

# Los Angeles Unified School District Workforce and Family Housing Needs Assessment



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**Pedro Salcido**, Deputy Superintendent

**Jaime Torrens**, Senior Advisor to the Superintendent

**Krisztina Tokes**, Chief Facilities Executive

**Issam Dahdul**, Director of Facilities, Planning & Development

**Al Grazioli**, Director of Real Estate and Business Development

**Mark Borison**, Director of Real Estate and Business Development

**Isela Lopez**, Facilities Development Manager

**Jennifer Natividad**, Facilities Partnership and Development Manager

The following Brailsford & Dunlavey (B&D) employees produced the analysis contained herein:

**Paul Brailsford**, CEO

**Matt Bohannon**, Vice President

**Victoria Wyrrough**, Associate

**Mitchell Kadowaki**, Senior Analyst

**Karen Summerville**, Director, Communications & Public Engagement

**Rachael Romano**, Communications & Public Engagement Senior Manager

Finally, the intent of this document is to provide L.A. Unified with the information necessary to guide its housing efforts. The findings contained herein represent B&D's professional recommendations based on assumptions and conditions detailed in this document. The Project Team conducted research using primary and secondary data sources that are deemed reliable, but whose accuracy cannot be guaranteed.

# Key Terms

## Housing Insecure

Survey respondents that report they currently have stable housing but are worried about losing it in the future. Defined by the B&D team for the purpose of this analysis.

## Houseless

Survey respondents that report they do not currently have a stable place to live (temporarily staying with others due to loss of housing or economic hardship, in a hotel or shelter, RV, park, etc.). The term “houseless” recognizes that a person may still have a place they consider “home”. Defined by the B&D team for the purpose of this analysis.

## Area Median Income

An income figure used to help determine eligibility for affordable housing programs. AMI is the midpoint of a region’s income distribution for a given household size. Defined in accordance with federal/state guidelines.

## Cost Burden

Paying more than 30% of gross monthly household income on monthly housing costs (rent, mortgage, or other equivalent cost). Defined in accordance with federal guidelines.

## Severe Cost Burden

Paying more than 50% of gross monthly household income on monthly housing costs (rent, mortgage, or other equivalent cost). Defined in accordance with federal guidelines.

## N Count

The number of survey respondents that answered a specific survey question or selected a response option. Represented by a “(n = XX)” next to data points and charts in this presentation. Defined by the B&D team for the purpose of this analysis.

# **01 Executive Summary**

# Executive Summary

Los Angeles Unified School District (“L.A. Unified” or “the District”) is exploring the possibility of repurposing underutilized real estate assets to provide affordable housing for employees and families experiencing housing insecurity. This document is the outcome of an Employee and Family Housing Needs Assessment, which set out to:

- › Understand the living and housing challenges of families and employees.
- › Define and quantify the need for affordable housing by geographic and demographic segments.
- › Get detailed feedback on housing, such as desired and required price points, locations, amenities, and support features.
- › Outline opportunities available to L.A. Unified that can contribute to addressing the need for affordable housing.

Ultimately, the findings of the Assessment will help inform the identification of potential sites and development options for affordable housing.

## Why is the District Exploring Housing?

California, including the Los Angeles region, is experiencing an ongoing severe housing crisis. Several studies conducted throughout the state in recent years have shown that high housing costs affect school district employees’ ability to continue working for their employers, which can impact student educational outcomes and generate high turnover costs.<sup>1,2</sup>

For families, research has shown that stable housing is a key factor in

academic success, school attendance, and children’s well-being.<sup>3</sup>

The District has already built three workforce housing projects in the mid-2010s. Statewide, at least 45 other local education agencies have recently pursued workforce housing projects.<sup>4</sup> L.A. Unified is one of the largest landowners in Los Angeles County, potentially positioning the District to leverage select underutilized properties in its 6,400-acre portfolio to address the urgent needs of its current and future employees and families.

## What does the Housing Needs Assessment Include?

The findings of the Assessment are the result of:

- › A **survey** of 75,000 L.A. Unified employees and 15,000 families experiencing housing insecurity and/or homelessness to gather data.
- › **Focus groups** with employees to qualitatively supplement and build upon the survey data on housing experiences, challenges, and preferences regarding potential housing provided by the District.
- › **Stakeholder interviews** with District staff and existing housing property managers to learn about potential impacts of offering affordable District housing to employees and families.
- › A review of demographic and existing housing program **data** to provide a baseline assessment of the District’s existing housing initiatives and recruitment/retention efforts.
- › A **criteria-setting** work session with L.A. Unified leadership to understand the strategic importance of housing at the District.

# Executive Summary, cont. (Employees)

## Employee Housing Needs – Key Findings

### 1. **There is a need for more affordable housing among employees.**

According to survey data, nearly 7 in 10 renters are cost burdened (spending more than 30% of their gross income on rent), including 3 in 10 who are severely cost burdened (spending more than 50% of their gross income on rent). Lower earning households — those who reported annual household income of \$50,000 or less — are more likely to be severely cost burdened.

About 40% of employees reported they are housing insecure and roughly 5% said they are houseless. Extrapolated out to the L.A. Unified workforce, this could represent 32,000 housing insecure employees and 3,700 houseless employees.

Younger employees and those newer to the District appear to be more interested in potential, more affordable rental housing if the District offered it, though interest is high across all groups. For example, 67% of employees aged 39 or under are interested or very interested compared to 39% of employees aged 55 or older.

### 2. **High housing costs impact employees' overall quality of life**

In the last 12 months, 1 in 3 survey respondents who rent said they could not afford to pay their utility bills, and roughly 31% had to choose between paying rent and basic necessities. An estimated 12% of renters reported they missed a rental payment in the last 12 months.

Over 1 in 4 houseless employees reported they've slept at least one night in a car, trailer, or campsite in the last 12 months; 30% in a hotel or motel; and 14% in a garage.

## Summary of Employee Engagement:

- › All active District employees (approximately 75,000) received an invitation in May to complete an online survey offered in English and Spanish. There were 11,726 respondents before the survey closed in June (0.83% margin of error), which is a 16% response rate. Survey respondents generally represented the overall District workforce population.
- › Four employee focus groups were held via Zoom in July with a total of 21 participants recruited by the District through their managers.
- › Five stakeholder interviews were conducted: three with the property managers of L.A. Unified's existing workforce housing developments in September, one with Personnel Commission staff in April, and one with Human Resources staff in April.
- › A criteria-setting work session was held with District leadership in October.

# Executive Summary, cont. (Employees)

## Employee Housing Needs – Key Findings, cont.

### 3. High housing costs impact employee retention

More than 4 out of 10 employees said on the survey that they have considered leaving their job at L.A. Unified because of the high cost of housing. Of those who said they are considering leaving, roughly 65% who reported their income are cost burdened.

About 17% of all respondents said they're likely to move away from the L.A. region within the next 3 years, the top reason being their housing payment is too expensive.

### 4. There is likely more demand for L.A. Unified supported housing than the District could meet.

More than 6,000 respondents – over half of all employees who responded to the survey– are interested in renting an affordable housing unit if the District offered it. Filtering interest by employees that have annual household incomes below 120% of AMI, are not currently homeowners, and who would consider living in higher-density housing reduces the interested pool to about 2,800 employees.

Based on the survey responses from this filtered group, there is demand for approximately 2,600 units. Extrapolating this to the District's workforce, there could be demand for up to roughly 16,700 units. Most of the demand is from survey respondents with a household AMI up to 80%. Most employees said they want to live in the region where they currently work. Interest was even throughout the District, though highest in the East 2, North 1, and West 2 regions.

Key unit features that survey respondents desired were in-unit laundry, air conditioning, and storage space, while the top three most popular building / community features were secure parking (e.g., off-street), secured access to the building, and an on-site laundry room. More than 3 in 4 interested employees said they would need 2 or 3 bedrooms.

## Summary of Employee Housing Recommendations:

Based on the findings of the Employee Housing Needs Assessment, B&D has developed several recommendations. A schedule of implementation is provided for L.A. Unified in the following section as a roadmap. A narrative of the recommendations are as follows:

- › **Build housing on underutilized land:** There is a tremendous need and demand for affordable housing among the District's workforce– with more need than the District could accommodate across its regions. The District has an opportunity to address employee housing needs by leveraging its underutilized properties for the construction of new housing.
- › Immediate next steps include identifying which available sites i) can maximize the number of units built on the property to address significant demand, ii) have the fewest barriers to development to bring units online as quickly as possible, and iii) have the greatest potential to address immediate strategic needs for the District based on employee feedback that they prioritize living near their workplace.
- › Sites should have rich transit access to reduce parking costs and greenhouse gas emissions, as well as make housing accessible to employees' families who may commute to their work elsewhere in the Los Angeles area.

# Executive Summary, cont. (Employees)

## Summary of Employee Housing Recommendations, cont.

- › **Pursue funding strategies that keep price points and eligibility most flexible:** District employees' need for housing is incredibly broad, with data indicating that all types of workers at most income levels are impacted by Los Angeles' housing crisis. L.A. Unified should therefore make housing available to all types of employees (educators, support staff, etc.), as well as to allow for flexibility in meeting different recruitment and retention priorities.
- › The District must explore development solutions that utilize third-party funding, which would not require the District to use its general fund for construction or operations. Funding sources that would allow L.A. Unified to offer the best possible price points—no more than 30% of gross household income, and lower if possible—should be prioritized.
- › To the extent possible, creative solutions that may not be in alignment with traditional means-tested housing would offer the District the best opportunity to offer flexible rental rates. This includes public-private partnerships (P3), which shifts development financing and operating risks toward a developer.
- › L.A. Unified should also consider mixed-income delivery models, where a portion of a site or building is developed with market-rate or below market-rate housing to be able to subsidize construction and operation of affordable units.
- › The District should consider setting aside a limited number of units for new, high-priority strategic recruits who may not qualify based on income but require temporary living arrangements to secure housing.
- › **Use third-party managers for operations:** The District should capitalize on local private-market expertise that has the track record of managing properties. The District should carefully source and select the appropriate management team, with a strong internal contract manager or oversight group to ensure the operator(s) performance aligns with expectations.
- › **Establish occupancy policies and waitlist procedures:** Many new school district employee housing projects in California have incorporated maximum resident term lengths (e.g., 5 or 7 years) to promote turnover to spread housing benefits among a broader group of employees. L.A. Unified should also pursue policies that i) restrict occupancy to residents actively employed by the District, and ii) encourage periodic turnover.
- › To encourage units becoming available to a mix of employees on the waitlist and new hires, L.A. Unified should consider following a model like Jefferson Union High School District's waitlist strategy, where units that become available during the beginning of the school year through end of February automatically go to current employees on the waitlist. Between March and the end of August, a certain number of available units are set aside for new hires.
- › Waitlist procedures should be clearly defined and advertised. Property managers and applicants should have defined time periods for each step in the application process (e.g., gathering paperwork, confirming continued interest, etc.).

# Executive Summary, cont. (Employees)

## Summary of Employee Housing Recommendations (cont.):

- › **Offer family-sized units and amenities that create a sense of community/safety:** There is sufficient demand from employees for apartment-style housing that the District should focus on maximizing its property and build higher-density housing. Units that can affordably accommodate employees with dependents/families are in particularly high demand given these are less common in the existing rental market. The District should therefore invest in offering higher shares of two- and three-bedrooms units, or four-bedroom units if financially feasible.
- › Based on survey and focus group feedback, amenities should look to include laundry (preferably in-unit or otherwise on-site), storage space, air conditioning, and open space such as a balcony or patio. It is important to employees to be able to live with their pets as well as feel a sense of security. Off-street parking is a critical consideration for many employees; however, they also consider a walkable neighborhood a top building/community feature, indicating there may be an opportunity for the District to reduce parking ratios at sites with rich mass transit connections and walkable to parks, entertainment, and stores.
- › The sense of community at the District's existing workforce housing sites is important for residents. L.A. Unified should look to partner with operators who will offer programming that creates a sense of community, such as homework clubs for student residents, physical fitness classes, and financial literacy/homeownership classes.
- › **Investigate immediate housing supports:** Construction of housing is a long-term process, and employee housing needs are urgent. The District should investigate opportunities to expedite placement of employees in housing through options like real estate exchanges that would create equity in existing properties.
- › **Invest in non-physical housing resources:** Non-physical housing supports have the potential to spread housing benefits to more employees in concert with construction of physical housing and can provide a more diverse set of solutions. The District should therefore also consider investing in non-physical housing resource and supports, such as:
  - Forming an affiliation agreement with existing complexes to provide employees with first priority on available units
  - Offering homeownership programs targeting first-time homebuyers. This may include low-interest rates or down payment assistance in partnership with local government or other non-profits.
  - Deepening emergency housing need partnerships to allow employees and their dependents in crisis situations to access temporary, emergency housing.
  - Revisiting return to work policies to broaden employees' housing options
  - Offer subsidized childcare programs to alleviate housing cost pressures

# Executive Summary, cont. (Employees)

## Summary of Employee Housing Recommendations (cont.):

- › **Optimize management of existing inventory:** The application and waitlist management process for the District's three existing housing projects is not streamlined among property managers and largely separated from District oversight. This makes it difficult to maintain up-to-date applications and waitlists on qualified employees. The District should investigate opportunities to exert greater tenancy controls to ensure they offer available units quickly to current District employees, including:
  - Improved marketing of workforce housing availability, policies, and procedures. The District should host a dedicated website on its page with information on when applications for the waitlist will open; resident eligibility and District prioritization, with a flowchart to easily illustrate how applications are considered; waitlist policies and procedures; and information on housing management and oversight.
  - Standardized waitlist management: the District and its housing operators should create a system that allows the waitlist to actively track which applicants are current District employees, saving property managers time when units become available and maximizing opportunities for employees. Operators should also implement standardized procedures for reaching out to employees on the waitlist to verify continuing eligibility and interest.

- › The District should also create methods for improved tracking of retention outcomes for housing residents. L.A. Unified should gather data on retention of the developments' residents compared to other employees who began at the District in the same cohort. This will allow L.A. Unified to use an evidence-based approach to workforce housing with its own data specific to employee needs.

