



Engaged Learners
& Thriving
Communities

Employee Housing Task Force

Meeting #4

Agenda

INTRODUCTIONS

SURVEY DATA REVIEW

SMALL GROUP DISCUSSION

SANTA CRUZ CITY SCHOOLS DISCUSSION

REDWOOD CITY SCHOOL DISTRICT DISCUSSION

PROPOSED RECOMMENDATION CATEGORIES & LANGUAGE



Survey Responses

Based on my attendance to these meetings I feel well-informed on the following topics: (Check all that apply)

[Copy chart](#)

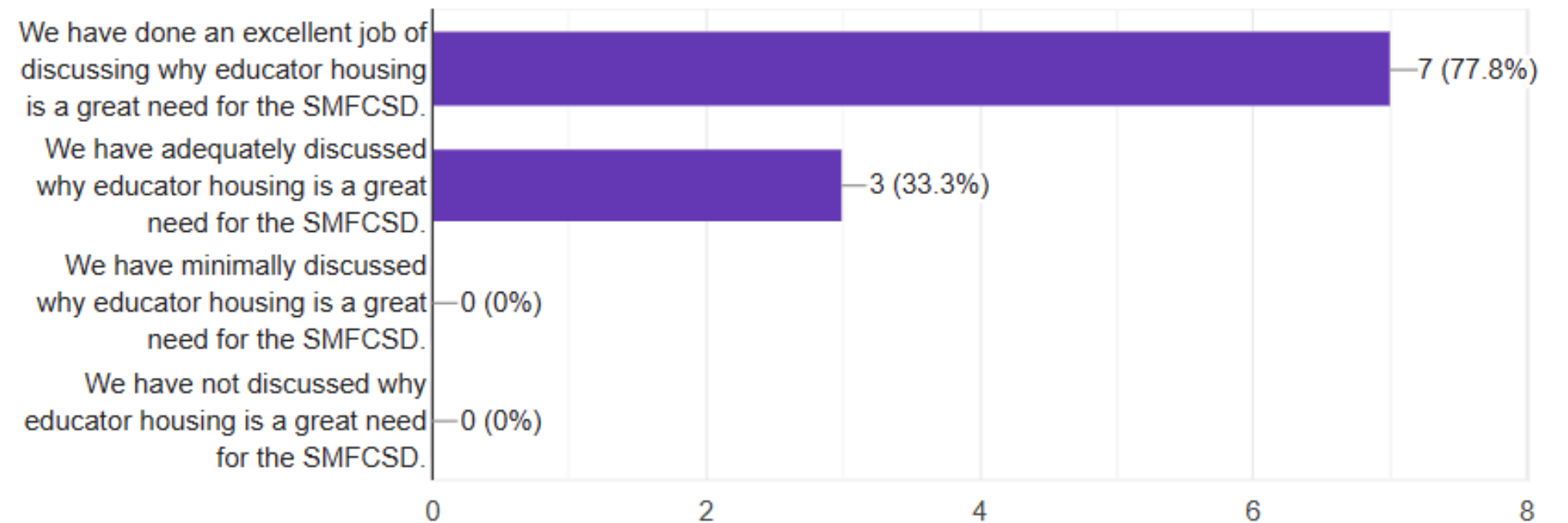
9 responses



Based on my attendance to these meetings I feel that:

[Copy chart](#)

9 responses

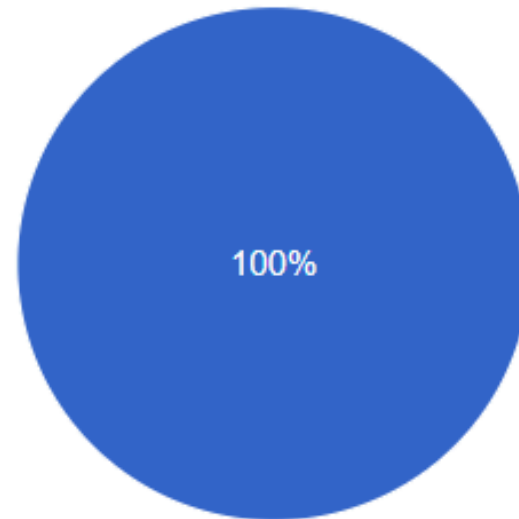


Survey Responses

Based on my attendance to these meetings I feel:

