



# Educator Housing

Public Safety & Neighborhood Services  
March 22, 2017

Mayor's Office of Housing and  
Community Development

San Francisco Unified  
School District

## Today's Presentation

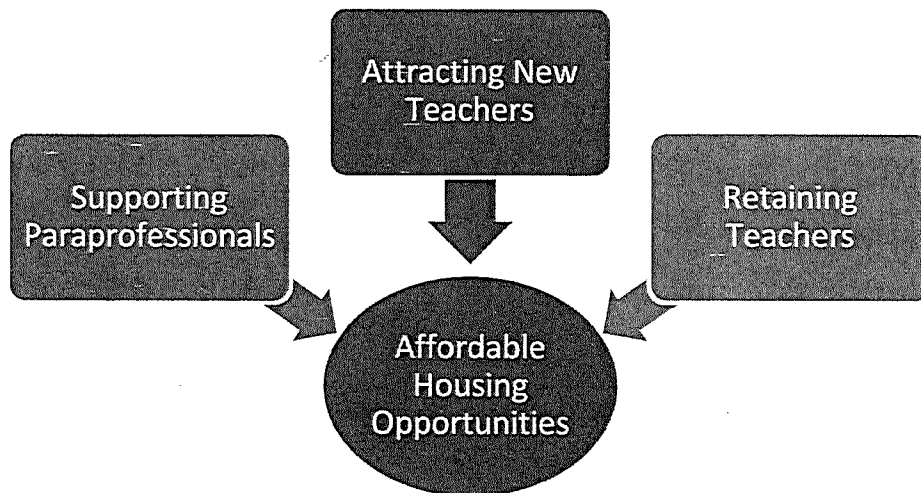
- Educator Housing Working Group
- Affordability Gap and Impact on Educators
- Multi-Pronged Strategies
  - Homeownership Assistance
  - Housing Counseling (including Eviction-Related Services)
  - Rental Assistance
  - Housing Development ("Bricks and Mortar")
- Next Steps

## Educator Housing Working Group

- Participating Organizations:
  - United Educators of San Francisco (UESF)
  - San Francisco Unified School District (SFUSD)
  - Mayor's Office of Housing & Community Development (MOHCD)
  - American Federation of Teachers (AFT)
  - AFL-CIO Housing Investment Trust

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## Educator Housing Working Group



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## SFUSD Educators (UESF) Count

Teachers	3,290
Paraprofessionals	1,593
Total	4,883

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## Teacher Salary

Class Occupation	Years of Service			
	1	5	10	26
BA - Salary Schedule I	\$53,672	\$56,542	\$60,462	
BA+30 Salary Schedule II	\$56,761	\$60,111	\$64,684	
BA+60 Salary Schedule III	\$58,937	\$65,202	\$74,799	\$93,655

*SFUSD is making progress increasing salaries, but affordability remains a significant challenge.*

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## Teacher Household Income

Based on a survey administered in Spring 2016, 1,901 teachers responded out of approximately 3,290 total possible teachers who received the survey.

Value	Percent	Count	Percent
7 Under \$50,000		195	10.3%
8 \$50,000-\$74,999		634	33.4%
9 \$75,000-\$99,000		385	20.3%
10 \$100,000-\$124,999		307	16.1%
11 \$125,000-\$149,999		174	9.2%
12 \$150,000-\$250,000		160	8.4%
13 Over \$250,000		46	2.4%