## Potential Challenges and Mitigation Strategies:

Several potential barriers to development exist. The section below outlines more significant challenges and potential mitigation strategies.

- › **Funding:** Financing that relies on competitive tax markets is at risk of not moving forward because of the high demand for limited credits. Public financing that requires income limits for residents may set limits too low to accommodate certain types of employees, such as teachers.
- › Diversifying funding sources may mitigate some development risk of failing to obtain a particular source of capital. It may also allow a development to be more flexible in income restrictions that the District would be required to impose on residents, therefore opening up housing to a wider pool of employees. The District should pursue a variety of strategies, including exploration of a public-private partnership that leverages private financing, private donations, government grants, non-profit partnerships, tax credits, etc.

# Executive Summary, cont. (Employees)

## Potential Challenges and Mitigation Strategies (cont.):

- › **City permitting process:** Zoning and specific plans for considered sites may limit the range and scale of L.A. Unified development options. Additionally, city permitting and approvals processes can significantly impact the project development timeline.
- › Further analysis of potential sites will identify the development opportunities related to density, locational attributes, and other zoning and entitlement obligations. The District should proactively engage city planning and development partners to ensure a timely process for any housing project on L.A. Unified land.
- › **Timeline/Schedule Risk:** Employee and family housing needs are urgent, but California's construction environment means that the development of workforce housing is likely a multi-year effort not capable of addressing immediate housing needs.
- › The District may pursue strategies that allow them to more immediately offer workforce and family housing, including a land swap and affiliation agreements with existing complexes.
- › **Support from Labor Partners:** There may be a preference from Labor Partners for the District to invest in employee salaries and benefits rather than workforce housing.
- › The development of workforce housing may not require the District to invest its resources and is therefore not necessarily a mutually exclusive option. According to the California School Boards Association, the District may have more flexibility in its ability to move

forward with workforce housing than increasing employee pay because of the latter's reliance on the state budget. A public outline of project funding expectations by the District will be critical in making this clear to Labor Partners.

- › **Institutional Will:** Based on K-12 district workforce housing projects to date, districts that have been successful in constructing workforce housing have generally:
  - affirmed their commitments through board resolution;
  - had a strong project champion committed to moving the process forward and navigating complex stakeholder relationships; and
  - been comfortable encumbering Bond dollars for development.
- › Given the complexity of financing and community engagement in workforce housing, lack of institutional will may be a serious barrier to development.
- › The District should maintain an up-to-date, public website with current project status, FAQs, future meeting dates and agendas, prior meeting minutes, and other information that continues to involve community stakeholders in the process. The District should appoint a project lead who will be the main point of contact listed on the website and responsible for ensuring project momentum moves forward.
- › The District should also consider adopting a Board Resolution that affirms its commitment to pursuing affordable workforce and family housing.

# Executive Summary, cont. (Families)

## Family Housing Needs – Key Findings

### 1. Houseless and housing insecure District families need affordable housing.

Approximately 70% of houseless families who reported their household income on the survey earn less than \$25,000 per year, making a rent that costs more than \$595 per month a cost burden for their household— far below the average cost of housing in the L.A. region. Nearly 2 in 3 houseless families contribute money toward temporary housing each month— the average contribution is \$580 per month, indicating families pay what they can toward shelters, hotels/motels, or temporarily staying with family or friends. About 1 in 4 houseless families reported on the survey that they had a rental application denied in the last 12 months.

Nearly all housing insecure families who responded to the survey rent, and about 9 in 10 renters who reported housing costs are cost burdened. Roughly 8 in 10 are severely cost burdened. Of those who reported income, 86% of families had a household income of less than \$50,000. At most, an affordable monthly rent would be \$1,250— again, far below the average cost of housing the L.A. region.

### 2. Housing challenges negatively impact student wellness and academic success.

Nearly 9 in 10 families reported on the survey that their housing situation has had a negative impact on their children’s academic success, and nearly 2 in 3 said it impacted their school attendance.

### 3. High housing costs impact families’ overall quality of life.

In the last 12 months, 64% of houseless families said on the survey that they have slept at least one night temporarily with family/friends because of economic hardship; 42% in a hotel or motel; 20% in a car, trailer, or campsite, 18% in a shelter; 9% in a garage; and 7% in another place not designated as sleeping accommodation for human beings.

Among housing insecure families, nearly 6 in 10 reported that they had to choose between paying for housing and basic necessities in the last year. About 6 in 10 could not afford to pay their utility bills, 1 in 4 missed a rental payment, and 1 in 4 were evicted or experienced the threat of eviction.

## Summary of Family Engagement :

- › Approximately 15,000 houseless L.A. Unified families received an invitation beginning in May to complete a survey offered in English and Spanish. Families were emailed and/or called by L.A. Unified Student Health and Human Services (SHHS) staff. There were 802 respondents before the survey closed in June (3.95% margin of error).
- › Two stakeholder interviews were conducted: one with the property manager of L.A. Unified’s existing family housing partnership at Sun King Apartments in September, and one with SHHS staff in September.

# Executive Summary, cont. (Families)

## Family Housing Needs – Key Findings (cont.)

### 4. Demand likely exceeds the District’s ability provide units for families based on analysis of houseless respondents.

Nearly 9 in 10 families who responded to the survey are interested or very interested in in renting an affordable housing unit if it were offered by the District. Interested respondents were further filtered to houseless families, those with a reported annual household income of 120% AMI or below, and those who said they would consider higher density housing, resulting in approximately 294 units of demand among survey respondents.

Extrapolating across the larger estimated population of houseless District families, this could represent demand for an estimated 4,600 housing units among 8,800 L.A. Unified children in household families.

Approximately 91% of the demand comes from family respondents who reported an annual household income of 30% of AMI or less (acutely and extremely low income ranges). For a household of four people, this would mean that monthly rent up to \$1,040 may be affordable for extremely low-income families, and up to about \$370 for acutely low income families may be affordable based on 30% of gross household income.

The region houseless families appear most likely to want to live in is North 1 (18% of potentially qualified respondents), followed by West 2 (16%) and South 1 (15%). Interested families’ top location priorities on the survey for a potential development are distance to their children/dependents’ school (78%), safety of neighborhood (34%), and distance to their work (27%).

Nearly 9 in 10 interested respondents (78%) need a minimum of 2 bedrooms, including about a third (36%) who need at least 3 bedrooms.

## Summary of Employee Housing Recommendations:

Based on the findings of the Family Housing Needs Assessment, recommendations for L.A. Unified include the following:

- › **Build housing on underutilized land:** There is an immediate and tremendous need for affordable, safe, and stable housing among L.A. Unified’s houseless and housing insecure families. The District can capitalize on properties that are not being used to their full potential to address its students’ needs.

Based on analysis of survey data and focus group feedback, the District should site family housing separately from any potential workforce housing projects to maintain separation between students and employees who work with them. Demand for affordable units throughout the Regions likely exceeds the District’s ability to provide units for all housing insecure and houseless families who need one. Therefore, L.A. Unified should identify sites that i) can be developed most expediently, and ii) properties that are proximate to schools based on family’s location preferences. Sites should have rich transit access.

- › **Pursue funding strategies that keep price points for houseless and housing insecure families deeply affordable while promoting mixed-income housing:** The District should explore funding strategies that i) do not rely on the general fund for construction or operations; ii) keep rental rates deeply affordable for acutely and extremely low-income families, as price points should not exceed 30% of gross household income; and iii) promote mixed-income housing. This includes leveraging local, state, and federal financing, pursuing a mix of market-rate and affordable housing, and alternative delivery methods such as public-private partnerships (P3).

# Executive Summary, cont. (Families)

## Summary of Employee Housing Recommendations (cont.)

- › **Establish occupancy policies and required resident supports:** The District should look to its partnership with Many Mansions at Sun King Apartments for best practices in providing newly housed families and students with the resources required for their long-term success. This includes building in physical spaces and programming that promote wellness, mental health support, financial literacy, and student academic support. The District should rely on organizations with experience in affordable, supportive housing for houseless individuals in operating any development, including designing and administering these programs. Based on the results of the survey and feedback from District staff, programmatic and partnership connections are just as important as a physical space in ensuring student outcomes once families.

Because of the critical nature of these housing units, the District should consider establishing occupancy policies that are not tied to continued student enrollment at the District. Certain local, state, and federal affordable housing funding may also carry specific occupancy restrictions and requirements.

As part of a potential development, the District should consider setting aside some units for temporary, emergency housing solutions for families who need urgent, day-of support before transitioning to more permanent solutions.

- › **Invest in immediate, non-physical housing resources:** The District's houseless and housing insecure families require immediate support. L.A. Unified can invest in non-physical housing resources that have much shorter timelines than the construction of housing to help provide urgent assistance. This includes:
  - Expanding the partnership with the Housing Authority of Los Angeles (HACLA) to provide District families with Section 8 Vouchers.
  - Expanding other emergency housing need partnerships to allow families to access temporary, emergency housing.
  - Expanding resources and supports for the Homeless Education Program to prioritize connecting students with housing solutions offered by the District's partnerships.
  - Offer subsidized childcare programs to alleviate housing cost pressures.
  - Forming an affiliation agreement with existing complexes to provide families with first priority on available units.

# Executive Summary, cont.

0 – 6 months  
Nov – May 2024

6 – 12 months  
June – Nov 2025

12 months +  
Dec 2025 –  
onward

## L.A. Unified Housing Initiative Implementation Roadmap

### Alignment with L.A. Unified's Mission, Values, and Strategic Plan

#### Develop and socialize a shared definition of L.A. Unified's Housing Initiative

- ❑ Draft Housing Initiative definition and desired outcomes
- ❑ Identify and engage critical stakeholders to review and gather feedback

#### Formalize District commitment to Housing Initiative

- ❑ Board of Education adopts Housing Initiative policy

#### Align Strategic Plan objectives

- ❑ Define employee retention and student success metrics related to the Housing Initiative for integration into the Strategic Plan

### Development of Physical Assets

#### Site Evaluation

- ❑ Identify underutilized District-owned sites
- ❑ Create site evaluation criteria framework
- ❑ Evaluate sites for housing development potential
- ❑ Conduct a preliminary financial analysis for each site to determine feasibility

#### Solicitation

- ❑ Establish process for partnership evaluations (e.g. develop key qualification criteria for RFQ; develop RFQ)
- ❑ Solicit for third-party opportunities (land exchange, development, etc.) via RFQ
- ❑ Form District evaluation committee

#### Policies

- ❑ Draft and socialize policies and procedures to the extent feasible (e.g., resident eligibility policies, occupancy terms, waitlist process, etc.)

### Improvements in Managing Existing Housing Inventory

#### Waitlist management

- ❑ Draft standardized waitlist management policies (e.g., standardized time periods to contact applicants to gauge continued interest; improved workflow for waitlist to maintain roster of active employees)

#### Marketing

- ❑ Create dedicated page on District website with information future waitlist opportunities; eligibility criteria; FAQs; waitlist management procedures;

#### Tracking Outcomes

- ❑ Coordinate improved retention metric tracking with property managers

# Executive Summary, cont.

0 – 6 months  
Nov – May 2024

6 – 12 months  
June – Nov 2025

12 months +  
Dec 2025 –  
onward

## L.A. Unified Housing Initiative Implementation Roadmap

### Development of Physical Assets

#### Solicitation (development and operation)

- Reference checks and due diligence of response teams for RFQ
- Shortlist RFQ response teams
- Develop RFP
- Develop scoring matrix for RFP
- Gather due diligence documents on key sites (e.g., site surveys, plot maps, boundaries, Phase 1 environmental or soil reports)
- Release RFP
- Hold work sessions with shortlisted RFQ response teams
- Review proposals and standardize metrics
- Interview development teams
- BAFO negotiation

#### Community Engagement

- Socialize project concepts with key District stakeholders through design charettes
- Develop marketing plan for applications to maximize employee awareness

### Non-Physical Housing Supports

#### Identify Potential for the Following:

- Posting information on loan programs available to educators and first-time homebuyers on website
- Exploring affiliation agreements with apartment complexes
- Expanding community partners to support emergency housing needs for employees
- Exploring partnership opportunities for first-time home buyer downpayments or low-interest mortgages
- Financial literacy workshops
- Relocation assistance

# Executive Summary, cont.

0 – 6 months  
Nov – May 2024

6 – 12 months  
June – Nov 2025

12 months +  
Dec 2025 –  
onward

## L.A. Unified Housing Initiative Implementation Roadmap

### Development of Physical Assets

#### Phase 3 (engagement) and 4 (design oversight) Development and Financing Structure

- Secure financing, including any applicable tax credits
- Financial close
- Negotiate transaction documents
- Execute ground lease
- Construction

### Development of Occupancy Policies

#### Occupancy

- Finalize resident materials (e.g., application, handbook, policies/procedures)
- Establish oversight group

#### Establish key performance indicators (KPIs).

##### Employee housing:

- Retention rate of residents compared to hiring cohort
- Employee satisfaction of residents compared to hiring cohort
- Number of employees who leave development for homeownership
- Participation rate in on-site programming

##### Family housing:

- Attendance rate
- Academic performance (e.g., graduation rate; standardized testing performance)
- Participation rate in on-site programming

#### Overall operations:

- Resident Satisfaction
- Occupancy percentage
- Net operating income
- Reserve balance
- Custodial & Maintenance work order completion timeframe
- Preventative work orders compared to total work orders
- Sustainability initiatives

## **03 Employee Housing Needs Assessment**

# Background & Purpose

## The District's goals for a Housing Initiative include:

- › Attract and retain qualified employees
- › Become an employer of choice
- › Reduce stressors, improve employee mental and physical health and a better quality of life
- › Provide employees the opportunity to live in and become part of the communities they serve
- › Reduce commute times, have a positive effect on the environment
- › Ensure District resources are being used to their highest and best use to support students and staff
- › Provide employees, students, and families the opportunity to secure safe, permanent, and affordable housing

## Why is this Housing Needs Assessment being conducted?

The District recognizes that the cost of housing in the Los Angeles region impacts its ability to be an employer of choice and attract and retain qualified teachers and staff.

