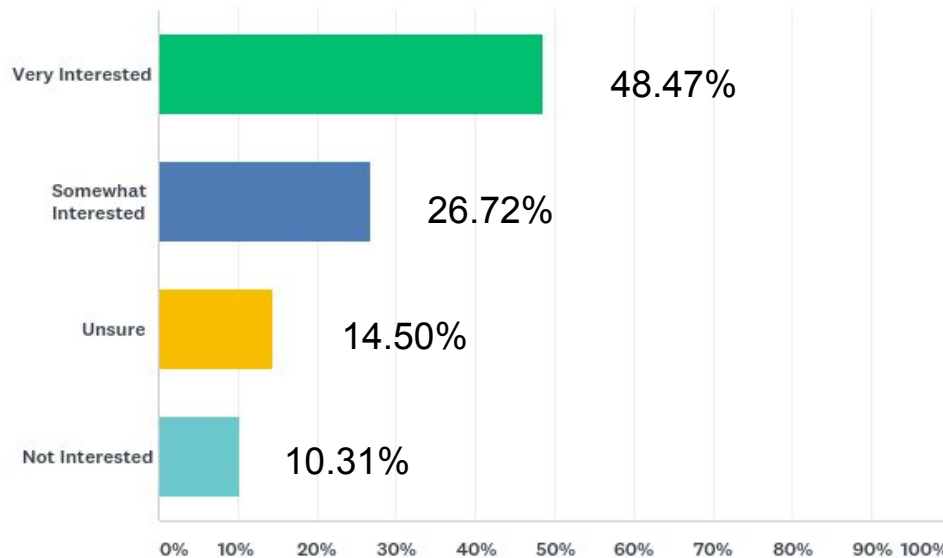


91.8% of rental respondents somewhat agree or strongly agree that the cost of housing WILL impact their ability to stay in the area.



Employee Housing Survey Highlights

Q13 The San Mateo Community College District has a housing assistance program for employees that includes five to seven year rentals at below market rates so that employees can use that time to save money to buy a home. How interested would you be in this type of program? If you are unsure or not interested, please indicate why.)

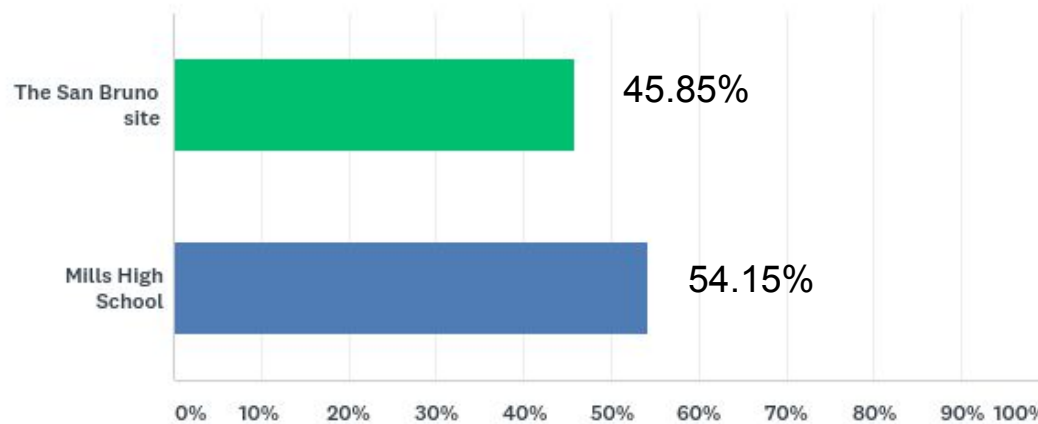


75% of employees who rent are somewhat or very interested in staff housing



Employee Housing Survey Highlights

Q14 As you may know, the district owns a site in San Bruno where Peninsula High School has operated for many years. The district is planning to move Peninsula to a more central location, leaving the site underused. One plan is to build housing on this location. Another idea is to sell the land where Peninsula is presently located and use the proceeds to build staff housing on the Mills High School site. If you are interested in staff housing, which location appeals more to you?



54% of employees favor the Mills Site for employee housing vs. nearly 46% who favor The Crestmoor Site in San Bruno.



Representative Testimonials/Comments

“I’m thrilled to see that the district is taking a real interest in staff housing.”

“The rent in the Bay Area is too damn high. I’m never going to be able to buy a home here.”

“My husband and I want to buy a house. We are interested in programs that might make that more possible for us. We are more likely to stay in this area if we can buy a house.”

“We just bought a house, but it’s extremely stressful to figure out finances to afford our mortgage and childcare for two little ones. My husband regularly says we should just leave the area, and cost of living is an ongoing concern. I’m so glad that the district is being thoughtful about this and addressing this!”



Representative Testimonials/Comments

“Neither is more appealing than the other in terms of location, but if building using the proceeds from the sale of land gets better housing made, then I’d be for that.”

