



Novato Unified School District

Education Workforce Housing Community Advisory Committee

May 13, 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 includes the following groups:

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

Agenda

- Welcome and Introductions
- Approval of previous meeting minutes
- Public Comment on Non-Agenda Items
- Employee Demographics
- Employee Survey Results
- Timing and Next Steps
- Questions and Discussion

Approval of Minutes

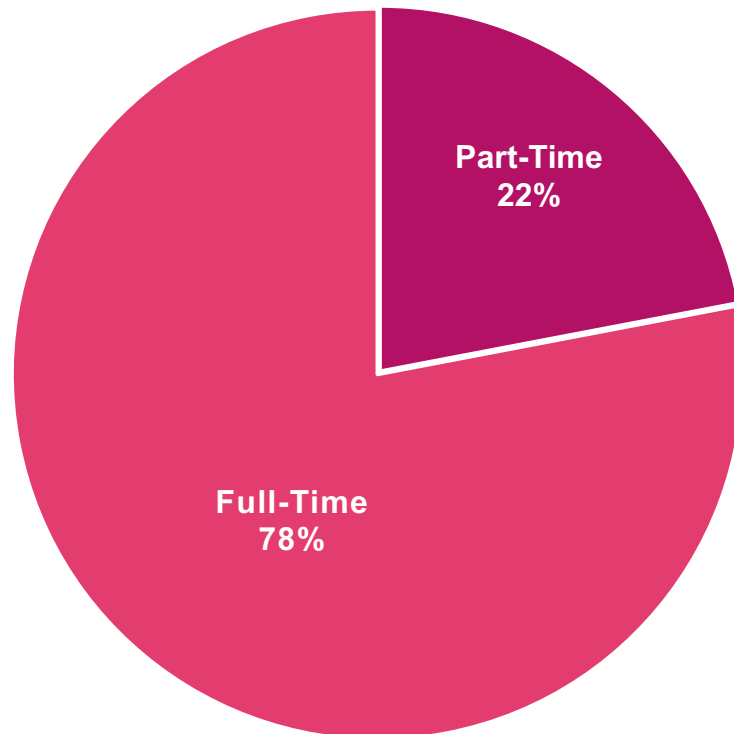
- February 5, 2024
- April 15, 2024

Public Comment on Non-Agenda Items

Employee Demographics

NUSD Employee Information

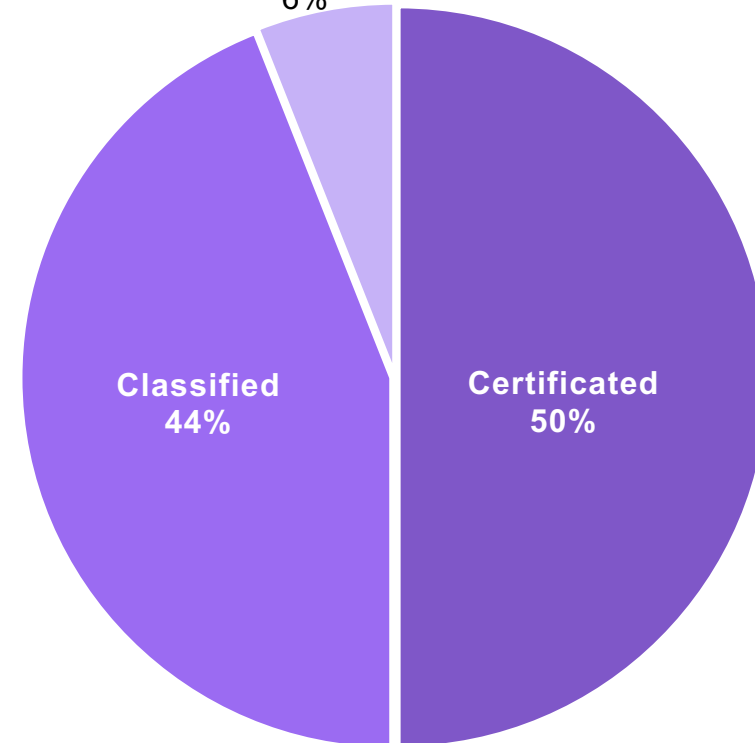
855 Total Employees



All Employee Type

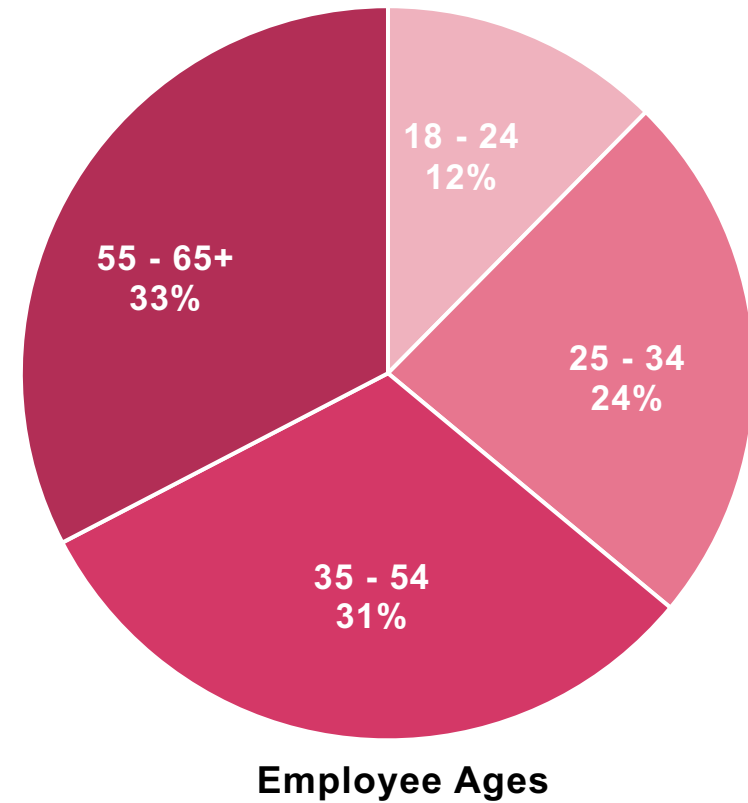
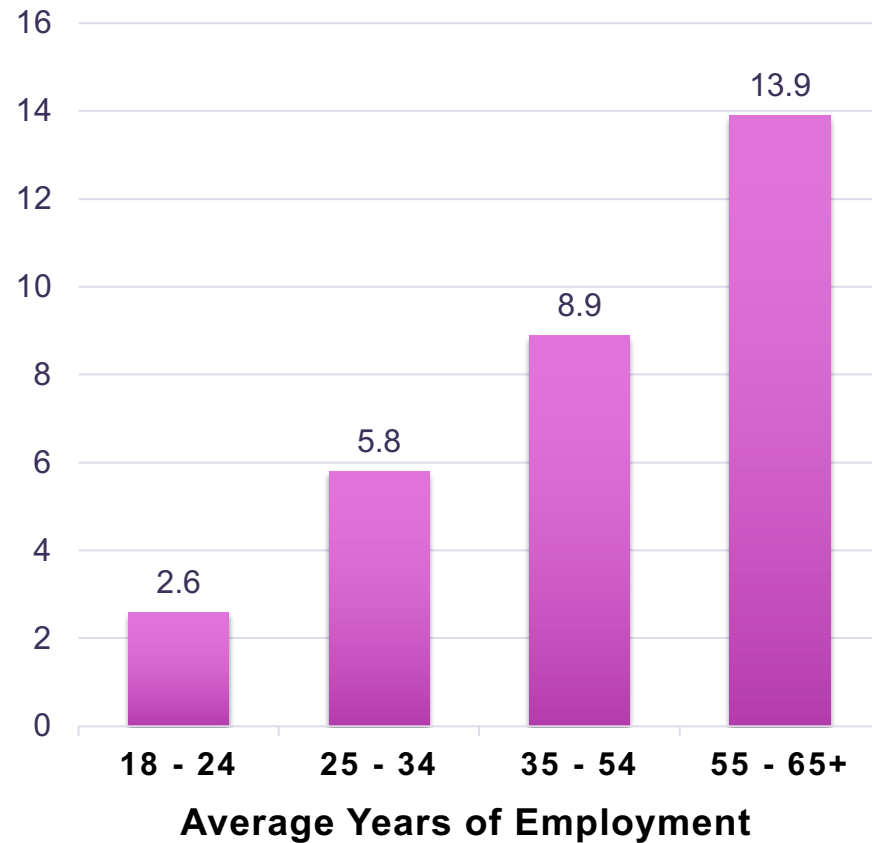
Administration