L.A. Unified has been successful in taking steps to address its employees' urgent housing needs. Between 2015 and 2018, the District developed 185 units of affordable workforce housing on underutilized properties, the second school district in California to do so. However, California's housing crisis is pervasive. In 2021, L.A. Unified's Board of Education took action to allocate \$1.5 million for a housing study aimed at exploring additional affordable housing solutions for District employees and families. This Housing Needs Assessment is the result of that action.

## What evidence is there that pursuing housing will accomplish the Housing Initiative's goals?

*Educational Outcomes:* Recent surveys of school district employees across California link

the housing crisis to retention and attraction issues. For example, over half of surveyed employees at Berkeley Unified School District and Novato Unified School District said they have considered leaving their role because of housing costs.<sup>1,2</sup>

There is a wide body of research that shows high teacher turnover negatively impacts student achievement.<sup>3</sup> Studies have indicated that high teacher turnover can do particularly strong harm in schools with more low-performing and Black students.<sup>4</sup> It has also been suggested that teachers with longer commutes can be more likely to be absent from work and have lower observation scores.<sup>5</sup>

Santa Clara Unified's Casa del Maestro (opened in 2002) reduced the teacher attrition rate when it opened by two-thirds for teachers who lived there, compared with others in the same cohort.<sup>6</sup> Jefferson Union High School District's 705 Serramonte project (opened in 2022) reduced a 20 – 25% annual turnover to near zero post-open.<sup>7</sup>

# Background & Purpose, (cont.)

## What evidence is there that pursuing housing will accomplish these goals? (cont.)

*Costs of turnover:* L.A. Unified is the second-largest employer in Los Angeles County with approximately 75,000 employees,<sup>1</sup> and turnover costs could have large budget impacts. Research has indicated the cost for urban schools to train a new teacher can reach up to \$20,000.<sup>2</sup> If separated L.A. Unified K-12 classroom teachers are replaced on a one-to-one basis, the District needs to hire approximately 1,000 replacements per year, a potential annual impact of \$20 million.

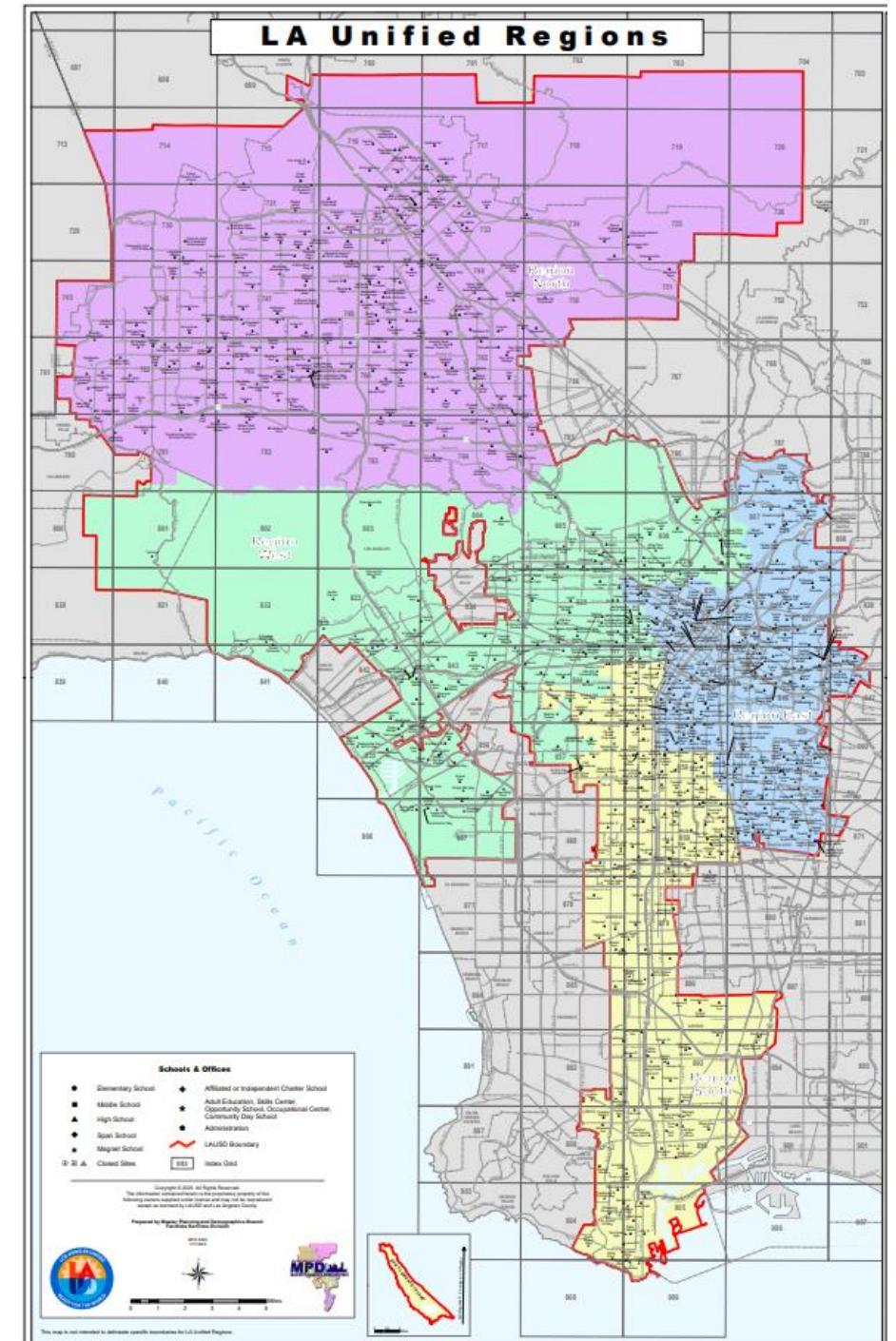
*Flexibility in providing employee benefits:* Declining enrollment throughout California and changes in the state funding in recent years makes it more attractive for school districts to look for opportunities to provide employees with benefits that are not strictly reliant on the state budget.

The construction of affordable workforce housing on District-owned land can be accomplished without such heavy reliance on the state budget.<sup>3</sup>

*Maximizing District-owned assets:* Research from UCLA and UC Berkeley estimates that California’s local-education agencies (LEAs) own 75,000 acres of potentially developable land of one acre or more— enough to build 2.3 million new housing units, nearly all of the estimated 2.5 million units needed to address California’s housing gap.<sup>4,5</sup>

L.A. Unified is one of the region’s largest landowners and has the opportunity to be part of this solution. It owns approximately 6,400 acres of land, developed with more than 1,300 schools and 21,000 buildings consisting of more than 78 million square feet. While L.A. Unified properties are first and foremost utilized to educated Los Angeles area public school students, and the majority are well utilized, some have the potential to be better utilized.

Strategically repositioning some of these specific underutilized properties can help address the urgent needs of its current and future employees.



# Existing Recruitment and Retention Challenges

Based on data provided by L.A. Unified in March 2024, L.A. Unified has approximately 75,000 employees, comprising 35,173 classified employees and 38,450 certificated employees.

## Stakeholder Interviews

To better understand the District's recruitment and retention needs and how workforce housing may impact them, staff from the Human Resources and Personnel Commission teams were interviewed in late April. Conversations focused on understanding:

- › Strategic recruitment priorities
- › Where applicants live, and any historic changes
- › The regions in which the District has the most issues with filling positions
- › Types of positions that are most challenging in retaining employees
- › How they view the role of LA's housing market in recruitment and retention

## Personnel Commission Interview – Key Themes

- › It is more difficult to fill roles in the West, followed by the Valley, likely due to the higher cost of living and housing there.
- › There is significant turnover in entry-level positions (e.g., custodial, food service, instructional aides), especially those roles that have 4-to 6-hour shifts who commute from Central LA.

- › There is significant interest in hybrid or remote roles, as well as reported dissatisfaction with commute time.
- › Higher-level jobs are harder to recruit top-qualified candidates for, but given salary ranges, they would likely not qualify for affordable housing if it were offered.

## Key Themes: Human Resources

- › Anecdotally, applicants' top request is to work close to where they live.
- › The largest issues with recruitment are in the West and South regions. The need is greatest at the District's priority schools.
- › Certificated recruitment and turnover is likely impacted by many factors that are not necessarily housing related, including a school's geographic characteristics, leaders, student performance, and culture.
- › Employees at priority schools are typically not leaving the District altogether but transferring to go elsewhere in the District. The mobility rate can be 12 – 15% at some schools.
- › The high cost of housing has impacted some strategic recruitment priorities, such as increasing the number of Black male teachers from HBCUs who may be coming from significantly lower-cost markets.

# Existing Recruitment and Retention Challenges, (cont.)

## Retention and Recruitment Data

L.A. Unified has outlined ambitious goals in its Strategic Plan for Investing in Staff, including effectively recruiting and retaining a highly qualified, diverse workforce committed to serving all students. Specific measures of success to achieve by 2026 and the District’s progress to date include:

### ***L.A. Unified Strategic Plan Retention/Recruitment Success Measures and Status***

Measure of Success: <sup>1</sup>	Current Status: <sup>2</sup>
Ensure at least 50% of new applicants will be members of under-represented groups	<ul style="list-style-type: none"> <li>› 61.3% of new teacher applicants in 2022-2023 were from underrepresented groups</li> <li>› 68% of all new teacher hires in 2022-2023 were from under-represented groups</li> <li>› 84% of new applicants for classified positions were from under-represented groups in 2022-2023</li> </ul>
Ensure the vacancy rate at Student Equity Needs Index (SENI) high/highest-needs schools will not exceed 6%	<ul style="list-style-type: none"> <li>› In 2022-2023, the vacancy rate at SENI-high/highest-needs schools for classified positions was 8% (down from 12% the year prior);</li> <li>› For classroom teachers, it was 3% in 2022-2023 (down from 4% the year prior)</li> </ul>
Increase retention rates of staff hired in 2021-22 and 2022-23 placed at SENI high/highest/needs schools	<ul style="list-style-type: none"> <li>› The retention rate of staff hired in 2021-2022 placed at SENI high/highest-needs schools was 82%</li> <li>› The retention rate of staff hired in 2022-2023 placed at SENI high/highest-needs schools was 92%</li> </ul>

For classified staff, there have been over 24,000 retirements or separation over the last 10 years.<sup>3</sup> If L.A. Unified replaced each employee on a one-to-one basis, the District would need to hire an average of 2,400 classified employees per year.

The greatest number of new hires and rehires are for café worker, special education trainee, building & grounds, campus aides, and athletics assistant roles. This supports the qualitative data from the stakeholder interview with the Personnel Commission that there is significant turnover in entry-level positions.<sup>4</sup>

# Existing Recruitment and Retention Challenges, (cont.)

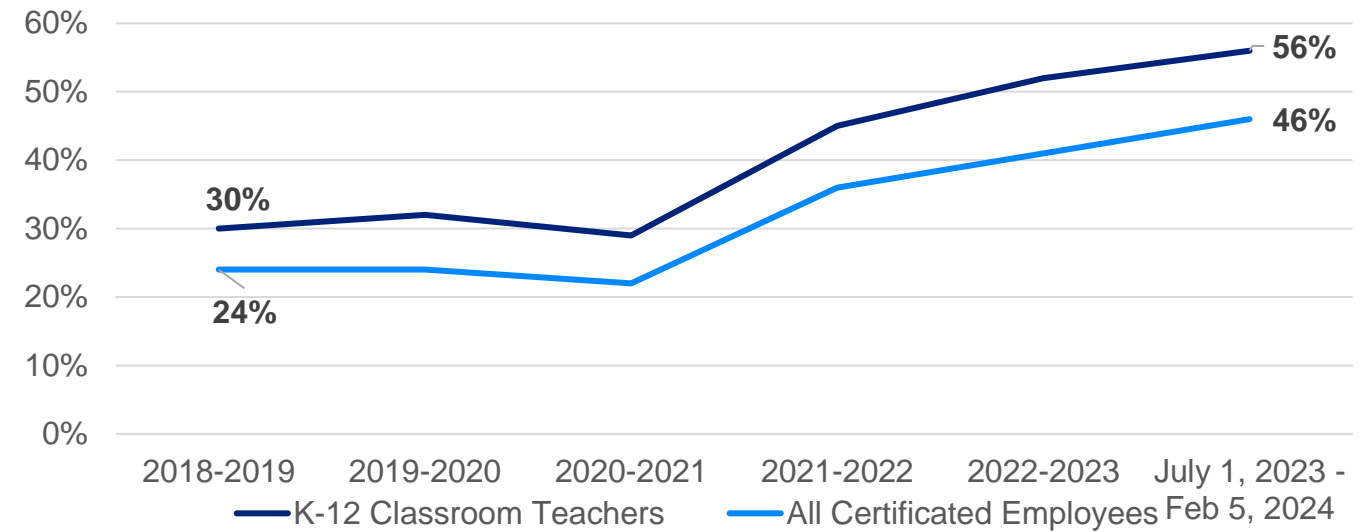
## Retention and Recruitment Data, (cont.)

