



Novato Unified School District

Education Workforce Housing Community Advisory Committee

April 15, 2024

Welcome and Introductions

The committee's goal is to gather community input, gain insight, and provide comments to the board of trustees on any proposed Education Workforce Housing Development

Committee representation include the following groups

- Board Trustees
- Employees
 - Teachers
 - Support Staff
 - Administrators
- Parent Groups
- Nonprofit Organization
- Business Community

AGENDA

- **Welcome and Introductions**
- **Public comment on items not on the Agenda**
- **Tour of Jefferson High School's Housing Project**
- **Employee Survey Status**
- **Feasibility Study Process**
- **Questions and Discussion**

Public comment on items not on the Agenda

Tour of Jefferson High School District Housing Project

Daly City, CA, March 21st, 2024

Education Workforce Housing



705 Serramonte

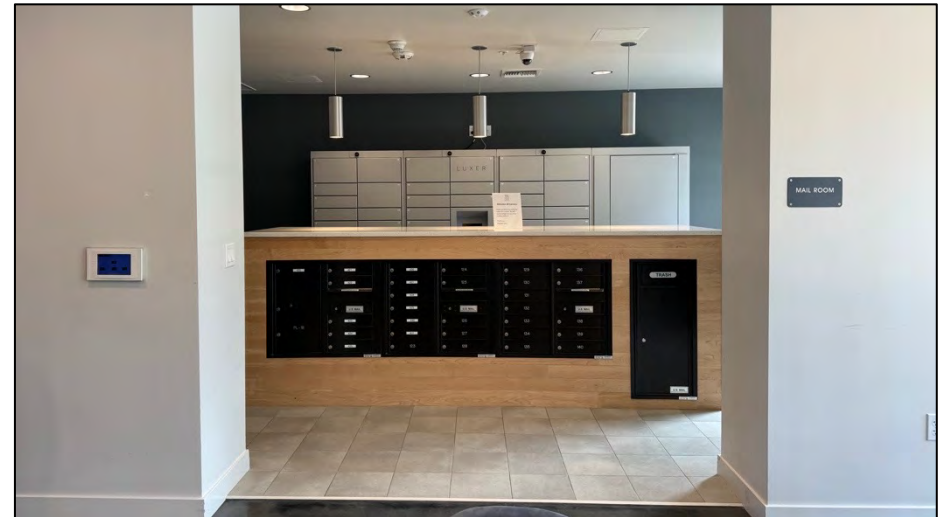
705 Serramonte Blvd, Daly City, Jefferson Union HS District - 2022
122 Units : 48% 1-bed; 46% 2-bed; 6%-3 bed

Overview

- ▶ Completed in 2022
- ▶ Fully Occupied by Employees with a Waiting List
- ▶ No Job Openings at the start of the School Year
- ▶ Average Rent at 42% Below Market Rate



JUHSD Housing Amenities



Family Friendly



Thank You!

Sarika Robinson,
Science Teacher

Janice Arms,
Special Ed Teacher

Ying “Chaney” Cheng,
Paraprofessional

Austin Worden,
Moderator,
JHSD Director of
Communication & Staff
Housing



Questions and Answers with Employee Residents

Tour Group:

Andy Lie, *JUHSD Trustee*

Toni Presta, *JUHSD Superintendent*

Jerry Peters, *Community Member*

Mariah Fisher, *NFT, Co-President*

Don Nicodemus, *CSEA, Past President*

Monica Velasquez-Lopez,
CSEA, Site Representative

Tracy Smith, *NUSD Superintendent*

Debbie Butler, *NUSD Trustee*

Julie Jacobson, *NUSD Trustee, President*

Staff

Leslie Benjamin, *Director of Communications*

Derek Knell, *Director of Staff Housing*

Chris White, *Brookwood Partners*



Brookwood Partners

Experience & Qualifications

Brookwood Partners provides strategic advisory services for Education Workforce Housing to California public school districts.