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## Paraprofessional Salary

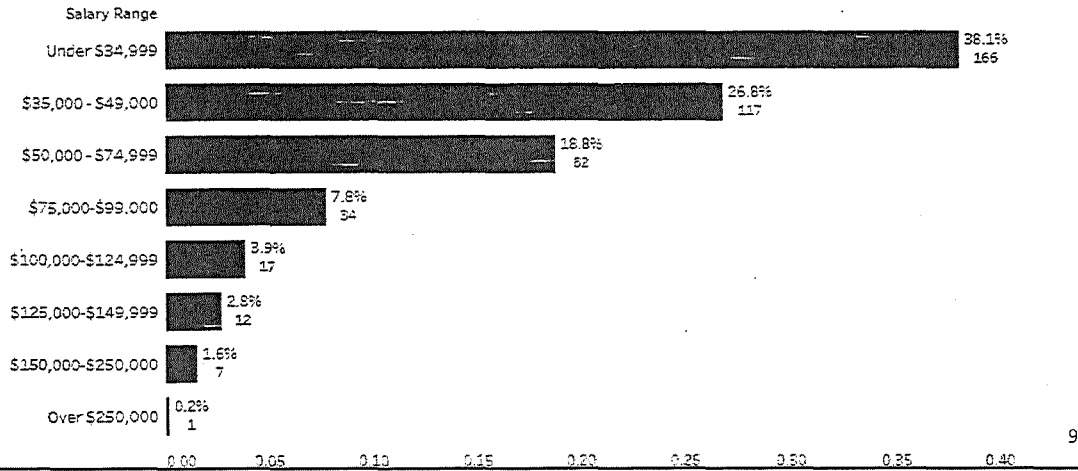
- Paraprofessional salaries range from \$19.90 - \$31.56 hourly. The bulk of paras work in special education, earning between \$20.09 - \$24.83 per hour.
- Most paraprofessionals work a “school term” calendar (40 weeks) and 4-6 hour day.
- For example, a special education paraprofessional working 4 hours / day, or 1200 hours annually would earn between \$24k - \$30k.

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# Paraprofessional Household Income

Based on a survey administered in January and February of 2017, 436 paraprofessionals responded out of the 1593 who received the survey.

What was the total income for your household (you and anyone you live with who you consider family) in 2016?



# San Francisco's Affordability Gap

Affordable vs. Market Rents by Area Median Income (AMI)

Household Size	100% AMI	Afford Rent	120% AMI	Afford Rent	150% AMI	Afford Rent	CURRENT - MARKET RENT	Affordability Gap, 100% AMI
1	75,400	1,885	90,500	2,263	113,100	2,828	2,695 (studio)	(810)
2	86,150	2,154	103,400	2,585	129,250	3,231	3,270 (1BR)	(1,116)
3	96,950	2,424	116,350	2,909	145,450	3,636	4,500 (2BR)	(2,076)
4	107,700	2,693	129,250	3,231	161,550	4,039	5,800 (3BR)	(3,108)

(Zumper Mar '17)

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# San Francisco's Affordability Gap

## Affordable vs. Market Sales Prices by Area Median Income (AMI)

Income Levels	Affordable Sales Price	Affordability Gap
Median Home Value (Zillow, Jan 2017)	\$1,148,700	
100% AMI	\$385,000	(\$763,700)
120% AMI	\$479,000	(\$669,700)
150% AMI	\$620,000	(\$528,700)

# Sample Educator Household Incomes

SFUSD Staff Served

Sample Area Median Income (AMI) Calculation - 2016

2016 - 100% of Median \$ 75,400 \$ 86,150 \$ 96,950 \$ 107,700

			1 Person HH	2 Person HH	3 Person HH	4 Person HH
<b>New Teacher</b>						
\$	56,761	Salary Schedule II 1 Yr. of Service	75%	66%	59%	53%
<b>New Teacher + New Teacher</b>						
\$	113,522		NA	132%	117%	105%
<b>Experienced Teacher</b>						
\$	74,799	Salary Schedule III 10 Yrs. of Service	99%	87%	77%	69%
<b>Experienced Teacher + Experienced Teacher</b>						
\$	149,598		NA	174%	154%	139%
<b>Paraprofessional</b>						
\$	29,057	Classroom Aide, 0.75 FTE, School-term	39%	34%	30%	27%
<b>Paraprofessional + Paraprofessional</b>						
\$	58,114		NA	67%	60%	54%

## MOHCD Affordable Housing Programs

<b>MOHCD Affordable Rental</b>	<b>30 -60% AMI</b>
<b>BMR Inclusionary Rental</b>	<b>Up to 55% AMI</b>
<b>BMR Inclusionary Ownership</b>	<b>Up to 90% AMI</b>
<b>Down Payment Assistance Loan Program (DALP)</b>	<b>Up to 175% AMI</b>
<b>Teacher Next Door Down Payment Assistance</b>	<b>Up to 200% AMI</b>