From 2018-2019 to 2022-2023, between 2,400 and 3,000 certificated employees have separated from the District each year due to retirements, resignations, and other. The overall rate of separations as a percent of all certificated employees has remained relatively stable at between 7% to 8%. For K-12 Classroom Teachers specifically, between 1,200 and almost 1,700 have separated each year, with an overall separation rate of 5% to 7%. If the District replaced separated employees on a one-to-one basis, L.A. Unified would need to hire at least 2,400 certificated employees per year, including 1,000 K-12 Classroom Teachers.<sup>1</sup>

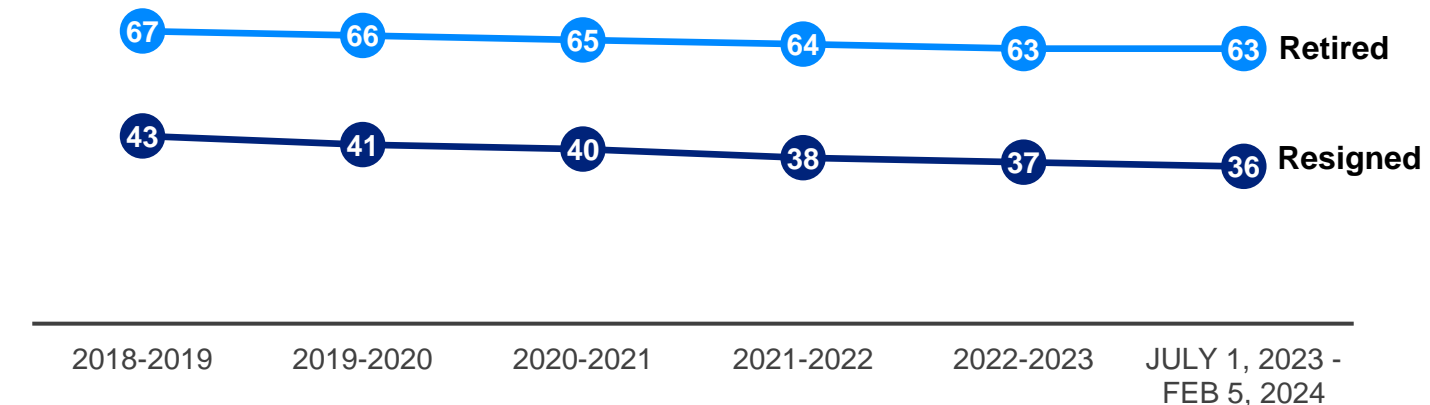
However, the dynamic between resignations as a percent of separations and other reasons has significantly shifted. In 2018-2019, 24% of all separated certificated employees resigned, while 41% retired. In 2022-2023, 41% of all separated certificated employees resigned, while 29% retired. From 2023 through February 5, 2024 (a partial year of data), resignations were tracking at 46% of separations compared to the 24% of retirements.<sup>2</sup>

The data indicates that certificated employees who separate from the District are becoming more likely to voluntarily leave than retire at the end of their careers, particularly for K-12 Classroom teachers. This is supported by data on age at time of retirement or resignation – the average age of those resigning has dropped every year from 43 in 2018-2019 to 36 in 2023-2024 (a partial year of data), which suggests teachers may not be staying in the profession as long as they previously were, potentially due to pandemic-related stressors.<sup>3,4</sup>

Resignations as a Percent of All Certificated Separations



Average Age of K-12 Classroom Teachers Who Resigned or Retired



# Focus Groups

**What?** Employee focus groups were held to supplement the quantitative survey data with qualitative data.

Conversations were structured as highly engaging dialogues where participants shared their response to a range of questions on their housing experiences and those of their fellow employees.

**When and where?** Four sessions were held on July 10, 11, 16, and 17 virtually via Zoom.

**Who?** Participants were recruited directly by the District. L.A. Unified also provided its Labor Partners with an opportunity to recruit volunteers for sessions; however, Labor Partners did not identify any focus group volunteers.

A total of 21 employees participated. Employees from a range of departments were represented, including Maintenance & Operations,

Procurement, and Project Execution. All volunteers were classified employees.

The four main themes from the focus groups, described in greater detail on the following pages, are:

- › Employees want to live near their job site.
- › Rents have sharply increased in the last few years, and pervasive inflation throughout the economy makes it even more difficult to afford LA's expensive housing.
- › There is significant interest in homeownership.
- › Parking is a critical part of housing decisions.

## Sample Questions from Focus Group Moderator Guide

- › How does your commute to your job site impact your satisfaction with your role?
- › How has the housing market influenced your decision to begin or continue your career at the District?
- › How would you describe the current availability of housing in the Los Angeles area?
- › What are the primary deciding factors in where you currently live?
- › If you have lived at your current residence for an extended period of time, why have you stayed? If you plan to move, what are the drivers?
- › Do you know a former coworker who has left the District because of high housing costs?
- › If the District were to pursue new workforce housing, what amenities or support features would you be most interested in?

# Focus Groups, cont.

## Main Themes

### Employees want to live near their work.

Shorter commutes reduce stress and enable employees to have time for family, hobbies, and their other needs. For employees with children, particularly younger children who have shorter school days or need to be transported to afterschool support and enrichment activities, working close to home and therefore to their children's schools, is critical. This can save employees from having to miss work due to family emergencies.

Some employees have taken steps back in their careers at the District or foregone an advancement to be able to move to a role that allows them to work closer to their home.

*"If I move further, traffic adds stress to my daily activity and taking time away from my family."*

*"I live 10 minutes away from work with no traffic, but I got a letter from the landlord that the building will be for sale. I don't want to move far away but I'm sure that is what will happen. Being close to work is one of my biggest priorities and gives me a better quality of life."*

*"Being closer helps me pick up my kids from school and be there for emergencies."*

### There is significant interest in homeownership.

While there is significant desire among employees for affordable rents, homeownership is often viewed as the goal. However, employees discussed how today's housing market makes homeownership feel out of reach for them without a down payment contribution from family. The high cost of rent makes it difficult to save for a down payment.

Some current homeowners spoke to their experiences trying to look for a new home in the same area they live in that would better fit their existing needs, but reported they are often priced out of their own neighborhoods and feel stuck.

*"Rent is so expensive that it's basically like paying a mortgage. Why would I want to rent if I could buy something for not that much more?"*

*"I want to buy a home, but it is not possible as a single parent."*

*"The only reason I own my home is because I bought it 10 years ago. I could not afford to do that today."*

*"I have to work two jobs just to pitch in and still be able to save for the future to try to buy."*

# Focus Groups, cont.

## Main Themes

**Rents have sharply increased in the last few years, and pervasive inflation throughout the economy makes it even more difficult to afford LA's expensive housing.**

Employees who rent reported significant rent hikes by their landlords in the last few years. These increases would have been difficult to manage on their own, but as part of the overall inflationary environment where employees said it felt like everything became unaffordable, the rent increases have had a tremendous negative impact on morale. Single parents and single-income households in particular have difficulty affording housing costs.

*"I'm renting a 2-bedroom for me and my 2 children. Three years ago, the rent was \$1,800. Now it's \$2,300, and it's about to go up to \$2,500."*

*"I rented a small unit with my child for almost 6 years. The landlord had almost doubled my rent when I moved out. I recently bought a home but I could not do that without a partner."*

*"I recently moved back home after paying \$2,100 for a studio. It was a nice unit, but overall prices for necessities like gas and groceries went up, and, and I felt like I had to pick and choose between staying in and enjoying my life because of the cost of my rent and overall cost of living."*

**Parking is a critical part of housing decisions.**

Most participants said their household needs two to three parking spaces. Even though employees generally want to live in a walkable neighborhood, many said that work, family, and personal obligations would require them to drive often anyway. For example, some District employees are required to report to different job sites that they need to drive to throughout the day. Others bring their children to extracurricular activities and doctor's appointments that are not accessible by transit.

*"I need to drive to different locations for work."*

*"They need to be off-street."*

*"Parking for visitors is important."*

*"Even if I lived in a walkable neighborhood, I need to drive my kids to a lot of their activities."*

*"This is LA. Not many people commute on transit."*

# Overview of Survey Response

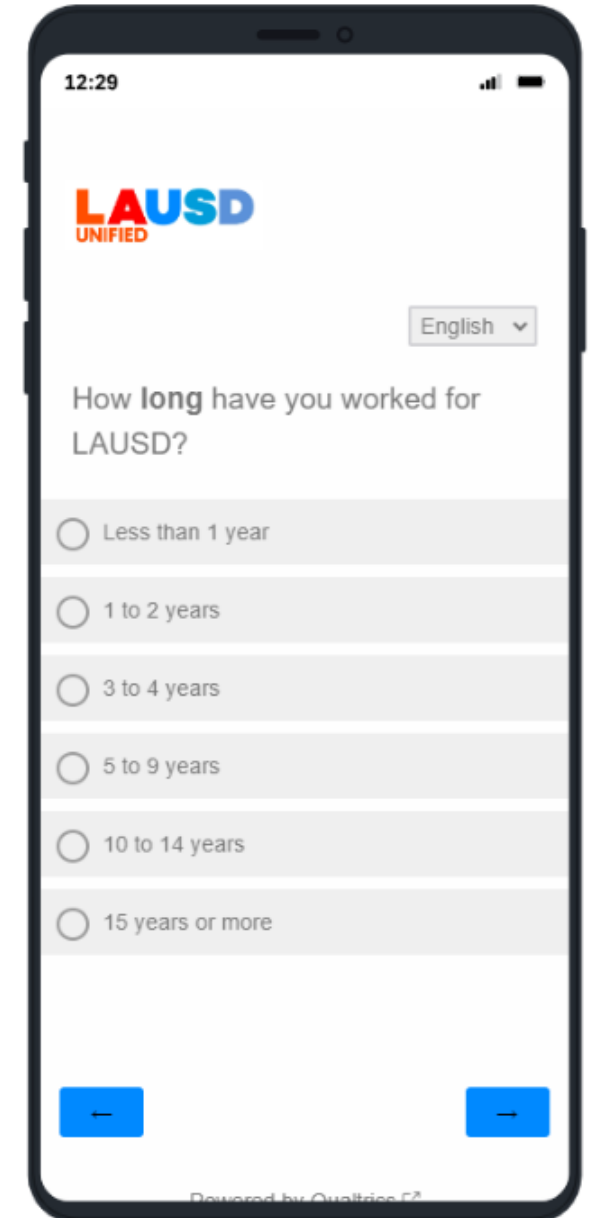
## Employee Survey

The District surveyed all active employees in May and June 2024 via an online platform. The survey link was emailed directly to employees by the District, and the survey was offered in English and Spanish. 11,726 total responses were received, which represents about 16% of the District’s workforce. The margin of error is 0.83% at a 95% confidence interval level.

Survey responses were largely representative of the District’s workforce. Responses were not weighted. Open-ended text comments from the survey are included throughout this document.

## Survey Response Rate

	No. of Responses	No. of Employees <sup>1</sup>	Response Rate
<b>Total Employees</b>	<b>11,726</b>	<b>73,623</b>	<b>16%</b>
Classified Employees	5,156	35,173	15%
Certificated Employees	6,570	38,450	17%



# Overview of Survey Response, cont.

## Respondent Demographics

Understanding the demographics of employees who responded to the survey helps inform housing needs. This includes length of employment at the District and age, which can indicate how long employees may expect to be able to live in potential workforce housing. Household size, composition, current housing status, and other existing household characteristics impacts the recommended building program, eligibility policies, and rental rates.

### Respondents' Length of Employment at L.A. Unified

	Certificated	Classified	Total Percent of Employees
Less than 1 year	7%	9%	8%
1 – 2 years	8%	14%	11%
3 – 4 years	10%	11%	10%
5 – 9 years	16%	20%	18%
10 – 14 years	8%	10%	9%
15 or more years	50%	35%	44%
Total	100%	100%	100%

Overall, most survey respondents (53%) have worked for L.A. Unified 10 years or more, with the largest share of respondents working at the District 15 years or more (44%). About 1 in 5 employees (19%) who responded to the survey are relatively new to the District, working there 2 years or less.

Classified respondents were more likely to have worked for L.A. Unified for a shorter amount of time (54% have worked at the District 10 years 9 years or less, compared to 41% of certificated respondents).

### Respondent Age

	Certificated	Classified	Percent of Employees
Under 24	2%	5%	3%
25 – 39	30%	34%	32%
40 – 54	46%	40%	44%
55 – 64	18%	18%	17%
65+	4%	4%	4%
Total	100%	100%	100%

Among both certificated and classified employees, more than 1 in 3 respondents are under the age of 39 (35%). The largest share of respondents are aged 40 – 54. An estimated 1 in 5 (21%) of respondents are aged 55 years and over.

Certificated and classified respondents were generally of similar ages, though classified respondents were slightly younger on average (39% age 39 and under compared to 32% of certificated staff aged 39 or younger).

# Overview of Survey Response, cont.

## Respondent Demographics, cont.

### Respondents' Current Living Situation

	Percent of Employees
Rent	48%
Own (with or without mortgage)	35%
Live with family (rent-free or paying some rent)	11%
Houseless (no stable housing)	5%
Other	1%
Total	100%

Nearly half of all employee survey respondents are renters (48%). The second most common reported living situation is owning a home (35%). Roughly 1 in 10 respondents (11%) live with their family or relatives, either rent-free or contributing some rent to them.

Approximately 5% of employees reported they are houseless, where they do not have stable housing and are either temporarily staying with others due to economic hardship, living in a hotel or motel, in a shelter, living outside on the street, on a beach, in a car or RV or motor home, in an abandoned building, bus or train station or in a park. Approximately 1% of respondents identified “Other” as their current living situation.

## Respondents' Household Composition and Size

	Percent of Respondents	Average Household Size
Single adult living alone	12%	n/a
Single with unrelated roommates	2%	2.8
With a Partner/Spouse	15%	n/a
With a Partner/Spouse and Children/Dependents	28%	4.0
With Children/Dependents	13%	3.1
With Parents and/or Siblings	8%	3.6
In an extended family/multigenerational household	17%	4.9
Other	4%	4.0
Total	100%	-

The most common type of household among employee respondents is where they live with a partner/spouse and their children/deponents (approximately 28% of respondents; 4.0 average household size). A significant number of respondents (an estimated 17%) reported they live in a multigenerational household with extended family– for example, grandparents, cousins, nephews/nieces, aunt/uncles, etc. These households are the largest on average (4.9 members). The third most reported household type is living with a partner/spouse only (15%), followed by living with children/dependents only (13%). Approximately 12% of respondents live alone.