“Closer to Cap. San Bruno is my community”

“I don’t want to be right next to a high school, and San Bruno is a really nice area.”

“Mills High School is closer to public transit, shopping centers and schools.”

“If I had to choose, Mills is a great location.”

“Honestly, either. This would be such a great help.”

“No preference. Both are great”



Existing Realities

- The San Mateo Community College District currently has 104 employee housing units (44 at CSM; 60 at Canada). Skyline will build 30 units in the near future.
- 285 employees are on the waitlist for housing. This represents about 28.5% of the college district's workforce.
- 50 college district employees have purchased homes after living in employee housing.



Existing Realities

- In July 2020, when Peninsula High School relocates, no district functions will be housed at the Crestmoor site.
- Housing challenges our district staff face continue to grow. We cannot pay our staff enough for them to keep up with rising housing costs.
- Replacing retiring and departing staff will be increasingly difficult for us and partner K-8 districts.
- The cost of construction is increasing faster than the value of Crestmoor land. This is historically unusual.



Proposed Next Steps

- Continue to discuss with City of San Bruno the future of Crestmoor Site
- Work with City of San Bruno and other stakeholders/interested parties in San Bruno to assure quality sports fields for the community
- Board direction to adopt an intention to construct workforce housing
- Meet with representatives of K-8 partner districts regarding their potential participation in this endeavor



Proposed Next Steps (Continued)

- Explore Financing of staff housing. Possibilities include bond proceeds, the sale of all or part of the Crestmoor site, Certificates of Participation
- Engage the City of Millbrae and its residents to explore housing at Mills High School
- Report to the Board at second meeting in March regarding learnings to date and recommended next steps



CONCLUSION



Attracting and retaining the highest quality staff is the most important determinant of our success. Currently, and into the future, the challenges regarding staff housing threaten the high quality education of our students. Now is the time to engage in a community discussion about staff housing



WE LOOK FORWARD TO COMMENTS AND QUESTIONS



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16	Daly City		4	3	1	1	9
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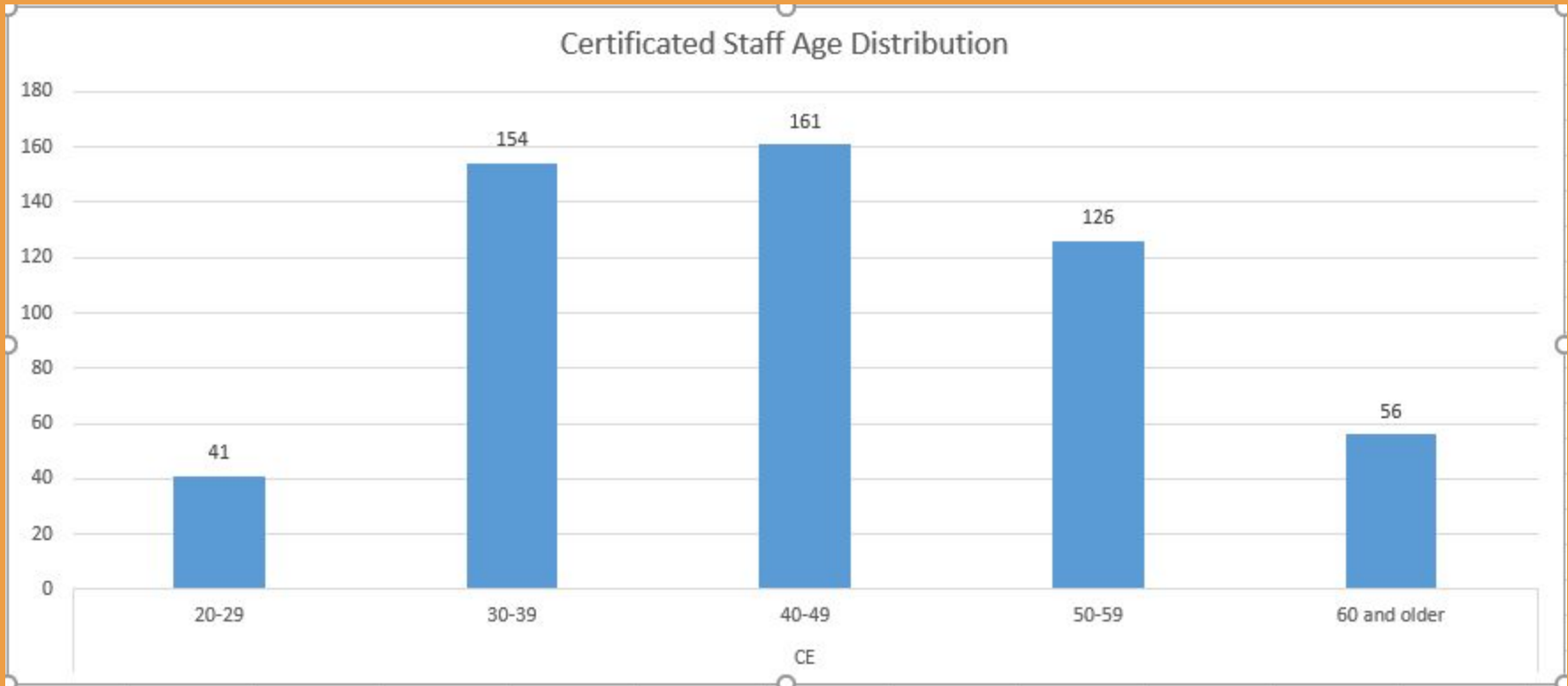