6%



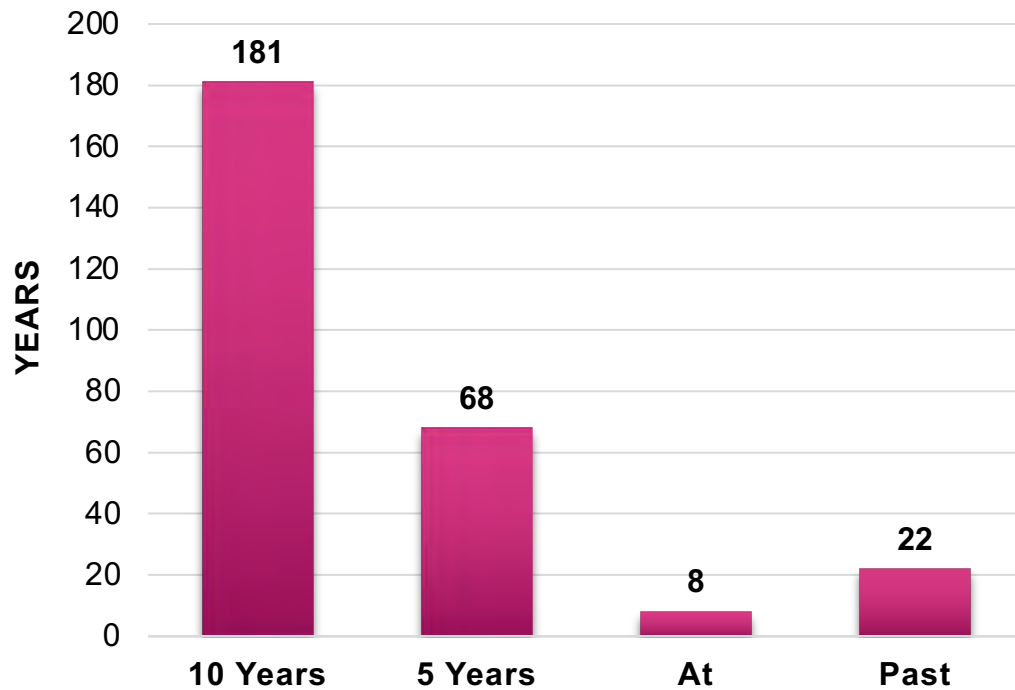
All Employees by Classification

Who We Are

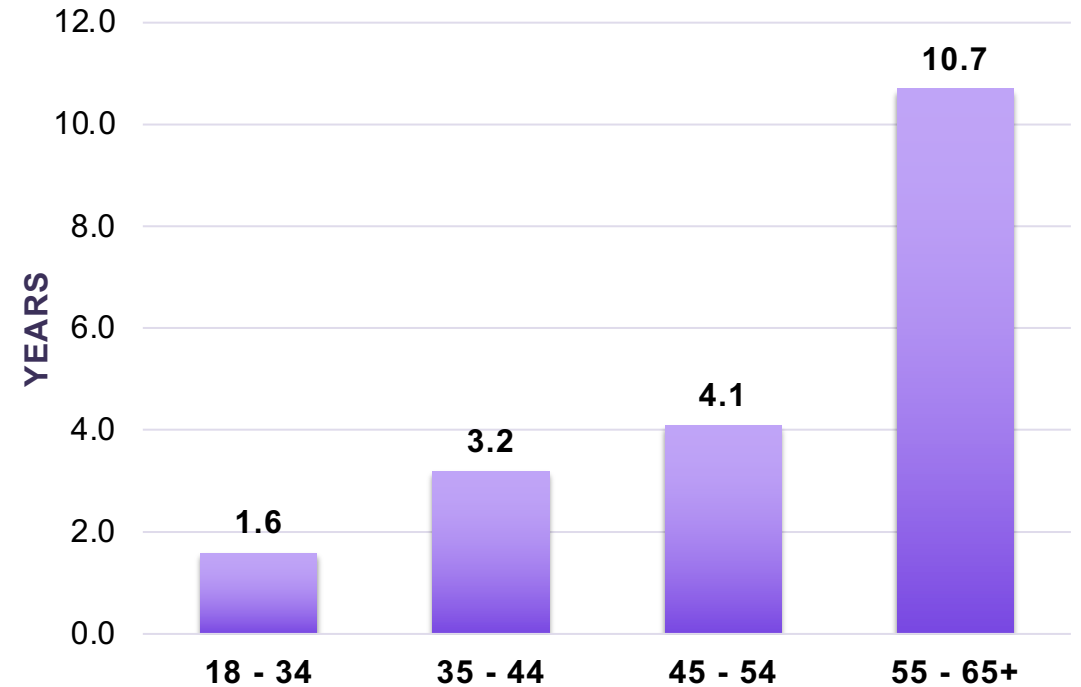


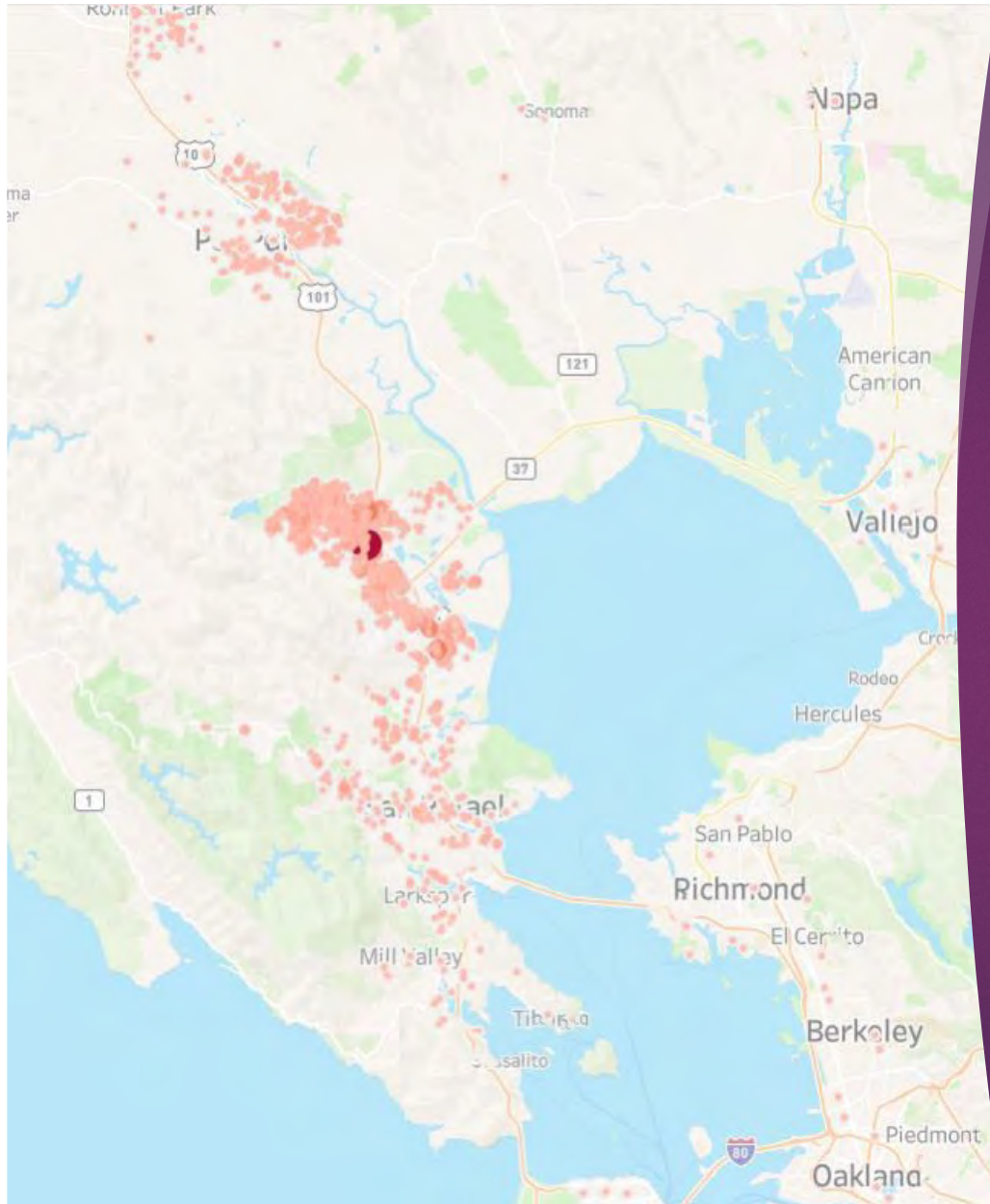
Future of our Workforce

33% of All employees within ten years or past the retirement age of 68



Past employee average length of employment over the last ten years





Where We Live

Employee Survey Results

Survey Overview

Survey was open March 28th - April 30th

Design Survey for Analysis and Comparison

- Employee Demographics

Distribution Plan

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