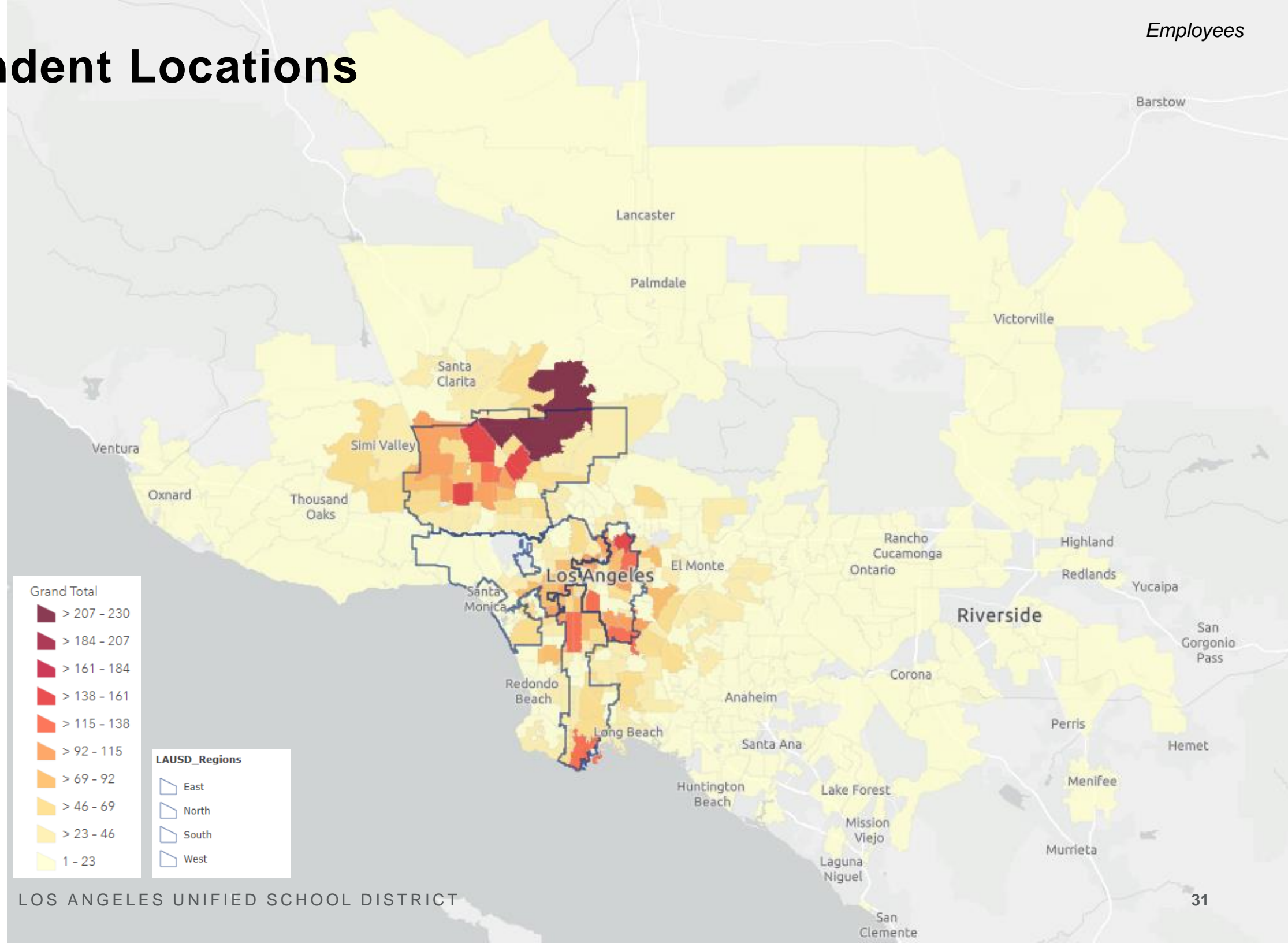
# Survey Respondent Locations

## Respondent Demographics, cont.

### Location

When looking at respondents' reported zip codes, a significant portion of survey respondents live within District boundaries or directly abutting L.A. Unified's regions.

However, this map illustrates the broad geographic range in which employee respondents live. Some commute from Riverside, Ventura, and Orange Counties. An employee living in Victorville, for example, would have to travel approximately 86 miles to the District's headquarters at Beaudry – an estimated 1.5-hour one-way commute.



# Survey Respondent Locations

## Respondent Demographics, cont.

### Location, cont.

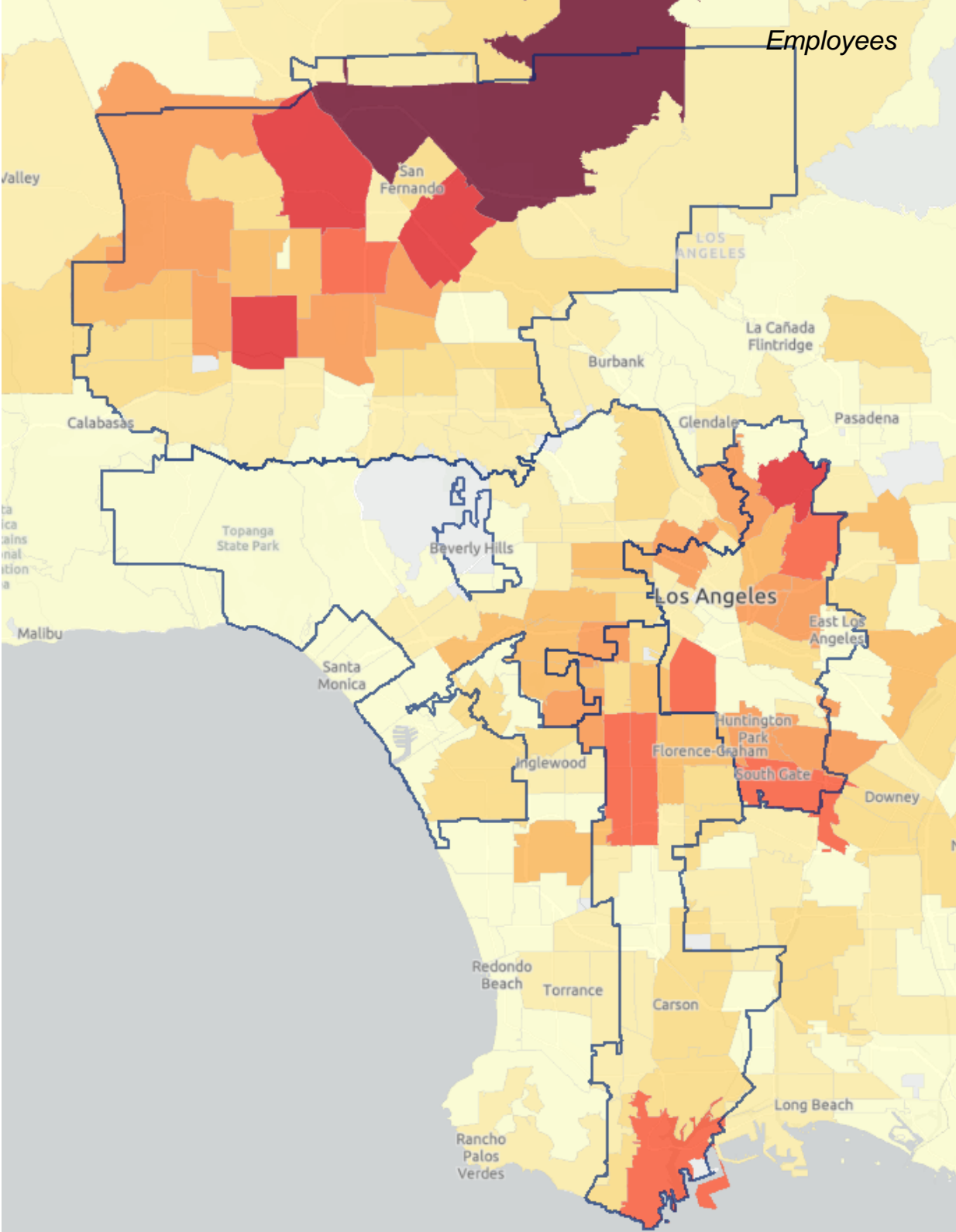
Zooming in on the District' boundaries, the highest concentration of employees who responded to the survey who live within District boundaries appears to be in the North and East regions, and the least concentrated in the West region.

#### LAUSD\_Regions

- East
- North
- South
- West

#### Survey Respondents by Zip Code

- Grand Total
- > 207 - 230
  - > 184 - 207
  - > 161 - 184
  - > 138 - 161
  - > 115 - 138
  - > 92 - 115
  - > 69 - 92
  - > 46 - 69
  - > 23 - 46
  - 0 - 23



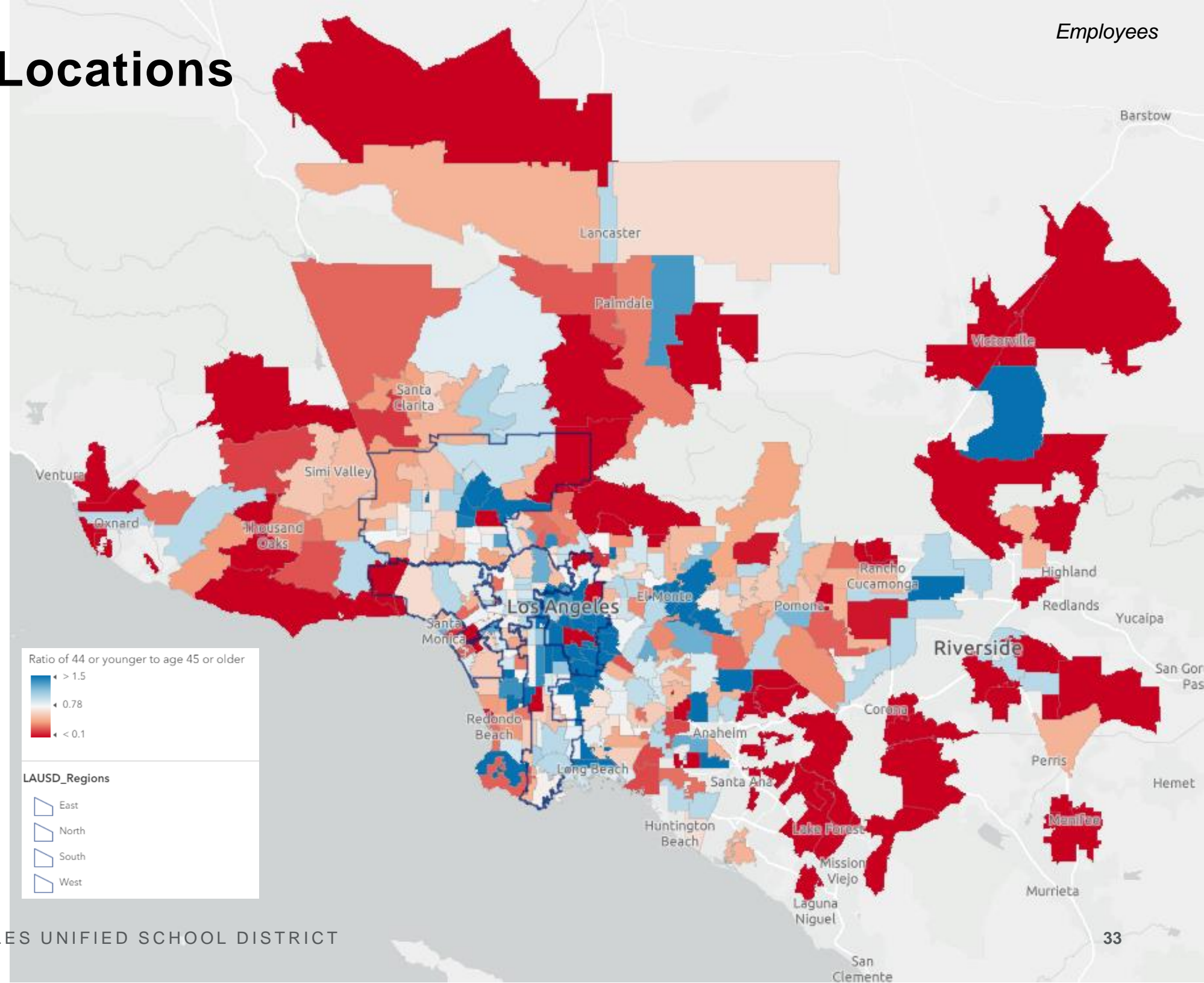
# Survey Respondent Locations

## Respondent Demographics, cont.

### Location, cont.

The analysis zoomed in on respondents who reported both their age and zip code to understand if age impacts where employees live. This map depicts the ratio of employees aged 44 or younger to employees aged 45 or older by zip code.

Based on the map, employees aged 44 and younger (represented in blue) appear to be more likely to report they live within the City of Los Angeles' core, while older employees aged 45 and over (represented in red) are more likely to report they live in zip codes that are further outside the District. This may indicate that as employees age and their housing needs change, they may seek options further from the District to accommodate their needs.