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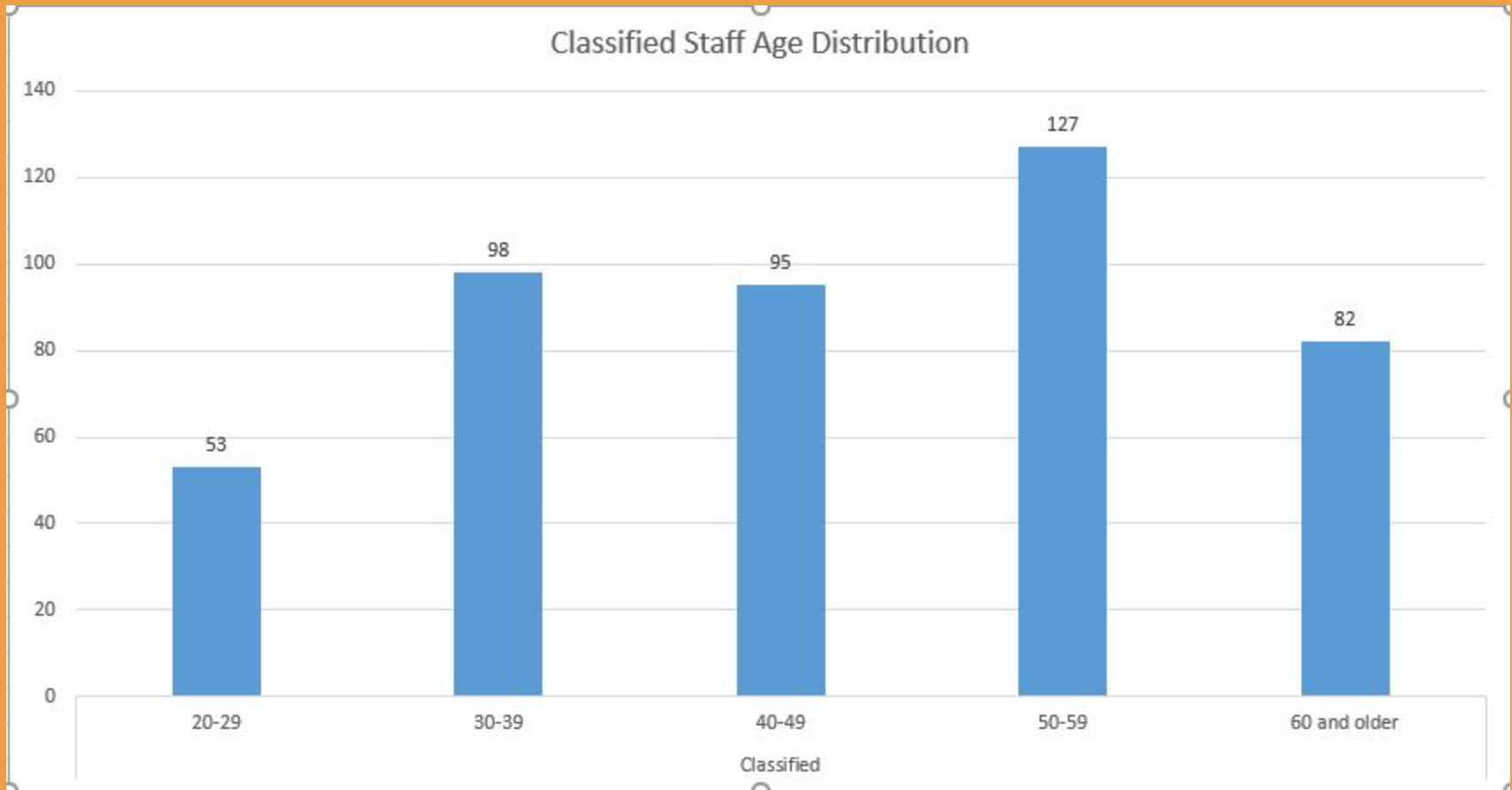
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	9	0	5	3	0	2	10	260
	8	0	8	9	3	0	20	250
	7	2	15	10	2	2	31	230
	6	0	6	1	3	1	11	199
	5	2	14	5	0	1	22	188
	4	4	28	7	3	1	43	166
	3	2	11	5	1	1	20	123
	2	10	20	7	3	2	42	103
	1	4	1	2	1	0	8	61
	0	17	22	9	4	1	53	53
		41	141	64	23	11	280	
AGE GROUP								
		20-29	30-39	40-49	50-59	60 and older		



