

# Educator Housing Task Force

August 29, 2024



SAN MATEO-FOSTER CITY  
SCHOOL DISTRICT



# AGENDA

## DISTRICT DATA, FINANCES, AND NEED

- 830**                    **INTRODUCTIONS**
- 845**                    **OPENER ACTIVITY**
- 9**                        **DISTRICT DEMOGRAPHIC DATA ACTIVITY**
- 930**                    **STRATEGIC PLAN & FISCAL ACTIVITY**
- 10**                     **DISTRICT FACILITIES PRESENTATION**
- 1015**                  **BREAK**
- 1030**                  **DISTRICT HUMAN RESOURCES REPORT**
- 11**                     **EDUCATOR HOUSING MODELS ACTIVITY**
- 12**                     **WORKING LUNCH & CLOSURE**



SAN MATEO-FOSTER CITY  
SCHOOL DISTRICT



# OUR DISTRICT

## Vision

The San Mateo-Foster City School District educates, inspires, and empowers every student in every school every day to live, lead, and learn with integrity and joy.

## Mission

The San Mateo-Foster City School District provides rigorous, high-quality, and equitable education while partnering with our families and community to support all students to achieve their full academic, social, and emotional potential.



21 Schools K-8



\$180M Annual Budget



\$484M General Obligation Bonds

## Enrollment

10,067 Students (2022 - 2023 School Year)



- 39.9% Hispanic
- 25.4% Asian
- 17.7% White
- 9.6% Two or more Races
- 3.3% Filipino
- 1.9% Pacific Islander
- 1.4% Not reported
- .7% African American
- .1% American Indian or Alaska Native

## 50 Languages Spoken

English, Arabic, Hindi, Spanish, French, Russian, Chinese, Tamil, Japanese, Portuguese, Korean, Urdu, Tagalog, Greek, and many more!



## Test Scores

The district is proud to announce that we have been honored as "High Achieving" in both English and Math on the CAASPP statewide exams. Our students outperformed over 80% of scores statewide.

The district also created an L3 Report to promote how well we've achieved on the California Dashboard. Learn more by visiting the San Mateo-Foster City School District's Communication Reporting Document's webpage. [Learn More](#)

## Staff Demographics

The San Mateo-Foster City School District employs just over 1,240 talented certificated teachers, classified staff, and administrators.



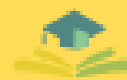
### 53% are Certificated Staff

- 65% White
- 13% Hispanic
- 20% Asian
- 3% Black/African American



### 41% are Classified

- 32% White
- 40% Hispanic
- 24% Asian
- 2% Black/African American
- 2% Pacific Islander



# GOALS & MEASURES



## ACHIEVEMENT GOAL

1

Create learning opportunities for ALL PreK-8 students resulting in closing the achievement gap and culminating in personal and academic success in high school and beyond.



## ACHIEVEMENT MEASURES

- Monitor and respond to internal formative assessment data in grades TK-8, including a systemwide dyslexia screener.
- Analyze and report on CAASPP English and math test results, with a focus on responding to achievement gaps.
- Analyze ELPAC Reclassification Data across sites, with an emphasis on reducing the prevalence of Long-Term English Learners.
- Analyze CAST results by school site and sub group.



## EQUITY GOAL

2

Reduce inequitable outcomes for ALL students and staff by prioritizing equity, access, & inclusion.



## EQUITY MEASURES

- Analyze and report on CAASPP English and Math test results, with a focus on responding to achievement gaps.
- Collect, analyze, and report student discipline data on a quarterly basis with an emphasis on increasing restorative strategies.
- Administer annual Inclusion Survey instrument with a focus on increasing access to the least restrictive environment.
- Analyze and report on Annual Equity Survey data.



## WELLNESS GOAL

3

Provide a safe, caring, nurturing, and culturally responsive environment for all students to meet the needs of the whole child.



## WELLNESS MEASURES

- An annual analysis of student mental health service referrals and services rendered.
- An annual analysis of the detailed California Healthy Kids Survey student and parent results.
- An annual analysis of student attendance rates.

A FOCUS ON SMFCSD NEEDS



# Identify the Community's Need

**Understanding the scope of a community's need is the first step.**

Are housing challenges a contributing factor to the teacher and staff shortage your district is facing? And how many employees would take advantage of a housing facility if it became available?