TK-12 Educational Clients:

- Jefferson Union High School District
- Cabrillo Unified School District
- Chula Vista Elementary School District
- Culver City Unified School District
- Pacifica School District

Development Services

Strategic Advisory Services & Analysis

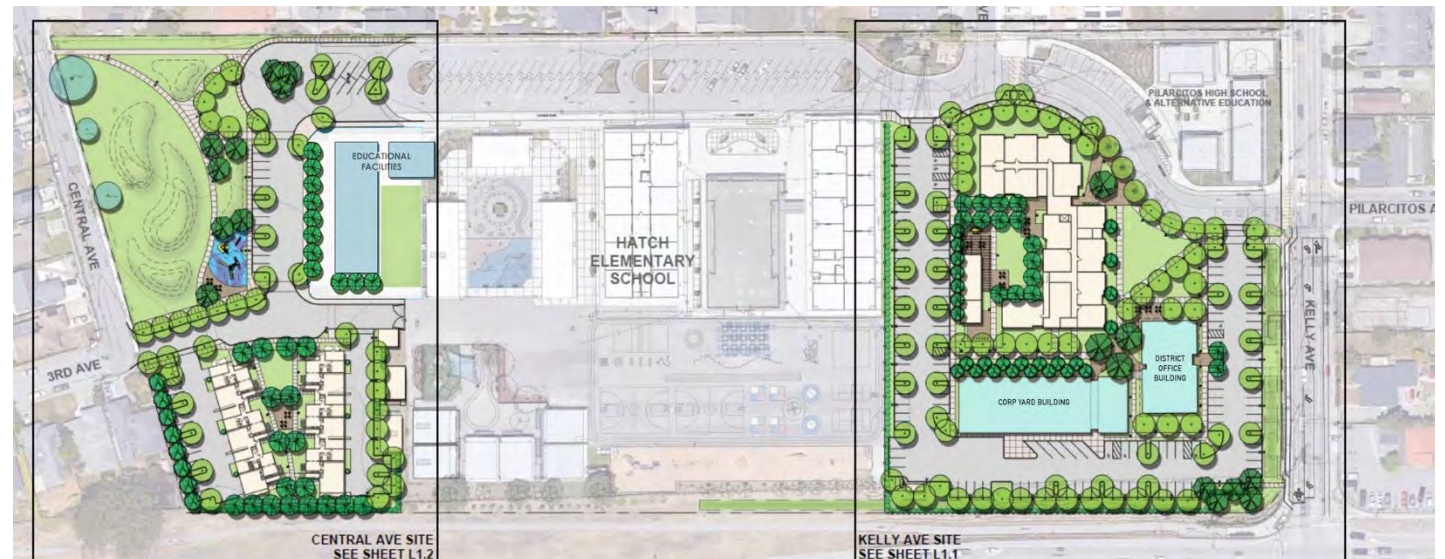
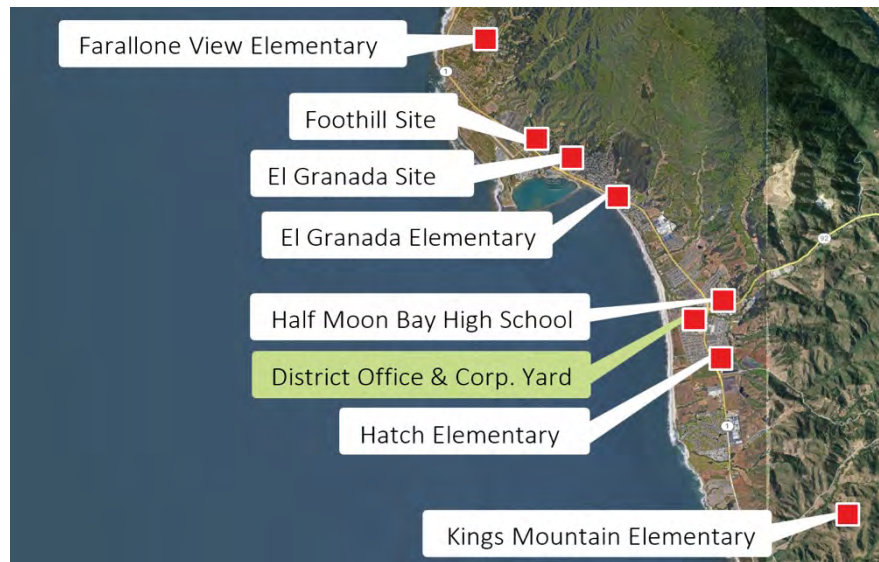
- Site Assessment, Feasibility and Zoning Analysis
- Due Diligence for Acquisitions and Dispositions
- Employee Housing Surveys
- Financial Analysis and Proforma Modeling
- Transaction Negotiations
- Strategic Planning | Facilities Master Planning
- RFQ & RFP Preparation and Negotiations
- Debt and Equity Financing Strategies
- Project Repositioning and Site Redevelopment
- Project Presentations | Public Hearings