CL TEN YEARS WITH DISTRICT OR LESS

	CLASSIFIED							CUM
YEARS WITH DISTRICT	10	0	1	1	3	1	6	337
	9	0	2	1	5	4	12	331
	8	0	2	4	3	1	10	319
	7	0	2	4	4	5	15	309
	6	1	7	3	10	4	25	294
	5	1	5	10	5	4	25	269
	4	5	10	10	11	2	38	244
	3	7	12	13	13	5	50	206
	2	8	23	7	11	5	54	156
	1	17	15	19	11	2	64	102
	0	14	14	1	8	1	38	38
	53	93	73	84	34	337		
AGE GROUP								
	20-29	30-39	40-49	50-59	60 and older			

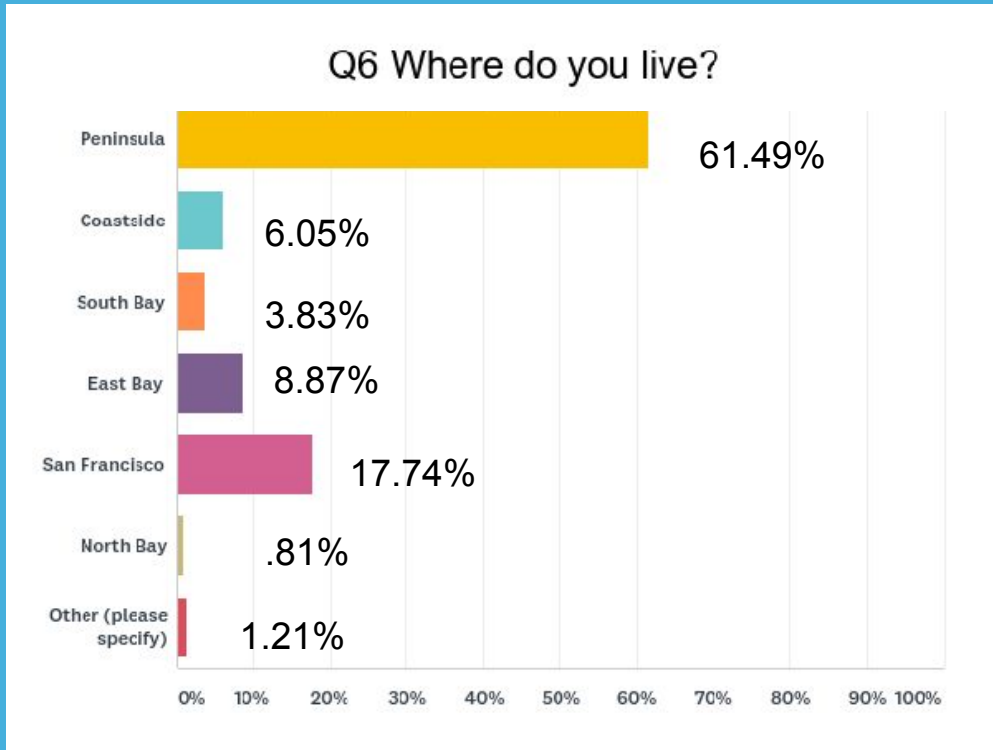


Results of Third Staff Survey

- [Chart Summary](#)
- [Narrative Responses](#)



Employee Housing Survey Highlights

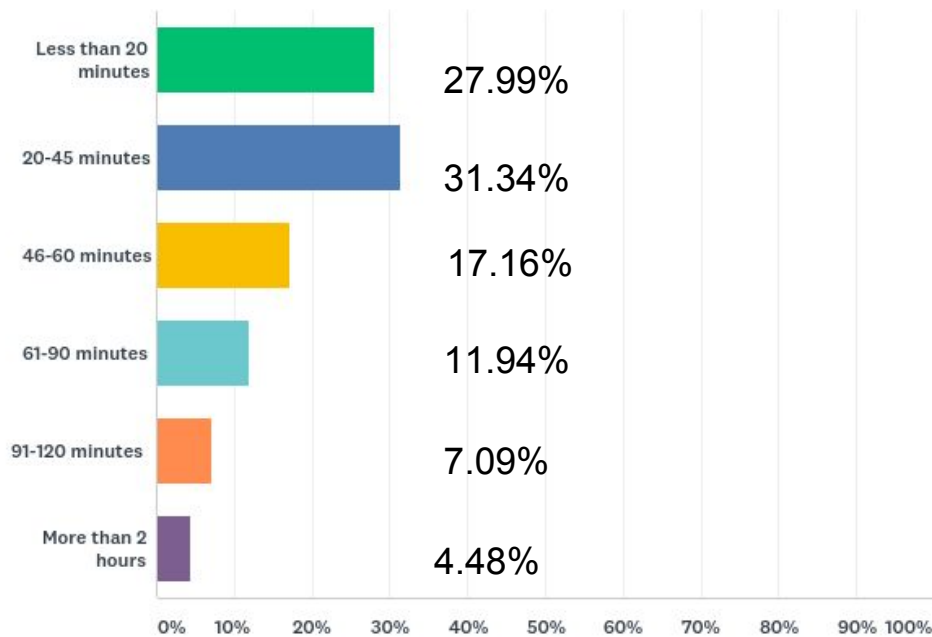


- 61.5% of respondents live on the Peninsula
- 38.5% live in outlying areas.