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**

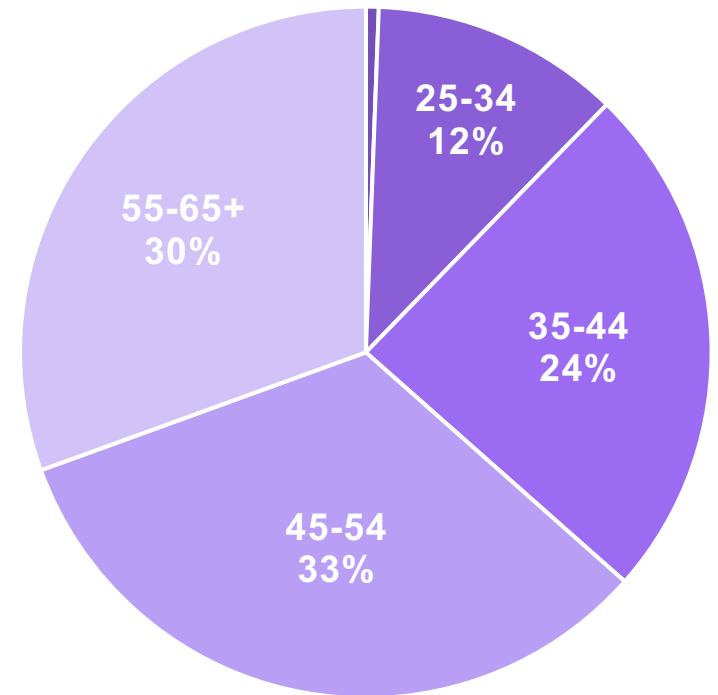
About Respondents

Received at least 9 responses from each of the 15 facilities surveyed

% of Respondents to NUSD Education Workforce Housing Surveys

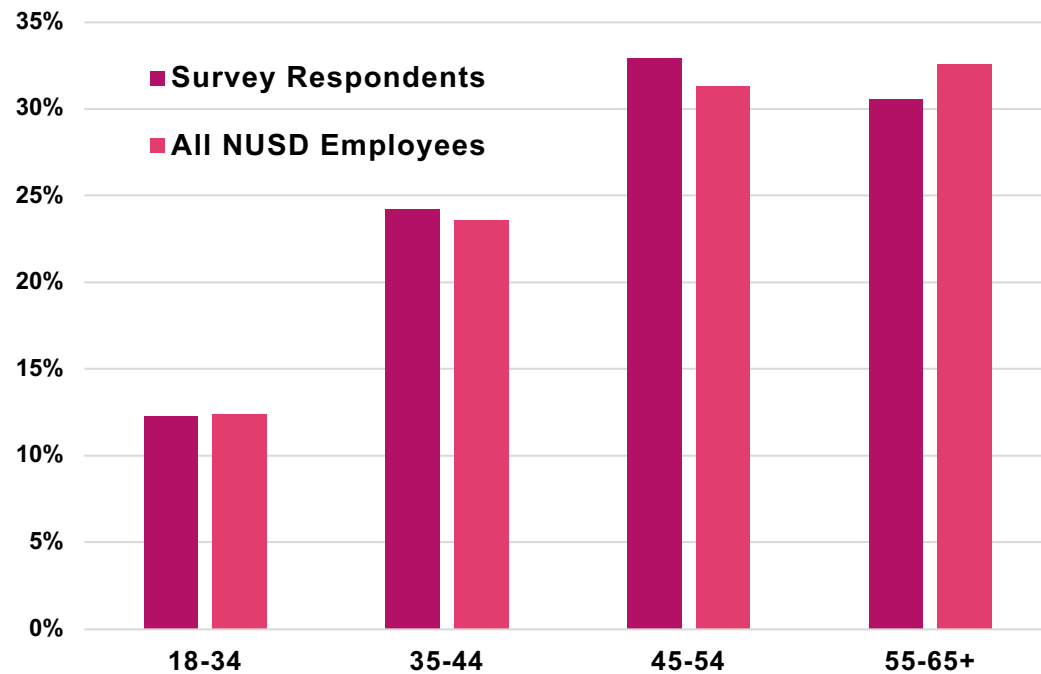
	2018 Total Employees	2018 Respondents	2018 Response Rate	2024 Total Employees	2024 Respondents	2024 Response Rate
Certificated	418	298	71%	429	186	43%
Classified	356	137	38%	377	133	35%
Administration	47	30	64%	49	17	34%
Total	821	465		855	336	
% of Total	100%	57%		100%	39%	