To lay a strong foundation for this project, education leaders must understand the specific needs of their district. Two avenues can help identify the causes of retention issues and shortages, what a district's employees need, and what direction a school district should take to meet those needs.



Live • Lead • Learn

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SCHOOL DISTRICT

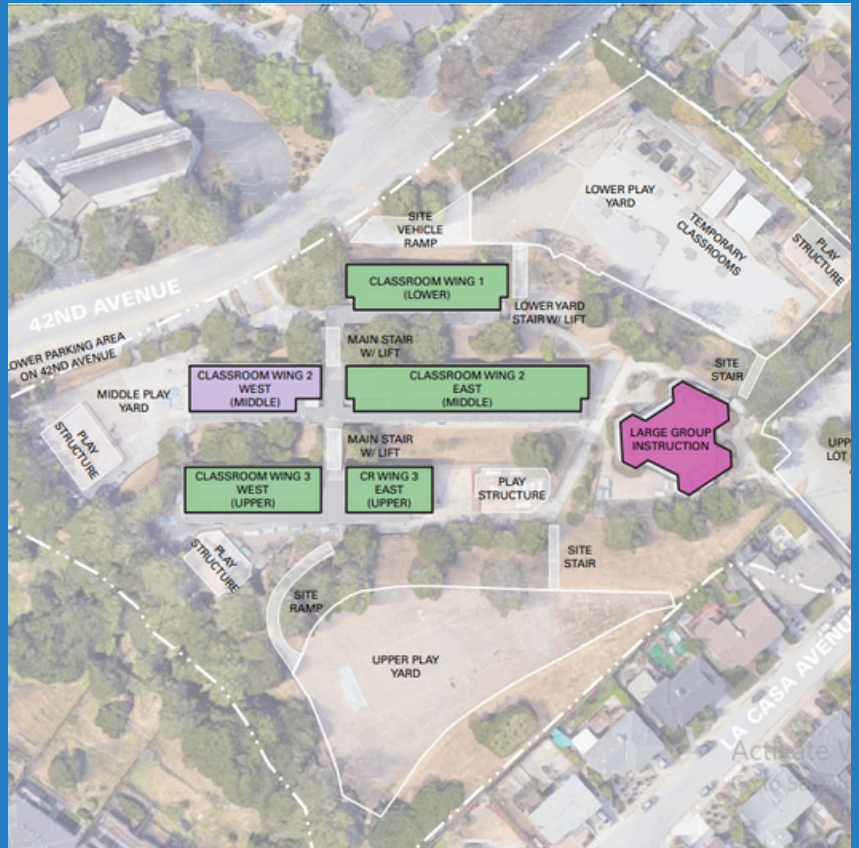


San Mateo Foster City School District  
Housing Task Force

# FINANCIAL UPDATE

Prepared by Patrick Gaffney  
Deputy Superintendent

2024-2025 Update



San Mateo Foster City School District  
Housing Task Force

# TABLE OF CONTENTS

Financial Updates

- **District Financial Highlights**
- **Property Tax vs COLA Growth**
- **General Fund Multi Year**
- **San Mateo County Housing**
- **Scattergram**
- **Bonding Capacity**



## 5 BUILDING BLOCKS

Our 5 Building Blocks serve as a structure for developing action plan goals. They are deeply embedded in all of our strategies, actions, practices, programs and processes. If we remain committed to these building blocks we will achieve all our Strategic Plan goals.



### Family & Community Engagement

Our commitment is to create a culture in which parents, school staff, and community partners work together to facilitate student growth before, during, and after the school day.



### Professional Development

Strategic Plan goal attainment is deeply connected to providing our classified, certificated, and administrative staff with the research-based professional growth they need and deserve.



### Data Informed Decision Making

As a high-performing school district, our focus will be creating systems of data-driven decision-making. Every aspect of our work will connect to a process of identifying data, collecting data, analyzing data, and using data to improve.



### Shared Leadership

The work of guiding programs and schools is not done in isolation. Shared leadership will allow us to tap into the skills and background of all our stakeholders, regardless of language, race, income, positional authority, or access.



### Responsible Fiscal Support

Sustainability is a key component of any Strategic Plan and our will be bolstered by thoughtful, well-researched fiscal strategies. We will not over-spend or under-resource our goal strategies.