Employee Housing Survey Highlights

Q8 How many minutes is your commute - ROUND TRIP - on a typical day?

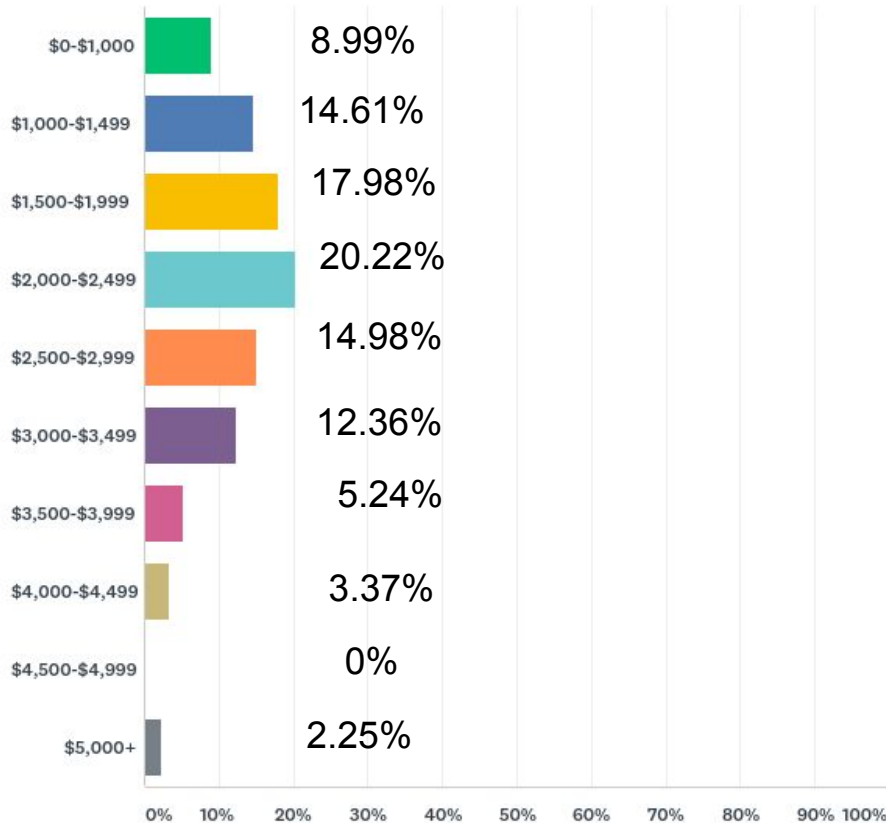


- 28% commute fewer than 20 minutes roundtrip/day
- 31.3% commute 20-45 minutes/day
- 40.6% commute 46 minutes to TWO HOURS/day



Employee Housing Survey Highlights

Q9 What is your personal monthly total rent?