Ages of All Respondents

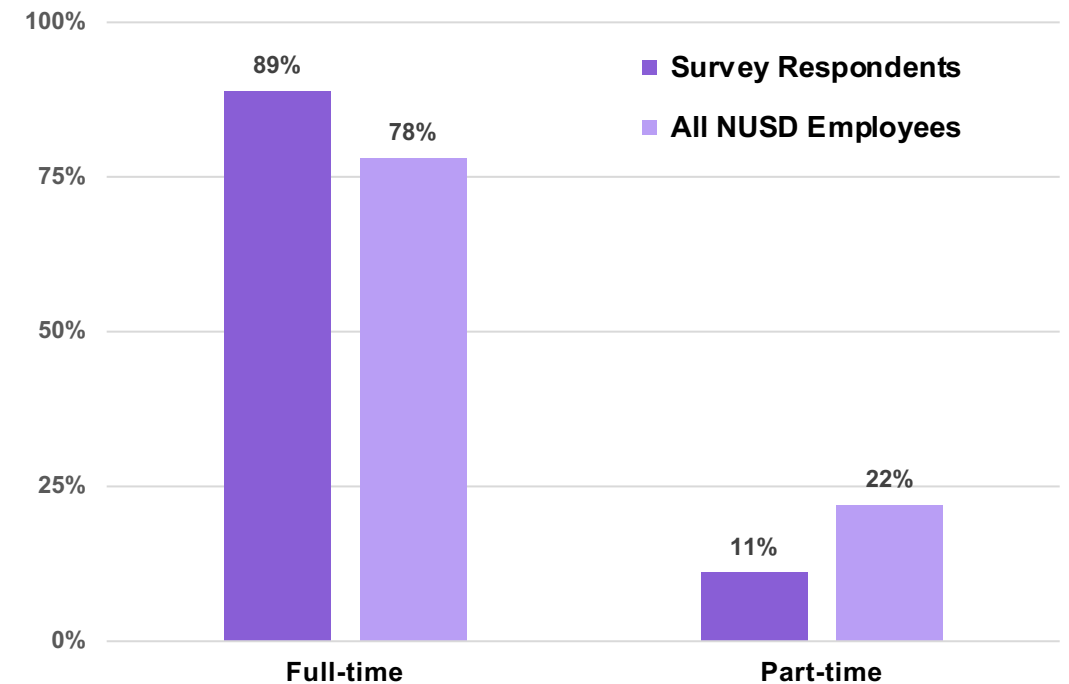


Employees & Respondents

Age Comparison

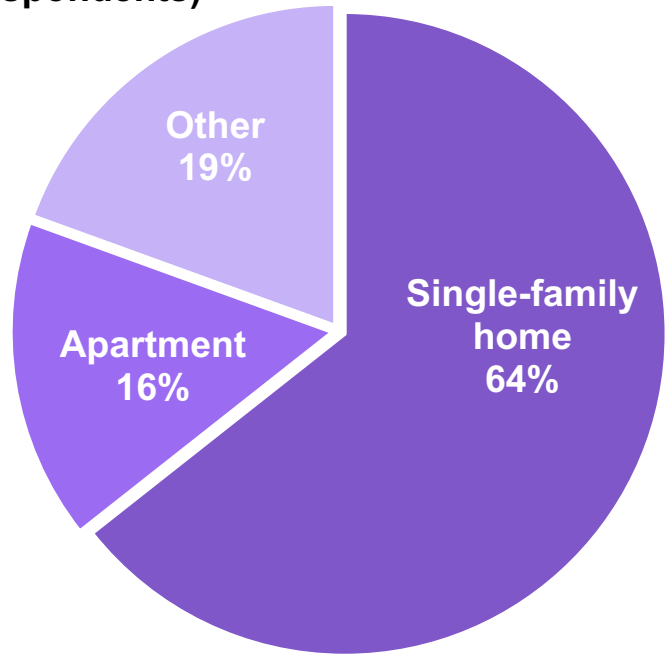


Full-Time vs Part-Time

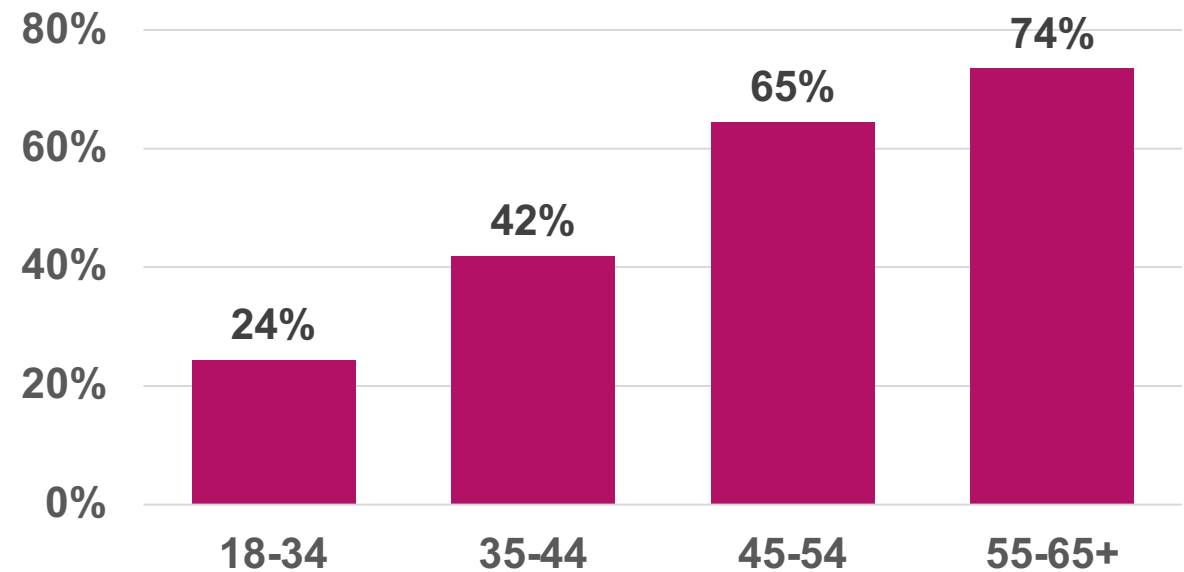


Current Housing - Respondents

Type of Current Housing
(All Respondents)