August 2024

# DISTRICT FINANCIAL HIGHLIGHTS

- \$213 Million General Fund Budget
- District is a Community Funded District
- Multiple Bond Measures and Parcel Taxes
- District awarded Aaa bond rating from Moody's
- 42.8% Unduplicated Student Count
- Average Home Price Foster City \$2 Million
- Average Home Price San Mateo \$1.6 Million

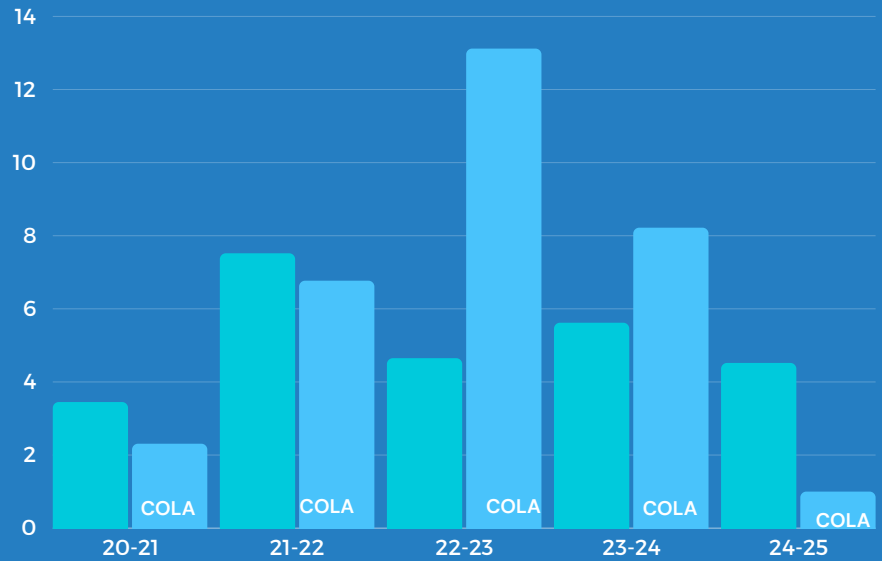


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## PROPERTY TAX VERSUS LCFF COLA GROWTH

As a community funded district, the district relies upon property tax growth to fund the majority of its expenditures.

Property Tax versus COLA for K-12.



August 2024

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## General Fund Multi Year Projections

August 2024

Fiscal Year	2024-25	2025-26	2026-27
<b>Revenues</b>			
LCFF Sources (8010-8099)	\$149,979,075	\$155,277,578	\$160,865,914
Federal Revenues (8100-8299)	\$4,036,135	\$4,102,105	\$4,181,296
Other State Revenues (8300-8599)	\$21,388,948	\$21,392,258	\$21,445,224
Local Revenues (8600-8799)	\$20,523,225	\$18,219,860	\$18,560,256
Transfer In (8900-8929)	\$0	\$0	\$0
<b>Total Revenues</b>	<b>\$195,927,382</b>	<b>\$198,991,801</b>	<b>\$205,052,690</b>
<b>Expenditures</b>			
Certificated Salaries	\$84,929,464	\$83,735,249	\$84,940,719
Classified Salaries	\$29,345,955	\$27,709,458	\$28,091,598
Employee Benefits	\$52,916,767	\$52,442,716	\$53,674,621
Books and Supplies	\$6,846,066	\$3,875,228	\$3,570,743
Services and Operating Expenses	\$35,970,565	\$34,621,855	\$32,324,336
Capital Outlay	\$15,548	\$0	\$0
Other Outgo (7100-7299, 7400-7499)	800,000	816,000	832,320
Direct Support/Indirect Costs	(737,648)	(982,531)	(1,215,141)
Transfer Out (7600-7629)	3,486,692	3,486,692	3,486,692
<b>Total Expenditures</b>	<b>\$213,573,409</b>	<b>\$205,704,667</b>	<b>\$205,705,888</b>
<b>Excess (Deficiency) before Financing Sources &amp; Uses</b>	<b>(\$17,646,027)</b>	<b>(\$6,712,866)</b>	<b>(\$653,198)</b>
<b>Beginning Fund Balance</b>	<b>\$54,783,692</b>	\$37,137,665	\$30,424,799
<b>Ending Fund Balance</b>	\$37,137,665	\$30,424,799	\$29,771,601

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## San Mateo County Housing Information