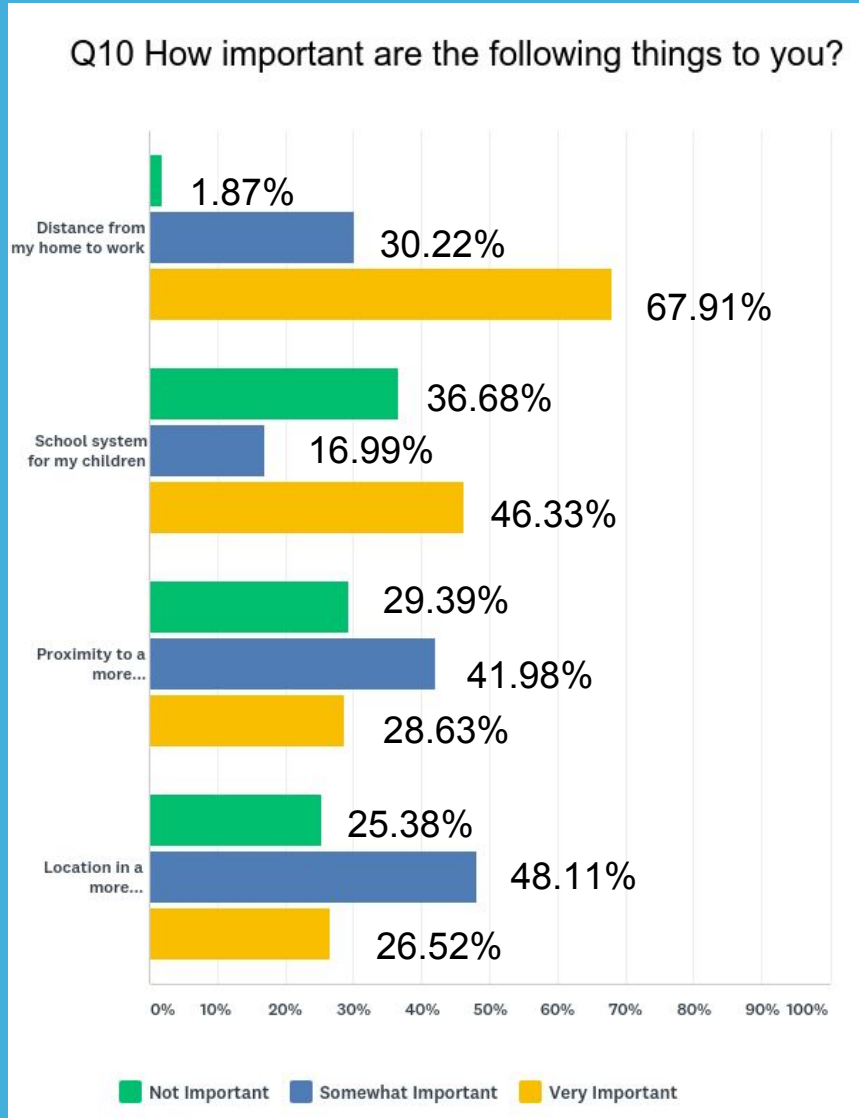
What staff pay in rent each month

- 41.5% - \$1,999 or less
- 35.2% - \$2,000-\$2,999
- 23.2% - \$3,000-\$5,000+



Employee Housing Survey Highlights

What matters most to our employees?



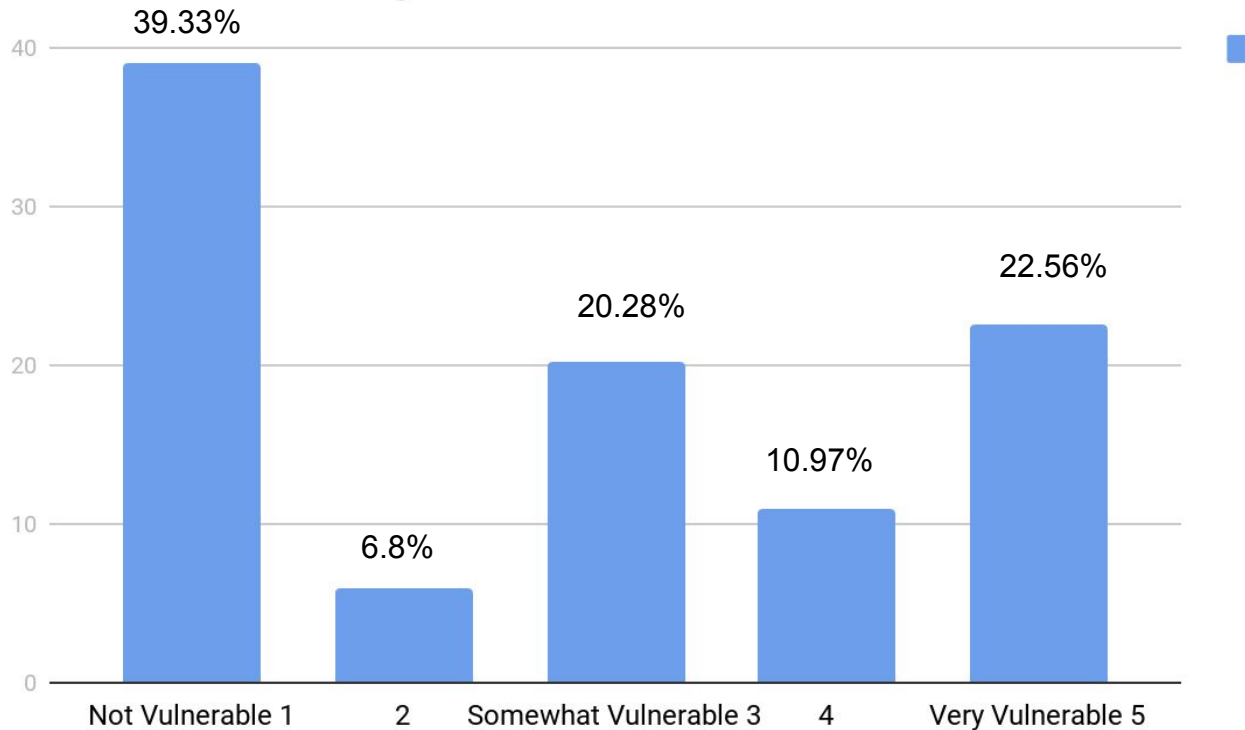
- 98% - distance from home to work
- 63% - schools for their children
- 71% - Proximity to a more urban/walkable setting near public transit
- 74% - Location in a more residential setting



Employee Housing Survey Highlights

Q2: VULNERABILITY -- How Vulnerable do you feel that your rent will increase or that you may not have the option to renew your lease?