Ownership Rate by Age Bracket
(All Respondents)



Current Housing - Respondents

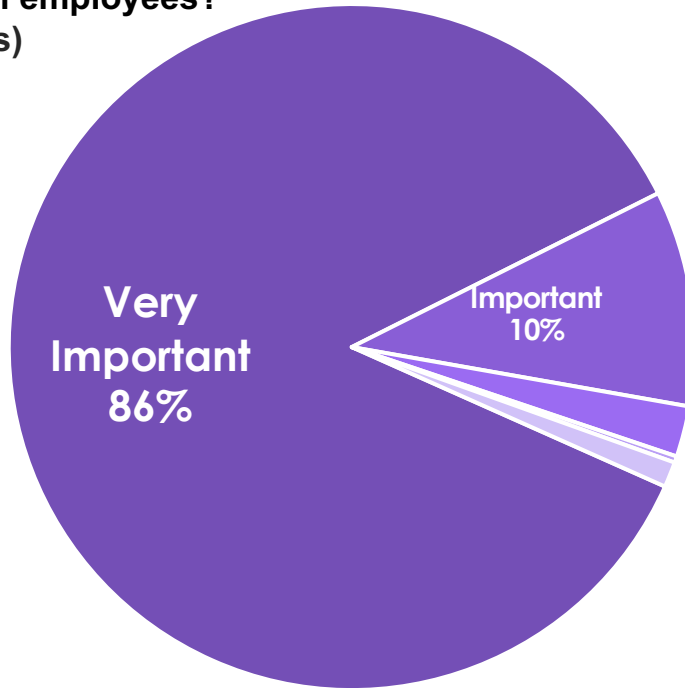
74% of renters plan to buy a home in the next seven years

35% have had a housing cost increase of \$300 or more in the past year leading to turnover or housing insecurity

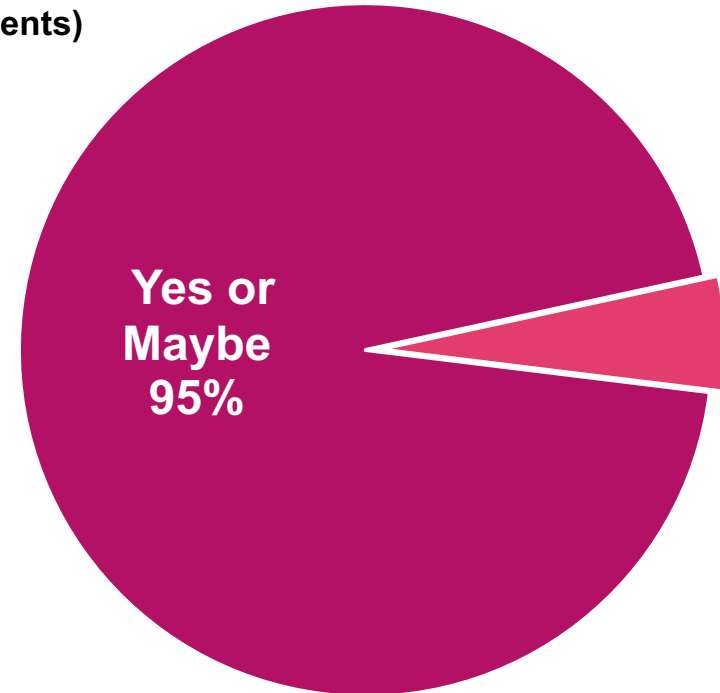
21 respondents do not have access to safe, secure, and stable housing

Level of Interest

How important is it for the district to explore ways to attract and retain employees?
(All Respondents)



*Support for Workforce Housing
(All Respondents)



*All respondents knowing that the funds used to pay for housing can't be used to pay salaries, would be supportive of workforce housing even if they didn't expect to live there

What Respondents Want Us to Know

Interest in Employee Housing 2018 & 2024 Comparison

	Yes % of Total	Yes or Maybe	No
2018 Survey	56%	259	206
2024 Survey	56%	188	146

Housing Priorities Among Respondents Interested In Employee Housing

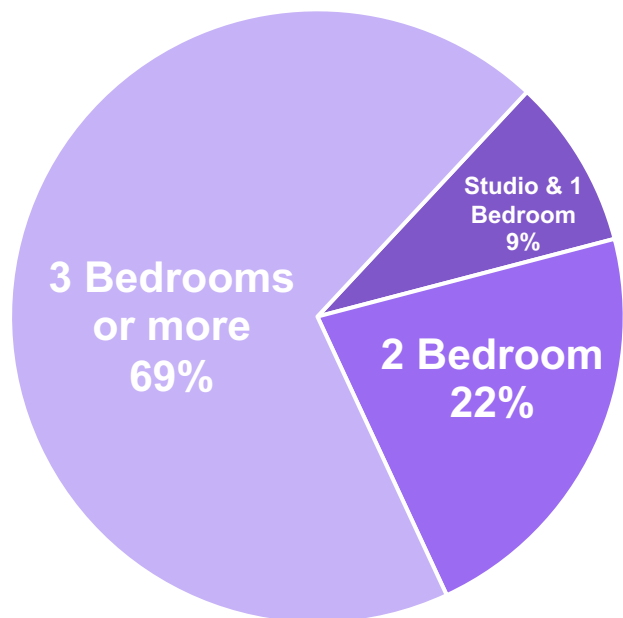
Top Priority	Lower rent or mortgage payments
2nd Priority	Live closer to work
3rd Priority	A nicer home or neighborhood
4th Priority	More square feet / rooms / parking
5th Priority	N/A: I am satisfied with my current housing arrangements

43% of all respondents have considered leaving their job due to housing cost

54% of all respondents say affordable housing would influence their decision to stay with NUSD