August 2024

### 2023 Income Limits by Number of Persons in Household - San Mateo County

Income Category	1 Person	2 People	3 People	4 People
Actuely Low	\$ 18,400	\$ 21,000	\$ 23,650	\$ 26,250
Extremely Low	\$ 39,150	\$ 44,750	\$ 50,350	\$ 55,900
Very Low Income	\$ 65,250	\$ 74,600	\$ 83,900	\$ 93,200
Low Income	\$ 104,400	\$ 119,300	\$ 134,200	\$ 149,100
Median Income	\$ 122,500	\$ 140,000	\$ 157,500	\$ 175,000
Moderate Income	\$ 147,000	\$ 168,800	\$ 189,000	\$ 210,000

## San Mateo Foster City School District Teacher Scattergram

535 of 636 Teachers May Qualify as Extremely Low to  
 Low Income

### II. Salary Schedule

		Teachers, Librarians, Nurses, Counselors									
Column #	I (Intern)										
Enter the Minimum Education Degree+ Semester Units Required for each	CLASS	CLASS		CLASS		CLASS		CLASS		CLASS	
	BA + 30	BA 44 or less		BA + 45		BA + 60		BA + 75			
Column listed ---- Note: Do not allocate more than 1.0 FTE to any one employee											
Step Number	Annual Salary	No. of FTEs	Annual Salary	No. of FTEs	Annual Salary	No. of FTEs	Annual Salary	No. of FTEs	Annual Salary	No. of FTEs	
1	\$62,480	8	\$65,311	7	\$65,532	13	\$66,179	0	\$67,036	2	
2	\$65,014	4	\$67,133	12	\$68,519	13	\$69,468	5	\$70,659	4	
3	\$67,526	1	\$69,696	2	\$71,507	5	\$72,753	7	\$74,278	7	
4	\$70,093	0	\$72,316	7	\$74,497	4	\$76,040	8	\$77,899	5	
5	\$72,665	0	\$74,937	4	\$77,485	12	\$79,329	9	\$81,519	10	
6	\$		\$77,555	1	\$80,474	4	\$82,615	8	\$85,141	10.4	
7	\$		\$80,175	1	\$83,466	2	\$85,900	5.4	\$88,763	10.2	
8	\$		\$82,794	3	\$86,456	0.5	\$89,188	7	\$92,382	7	
9	\$		\$85,413	2	\$89,442	3	\$92,473	7	\$96,004	14	
10	\$		\$88,034	4.6703	\$92,433	6.67	\$96,584	6.4	\$99,623	16.2	
11	\$		\$90,654	2	\$95,423	3.4	\$99,809	7	\$103,244	14	
12	\$		\$93,272	1	\$98,411	3	\$103,096	6.5	\$106,865	10	
13	\$		\$93,272	0	\$98,411	4	\$103,096	5.4	\$110,487	20.6	
14	\$		\$93,272	1	\$98,411	6	\$103,096	6	\$111,521	16.5	
15	\$		\$93,272	0	\$98,411	1	\$103,096	1	\$112,555	13.5	
16	\$		\$93,272	3	\$98,411	1	\$103,096	3	\$113,585	21.3	
17	\$		\$93,272	2.8	\$98,411	1	\$103,096	2	\$114,620	22.6	
18	\$		\$93,272	2	\$98,411	1	\$103,096	4.2	\$115,654	18	
19	\$		\$93,272	1	\$98,411	1	\$103,096	2	\$116,688	12.5	
20	\$		\$93,272	0	\$98,411	0	\$103,096	1	\$117,722	14	
21	\$		\$93,272	0	\$98,411	0	\$103,096	0	\$118,756	14.5	
22	\$		\$93,272	0	\$98,411	0	\$103,096	1	\$122,824	13	
23	\$		\$93,272	0	\$98,411	0	\$103,096	4	\$122,824	6	
24	\$		\$93,272	0	\$98,411	0	\$103,096	1	\$122,824	11.27	
25	\$		\$93,272	1	\$98,411	0	\$103,096	1	\$122,824	4	
26	\$		\$93,272	1	\$98,411	0	\$103,096	0	\$122,824	11	
27	\$		\$		\$98,411	0	\$103,096	0	\$122,824	10	
28	\$		\$		\$98,411	0	\$103,096	1	\$122,824	11	
29	\$		\$		\$98,411	0	\$		\$122,824	4.8	
30	\$		\$		\$98,411	0	\$		\$122,824	3	
31	\$		\$		\$98,411	0	\$		\$122,824	3.2	
32	\$		\$		\$98,411	2	\$		\$122,824	6	
33	\$		\$		\$		\$		\$122,824	2	

