

To: San José Unified Board of Education
From: Advisory Committee on Workforce Housing
Date: February 4, 2025
Re: Recommendation on Prioritization of Four Potential Sites for Employee Housing

Dear Trustees,

As a committee representing parents, guardians, community members, San José Unified employee groups, and staff in the San José Unified community, we were charged with analyzing the Faculty-Staff Housing Assessment from Education Housing Partners and recommending a prioritization of the four potential sites for employee housing. The committee met five times from January 7, 2025, to February 4, 2025, including a meeting at each of the four potential sites.

As a committee, we established the following criteria to use to prioritize the four potential sites:

- the estimated cost (total and per unit) of developing employee housing at the site and relationship with non-employee housing construction funded by Measure R;
- location of the site and the employee preferences and work locations;
- the number of units and the employee demand;
- the type of units and the employee preferences;
- the impact of the site on San José Unified school programs and objectives; and
- the current zoning designation and the likelihood of success of the entitlement process.

The committee reviewed the following information to evaluate each potential site against those established criteria:

- The Faculty-Staff Housing Assessment from Education Housing Partners;
- Information on current zoning designations and possible entitlement processes;
- Data from a survey of San José Unified employees;
- The San José Unified Facility Condition Assessment from Cumming Group;
- Staff-prepared summary of potential non-employee-housing facility work; and
- Staff-prepared summary of impact of utilizing each site for employee housing on San José Unified objectives, programs, and Master Plan for San José Unified Properties.

Based on our analysis and discussion across the five meetings, we are pleased to provide you with the following recommendations on the prioritization of the four potential properties for employee housing:

1. We recommend prioritizing the potential sites for employee housing as follows, with 1 being the highest priority:

Site	Priority
Hillsdale (MetroEd)	1
Bouret (Pine Hill)	2
Lenzen (Lot 9)	3
Broadway (River Glen)	4

- a. The Hillsdale site was identified as the highest priority site due to the following factors:
 - i. There is significant demand for employee housing. Over 1,160 employees responded to the survey on employee housing. Of those respondents, almost 800 responded they would be Very or Somewhat Interested in accessing an employee housing program. The Hillsdale site offers the most units of the four potential properties for employee housing.

- ii. The impact on San José Unified school programs and objectives was heavily considered by the committee. The committee believes the Lenzen and Hillsdale sites would have the least impact on the programs and objectives but recognizes there are impacts that can be mitigated through collaboration.
- 2. Additionally, the committee recommends that the Board of Education consider the following during the next steps in the employee housing initiative:
 - a. The current plans for the Hillsdale site call for a mix of 1-bedroom, Jr. 1-bedroom, and 2-bedroom units. Of the respondents to the employee housing survey, 40% expressed a preference for 2-bedroom units and 39% expressed a preference for 3-bedroom units. The committee recommends that the Board of Education consider updating the types of units in the planned development to meet the demand for the types of units as expressed in the employee survey.
 - b. The committee recognizes that the Hillsdale site offers the estimated lowest per-unit cost but also the estimated highest total cost. The committee recommends that the Board of Education consider the cost of employee housing and the other facility work that will be funded by Measure R.
 - c. The committee recognizes the importance of the MetroEd program for the member districts of the Joint Powers Agreement. The committee recommends that the Board of Education collaborate with MetroEd should the employee housing initiative move forward there.
 - d. Per the employee survey, 88% of the respondents drive alone to work. Based on this, the committee recommends that the Board of Education consider the parking ratio of any planned housing development.
 - e. The committee recognizes that there are many decisions to make as the employee housing initiative moves forward. The combined estimated total cost of the Bouret and Lenzen sites is \$207.2 million. The estimated total cost of the Hillsdale site is \$282.8 million. The committee recommends the Board of Education consider, if necessary, developing two properties simultaneously to best meet the demands of the employees as expressed in the results of the employee housing survey.

We want to thank the communities of each of the potential sites for hosting our meetings, providing their input, and collaboration as we completed our work. We are excited for the next steps in the employee housing initiative at San José Unified that will help us recruit and retain staff who will prepare our students to be the thinkers, leaders, and creators of tomorrow.

Sincerely,

Advisory Committee on Workforce Housing
San José Unified School District

Committee Member

Role

José Magaña	Chair and Vice President, Board of Education
Teresa Castellanos	Vice-Chair and President, Board of Education
Renata Sanchez	Staff member, President, San José Teachers Association
Peter Park	Staff Member, Director of Human Resources
Sharon Calhoun	Representative for California School Employees Association, Chapter 4

Sammy Coppola	Representative for American Federation of State, County, and Municipal Employees, Local 101
Ariya Amin	Representative for San José Teachers Association
Jill Case	Representative for San José Administrators Association
Vicky Ramirez	Secretary and Member, Trustee Area 1
David Barry	Member, Trustee Area 2
Veronica Douat	Member, Trustee Area 3
Brian Glick	Member, Trustee Area 4
Gabriela Luna	Member, Trustee Area 5