



# Educator Housing Task Force

In pursuit of affordable educator housing



SAN MATEO-FOSTER CITY  
SCHOOL DISTRICT



Live • Lead • Learn

June 2024

# Introduction

Many of our teachers and staff members are finding it increasingly difficult to afford housing in the areas surrounding our schools. The high rent prices have forced many of them to either live with roommates or face daunting daily commutes that can last for hours on end. This has led to a situation where our educators are struggling to maintain a work-life balance and are feeling the strain of their living circumstances.

It is no surprise that this is having a negative impact on our ability to attract and retain quality teachers and staff members. When individuals are forced to endure such challenging living situations, it is only a matter of time before they become burnt out and seek opportunities elsewhere. This turnover is detrimental to our schools and ultimately impacts the education and well-being of our students.

I urge you to consider ways in which the school district can provide support to our teachers and staff members in accessing more affordable housing options. By addressing this issue, we can create a more stable and sustainable environment for our educators, which will, in turn, benefit our students and the entire school community.

Establishing an **Educator Housing Task Force (EHTF)** will result in the development of a multi-year road plan aimed at creating *SMFCSD Affordable Educator Housing*.



## Who gets involved?

The Educator Housing Task Force (EH) will be comprised of a committee including the City of San Mateo, the City of Foster City, the County of San Mateo, all employee labor groups, affordable housing experts, key community groups, and citizens.

## What are the key tasks?

The EH will analyze statewide housing trends, the district's workforce housing needs, district finances, real estate options, school bonds, and district facilities.

## How will we pursue this work?

- Develop partnerships with community before and throughout the process
- Prepare for a lengthy process and prioritize due diligence
- Identify and enlist key project champions
- Consider design solutions that are specific to the any proposed site and the neighborhood
- Keep the process of site evaluation and selection transparent
- Keep the process of project funding transparent

## Where will we do this work?

Each meeting will take place over a 5-hour time frame and be held at the District Office. The result of the series of committee meetings will be the production of a report for the March 2025 Board of Trustees meeting.

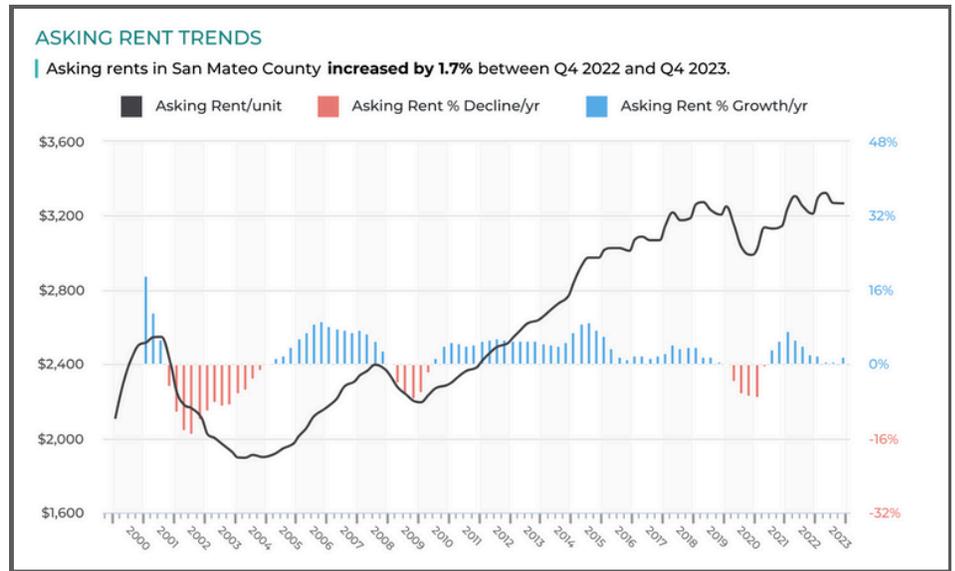
## How will we know if we succeed?

By March 2025, we will develop a set of clear recommendations for the Board to consider regarding Educator Housing.