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## Eligibility for Housing Programs

	Affordable Rental	BMR/ Inclusionary Rental	BMR / Inclusionary Ownership	Down payment Assistance Program	Teacher Next Door
<b>New Teacher</b>					
\$ 56,761   Salary Schedule II 1 Yr. of Service					
<b>New Teacher + New Teacher</b>					
\$ 113,522					
<b>Experienced Teacher</b>					
\$ 74,799   Salary Schedule III 10 Yrs. of Service					
<b>Experienced Teacher + Experienced Teacher</b>					
\$ 149,598					
<b>Paraprofessional</b>					
\$ 29,057   Classroom Aide, 0.75 FTE, School-term					
<b>Paraprofessional + Paraprofessional</b>					
\$ 58,114					

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## Multi-Pronged Strategies

- Homeownership Assistance
  - Downpayment Assistance Loan Program
  - Teacher Next Door
- Housing Counseling
- Rental Assistance
- Housing Development (“Brick and Mortar”)

***Target goal: Reach 500 educator households in the next five years***

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## Downpayment Assistance Loan Program (DALP)

- Expanded from 120% to 175% AMI
- Up to \$375,000 for market-rate unit
- Up to 15% of purchase price for BMR unit
- “Shared appreciation” – no payments until sale, then principal and share of appreciation

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## Teacher Next Door (TND)

- Up to 200% AMI
- Up to \$20,000
- No interest, no shared appreciation
- Repayment required if recipient leaves SFUSD; otherwise, loan is partially forgiven beginning in year 6 and completely forgiven after year 10

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## Sources of Funding

### DALP

- \$4 million annually from Housing Trust Fund (up from \$3 million in FY16-17)
- \$14 million from general obligation bond

### TND

- \$5 million from general obligation bond

### Brick & Mortar

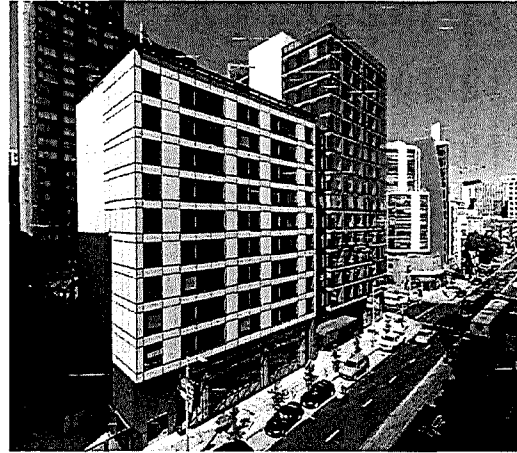
- \$21 million from general obligation bond
- \$14 million from inclusionary

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## DALP + TND Program Outcomes to Date

From 2007-2017:

- 62 households served
- Average sales price \$433,978
- 26% were BMR purchase
- DALP total at \$4,136,841
- Located throughout the City, with concentration in Districts 5, 10 and 11



1400 Mission Street

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## DALP + TND Program Outcomes to Date

Households Served:

- Single and married households
- Age range from 29 to 57 years old
- 39% were 1-person, 57% were 2 and 3-person, and 15% 4-person household
- Average 109% AMI

2016 Purchase:

Bridgett and Roy, a household of 4 at 134% AMI, received \$375k DALP/TND to purchase their home in the Outer Sunset.



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## Housing Counseling

- Provided by Homeownership SF and partner organizations
- Funded by MOHCD - \$100k through FY17-18
- Since September 2016:
  - 57 people accessed monthly one-on-one sessions with ongoing case management
  - 100 attended MOHCD homeownership workshop

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## Eviction Defense and Housing Preservation

- Provided by Eviction Defense Collaborative and Justice and Diversity Center of the SF Bar Association
- Funded by SFUSD - \$200k through FY17-18
- Since November 2016:
  - 4 educators received legal representation
  - 3 educators received back-rent assistance
  - Hotline and counseling outreach in progress

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## Rental Assistance

### Goal

- The working group is exploring ways in which SFUSD might provide rental assistance to targeted groups of teachers and paraprofessionals