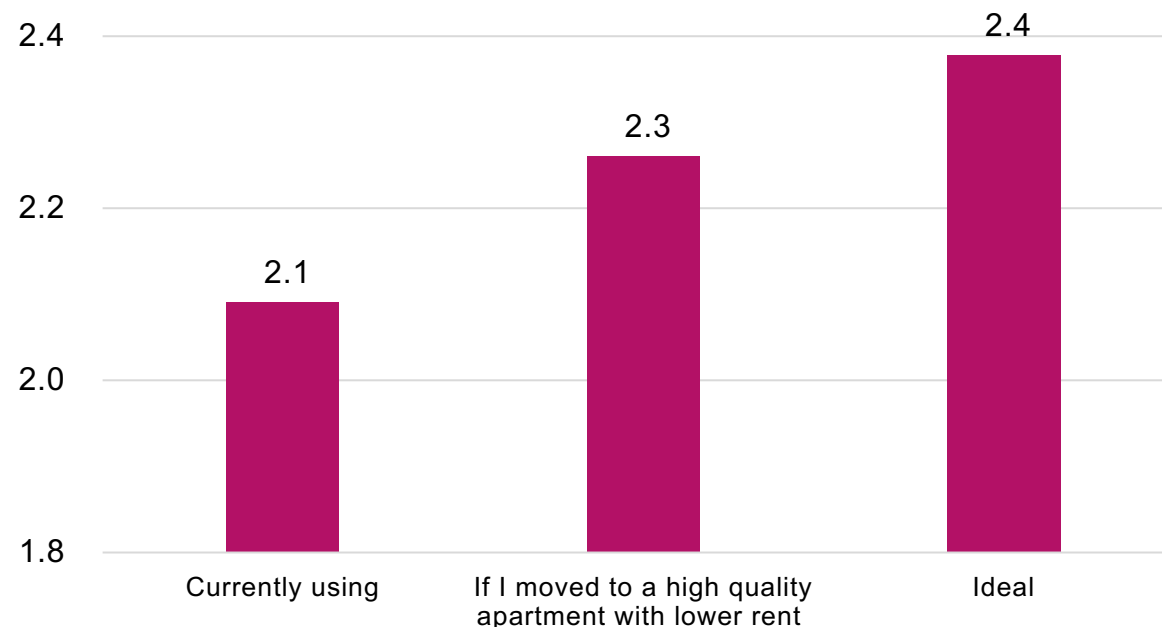
What Respondents Want Us to Know - Housing Needs

**Ideal Number of Bedrooms
(All Respondents)**



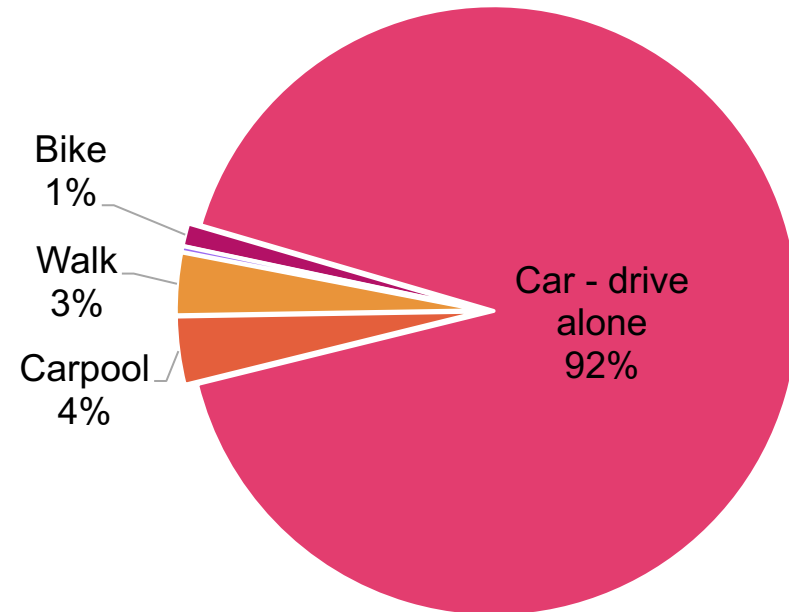
Average is 2.6

**Ideal Number of Bedrooms
(Employees Interested in Housing)**

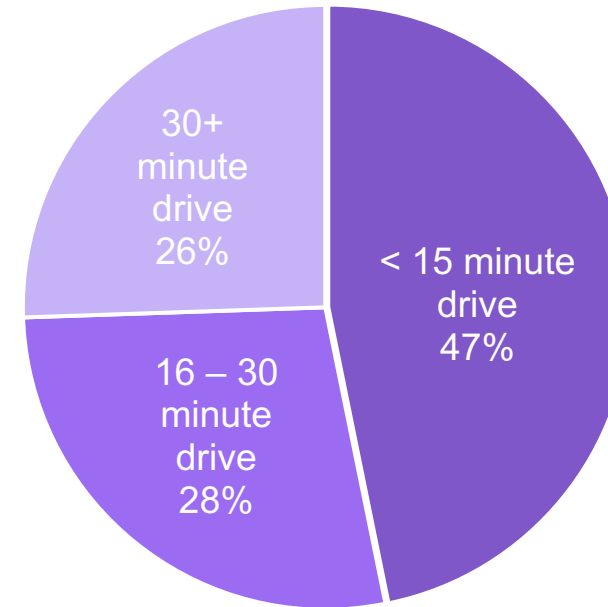


What Respondents Want Us to Know - Travel

**Mode of Transportation
(All Respondents)**



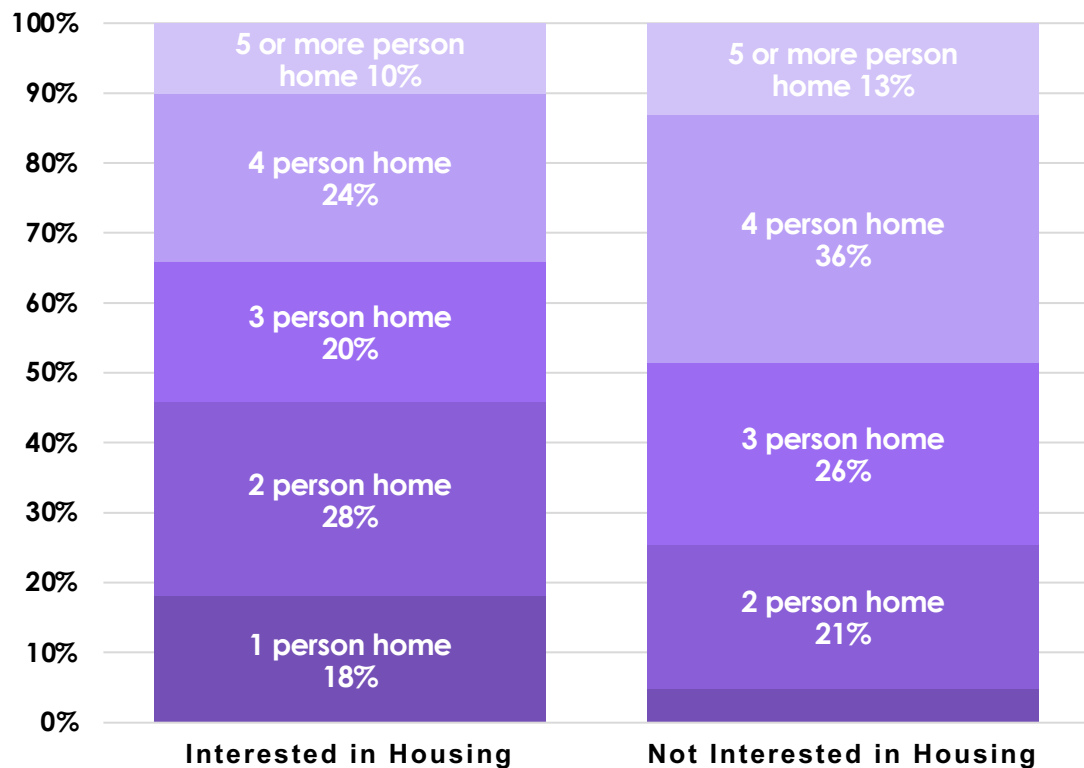
**One-Way Commute Time
(Respondents Interested in Housing)**