9 responses

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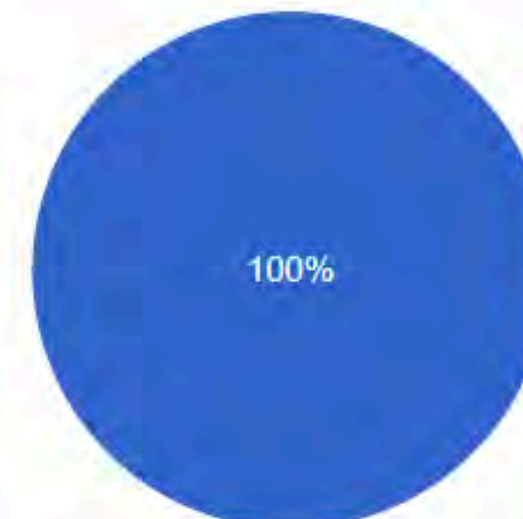


- Absolutely sure that the district should try to build educator housing
- Somewhat sure that the district should try to build educator housing
- Not very sure that the district should try to build educator housing
- The district should NOT try build educator housing

Based on my attendance to these meetings I feel that our group should shift our focus to begin crafting recommendations to the Board of Trustees:

9 responses

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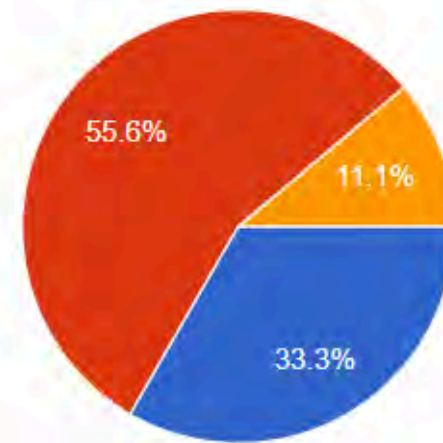


- Strongly agree
- Agree
- Disagree
- Strongly disagree

Survey Responses

Based on my attendance to these meetings I feel that the every important topic has been covered:

9 responses



- Strongly agree
- Agree
- Disagree
- Strongly disagree

I would advise that we: (please give us your opinions on whether we should hold 3 more informational meetings before crafting recommendations or if we should speed up)

8 responses

Based on the information I received only after attending one meeting I believe that we should definitely speed up crafting recommendations to the Board of Trustees. The faster we make these recommendations the faster we can support our staff housing needs. Thank you.

We should speed up.

Sorry if I missed this but I would like to understand what options we have (how many units minimum and maximum; what is the mix of studio/1br+/2/3br units we could potentially build)

speed up- pretty sure everyone knows where they stand right now.

I think we have had enough discussion to consolidate thoughts to make recommendations hopefully by December/January.

Speed Up

No further meetings necessary. I believe there needs have been identified, broad based support has been received, adequate site locations have been discussed, past projects by other districts have been examined for pitfalls, areas to think about when creating a plan forward, and strategic alliances have been developed.

Redwood City School District

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The RCSD Community Learns About Workforce Housing from the Experience of a San Mateo County Pioneer

Addressing the growing challenge of housing affordability for teachers and staff, Redwood City School District (RCSD) is making strides towards the development of much-needed workforce housing. On November 2, the RCSD Board of Trustees convened a study session to hear an update on this initiative while also learning from another San Mateo County school district that recently completed a similar project.

School Board Trustees from the Jefferson Union High School District (JUHSD) visited RCSD for the Board study session and spoke about their experience. Similarly to other Bay Area school districts, JUHSD had been grappling with a staggering annual staff attrition rate of 20-25%, primarily due to housing challenges. To tackle this issue, they built a \$75.5 million complex funded by \$33 million covered by a voter-approved Bond measure and \$42.5 million funded through a certificate of participation. The result of their efforts is 122 units that are helping to alleviate the housing burden faced by JUHSD educators.