November 2020

### GO Bond

\$409,000,000

San Mateo-Foster City  
41-69039

#### Purpose

Upgrade classrooms for science, technology, engineering, math, art, and music instruction, repair and replace deteriorating bathrooms, roofs, plumbing, sewer, electrical, heating and cooling systems, provide computer/technology for distance learning, healthy and safe learning environments, including handwashing stations, acquire, construct, repair sites, facilities, equipment

#### Vote Count

Vote in Favor	64.1 %
Vote Required	55.0 %
Average Daily Attendance	11,269

✓ Passed

November 2018

### Parcel Tax

\$298/parcel for 9 years

San Mateo-Foster City  
41-69039

#### Purpose

To provide necessary funding that cannot be taken by the State, attract/retain excellent teachers, enhance math, science, technology, reading/writing programs, support art/drama/music.

#### Vote Count

Vote in Favor	67.9 %
Vote Required	66.7 %
Average Daily Attendance	11,423

✓ Passed

March 2017

### Parcel Tax

\$209.92/parcel for 9 years

San Mateo-Foster City  
41-69039

#### Purpose

To protect local schools from substantial program cuts by renewing local funding that cannot be taken by the State, protect math/science/reading/writing programs, attract/retain qualified teachers/educational staff, keep school libraries open and support art/drama/music programs.

#### Vote Count

Vote in Favor	65.2 %
Vote Required	66.7 %
Average Daily Attendance	11,550

✗ Failed

February 2008

### GO Bond

\$175,000,000

San Mateo-Foster City  
41-69039

#### Purpose

Upgrade and repair schools, classrooms, libraries, computer labs.

#### Vote Count

Vote in Favor	75.6 %
Vote Required	55.0 %
Average Daily Attendance	9,552

✓ Passed

June 2003

### Parcel Tax

\$75/parcel-7yrs

San Mateo-Foster City  
41-69039

#### Purpose

Small classsize; programs; hire/retain teachers/staff

#### Vote Count

Vote in Favor	69.6 %
Vote Required	66.7 %
Average Daily Attendance	9,767

✓ Passed

June 1997

### GO Bond

\$79,000,000

San Mateo-Foster City  
41-69039

#### Purpose

Expansion; renovation; safety; tech

#### Vote Count

Vote in Favor	70.6 %
Vote Required	66.7 %
Average Daily Attendance	10,650

✓ Passed

November 2015

### GO Bond

\$148,000,000

San Mateo-Foster City  
41-69039

#### Purpose

Replace aging portable classrooms, update and add new classrooms, provide modern classrooms, reduce class size, improve handicapped access, repair, construct, acquire equipment, classrooms, sites/facilities.

#### Vote Count

Vote in Favor	59.1 %
Vote Required	55.0 %
Average Daily Attendance	11,319

✓ Passed

November 2013

### GO Bond

\$130,000,000

San Mateo-Foster City  
41-69039

#### Purpose

To improve local schools and protect high quality math, science, reading and writing instruction with funding that cannot be taken by the State, shall San Mateo-Foster City Elementary School District upgrade classrooms, science labs, and libraries, relieve school overcrowding, update classroom technology for higher 21st-century academic standards, and repair, construct, or acquire equipment, classrooms, sites and facilities by issuing \$ in bonds at legal rates, with citizen oversight, no money for administrators, and all funds staying local?

#### Vote Count

Vote in Favor	46.5 %
Vote Required	55.0 %
Average Daily Attendance	10,805

✗ Failed

February 2010

### Parcel Tax

Increase expiring parcel tax by \$96/parcel for 7 years, total \$180.85/parcel, inflation adjusted.

San Mateo-Foster City  
41-69039

#### Purpose

Protect local schools from damaging budget cuts to preserve quality education; attract and retain qualified teachers and staff; maintain school libraries; support smaller class sizes.

#### Vote Count

Vote in Favor	67.0 %
Vote Required	66.7 %
Average Daily Attendance	10,008

✓ Passed