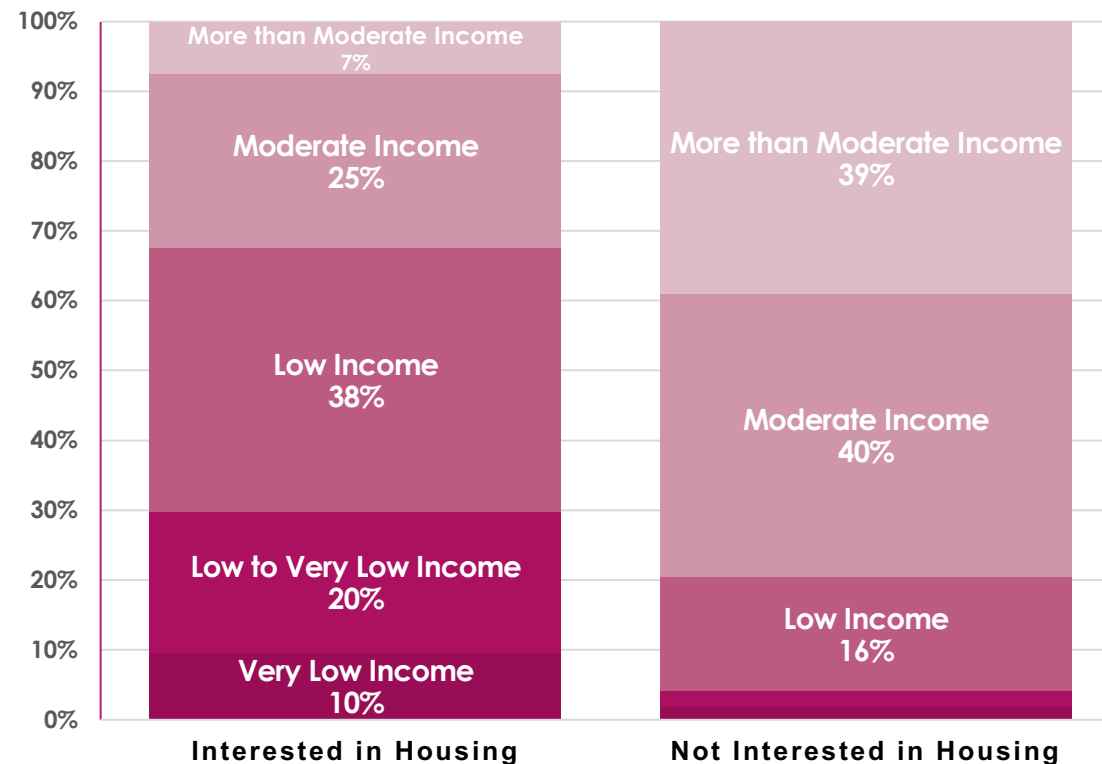
83% of employees interested in housing who live more than a 30-minute one-way commute from work say one of the top reasons is the cost of housing

Household Size & Income

Household Size



Household Income



What Respondents Want Us to Know - Comments

1. Recruitment and Retention:

- *"This is a great way to retain young, qualified staff. Keep working toward this goal; it will set NUSD apart from other districts in Marin."*
- *"I love this idea, and it can help attract and retain highly qualified employees."*

2. Relieving Financial Stress:

- *"Affordable housing options for employees would be such a wonderful benefit."*
- *"Affordable housing and living costs are extremely important to people's well-being and stress levels. When people are well, they perform better at their jobs."*

3. Sustainability, Community and Family-Oriented:

- *"Communal gardens, rec centers, shared kitchens for events, and outdoor entertaining areas would be nice ways to build and foster a sense of belonging and community."*
- *"Green housing for educators only would be amazing."*

What Respondents Want Us to Know - Comments

4. Proximity to Schools and Transportation:

- *"I hope the district will consider potential transportation solutions in addition to affordable housing. I would love to use the SMART train, but there aren't solutions for getting from downtown Novato to NHS in inclement weather."*

5. Additional Feedback:

- *"Build apartments for singles and townhomes/houses for families."*
- *"It would be nice to have affordable district-offered housing for rent as well as houses or condos that could be bought."*

6. Sentiments:

- *"Workforce housing is nice, and I understand the money doesn't come from the same fund but pay us more."*
- *"Please give equal opportunity to certificated and classified staff. Most classified employees could not afford to live in the community they serve."*

What This Tells Us

Recap

Current Housing

21 - Respondents do not have access to safe, secure, and stable housing
35% have had a housing cost increase of \$300 or more and continue to face rising rents
43% of all respondents rent, 74% of those plan to buy a home in the next seven years

Employee Interest

56% of respondents who are interested in housing have remained constant since 2018
95% of all respondents knowing that the funds used to pay for housing can't be used to pay salaries, would be supportive of workforce housing even if they didn't expect to live there