In an effort to create a sustainable solution, the Teacher Housing Act of 2016 was implemented, allowing school districts to allocate funding for workforce housing projects. This legislative framework empowers districts to explore creative solutions for below-market-rate housing dedicated to school employees.

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Alisa MacAvoy, an RCSD Trustee, emphasized the importance of such initiatives, stating, "Our teachers, our staff, our educators... they deserve to live in the community they work in. They want to live here. They deserve high-quality housing." Hoover Community School Principal Lupe Guzmán echoed that sentiment saying, "I remember growing up as a child in Redwood City, I would see my teacher at the store, my principal, my instructional assistant. This doesn't happen anymore. I want that back!"


RCSD's workforce housing initiative has seen a series of milestones. It began in 2019 with the Board of Trustees directing the District to move forward with a feasibility study. Discussions surrounding Public-Private Partnerships also emerged. By spring of 2020, a formal application was submitted to the City of Redwood City in collaboration with The Sobrato Organization (TSO) on a mixed-use development project at 750 Bradford Street and 603 Jefferson Avenue in Redwood City. TSO, a renowned figure in Silicon Valley's community-oriented development sector, brings valuable expertise to the project. This mixed-use development aims to reduce employee commutes and strengthen their connection to the community where they work. 108 workforce housing apartments would be located within a three-mile radius of all 12 RCSD schools, offering a vibrant urban lifestyle in close proximity to transit and community resources. The RCSD project is currently in the City's Planning Submissions stage, with anticipated City Council approval in 2025 and construction completion in 2028.

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- Stockton News Matters
- Mendocino News Matters
- Marin News Matters
- Housing & Homelessness

City School District pushes forward with affordable housing project for teachers

 by Hannah Poukish, Peninsula Press

December 3, 2023



FEATURED

From the Daily Journal archives

Redwood City School District studies teacher housing

RCSD pushes forward with affordable housing project

By Hannah Poukish Peninsula Press Dec 28, 2023 Updated Aug 13, 2024 0

The Redwood City School District Board of Trustees is deciding whether to construct affordable housing for staff as the district struggles to employ local teachers in one of the nation’s most expensive ZIP codes.

RCSD joins a growing list of Silicon Valley schools starting to address teacher woes

From the Daily Journal archives

School staff housing proposed in Redwood City

Mixed-use office and residential development submitted

Daily Journal staff report Jul 7, 2021 0

A mixed-use development proposal offering to bring workforce housing for Redwood City Elementary School District staff into the city was formally submitted for review next week in a joint effort between the school district and The Sobrato Organization.

“[Redwood City School District] and [The Sobrato Organization] are excited for the opportunity to work together on a proposal that will culminate in a first of its kind, in Redwood City, project where the sum is greater than the parts,” according to the project

KNOLLS SITE



KNOLLS SITE DATA



525 West 42nd Avenue
San Mateo, Ca

Site Acreage:

5.8 Acres

Construction History:

- 1952 | Admin & Classrooms
- 1959 | Classroom Addition
- 1984 | Site Closed
- 1985 - 1998 | Leased
- 1998 - 2004 | Interim Housing for construction projects
- 2004 - 2021 | Leased
- 2022 - Present | Consultant Construction Manager offices