Development Management Services

- Management of complex project teams for Rental & For-Sale Multi-Family Housing
- Project Programming, Space Planning & Design
- Phasing Strategies | Scheduling
- Project Entitlements including: CEQA Process Management
- Project Budgeting | Value Engineering
- Owner's Representative (pre-con through move-in)
- Leasing and Sales Management
- Tenant Improvements
- Infrastructure Planning

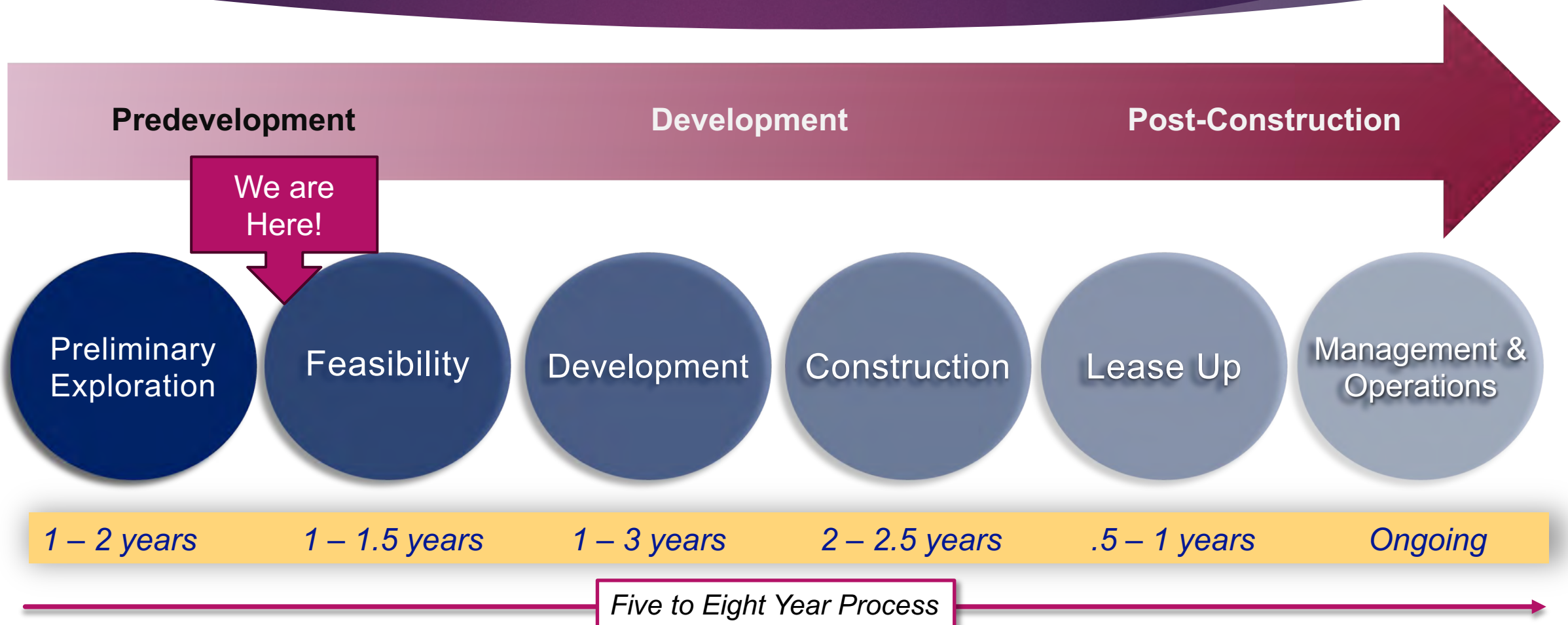
Cabrillo USD Case Study

- Scope:** Project Feasibility and “highest and best use” for District's Portfolio Site Selection, Due Diligence & Housing Survey for Workforce Housing Integration of AMI levels with City's Inclusionary Housing Ordinance RHNA
- Solution:** Two-phase project; Relocation of D.O.; Corp Yard consolidation; Ed uses; E.I.R. process led by the District's team to expedite approvals Mitigation of Traffic and Parking Impacts for Neighborhood
- Status:** Community Engagement; Submittal of Preliminary Planning Approvals Measure K Funding Application



NUSD Feasibility Study Process

Multi-Year Process & Where Are We Now



Determining NUSD Employee Needs

Survey Staff on Housing Needs & Interest

Design Survey for Analysis and Comparison

- Employee Demographics
- Local Market Data

Distribution Plan

- English and Spanish Versions
- *Web-Based & Hardcopies*
- *Send Links In Staff Update Newsletter*
- *Send Reminder Emails*
Superintendent, Site Principals & Directors

Survey started on March 28th
and will be open until April 30th

Survey Results Next Meeting on May 13th

Collecting Statistics and Demographics

Section A: Questions 1-5: **About Employee**

Section B: Questions 6-14: **Current Housing**

Section C: Questions 15-18: **Employee Interest & Information**

Section D: Questions 19-22: **Housing Needs**

Section E: Questions 23-28: **Travel to Work**

Section F: Questions 29: **Household Size & Income**

Section G: Questions 30: **Additional Comments**

Feasibility Study Process

Due Diligence - Constraints and Opportunities

Preliminary Due Diligence

- Title Reports & Easements
- Review available studies
- Preliminary Discussions with City Officials

