

Pacifica School District

Workforce Housing Project

Frequently Asked Questions (Staff & Community)

1. What is the Workforce Housing project?

The Workforce Housing project is a Pacifica School District initiative to build affordable rental housing for district teachers and staff on surplus District-owned land located on Oddstad Boulevard. The project is designed to help attract and retain high-quality educators and essential staff while strengthening the broader Pacifica community.

2. Why is the District building workforce housing?

Many Pacifica educators and staff currently pay more than 30% of their gross income on housing, making them “rent-burdened.” High housing costs negatively impact recruitment, retention, and staff stability. Providing affordable housing helps improve work-life balance, reduce turnover, and ensure continuity for students.

3. Where will the housing be located?

The project will be built on surplus District-owned property on Oddstad Boulevard. Using District land allows the project to move forward without purchasing private property and ensures the land continues to serve a public purpose.

4. How many housing units will be built?

The Board of Trustees approved Phase 1, which includes:

- 45 workforce housing units

- Three required amenity buildings

- Rehabilitation of the existing sports field

All amenities and field improvements are required as part of Phase 1 and will be completed during this phase.

5. How is the project funded?

The Board approved a maximum project budget of \$55 million in December 2024

Funding includes voter-approved Measure G (March 2024)

The project is financed through bonds and rental revenue

No General Fund dollars are required to build or operate the project

Any net revenue may be returned to the General Fund to support District programs and services

Classroom funding is not reduced as a result of this project.

6. What rents can staff expect?

Rents are targeted at 60–70% of market-rate housing costs

At the lowest rent levels, staff are projected to save at least \$1,500 per month compared to market rents

The rent structure is designed to be affordable for staff while remaining financially sustainable for the District

7. Who will be eligible to live in workforce housing?

The units are intended for Pacifica School District teachers and staff, including certificated and classified employees. Eligibility criteria, prioritization, and the application process will be shared closer to project completion.

8. How does this project benefit students and the community?

Improves recruitment and retention of educators

Reduces costly staff turnover (estimated at \$20,000 per teacher)

Helps educators live closer to the schools they serve

Strengthens community connections

Stabilizes schools and supports long-term educational quality

9. Who approved the project?

Pacifica voters approved Measure G in March 2024

The City of Pacifica approved rezoning in May 2023 and the Development Agreement in December 2024

The Pacifica School District Board of Trustees approved the project budget, bid results, and general contractor following multiple public meetings

10. How was the general contractor selected?

The District conducted two competitive bidding processes

Four bids received in August 2025 exceeded cost limits and were rejected

The project was re-bid using phased construction options to control costs

James E. Roberts / Obayashi submitted the lowest responsive and responsible bid for

Phase 1

The Board of Trustees approved the contract award based on cost, qualifications, and compliance with the approved budget

11. When will construction take place?

Demolition of existing buildings: January 2026

Construction start: February 2026

Anticipated first occupancy: Summer 2027

Construction updates will be shared throughout the project.

12. Will the project increase traffic or strain local infrastructure?

Traffic, parking, and infrastructure impacts were reviewed and approved through the City's entitlement process. The project includes:

On-site parking

Professional property management

Controlled access

Design elements intended to integrate with the surrounding neighborhood

13. Will the project require future tax increases?

No. The project is funded through existing, voter-approved financing and rental revenue. It does not require new taxes beyond those already approved by voters.

14. How can staff and community members stay informed?

Updates will be shared through:

Board of Trustees meetings

District website postings

District and community communications as construction progresses