ZONING DATA

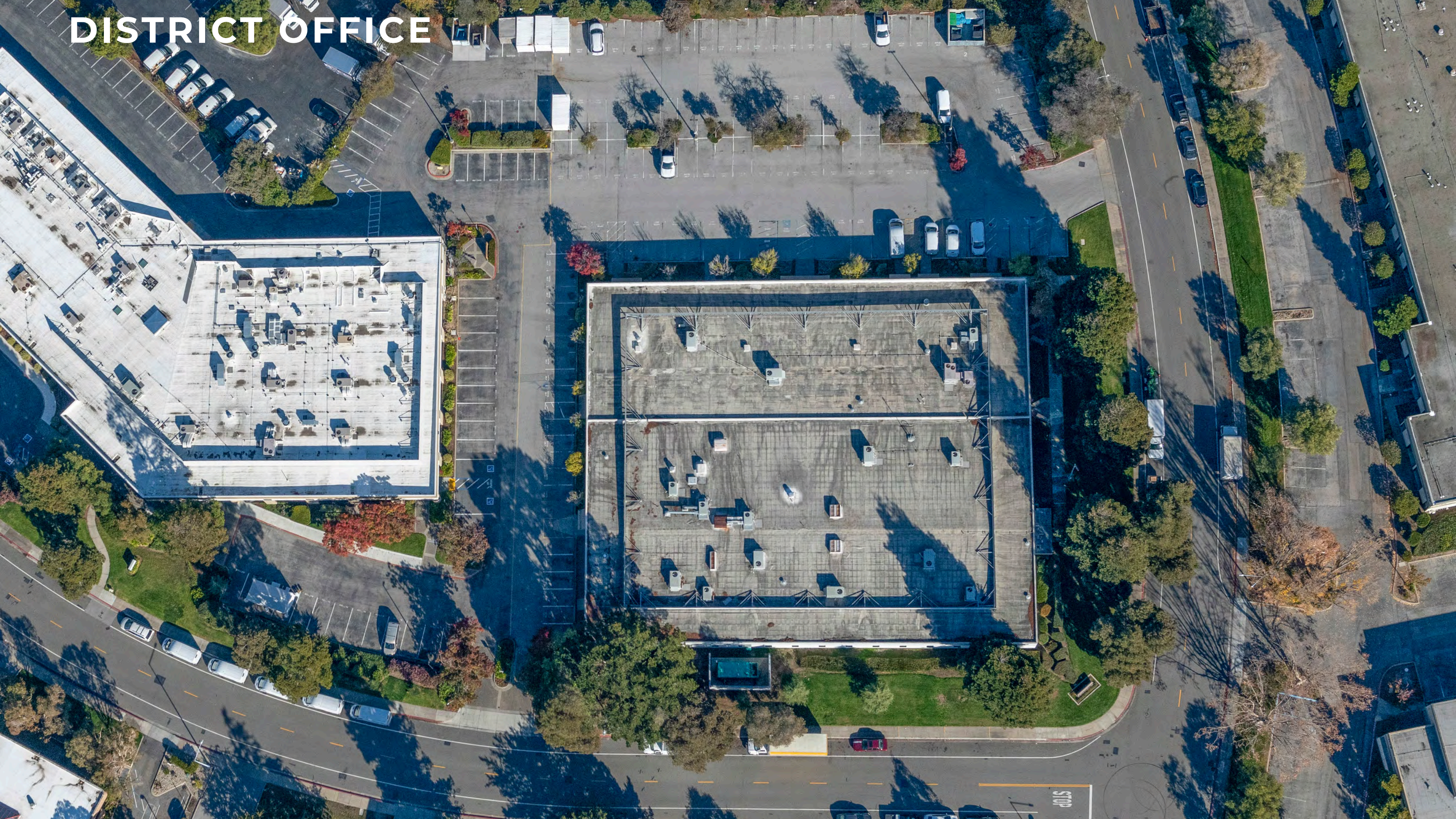
Zoning Classification R1C

Single Family Residential. 5,000 SF min lot size. 50' min width

Land Use (2040) Quasi-Public, Residential Very Low Intensity: 0.5

Height Restrictions: 24'

DISTRICT OFFICE



DISTRICT OFFICE SITE DATA



1170 Chess Drive
Foster City, Ca

Site Acreage:

1.2 Acres

Construction History:

- 2006 | Building Purchased
- 2007 | Remodeled for District Office use

ZONING DATA

Zoning Classification M-1/PD

Light Manufacturing District Planned Development

Zoning Description: Light Industrial District /
Planned Development Combining District