



MPESD Affordable Workforce Housing Project

Exploration Phase Face Sheet

What is the MPESD Affordable Workforce Housing Project?

The District is exploring the idea of developing below-market-rate (BMR) rental housing for staff who may want to live within our District's geographic boundaries. Rising housing costs make it difficult for many employees to live near the schools where they work. We want to know if affordable workforce housing could be one way to recruit, support, and retain staff.

Has the MPESD Affordable Workforce Housing Project been approved?

No. This is an idea that the Board of Trustees has been exploring. We have been gathering input from MPESD staff members, parents, District residents, and the school community since the fall of 2025. The feedback we receive will help District officials inform the Board of Trustees on stakeholder interest in allocating further time and resources into pursuing BMR rental housing for District employees.

If the MPESD Affordable Workforce Housing Project is approved, where would funding come from?

The District is leveraging the development potential of our underutilized assets to finance one of the district's greatest needs: the construction of safe, cost-effective housing for our teachers and staff. The sale of unutilized surplus land will help fund the construction of the teacher housing.

The financial goal of this effort is to structure the arrangement to limit cost exposure to the district and protect the bonding capacity of the district to allow such bond funds to go towards other District needs.

Are MPESD staff members interested in affordable housing options?

Recently, the District surveyed staff members, and overall, the survey results show that most MPESD staff face significant housing cost burdens and are highly interested in affordable housing options. Providing Below Market Rate (BMR) housing would support staff retention, financial stability, and community engagement within the district.

Why explore affordable workforce housing now?

Housing costs affect not only students and families but also the teachers and staff who support them every day. Exploring this idea could reveal whether affordable rental options would help:

- Stabilize our educator workforce
- Improve staff recruitment and retention
- Support consistent, high-quality instruction for students

What are the “next steps” in this exploratory process?

- The exploratory and community engagement phase will last about six months.
- During this time, staff and community voices will play a key role in analyzing the need and shaping potential options. The District will distribute surveys and hold in-person community engagement sessions to understand interest and concerns.
- The findings will assist the District administration and the Board of Trustees in determining the next steps, likely in early 2026. Next steps could include finalizing the funding structure for the project to continue working toward deeper exploration.

Is the concept of an Affordable Workforce Housing Project for School’s Staff new in the Bay Area?

It is not a new concept. Two other Bay Area school districts have recently built employee housing, rented to eligible staff and teachers at below-market-rate rental prices. One example is [Eastmoor Heights](#) in Daly City, built by the Jefferson Elementary School District. (See a map of California school districts with affordable housing projects [here](#).)

We want to know if affordable housing at MPESD could benefit our community.

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