# Employee Affordable Housing Need

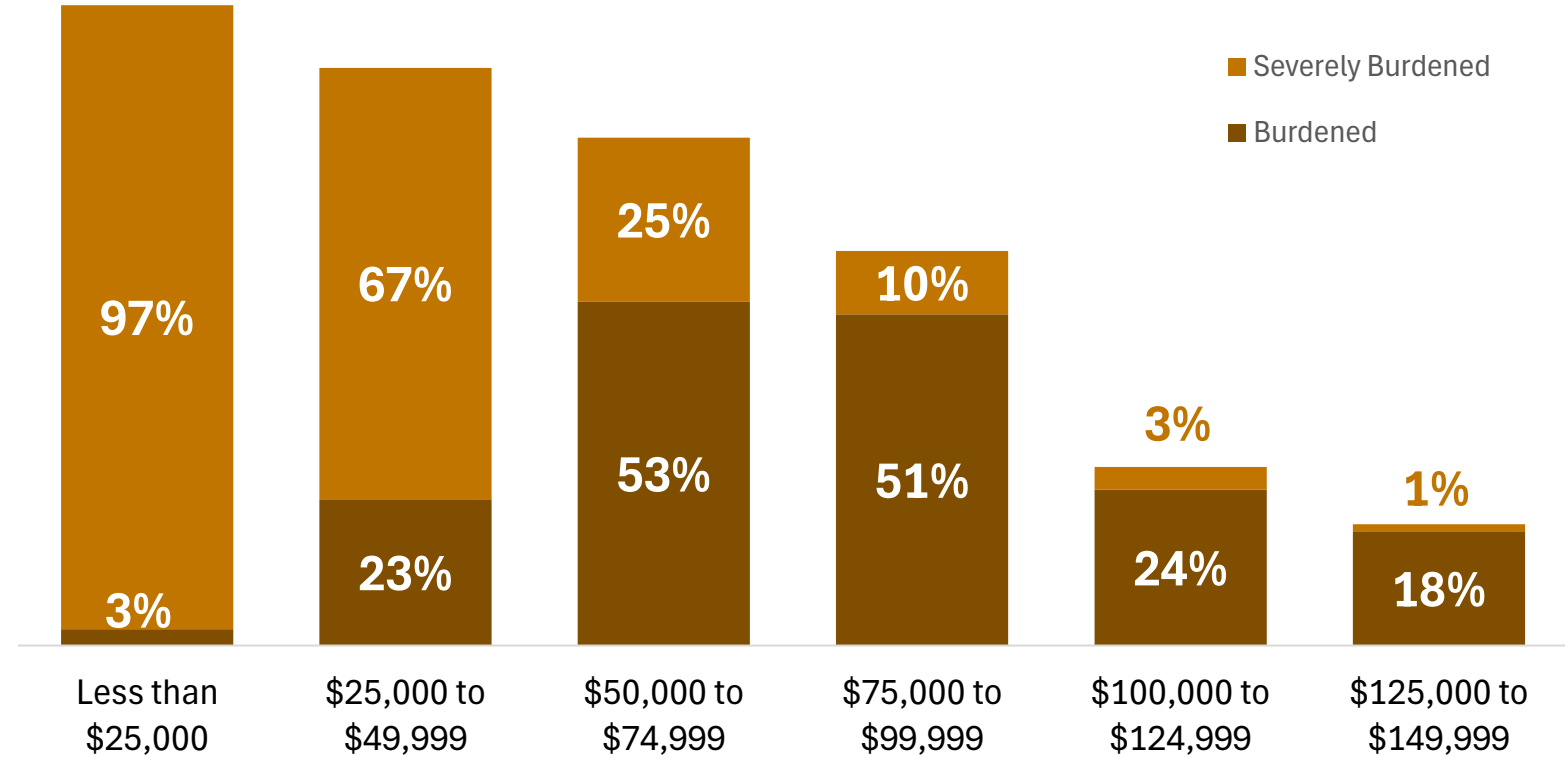
## Overall

About 52% of survey respondents said they currently have stable housing (n = 6,077). However, roughly 43% of all employees said they live in stable housing but are worried about losing it and are classified as housing insecure (n = 5,063). Extrapolating this across the District’s workforce, this could represent 32,000 housing insecure employees. Approximately 5% of employees said they currently do not have stable housing(n = 586) and are classified as houseless, which could represent 3,700 District employees if extrapolated.

Survey data indicates that lower earning households are impacted by high housing costs the most. Across all housing situations (renting, owning, living with family, etc.), more than 2 in 3 employees who reported a household income of less than \$50,000 per year are severely housing cost burdened.

This survey data underscores the incredible magnitude of need for affordable housing for employees as the nation’s second-largest school District located in one of the country’s most expensive housing markets.

**Percentage of Employee Respondents Who Are Housing Cost Burdened by Household Income (all Housing Situations)**



*\*Excludes respondents who reported they are houseless. Cost burden was calculated by taking monthly rental costs as a percent of monthly household income. Excluded from this analysis were those paying more than \$8,000 in monthly rent, those with an annual income of \$150,000 or more, those that reported "I don't know", "N/A", "Prefer not to answer", \$0 in housing costs, and "no income".*

# Employee Affordable Housing Need, cont.

## Overall, cont.

### Housing Pressures by Employee Types

Classified employees reported they are experiencing financial pressures due to high housing costs at slightly higher rates than certificated respondents (70% agree or strongly agree for certificated employees compared to 75% for classified staff).

### Percent of Employee Respondents by Group Who Reported Financial Pressures due to High Housing Costs

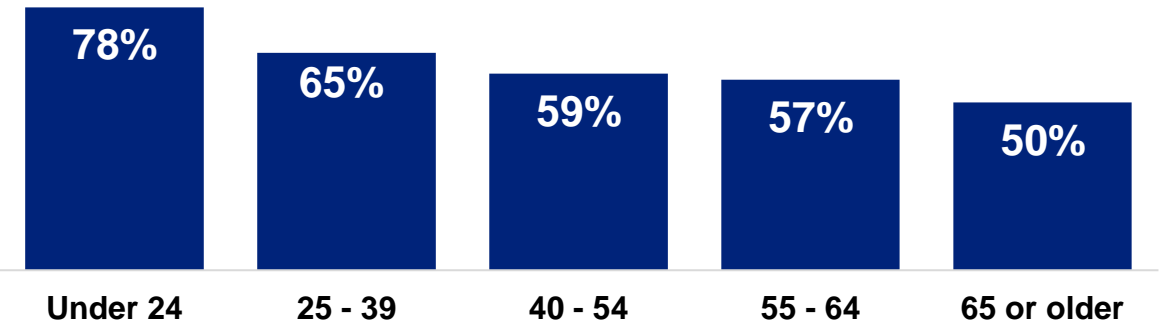
Employee Type	Disagree or Strongly Disagree	Neutral	Agree or Strongly Agree	Total
Certificated	16%	14%	70%	100%
Classified	13%	13%	75%	100%

### Housing Cost Burdens by Age and Race / Ethnicity

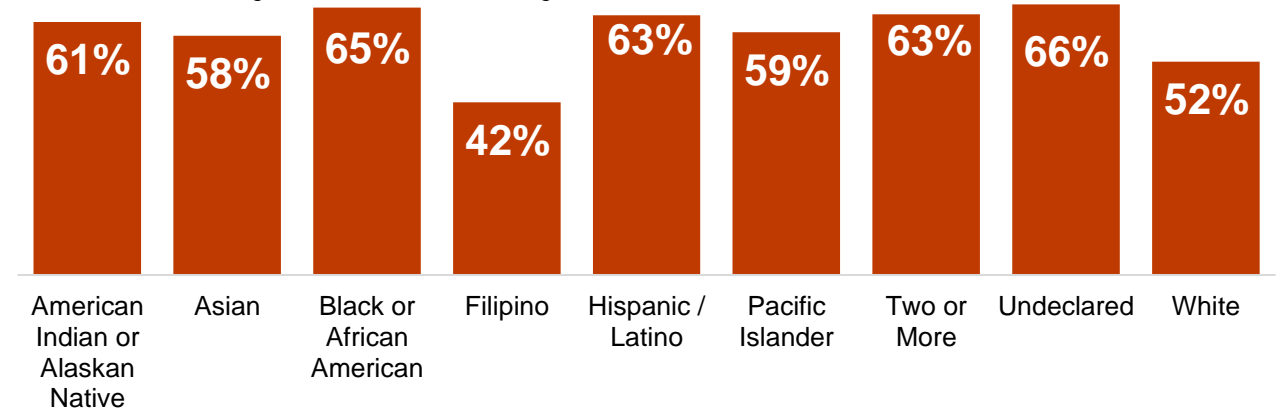
Across all housing situations (renting, owning, living with family, etc.), older respondent groups tend to be less housing cost burdened. This may be impacted by higher rates of homeownership, and therefore potentially lower housing costs, in older age groups

When looking at housing cost burden across all housing situations that may have different impacts by race / ethnicity, the highest rates of cost burden are reported by Black / African American, Hispanic / Latino, Undeclared, and Two or More Race / Ethnicity respondents. Except for Filipino respondents, over half of respondents in all racial / ethnic groups are currently burdened by their housing costs

### Percentage of Employee Respondents Who Are Housing Cost Burdened by Age Group\*



### Percentage of Employee Respondents Who Are Housing Cost Burdened by Race / Ethnicity\*



\*Excludes respondents who reported they are houseless. Rent burden was calculated by taking self-reported monthly rental costs as a percent of monthly household income. Excluded from this analysis were those paying more than \$8,000 in monthly rent, those with an annual income of \$150,000 or more, those that reported "I don't know", "N/A", "Prefer not to answer", "\$0 in housing costs, and "no income".

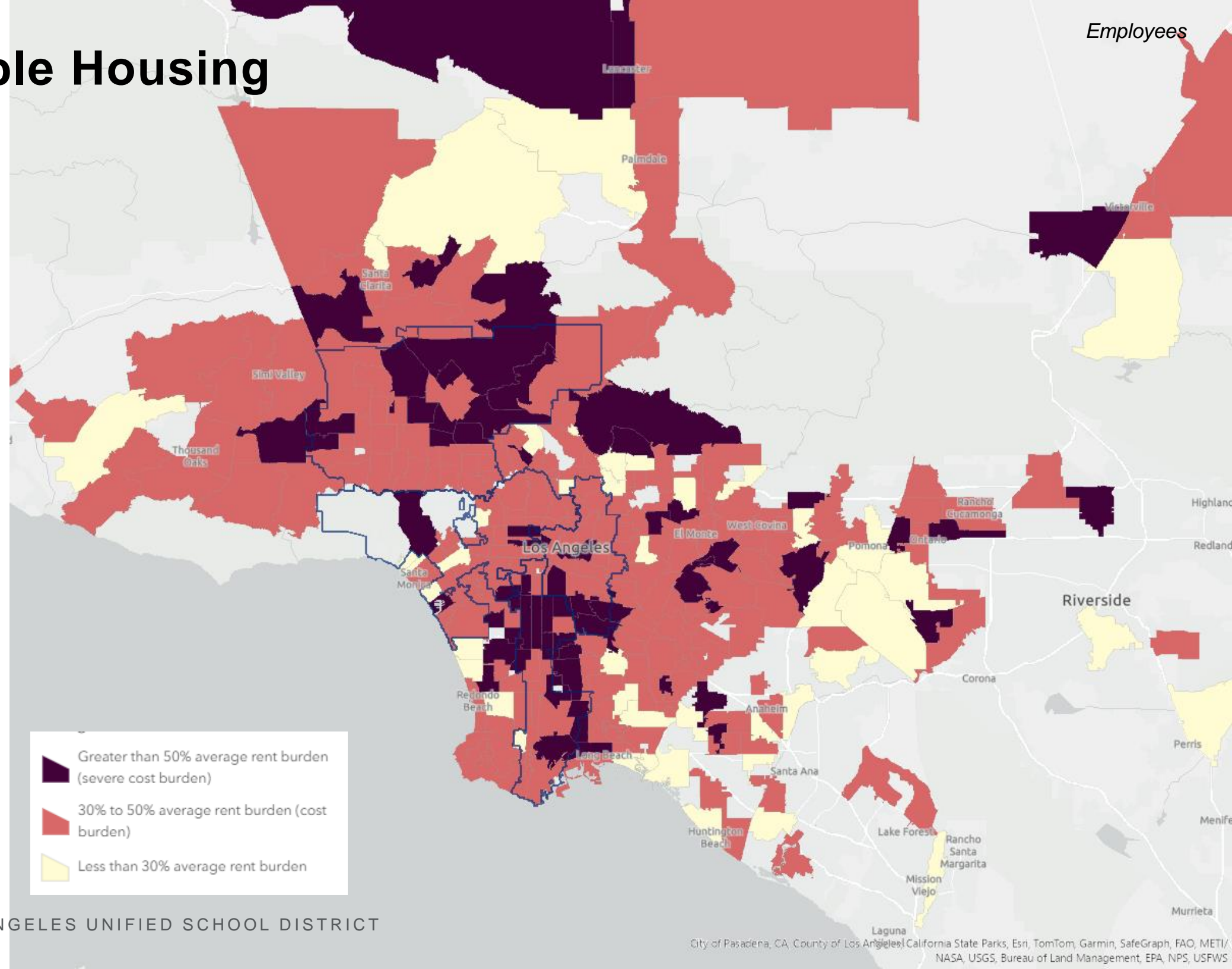
# Employee Affordable Housing Need, *cont.*

## Renters

Nearly half of all survey respondents are renters. Those who provided their monthly payment pay an average of \$2,194 per month. About 2 in 3 renters (65%) who reported income and rent said they are cost burdened, including nearly 3 in 10 who reported they are severely cost burdened.

Looking at survey respondents who self-identified as teachers, over 6 in 10 teachers who rent are cost burdened, and about 2 in 10 are severely cost burdened.

As shown in this map, the distribution of rent burden among employees who also provided their zip code is fairly even throughout the Los Angeles region. Though some employees may live farther from the city center such as in Palmdale or Lancaster, they can still be rent burdened, demonstrating the pervasiveness of California's housing crisis.



# Employee Affordable Housing Need, *cont.*

## Non-renters

Non-renters make up 47% of all survey respondents. Nearly 3 in 4 non-renters own their own home (74%)— most with a mortgage/loan. Those working at the District longer are more likely to own their own home. Of employees working at the District 2 years or less, approximately 15% own their own homes. This is confirmed by the qualitative data obtained during the focus groups, where younger participants and those newer to the District spoke at length about how homeownership feels out of reach.

### **Relationship between Time with District and Homeownership**

Time Working at District	Percent of Employees in Group who Own their Home
Less than 1 year	15%
1 to 2 years	15%
3 to 4 years	19%
5 to 9 years	24%
10 to 14 years	30%
15 years or more	54%

The second most common housing situation among renters is living with family and paying some rent to them (20%). A small amount of respondents said they live rent-free with family (3%) and some identified their situation as “other” (3%).

Non-renters are also housing cost burdened. For example, more than half of non-renters (i.e., living with family or homeowners) who are housing insecure said they pay more than 30% of their household income on housing costs.