Perceived vulnerability



53.8% of all respondents feel anywhere from somewhat vulnerable to very vulnerable about potential rent increases or the ability to renew their lease in the future.



Employee Housing Survey Highlights

Q2: VULNERABILITY -- How Vulnerable do you feel that your rent will increase or that you may not have the option to renew your lease?

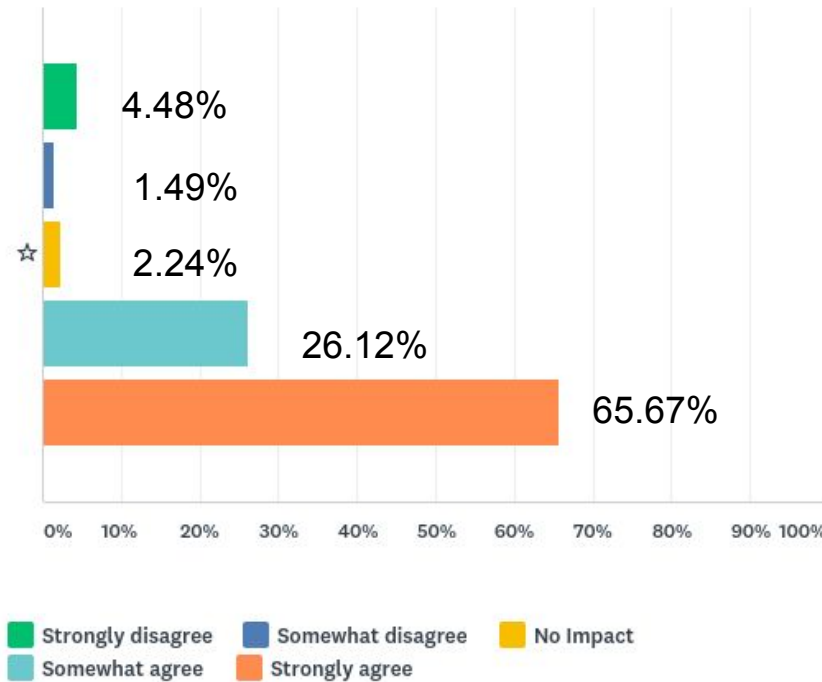


82% of renters feel anywhere from somewhat vulnerable to very vulnerable about potential rent increases or the ability to renew their lease in the future.



Employee Housing Survey Highlights

Q11 Please mark your level of agreement with the following statement: The cost of housing will impact my long term ability to stay in this area.

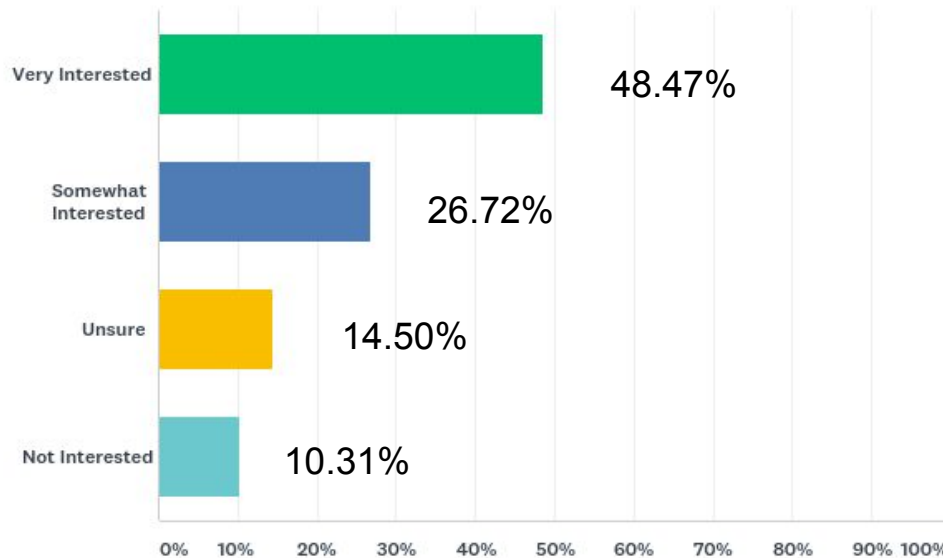


91.8% of rental respondents somewhat agree or strongly agree that the cost of housing WILL impact their ability to stay in the area.



