



Workforce Housing Committee Meeting

MEETING NOTES

Monday, May 13, 2024
5:30 pm - 6:30 pm Conference Room 107

Committee Attendees:

Debbie Butler, Trustee Representative
Erin Compton, Parent Representative
Diane Gasson, Trustee Representative
Julie Jacobson, Trustee Representative
Juliette Jones, Administrative Representative
Liz Nelson, NFT Representative
Cheryl Paddack, Community Member
Monica Velasquez-Lopez, CSEA Representative
Joshua Braff, Chief Financial Officer
Tracy Smith, Superintendent

Derek Knell, NUSD Staff
Leslie Benjamin, NUSD Staff
Jim Traber, F3 Law
Chris White, Brookwood Partners

Welcome and Introductions - 5:35 pm

Mr. Derek Knell welcomed the Committee and provided a general overview of the Committee's role and the meeting's agenda.

Mr. Derek Knell asked the Committee to introduce themselves. Approximately 10 community members were also in attendance.

Public Comment on Non-Agenda Items

Cheryl Paddack shared with the committee that North Marin Community Services is hosting a meeting on June 12, 4-5:30 pm, with the Marin Organizing Committee regarding an upcoming Bay Area Housing Finance Authority (BAHFA) initiative on the November 2024 ballot supporting housing in the nine Bay Area counties.

Approval of Previous Meeting Minutes

Mr. Knell presented the minutes from the February 5, 2024, and the April 15, 2024, meetings and asked for a motion to approve both minutes.

Cheryl Paddack motioned to approve both meeting minutes.

Juliette Jones seconded the motion.

A vote was taken, and the motion passed.

Employee Demographics and Survey Results

Mr. Knell and Mr. White, Brookwood Partners, shared a presentation on NUSD employee demographics and the recent survey results of NUSD employees and their interest and support of education workforce housing in Novato.

Questions and Discussion

The following questions and comments were shared:

- Questions about the Income Distribution Slide: what are very low, low, and moderate incomes?
 - AMI Average Median Income levels for Marin, used for determining eligibility for traditional Affordable Housing projects, is a point of reference and comparison.
- Regarding the approximate \$699 million BAHFA funding; there doesn't seem to be a lot of appetite for it in Marin.
- Question about the survey: can respondents start and stop?
 - Respondents were to answer all the questions at one time.
- Employee demographics: how does this compare with competing districts? How do we compare our demographics?
- Current housing: how does that compare to the general public housing needs?
 - Yes, our workforce is comparable to the public and private sectors.
- Were there any questions about the cost burden of housing, i.e., % of salary for housing?
 - Not directly. Some of that could be surmised through their proximity to work.
- Will there be affordable housing in this project?

- Looking at the statistics, does this inform you as to the size and type of housing project?
 - Yes, there are important inputs that will be helpful.
- What about the City of Novato housing element? When you get to the development stage, will you be looking at competing housing projects?
 - Yes, we will be watching all projects in the City's housing pipeline, as well as the waiting lists.
- At the CSBA housing workshop, we learned that, on average, 67-70% of the salary for our certificated employees is used for housing and 96% for classified employees.
- Question on the housing inventory in the pipeline. Will you build it or go with something already built?
 - We will be analyzing our properties, but we're not closed to the idea of collaborating with other projects.
- What is the difference between low-income housing and workforce housing?
 - The workforce housing being considered will be 40-45% of market rate rent and is designed to meet the needs of our District's needs, not just density.
- There are 188 respondents who are interested in workforce housing. Does this give you the numbers needed to proceed? Is it a representative sample?
 - Yes, it is a representative sample.
- What drives the district's needs is related to the number of students and children in town
 - Novato has fairly stable enrollment numbers.
- When is the conversation about funding, and will you be going out to the public?
 - The project's building and operating costs will be self-sustaining at a minimum, if not revenue-generating for the district at some point.
- Is this workforce housing for employees of the City of Novato and/or the Novato Fire District?
 - At this time, our workforce housing project is for current and future employees. Should we be in a position to offer units to other agencies, we will do so.
- Regarding BAHFA, it was mentioned that Marin may not have a lot of appetite for this, but there are many other sources of financial support through a work partnership, including collaboration with North Marin Community Services and other nonprofits. There is also a special funding JPA between the Marin County Office of Education and the County of Marin.

Next Steps

Next steps include:

- June 25, 2024 Board meeting: Feasibility Study results will be presented
- August 6, 2024 Board meeting: Board of Trustees to provide direction to staff on education workforce housing project
- September 23, 2024, Workforce Housing Committee meeting

Adjournment - 6:35 pm