



**San José  
Unified  
School District**

**October 2017 – Resolution on Affordable Housing  
August 2018 – Review of Enrollment and Properties  
September 2018 – Identification of Potential Properties  
September 2019 – Properties to Analyze for Housing  
July 2024 – Resolution on General Obligation Bond  
November 2024 – Advisory Committee on Workforce Housing  
February 2025 – Prioritization of Properties**



February 10, 2025

## MASTER PLAN FOR SAN JOSE UNIFIED PROPERTIES

Preparing  
today's students  
to be the  
thinkers,  
leaders,  
and creators  
of tomorrow.

Our world has changed dramatically in the last 150 years. Home to California's second oldest public high school, the San José Unified School District has been there for it all—the ups, the downs, the challenges, the opportunities.

Today is no different. Change is all around us.

Among the most pressing challenges resulting from today's changes is our area's cost of living. Silicon Valley is becoming unaffordable for more and more people in our community. San José Unified is feeling this acutely. Bus driver, teacher, administrator—San José Unified has vacant positions throughout the district.

Attracting and retaining high-performing teachers and staff is a priority. San José Unified works to get this done with approximately \$19,335 in total funding per student per year. Another public school district in our area has approximately \$33,034 to work with. Out funded by 71% per student, San José Unified is challenged when it comes to making living here affordable through salaries. As it has throughout its over 150-year history, San José Unified is addressing the current challenge directly.

Stable and affordable housing is essential to the well-being and success of San José Unified's students, families, and employees. As the largest local educational agency in the City of San Jose and the County of Santa Clara, San José Unified is uniquely positioned to positively address our area's affordable housing crisis.

On October 19, 2017, the San José Unified School District Board of Education adopted Resolution 2018-10-19-01 on the Affordable Housing Crisis. On August 23, 2018, the Board of Education discussed enrollment and properties. On September 13, 2018, the Board of Education committed to a Master Plan for San José Unified Properties. On September 19, 2023 the Board of Education authorized a pre-development analysis of four potential properties for employee housing. On July 25, 2024, the Board of Education adopted Resolution 2025-07-25-01 placing a general obligation bond measure on the November 5, 2024 ballot that included funding for employee housing. On November 21, 2024 the Board of Education established an Advisory Committee on Workforce Housing to recommend a prioritization of the four potential sites using the information from the pre-development analysis.

The world around us continues to change. San José Unified continues to change.

Preparing today's students to be the thinkers, leaders, and creators of tomorrow requires high-performing teachers and staff. San José Unified is rethinking how to support high-performing employees. San José Unified is taking the lead on affordable housing for public school employees. San José Unified is creating this Master Plan to attract and retain high-performing employees so that our students have the best educational experiences possible.

This effort will be filled with ups, downs, challenges, and opportunities. This document will record our steps along the way.

Here's to the next 150 years of San José Unified.

*Step 1* Identification of a set of properties that meet the following criteria: (1) properties that have the potential to better serve students, (2) properties that have the potential to positively address enrollment imbalances across schools, and (3) properties that have the potential to support employee housing projects.

Property	Current use	Major consideration
102 Sonora Avenue San José, CA 95110	Walter L. Bachordt Elementary School	ability to solidify a new partnership to best serve the students at the northern most part of district
850 North 2nd Street San José, CA 95112	Peter Burnett Middle School	ability to enroll middle school students adjacent to and in collaboration with San José High School
890 East William Street San José, CA 95116	Selma Olinder Elementary School	ability to adjust enrollment at neighboring district elementary schools for students
502 Illinois Avenue San José, CA 95125	Gardner Elementary School	ability to solidify a new partnership to best serve the students at the western most part of district
855 Lenzen Avenue San José, CA 95126	San José Unified District Offices	ability to move administrative and instructional support services to corporation yard
1088 Broadway San José, CA 95125	River Glen K-8 School	ability to continue two-way bilingual immersion program at a different district location
1325 Bouret Drive San José, CA 95118	Second Start-Pine Hill Non-Public School	ability to offer the learning disabilities programs provided through external entity at a different district location
7050 Bret Harte Drive San José, CA 95120	Bret Harte Middle School	ability to acquire undeveloped land near current location and construct a new middle school
6677 Camden Avenue San José, CA 95120	Leland High School	ability to acquire undeveloped land near current location and construct a new high school

Please note that the above table represents properties that have been identified as meeting the criteria of having the potential to better serve students, positively address enrollment imbalances across schools, and support employee housing.

The properties listed in the table are not a final project list. Significant work and time are necessary to move from the identified properties to a subset of finalized properties.

The major consideration stated in the table is not a necessary condition to moving forward with the identified property. However, the major consideration is of such significance that the inability to address it is likely to prevent the identified property from moving forward to a finalized property.