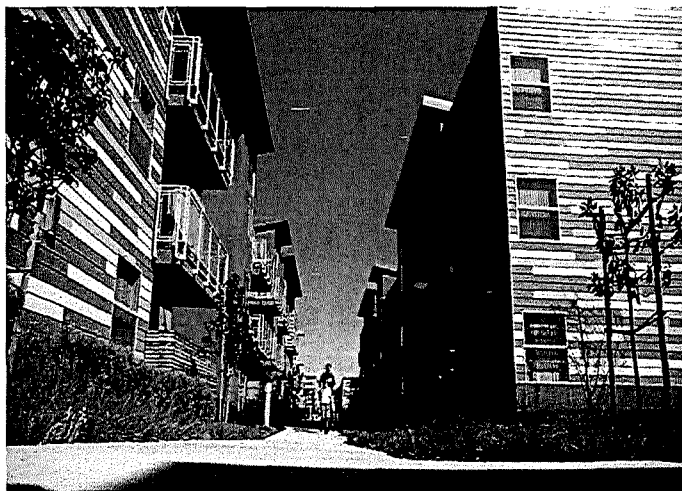
### Next Steps

- SFUSD and UESF develop criteria, priorities and design of program
- Identify permanent source of funding
- Identify administrative capacity

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## Brick & Mortar – LA Unified School District

- 90 units
- LAUSD land leased to non-profit developer
- Financed by low-income housing tax credits for 30-60% AMI
- No teachers were housed
- No cap on waitlist: 7,273 applied
- Done prior to Leno bill

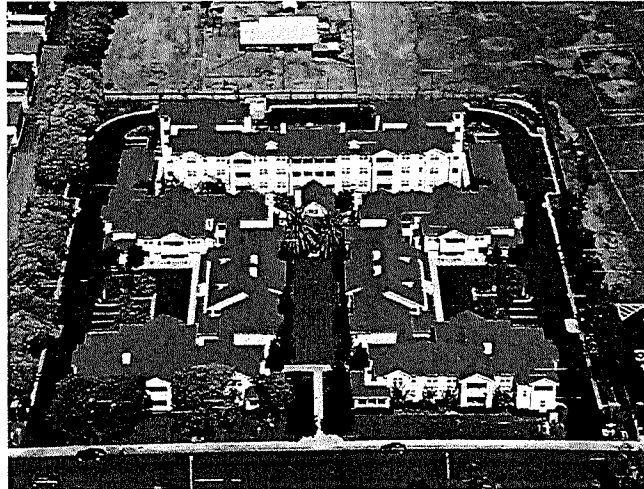


Sage Park Apartments, Los Angeles

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## Brick & Mortar – Santa Clara Unified School District

- 70 units
- Owned by SCUSD
- Financed with certificates of participation and conventional loan
- Occupancy for educators based on years of service, but no other restrictions



Casa del Maestro, Santa Clara

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## Brick & Mortar - Legislative Achievement

### SB 1413 -- Teacher Housing Act of 2016

- Senator Leno in partnership with City and County
- Authorizes SFUSD to build affordable rental housing on school property
- States a CA policy goal to permit restriction of occupancy to SFUSD employees; will help reconcile to fair housing laws and regulations

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## Brick & Mortar – Financing

### 2015 Housing Bond & Inclusionary

- \$21 million from general obligation bond
- \$14 million from inclusionary

### Low-Income Housing Tax Credits

- Credits sold to investors leverages local dollars
- Units must be restricted at 60% AMI

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## Brick & Mortar – Next Steps

- The working group has reached agreement on a proposed tiered structure for income restrictions
- We are now researching detailed questions regarding federal (HUD / fair housing) regulations and other applicable laws
- Criteria will be developed for allocating access to units
- The goal is to build an initial development that can serve as a template for additional projects

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## Brick and Mortar – Next Steps (cont.)

### Major Milestones

	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Collection of Data										
Address Legal Questions										
Adopt a Board of Education Policy										
Identify site										
Establish a formal partnership with MOHCD/UESF										
Issue joint RFP for development										

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