Selected comments on the survey from non-renters include:

- › *“Property taxes and property insurance too expensive to afford”*
- › *“In order to afford a single-family house, better school for my children, and safer neighborhood, I had to move away from work.”*
- › *“I am living with family trying to save for a down payment on a home. Any assistance on a down payment would be extremely helpful. My commute is about a hour and 15 mins.”*
- › *“Just want to move out on my own but worried about not being able to afford the cost .Would be a great help. I live at home with family and I sleep in the living [room] due to the fact that we don’t fit. Want to move out but I need more pay or second job along with my LAUSD job.”*
- › *“I do not have a need for housing, but I would never have been able to afford my current home had I not had the opportunity to live at home after college to pay off student loans and save a down payment.”*
- › *“The home I could afford is so far from work. It is a 2-hour train ride one-way, not including my drive to the train station and commuter express bus from Union Station to Beaudry.”*
- › *“With my current salary I live off each paycheck and if something goes wrong with my house, I have financial issues.”*

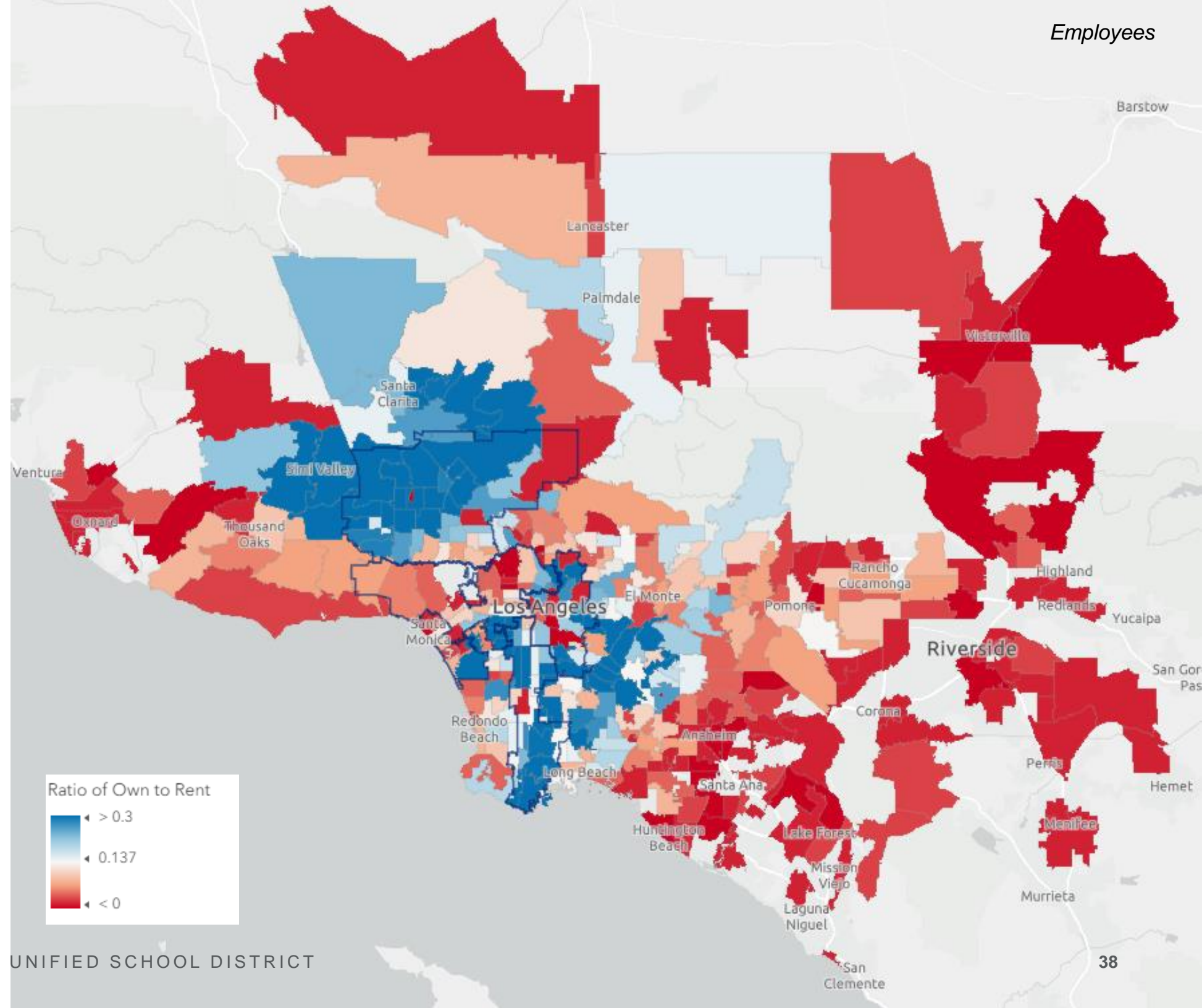
# Employee Affordable Housing Need, cont.

## Location of Homeowners vs. Renters

Renting, followed by owning a home, were the two most reported living situations on the survey. This map depicts the ratio of homeowners (represented in blue) to renters (represented in red) by zip code.

The map indicates that homeownership is more common within the North and South regions among employees, while renting is more common in the West. The East region is varied.

Notably, the zip codes that are farther from District boundaries appear to have more renters than homeowners per zip code.



# Employee Quality of Life

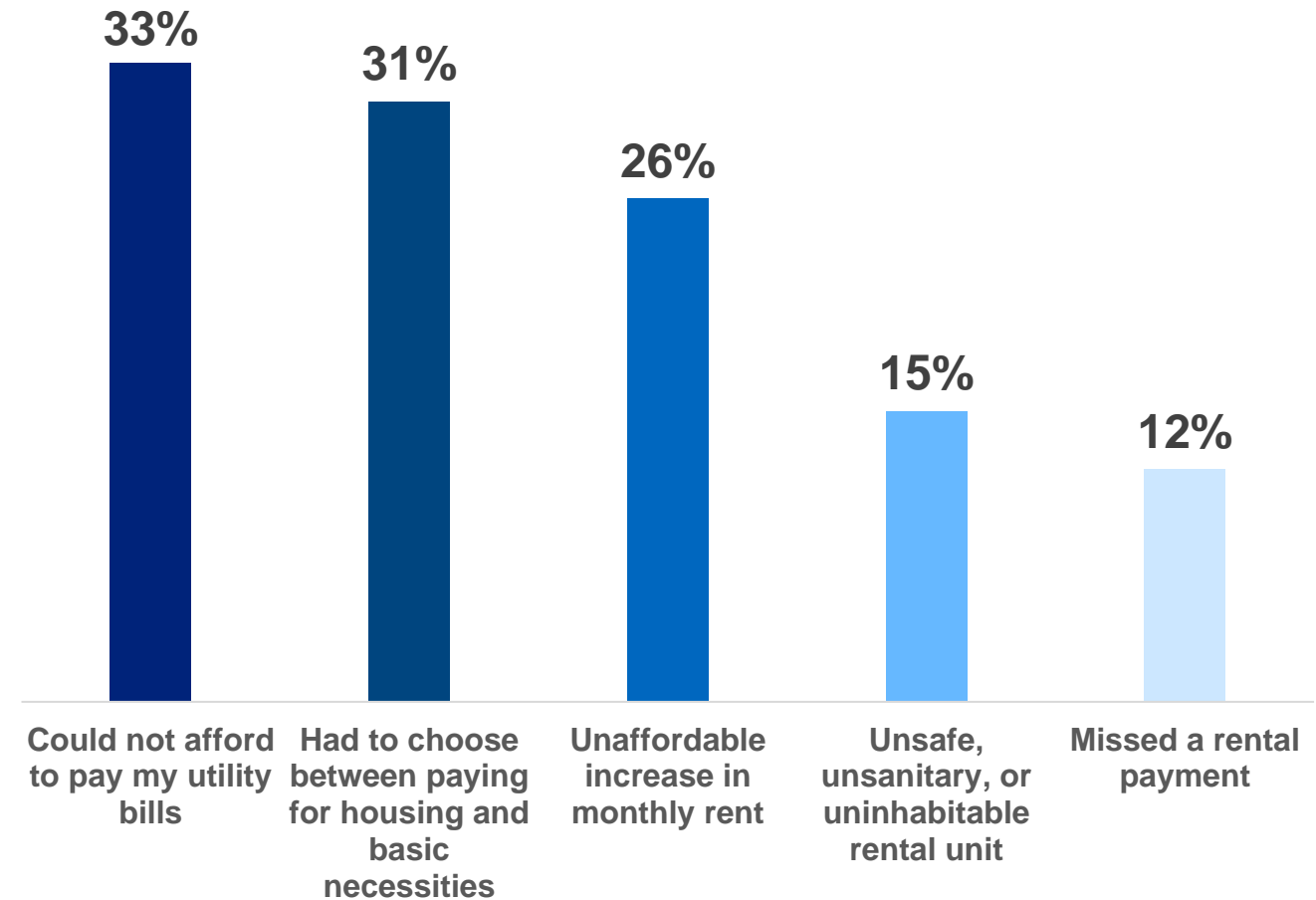
## Renters

The high cost of rent has significant negative impacts on employees' quality of life. In the last 12 months, about 1 in 3 employees who rent (33%) reported they couldn't afford to pay their utility bills, and 31% said they had to choose between paying for housing and basic necessities. Just over 1 in 4 respondents (26%) reported they had experienced an unaffordable increase in their monthly rent, and an estimated 15% said they lived in an unsafe, unsanitary, or uninhabitable rental unit. About 12% of employees who rent said they had missed a rental payment in the last year.

Extrapolating to the broader employee population, this could represent:

- › About 11,400 employees unable to pay their utility bills.
- › About ~10,700 employees choosing between housing costs and basic necessities.
- › About 8,900 employees having an unaffordable increase in their rent.
- › About 5,300 employees choosing living in an unsafe or unsanitary unit.
- › About 4,000 employees missing a rental payment.

**Top 5 Housing Challenges in the Last 12 Months Reported by Renters on the Survey**



# Employee Quality of Life, *cont.*

## Houseless Respondents

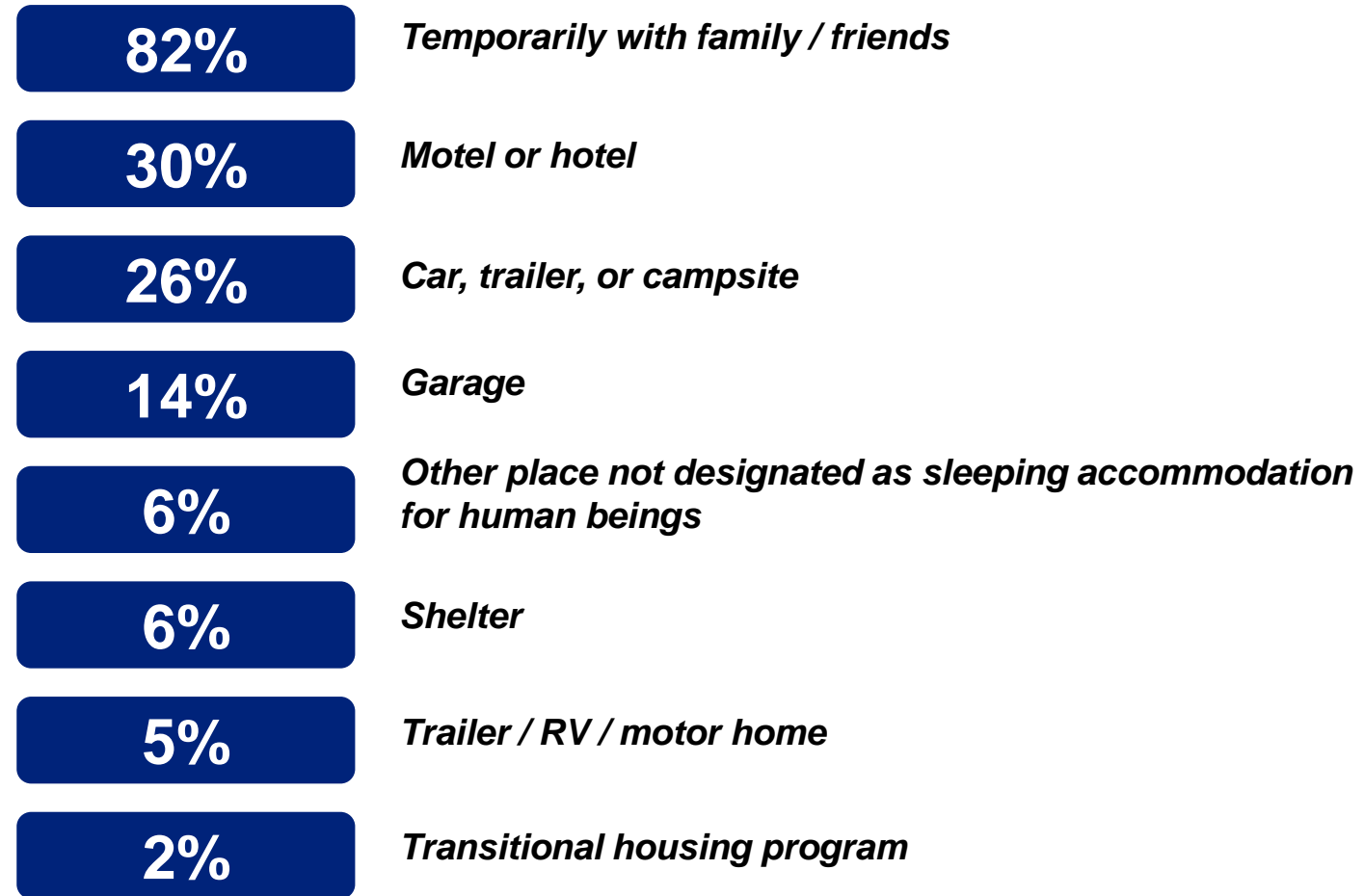
Approximately 5% of employee survey respondents said they do not have stable housing. The most reported situation among houseless respondents is “doubled up,” meaning an estimated 75% of houseless respondents are currently temporarily staying with others due to financial hardship. About 8% are living in a closed area/space not meant for human habitation, 4% are in a hotel/motel, 2% in a shelter or transitional shelter, and 1% in an outdoor location.

As seen in the figure to the right, in the last year, houseless respondents have slept at least one night in a broader variety of locations, more than a third (35%) in places that are potentially unsafe or unintended for habitation.

Classified staff are more likely to report being houseless. Classified employees make up about 44% of L.A. Unified’s workforce, but 69% of houseless respondents on the survey are classified.

On average, houseless respondents tend to be younger and newer to working at the District. The median houseless respondent age is 35 – 39 years old, while the median age of all survey respondents is 45 – 49. The median tenure of houseless respondents is 5 – 9 years, while median tenure of all survey respondents is 10 – 14 years.