Travel Commute

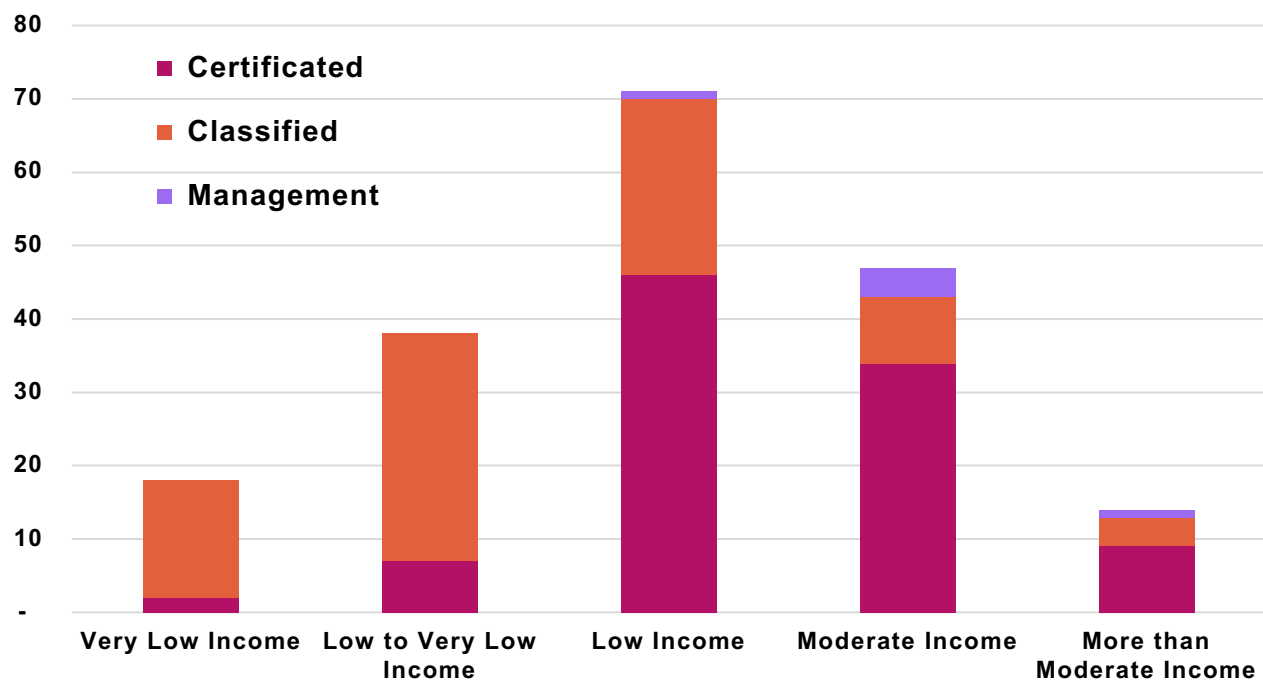
26% of employees interested in housing commute over 30 minutes each way
83% of employees interested in housing who live more than a 30-minute one-way commute from work say one of the top reasons is the cost of housing

Household Size and Income

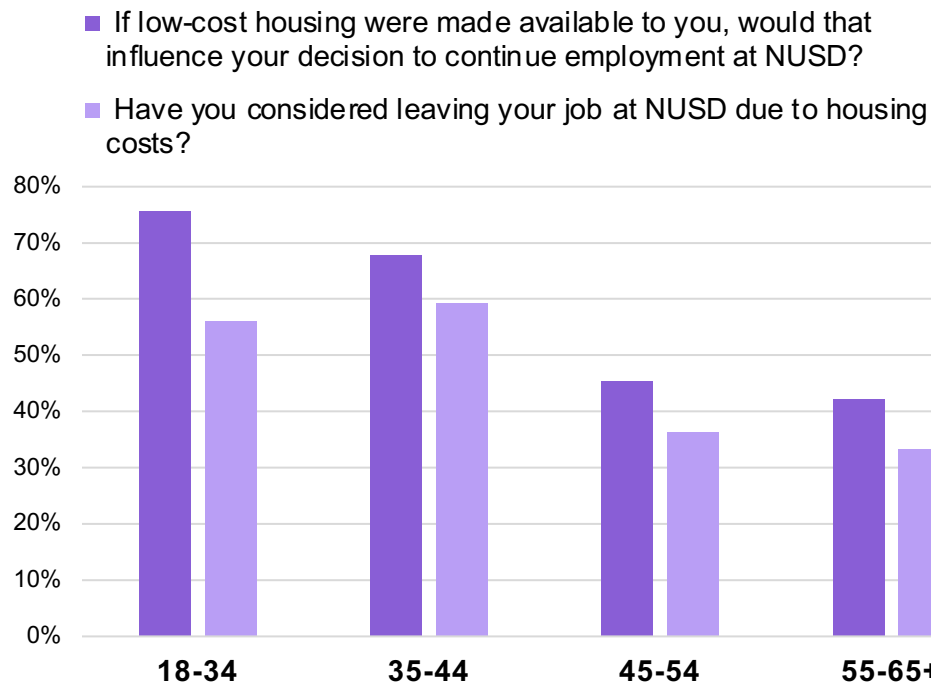
Employees interested in housing are more likely to have a smaller household size and lower household incomes

What We Learned

Income Distribution of Residents at Risk of Turnover
(Interested Respondents)



Younger Employees at Higher Risk of Turnover
(All Respondents)



Other Considerations

The Governor's Budget May Revise proposes **cutting incentive programs** aimed at increasing student recruitment in education, further reducing the future pool of eligible employees.

Reducing \$485 million one-time, unspent **Learning-Aligned Employment Program Resources**














The Learning-Aligned Employment Program (LAEP) offers eligible students at public colleges and universities the opportunity to earn money to help defray their educational costs while gaining education-aligned, career-related employment.

Reducing \$60.2 million one-time support for the **Golden State Teacher Grant Program**

Awards up to \$20,000 to students currently enrolled in a professional preparation program approved by the Commission on Teacher Credentialing (CTC) and working towards earning their preliminary teaching or pupil personnel services credential.

Timing & Next Steps

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 a path forward						 Board 8/6	
Project Recommendations & Next Steps Portfolio Optimization & Workforce Housing Review/Update with Leadership/Advisory-Committee							EWF CAC 9/23 

Multi-Year Process Where We Are Now

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What's Next

June 25, 2024: Board of Education Meeting

Brookwood Partners presents the results of its work to date.
The Board gives the District Direction on how to proceed.

August 6, 2024: Board of Education Meeting

Accepts Study and gives direction on a path moving forward.

September 23, 2024: Community Advisory Committee Meeting

Review Board direction for their input.

Early 2025: Board of Education Meeting

Approve Development Project(s) to proceed.



Novato Unified School District

Questions and Next Steps

Next Community Advisory Committee Meeting September 23rd

Area Median Income

Marin County Area Median Income (AMI)

Household Size	30% AMI	50% AMI	80% AMI	120% AMI
1	\$36,750	\$61,250	\$98,000	\$147,000
2	\$42,000	\$70,000	\$112,000	\$168,000
3	\$47,250	\$78,750	\$126,000	\$189,000
4	\$52,500	\$87,500	\$140,000	\$210,000
5	\$56,700	\$94,500	\$151,200	\$226,800
6	\$60,900	\$101,500	\$162,400	\$243,600

2023/2024 Incomes (effective 5.15.23)

Household Size of 2

Very Low Income	Less than \$42,000 per year
Low to Very Low Income	Between \$42,000 and \$70,000 per year
Low Income	Between \$70,000 and \$112,000 per year
Moderate Income	Between \$112,000 and \$168,000 per year
More than Moderate Income	More than \$168,000 per year

Household Size of 4

Very Low Income	Less than \$52,500 per year
Low to Very Low Income	Between \$52,500 and \$87,500 per year
Low Income	Between \$87,500 and \$140,000 per year
Moderate Income	Between \$140,000 and \$210,000 per year
More than Moderate Income	More than \$210,000 per year