Faculty & Staff Housing
Update January 2020
Why?

The structure of state funding for education and continued declining enrollment make it difficult for JUHSD to be competitive in attracting and retaining highly qualified teachers and classified employees

- High turnover rates
- Difficulty hiring
- Continuing reinvestment in training and PD
- Difficult to establish and maintain effective collaborative teams

Interest - survey of employees

- 266 responses
- 67 (25%) very interested, 37 (14%) somewhat interested, 65 (24%) would consider
- Of the 169: 61% 1BR, 20% 2BR, 19% 3BR
Housing for JUHSD employees

- 122 units, blend of 1 BR, 2BR, and 3BR
- Approximately 50% of market rates

<table>
<thead>
<tr>
<th>Unit Type</th>
<th># of Unit</th>
<th>Approximate Sq. Ft.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 bedroom</td>
<td>50</td>
<td>650</td>
</tr>
<tr>
<td>1 bedroom+</td>
<td>9</td>
<td>770</td>
</tr>
<tr>
<td>2 bedroom</td>
<td>56</td>
<td>950</td>
</tr>
<tr>
<td>3 bedroom</td>
<td>7</td>
<td>1,300</td>
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</tbody>
</table>
Examples of Successful Faculty/Staff Housing Projects
- CSM (top left)
- Canada College (top right)
- Santa Clara School District (bottom right)
Where?
Serramonte Del Rey
upper parking lot

When?
First units are scheduled to open
Spring 2022
Preliminary Plans
Ground Floor-North Half

- Office
- Fitness Room
- Community Room
- Common Work Space
- Playgrounds and Community Spaces
- Bike Parking
- Laundry on Each Floor
One Bedroom Example
Two Bedroom Example
Three Bedroom Example
Who?

District Employees
Details to be worked out by an Employee Housing Board

• Other districts have housing boards made up of
  • Employee reps
  • Resident reps
  • District/Board reps
  • Community members with an expertise in real estate and/or local business reps

• Determine
  • Eligibility and process for applying
  • How units are allocated (i.e. lottery, priorities, waitlist)
  • Length of stay
  • What happens upon separation
  • Oversight of third-party property management
How?

Projected construction costs are estimated at about $61M

• GO Bond – In June 2018, voters approved Measure J asking voters to pay $33M toward construction of employee housing

• LOAN - The remaining funds necessary will be borrowed by the district and paid back over time through the rents collected

• Once built and inhabited, there is a potential for contribution to general fund which could be used to increase salaries for all employees
Questions?

Contact:

April Hawkins, Director of Communications & Staff Housing
ahawkins@juhsd.net  (650) 550-7914

Tina Van Raaphorst, Associate Superintendent-Business Services
tvanr@juhsd.net  (650)550-7954