Employee Housing Survey Highlights

Q13 The San Mateo Community College District has a housing assistance program for employees that includes five to seven year rentals at below market rates so that employees can use that time to save money to buy a home. How interested would you be in this type of program? If you are unsure or not interested, please indicate why.)

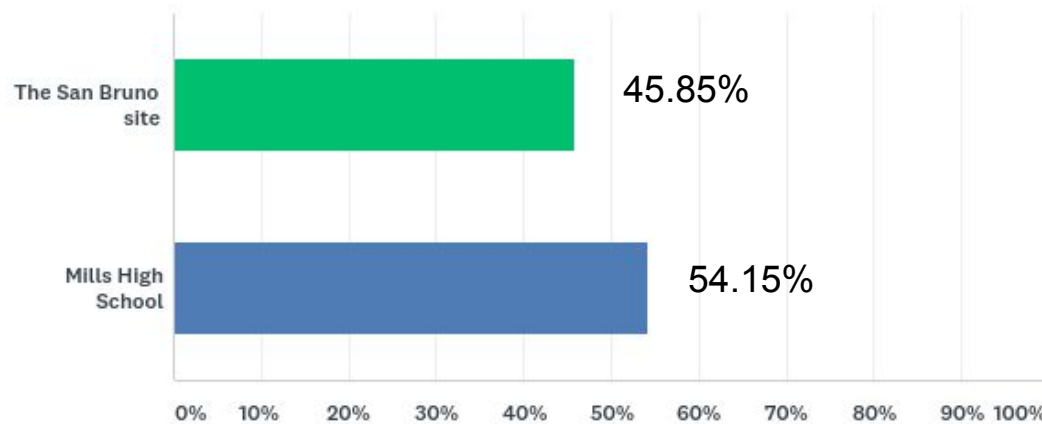


75% of employees who rent are somewhat or very interested in staff housing



Employee Housing Survey Highlights

Q14 As you may know, the district owns a site in San Bruno where Peninsula High School has operated for many years. The district is planning to move Peninsula to a more central location, leaving the site underused. One plan is to build housing on this location. Another idea is to sell the land where Peninsula is presently located and use the proceeds to build staff housing on the Mills High School site. If you are interested in staff housing, which location appeals more to you?



54% of employees favor the Mills Site for employee housing vs. nearly 46% who favor The Crestmoor Site in San Bruno.



Representative Testimonials/Comments

"I'm thrilled to see that the district is taking a real interest in staff housing."

"The rent in the Bay Area is too damn high. I'm never going to be able to buy a home here."

"My husband and I want to buy a house. We are interested in programs that might make that more possible for us. We are more likely to stay in this area if we can buy a house."

"We just bought a house, but it's extremely stressful to figure out finances to afford our mortgage and childcare for two little ones. My husband regularly says we should just leave the area, and cost of living is an ongoing concern. I'm so glad that the district is being thoughtful about this and addressing this!"



Representative Testimonials/Comments

“Neither is more appealing than the other in terms of location, but if building using the proceeds from the sale of land gets better housing made, then I’d be for that.”

“Closer to Cap. San Bruno is my community”

“I don’t want to be right next to a high school, and San Bruno is a really nice area.”

“Mills High School is closer to public transit, shopping centers and schools.”

“If I had to choose, Mills is a great location.”

“Honestly, either. This would be such a great help.”

“No preference. Both are great”



Existing Realities

- The San Mateo Community College District currently has 104 employee housing units (44 at CSM; 60 at Canada). Skyline will build 30 units in the near future.
- 285 employees are on the waitlist for housing. This represents about 28.5% of the college district's workforce.
- 50 college district employees have purchased homes after living in employee housing.



Existing Realities

- In July 2020, when Peninsula High School relocates, no district functions will be housed at the Crestmoor site.
- Housing challenges our district staff face continue to grow. We cannot pay our staff enough for them to keep up with rising housing costs.
- Replacing retiring and departing staff will be increasingly difficult for us and partner K-8 districts.
- The cost of construction is increasing faster than the value of Crestmoor land. This is historically unusual.



Proposed Next Steps

- Continue to discuss with City of San Bruno the future of Crestmoor Site
- Work with City of San Bruno and other stakeholders/interested parties in San Bruno to assure quality sports fields for the community
- Board direction to adopt an intention to construct workforce housing
- Meet with representatives of K-8 partner districts regarding their potential participation in this endeavor



Proposed Next Steps (Continued)

- Explore Financing of staff housing. Possibilities include bond proceeds, the sale of all or part of the Crestmoor site, Certificates of Participation
- Engage the City of Millbrae and its residents to explore housing at Mills High School
- Report to the Board at second meeting in March regarding learnings to date and recommended next steps



CONCLUSION



Attracting and retaining the highest quality staff is the most important determinant of our success. Currently, and into the future, the challenges regarding staff housing threaten the high quality education of our students. Now is the time to engage in a community discussion about staff housing



WE LOOK FORWARD TO COMMENTS AND QUESTIONS

