San Mateo Union High School District

Neighborhood Meeting

Workforce Housing Project

January 31, 2017

Mills High School
Agenda

Welcome/Introductions.................................................Kevin Skelly
Purpose of this Evening..............................................Kevin Skelly
Teacher Profession in Crisis.......................................Kevin Skelly
Why District Wants to Create Staff Housing...............Kevin Skelly
Why Mills High?.......................................................Kevin Skelly
Crestmoor – Past and Present.................................Kevin Skelly
Preliminary Design Concepts.........................Rich Caldwell, HKIT
Athletic Fields and Community Spaces..................Derek McKee, Verde
Small Group Discussion and Input.........................All
Group Reports............................................................All
Questions and Answers.............................................All
Next Steps..................................................................All
New Credentials Issued vs. New Hires

- 1996-97 – 2002-03: Projected hires outpace new teacher credentials
- 2002-03 – 2013-14: New teacher credentials outpace new projected hires
- 2013-14 – Present: Projected hires outpace new teacher Credentials
Comparing New Teacher Credentials With New Teacher Hires in California
Learning Policy Institute: A Coming Crisis in Teaching?

Rising Teacher Demand

- Student populations projected to jump nationally
- High level of teacher attrition
- Current demand for new teachers: 240,000. 2017-18: 300,000.

High levels of attrition

- 8% of workforce
- Loss of teachers before retirement age
- Only 1/3 of the teachers who leave the profession will return

Between 2009 and 2014, enrollment in teaching has dropped from 691,000 to 451,000 (35%)* US News September 14, 2016
Why SMUHSD Employee Housing?

• District is in one of the most expensive housing markets in the nation
• Many employees commute in excess of an hour
• Emerging national teacher shortage
• 39% of SMUHSD staff over the age of 50 will begin to retire.
• Anticipated enrollment growth in District’s southern part – not the northern Millbrae/San Bruno area
• Difficult to attract new teachers and staff to support student enrollment growth, anticipated staff retirements and vacancies
• As of 12/16, average one bedroom apartment in San Mateo rents for $2,582 a month ($30,984 annually)
• Entry level teacher net pay - $52,958/Entry level custodian net pay - $33,554
• Future staff will find working on Peninsula unattainable
Retain and Attract Highly Qualified Staff

- Housing project will enable staff to save to purchase home and live in community in which they work
- Staff can become members of community
- Minimize commute times therefore more time for school activities
- Improve staff and student quality of life
Potential Staff Housing – The Big Idea

- Proposed employee housing project is anticipated to be composed of approximately 140 units of 1, 2 and 3 bedroom apartments.
- Targeted rent rate would be substantially less than market rates allowing employees to save for a down payment on a home.
- Only an idea at this point. Have been granted time to explore with community, but no final decision has been made.
Why Mills High?

• Looked at all sites. Reviewed with Board May 12, 2016. Mills High came out on top.
  o Welcoming community
  o Fields needed attention
  o Accessible - close to BART, Caltrain, and major highways
  o Central – walking distance to amenities
  o Will benefit all of the SMUHSD, but especially Mills High
Crestmoor – Home of Peninsula High

• The sale of Crestmoor is anticipated to finance the workforce housing project.

• Peninsula High School - currently housed at Crestmoor. Team looking for new central location.

• IT, Maintenance and Student Nutrition Departments currently at Crestmoor will be moved to 839 Hinckley Rd., Burlingame in 2018 for improved efficiency.

• Goal: Site vacant in three years.
BEST DESIGN PRACTICES

• DESIGNS CONTEXTUALLY CONSISTENT WITH SURROUNDING NEIGHBORHOOD
• WORK WITH THE COMMUNITY
• REINFORCE NEIGHBORHOOD
• PROVIDE QUALITY HOUSING AT APPROPRIATE DENSITY
• STRENGTHEN PROPERTY VALUES AT CRESTMOOR
Vicinity Map
Existing Conditions
AERIAL VIEW

CONCEPTUAL PERSPECTIVE VIEW
JANUARY 31, 2017

HKIT ARCHITECTS

MILLS HIGH SCHOOL
SMUHSD - TEACHER & STAFF HOUSING
Mills High School Site Improvements

- Seven NEW tennis courts replacing all existing old courts
- All-weather stadium field
- All-weather multi-sport field (soccer, softball field)
Priority is to build the athletic fields/community spaces prior to the construction of the workforce housing.
Neighborhood Input/Small Groups

Education
• Do you feel teacher housing would add to the educational experience of Mills High students?

Housing
• What are your thoughts on the design concept?

Athletic Fields/Community Recreational Spaces
• What are your thoughts on the athletic/recreation concepts?

General
• Any other thoughts? What else does the SMUHSD need to consider?
Questions and Answers

Next Steps

• February 23rd - Next Board meeting on this topic
• More discussion and exploration
• Continue search for new location for Peninsula High