Initial Site Review

- Zoning
- Density Bonus & Other Housing Legislation
- New State Policies on Education Workforce Housing
- Types of Entitlements

CEQA Considerations

- Recommendations for further study of sensitive topics

Staff Survey & Employee Demographics Analysis

Identify Constraints and Opportunities

- Regional Housing Needs Assessment Context
- Housing Element of Novato General Plan



Feasibility Study Process

Site Layout – Schedule - Financial Analysis

Preliminary Site Layout

- Unit Count & Mix | Amenities
- Building Heights & Neighborhood Characteristics
- Parks & Open Space
- Site Access: Vehicles & Pedestrians

Project Schedule Considerations

- Site Phasing (if required)
- Portfolio Phasing

Financial Analysis

- Housing Market Analysis
- Construction Costs
- Net Operating Income Preliminary Estimates

Project Recommendations & Next Steps
















Potential Recommendations

Examples of possible outcomes as a result of the feasibility study

- Retain land for NUSD Educator Housing Development
- Disposition
 - Sale
 - Ground Lease
 - Public/Private Joint Venture
- Land entitlement to increase value and marketability
- Phased disposition through subdivision



Feasibility Study Schedule

	March	April	May	June	July	August	September
Kick-off Meeting Initial Site Review & Due Diligence Review existing Due Diligence and Reports Review Feasibility Study Process with Leadership/Advisory-Committee			 EWF CAC 4/15				
Staff Survey & Employee Demographics Analysis Survey of Staff (Interest and Housing Types) Employee Survey Results Analysis Review/Update with Leadership/Advisory-Committee				 EWF CAC 5/13			
Preliminary Site Layout Unit Mix & Layout Site Access & Building Heights Presentation and Discussion with NUSD Board Members						 Board 6/25	
Financial Analysis Housing Market & Construction Costs Board accepts the Study, gives direction on path forward						 Board 8/6	
Project Recommendations & Next Steps Portfolio Optimization & Workforce Housing Review/Update with Leadership/Advisory-Committee							EWF CAC 9/23 



Novato Unified School District

Questions and Next Steps

Next Meeting May 13th 5:30 PM