*Step 2* Prioritization and moving forward with the actions, agreements, and partnerships necessary to finalize properties from the identified set that will: (1) better serve students, (2) positively address enrollment imbalances across schools, and (3) support employee housing projects.



Following the identification of properties for consideration, San José Unified listened to employees, engaged with community members, and was supported by land use professionals. This included the discussion of San José Unified properties at numerous public meetings, an informational website ([go.sjsud.org/housing](http://go.sjsud.org/housing)), responding to individual and commonly asked questions, and welcoming feedback from anyone who wished to provide it.

Consistently emphasized throughout these discussions was the rising cost-of-living in our area and the challenges it creates for families, including San José Unified employees. Of particular note was the need for stable, predictable, and affordable housing and the many reasons why providing it has proven so difficult in our area. Given the urgency of the issue and the complexity of getting to the point of construction, it was determined that the focus at this time should be on housing potential.

This determination was made with the concurrence of both Kelly Snider Consulting and The Schoennauer Company LLC. Their recommendation was to engage in an in-depth analysis on a limited set of properties that are most promising for delivering employee housing opportunities in the near term. Utilizing their experience and professional expertise, four properties have been identified as those that have the best potential to most quickly yield employee housing while optimizing for community benefit.

Three of those four properties were previously identified for their potential. The fourth is a result of more recent conversations. The Metropolitan Education District (MetroED) is a joint powers agreement with San José Unified and five other school districts. With the support of all MetroED participating school districts, it is recommended that an in-depth analysis of the property at MetroED and its potential for employee housing opportunities that could benefit multiple school districts be included.

Property	Current Use	Key Features
855 Lenzen Avenue San José, CA 95126	Parking for San José Unified District Office	no student population adjacent to multi-family residential near regional transportation current use can be replaced adjacent to general plan urban village designation
1088 Broadway San José, CA 95125	River Glen K-8 School	magnet school with no attendance boundary of its own adjacent to existing residential adjacent to commercial and shopping district
1325 Bouret Drive San José, CA 95118	Second Start-Pine Hill Non-Public School	non-public school with no attendance boundary of its own near express and local transit adjacent to multi-family residential adjacent to general plan urban village designation
760 Hillsdale Avenue San José, CA 95136	MetroED as well as Commercial Uses	available acreage with no student uses adjacent to public transportation near commercial shopping district near multi-family residential within general plan urban village designation higher density and building heights possible

Please see the [accompanying memo](#) from Kelly Snider Consulting and The Schoennauer Company LLC for more information. Also, please note that the properties listed in the above table are not a final project list. They represent the properties identified for an in-depth analysis on the potential for employee housing opportunities.

*Step 3* Secure pre-development services to complete a pre-development analysis on each of the four properties identified for an in-depth analysis on the potential for employee housing opportunities. This pre-development analysis shall include, but not be limited to: (a) initial site evaluation and feasibility analysis, (b) opportunities and challenges to development, entitlement, transit and/or parking, staging and construction, and other site-related characteristics, (c) yield studies and programs for specific buildings/units and construction types, (d) one or more 3-D massing diagrams of site development options, (e) initial environmental research, including geotech/flood/fire/biology reporting, (f) baseline revenue and operations pro formas, including rent schedules, and (g) baseline development schedules with major milestones.



*Step 4* Prioritize the four potential properties consistent with the [recommendation](#) of the Advisory Committee on Workforce Housing and: (1) set an initial project budget of \$282,800,000, (2) authorize moving forward with the actions, agreements, and partnerships necessary to analyze the potential entitlement process, (3) authorize moving forward with the actions, agreements, and partnerships necessary to update the site plan to balance the number and types of units with the employee need as demonstrated by the employee housing survey of San José Unified staff, and (4) direct staff to collaborate with the relevant partners.

Property	Current Use	Key Features	Priority
760 Hillsdale Avenue San José, CA 95136	Land adjacent to MetroED campus	available acreage with no student uses adjacent to public transportation near commercial shopping district near multi-family residential within general plan urban village designation higher density and building heights possible	1
1325 Bouret Drive San José, CA 95118	Second Start-Pine Hill Non-Public School	non-public school with no attendance boundary of its own near express and local transit adjacent to multi-family residential adjacent to general plan urban village designation	2
855 Lenzen Avenue San José, CA 95126	Parking for San José Unified District Office	no student population adjacent to multi-family residential near regional transportation current use can be replaced adjacent to general plan urban village designation	3
1088 Broadway San José, CA 95125	River Glen K-8 School	magnet school with no attendance boundary of its own adjacent to existing residential adjacent to commercial and shopping district	4

