

Why is JUHSD considering construction of employee housing?

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

This results in:

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

Additionally, the high cost of housing in our community means that many of our staff members have long commutes and often newly hired staff aren't able to find housing and end up not being able to accept positions.

Is there interest among current staff?

A survey of district staff was conducted in September 2017 to gauge interest in employee housing. 266 responses out of about 500 employees:

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

What type of housing is being constructed?

The district is planning to construct 122 units of high-quality apartments, similar to those constructed for market rate housing. There would be a blend of 59 one-bedroom, 56 two-bedroom, and 7 three-bedroom units. The estimates for the size of the units are about 650 square feet for a 1-BR, 950 sq. ft. for a 2-BR, and 1,300 sq. ft. for a 3-BR.

What is the rent going to be?

The district is aiming for about 50% of market rate at the time of occupancy.

Where will the development be?

On the district's Serramonte Del Rey property at 699 Serramonte Blvd, in Daly City. It would sit on the existing upper parking lot.

When would this be available?

Spring 2022, depending on conditions.

Who will manage the property?

A Housing Board will engage a third party property manager. The cost of this management will be covered by the rents. District staff will not manage the property.



Housing Board – Other districts that have successfully implemented employee housing instituted a Housing Board. This Board would consist of members from different groups: employees, residents, District/School Board, community members with an expertise in real estate and/or local business representatives. Once this Board is in place, they would develop answers to questions, such as:

Who will be eligible for this housing?

How will the employees be selected to live in the housing development?

How long could I live here?

What happens upon termination, dismissal, retirement?

Are other districts doing this too?

The San Mateo County Community College District already has employee housing available at CSM and Canada and planned for Skyline. Santa Clara School District also has had employee housing in place since 2002.

Locally, there are other districts, Pacifica School District and Jefferson Elementary School District, that are currently exploring the possibility of employee housing.



Examples

- CSM (top left)
- Canada College (top right)
- Santa Clara School District (bottom right)

How will the district pay for this?

The District owns the property so there is no acquisition cost for the land. The cost of constructing the housing is estimated to be about \$61M and will be financed through a General Obligation (GO) Bond and a loan that will be paid back with rental income. Measure J was passed in June 2018 and authorizes \$33 million in bond funds. The district will secure a loan for the rest of the funding needed.

Once the housing is occupied, the rents paid by residents will be used to cover the costs of the loan, maintenance and management. Once those costs are taken care of, rents could be used by the District for educational purposes, including salaries.

Why not just raise salaries instead of building housing?

Housing is just one way the district is working to try to attract and retain staff. Bond funds cannot be used for salaries. Since they are a loan repaid by taxpayers, they can only be used for the construction or purchase of things with value (capital assets).