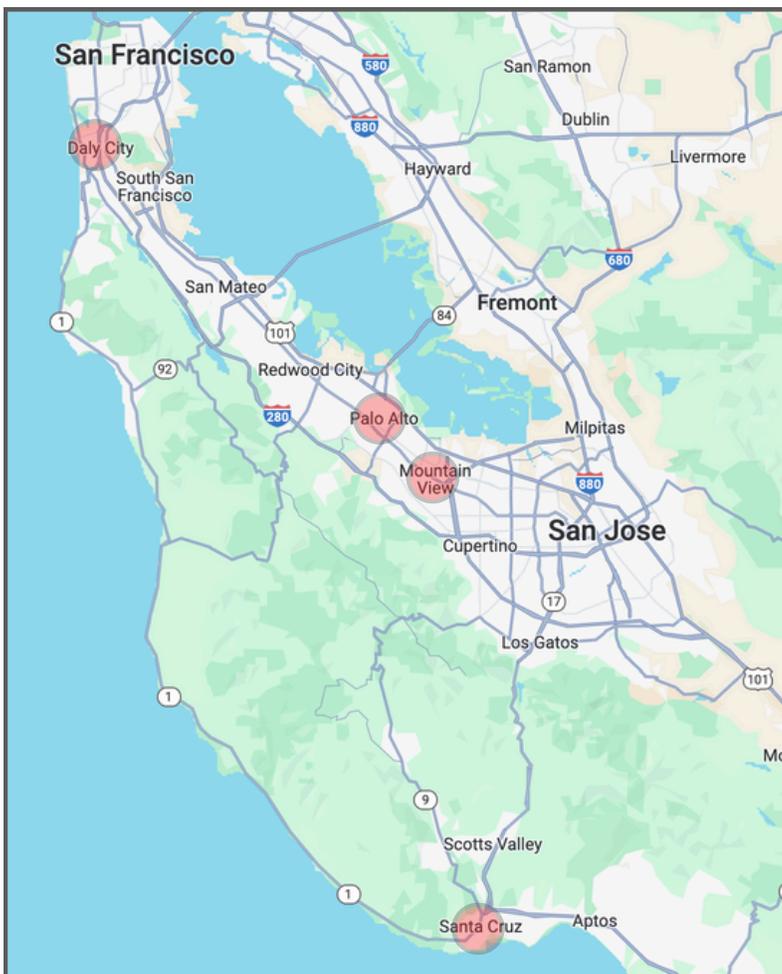


# San Mateo County: Current Rental Trends

The rising rental trends and the high cost of living in San Mateo County make it increasingly difficult for educators to find affordable housing. This affordability crisis impacts not only essential workers but also our dedicated teachers, who play a crucial role in shaping the future of our community.



San Mateo County has seen an increase in rent between Q4 2022 and Q4 2023 by 1.7%. The current rental trends are putting a significant strain on new educators entering the field as they start their careers. The requirement to earn \$62.83 per hour to afford the average rent is unattainable for many starting teachers, who often earn entry-level salaries significantly below this threshold.



Across California, several school districts have successfully implemented educator housing initiatives, providing affordable living options for teachers and staff. These examples demonstrate the positive impact of such programs and inspire us to do the same. By following other models already created by neighboring districts, the San Mateo-Foster City School District (SMFCSD) can address the critical issue of housing affordability and ensure a stable, high-quality educational environment for our students.

# Why We Must Act: Critical Demand for Educator Housing

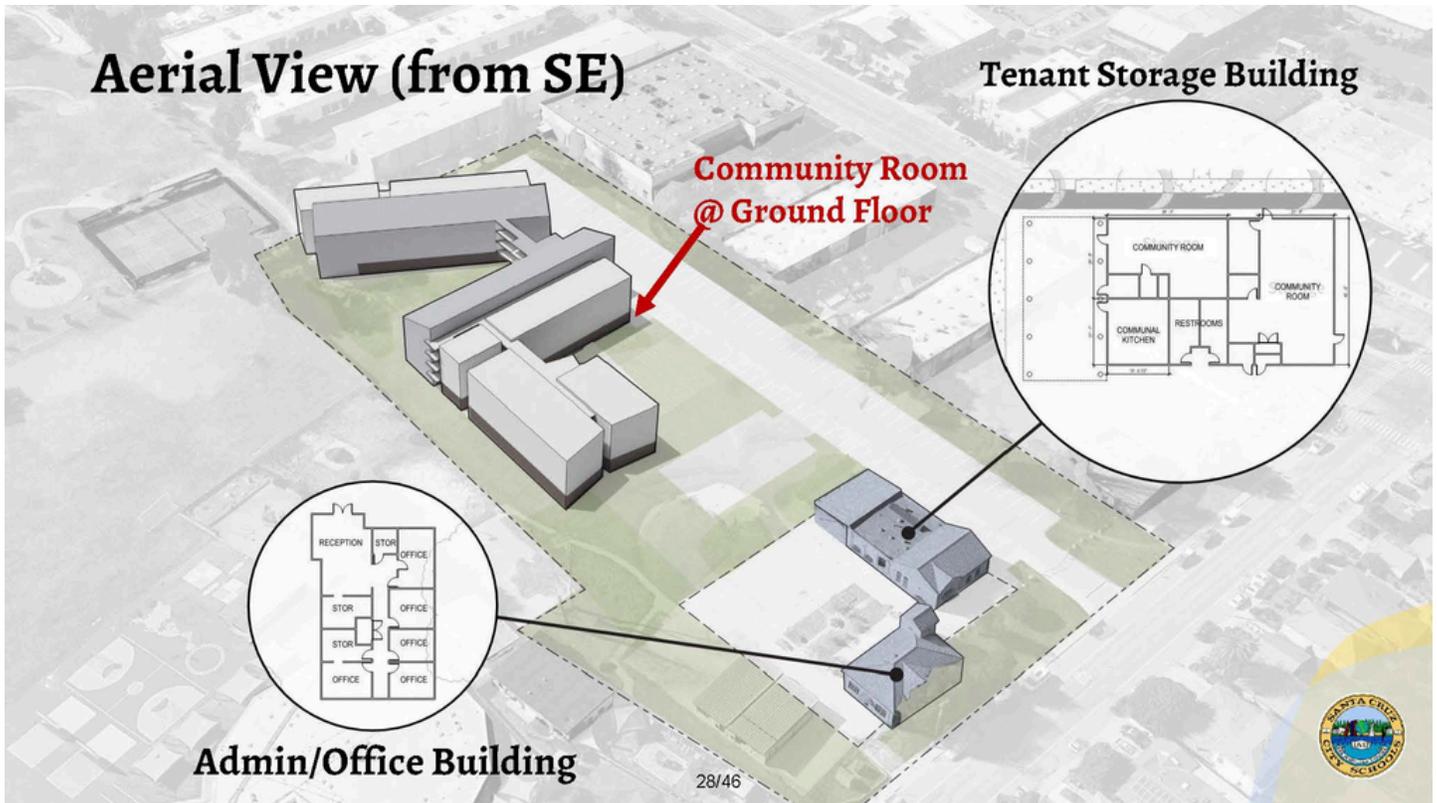
## Santa Cruz, Ca

A proposed four-story housing project that could bring 100 rental units for educators on Swift Street. The plans call for a 50-foot building with three wings. The lot is about 4 acres.



The school district is planning to offer rents at 50%-60% of market rate. The homes would not have income restrictions. The school district would own the buildings. Separate firms would construct and manage the buildings.

Construction and upkeep would be financed through bonds approved by district voters in 2022 and a loan. The bond is being repaid with annual property taxes. The loan would be repaid with tenant rents.



# Why We Must Act: Critical Demand for Educator Housing



## Daly City, Ca

A 4,000-student school district south of San Francisco opened 122 apartments for teachers and staff. "More districts really need to consider this model. I think it shows educators that they value them."

The Jefferson Union High School District in San Mateo County's Daly City is among just a handful of places in the country with educator housing. However, with a national teacher shortage and rapidly rising rents, the working-class district could serve as a harbinger as schools across the U.S. seek to attract and retain educators.



Renderings are an artist's conception and are intended only as a general reference. Features, materials, finishes and layout of subject unit may be different than shown.

Jefferson Union High School District's website provides a "Find your home with us" webpage that showcases the 1 to 3-bedroom options for educators at their school district in efforts to attract and retain qualified employees; the newly constructed building at 705 Serramonte Boulevard provides affordable housing for current staff.

# Why We Must Act: Critical Demand for Educator Housing



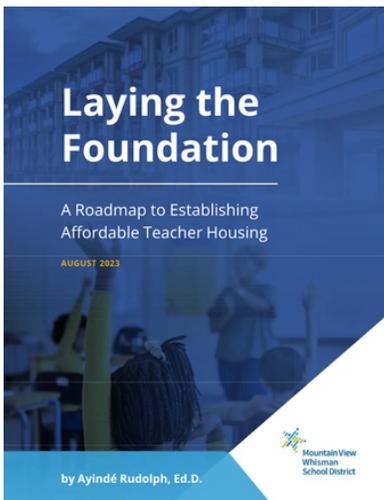
## Mountainview, Ca

Construction of a major teacher housing project in Mountain View is expected to be finished this summer, although tenants may have to wait to actually move in until a parking garage is completed next year. The Mountain View Whisman School District has partnered with the real estate developer Miramar Capital to construct 144 below-market-rate apartments at 777 W. Middlefield Road, the site of the former Village Lake apartments. Most of those units will be reserved for teachers and other school staff. The city of Mountain View will get first dibs on 20 units for its employees, and one unit will be set aside for a property manager. The remaining 123 apartments will be for Mountain View Whisman employees.



-courtesy of mv-voice.com

Mountain View Whisman School District published *Laying the Foundation: A Roadmap to Establishing Affordable Teacher Housing*, which outlines how they approached work in teacher housing.



# Why We Must Act: Critical Demand for Educator Housing

Between 2016-17 and 2017-18, 12% of California teachers either left public school teaching in the state (9%) or moved to another California district (3%). Of course, teacher turnover rates can vary widely from LEA to LEA, but during this period, nearly 30% of California LEAs had teacher turnover rates above 10%. Also contributing to the teacher shortage is low teacher preparation enrollments; fewer adults are entering the public education teaching workforce.



## Palo Alto, Ca

A 110-unit development is being built to serve teachers and school staff members who are struggling with high housing costs in the San Francisco Bay Area. Nonprofits Abode Communities and Mercy Housing are co-developing the project with significant support from Santa Clara County. The county is one of the most expensive housing jurisdictions in the country, with the average rent topping \$3,000, according to multiple market reports. 231 Grant is being developed on county-owned land in Palo Alto. Officials say the development, which recently celebrated its groundbreaking, will be a model for other developments throughout the state. Four school districts in the county are also contributing funding to the development. Teachers and school employees in these districts, as well as multiple schools in southern San Mateo County, will be eligible to apply for the rental homes once they are completed.

-courtesy of housingfinance.com

# How We Get Started

---