## Houseless respondents: Where Have they Slept in the Last 12 Months?



# Employee Quality of Life, *cont.*

## Commuting

Based on the survey data, employees with longer commute times appear to be slightly less satisfied with their overall housing situations than employees who have longer commutes. Approximately 38% of employees with one-way commutes of 60 hours or more are unsatisfied or very unsatisfied with their overall housing situation; this drops to 35% of employees who have commutes between 30 minutes to 59 minutes, and 33% for employees who have commutes less than 30 minutes.

Just 9% of respondents with commutes less than 30 minutes are unsatisfied with their travel time to their L.A. Unified workplace. Dissatisfaction with commutes jumps to 56% among employees who reported commutes of 30 to 59 minutes. Among employees commuting 60 minutes or more, approximately 88% of employees are unsatisfied or very unsatisfied with their commute times. Approximately 10% of all survey respondents that live in stable housing or are housing insecure commute 60 or more minutes one-way to their L.A. Unified workplace.

Approximately 58% of renters reported they have a commute less than 30 minutes compared to 48% of homeowners. This indicates employees may be moving farther from their District job sites to be able to purchase a home.

Selected comments on the survey from employees about commuting include:

- › *“The amount of time spent in traffic does not promote staff well-being.”*
- › *“My commute is brutal and at times dangerous when I’m tired.”*
- › *“I leave ridiculously early for work just to avoid the traffic, it takes me 25 min to get to work but close to 90 min to get home. The commute is what really sours me sometimes. I love my kids and LAUSD so if I were to move, it would have be something close(er) to my work but not too far for my spouse to get to their job, too.”*
- › *“Help us find affordable housing within the surrounding areas. I had to move to San Bernardino and have to make the daily commute which takes me about 4 to 5 hours a day. [The] living cost is too expensive in LA.”*

## Quality of Housing and Access to Necessities

Approximately 1 in 3 employees are somewhat or extremely dissatisfied with the quality of their housing. Homeowners are significantly less likely to be dissatisfied (5%) compared to 26% of respondents who rent, indicating renters may be forced to compromise on the desired quality of their housing unit.

Overall, employees are typically satisfied (72%) with their current proximity to neighborhood necessities like grocery stores and public transit access.

# Employee Retention

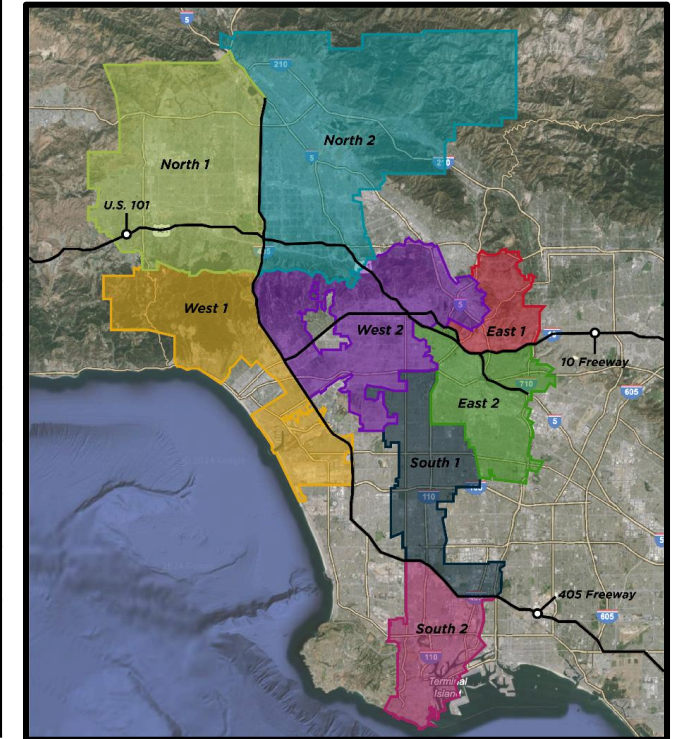
More than 4 out of 10 employees (44%) said on the survey that they have considered leaving their job at L.A. Unified because of the high cost of housing.

Nearly 6 in 10 employees (59%) who reported they are housing insecure have considered leaving, and 3 in 10 employees (30%) who reported they have stable housing have considered leaving. Roughly 65% of employees who said they were considering leaving are cost burdened.

Employees were asked on the survey to identify the region(s) in which they primarily work. Approximately 80% of survey respondents said they only work in one Region of the District (the remaining 20% said they primarily work in two or more Regions of the District). Isolating employees with job sites in only one Region, respondents working in the West were the most likely to report they have considered leaving (48% of employees working in West 2 and 47% of employees working in West 1). However, a significant number of employees working in each Region of the District reported they have considered leaving (at least 4 in 10 respondents in each Region).

**Share of Employees by Primary Work Location that have Considered Leaving their Role Because of High Housing Costs (Sorted Highest to Lowest)**

Primary Worksite Region*	Percentage of Employees who Agree or Strongly Agree*
West 2	48%
West 1	47%
East 1	46%
East 2	44%
North 2	44%
South 1	43%
North 1	42%
South 2	41%
*Note excludes employees who selected more than primary worksite Region.	



# Employee Retention, *cont.*

Slightly less classified staff reported they have considered leaving their role at the District due to the high cost of housing (approximately 40% of classified staff agree or disagree compared to about 47% of certificated employees).

### **Share of Employees by Group that have Considered Leaving their Role Because of High Housing Costs**

Employee Type	Disagree or Strongly Disagree	Neutral	Agree or Strongly Agree	Total
Certificated	34%	18%	47%	100%
Classified	34%	26%	40%	100%

Nearly 1 in 5 of all employees (17%) reported they are likely to move away from the Los Angeles region (defined as elsewhere in California, out of California, or International) in the next three years. Extrapolated across the District’s workforce, this could represent 12,750 employees. The top five reported reasons for those who may leave are:

- › Current housing payment is too expensive (63%)
- › Need more space (48%)
- › Want to buy a residence (39%)
- › Concerned with safety in current neighborhood (33%)
- › Change in family / household size (23%)

Selected comments on the survey from employees about retention include:

- › *“I am 51 years old, and I did not expect to have housing insecurity at this age. This is my 30th year with LAUSD. My rent is \$2,460, about 41% of my net income. I need help. If my rent goes up, and it will, I will have to leave LAUSD.”*
- › *“I think this is critical. I have watched teacher after teacher leave the school where I sub because they got a job closer to where they live because they could not afford to live near their place of work.”*
- › *“I will likely have to leave LAUSD when I am ready to buy a home, even though I would prefer to work here forever.”*
- › *“This is the hardest job I have ever done, but the lowest paying. I'm here because I love teaching, but I will leave if I can't afford more.”*
- › *“My significant other and I have talked about moving if we are unable to find a home suitable for raising a family. Housing is so expensive in LA. I would love to stay (especially because my parents live in LA) but if we are unable to find affordable accommodations we plan to leave LA within the next five to eight years.”*
- › *“The moment I get a hybrid job or a job closer to home I will leave LAUSD.”*
- › *“I have moved due to the housing issues and will probably be leaving the district. However, my family would have liked to have stayed in Los Angeles and I would have loved to stay with LAUSD but my current commute is extreme.”*

# Employee Housing Demand

## Scale and Demographics

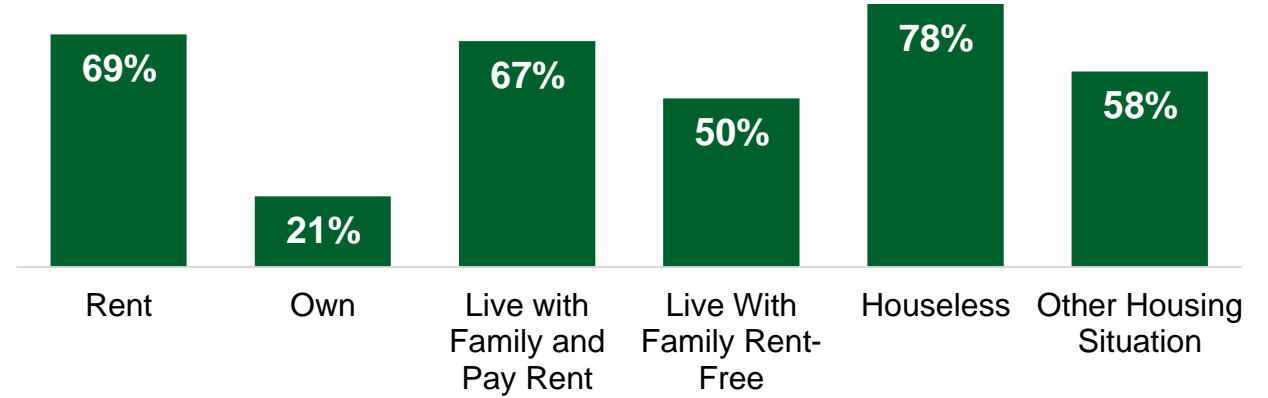
Based on the survey data and focus groups, there is tremendous interest among employees in more affordable rental housing. More than 6,000 survey respondents -- over half (52%) of all employees who responded to the survey-- said they would be interested in renting housing from L.A. Unified if it were offered at lower, more affordable rates within the District. An additional 20% of employees responded they were unsure or needed more information.

Approximately 53% of those who are interested or very interested are classified employees and 47% identified as certificated employees. Except for current homeowners, more than half of employees in all other housing situations are interested. Nearly 7 in 10 current renters (69%) reported they are interested.

Employees who have been with the District for shorter periods of time appear to be more interested (between 62% to 65% for those with 4 years or less) than those who have been employed by the District for longer (between 40% to 58% for those who have been with 5 years or more), though interest is high across all groups.

The data indicate that younger employees are also likely to be more interested than older employees. Among employees aged 39 and under, approximately 67% said they were interested, compared to 46% of employees aged 40 to 54 and 39% of employees aged 55 and older. However, interest is still high (at least about 4 in 10 employees) across all age groups.

**Share of Employees who are Interested or Very Interested in More Affordable District Rental Housing by their Current Housing Situation**



**Share of Employees who are Interested or Very Interested in More Affordable District Rental Housing by Length of Employment with L.A. Unified.**

	Less than 1 year	1 to 2 years	3 to 4 years	5 to 9 years	10 to 14 years	15 or more years
Percent of Group Interested or Very Interested	65%	66%	62%	58%	56%	40%

**Share of Employees who are Interested or Very Interested in More Affordable District Rental Housing by Age Group**

	39 and Under	40 to 54	55 and older
Percent of Age Group Interested or Very Interested	67%	46%	39%

# Employee Housing Demand, *cont.*

## Scale and Demographics, *cont.*

As shown in the figure to the right, employees with children/dependents and spouses/partners appear to be more apprehensive about their interest in more affordable District rental housing. Approximately 22% of respondents in households with a partner/spouse or with a partner/spouse and children/dependents said they were unsure of their interest or needed more information, compared to 16% of single employees living with roommates. This may indicate that a greater share of employees with children/dependents and partners/spouses may be interested once program specifics are better known, such as housing location due to school zone or distance to a spouse’s work, resident policies and regulations, and availability of family-size units.

*Selected comments on the survey from employees about housing interest include:*

- › *“Please help, currently homeless and children are losing hope.”*
- › *“If available please help me, I’m in the midst of going to a shelter.”*
- › *“After being a single parent for more than 16 years and living in a converted garage with my kids, a program like this would be of great help.”*

**Share of Employees by Household Type who are Interested or Very Interested in More Affordable District Rental Housing**

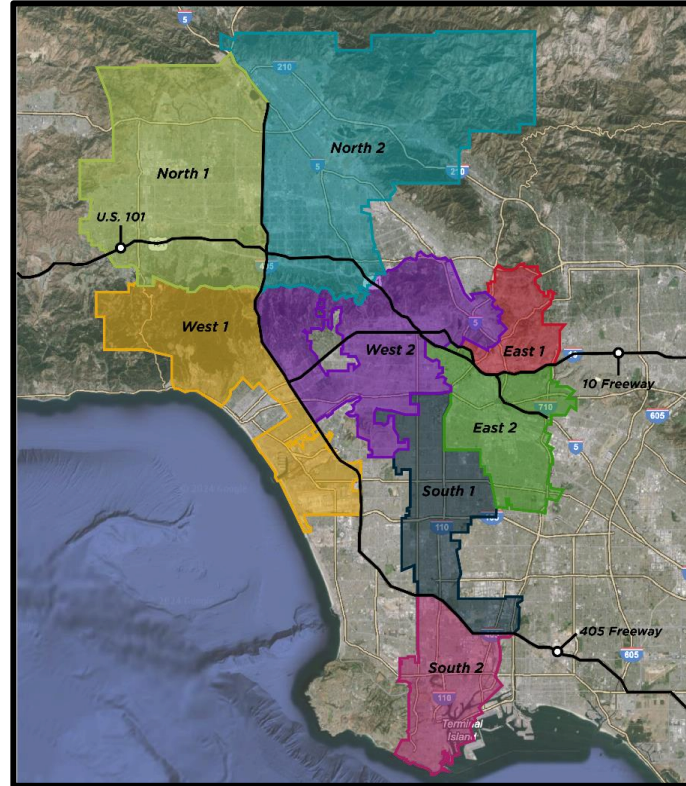
Household Type	Percentage of Households who are Interested or Very Interested in Housing	Percentage of Households who are Unsure or Need more Information
Single adult living alone	57%	18%
Single with unrelated roommates	69%	16%
With a Partner/Spouse	43%	22%
With a Partner/Spouse and Children/Dependents	41%	22%
With Children/Dependents	61%	14%
With Parents and/or Siblings	66%	19%
In an extended family/multigenerational household	56%	20%
Other	56%	17%

# Employee Housing Demand, *cont.*

**Share of Employees by Primary Work Location who are Interested or Very Interested in More Affordable District Rental Housing (Sorted Highest to Lowest)**

Primary Worksite Region	Percentage of Employees who Work in Region that are Interested or Very Interested in Housing*
South 1	56%
West 2	55%
West 1	54%
East 2	50%
East 1	50%
South 2	49%
North 2	45%
North 1	44%

*\*Note excludes employees who selected more than primary worksite Region.*



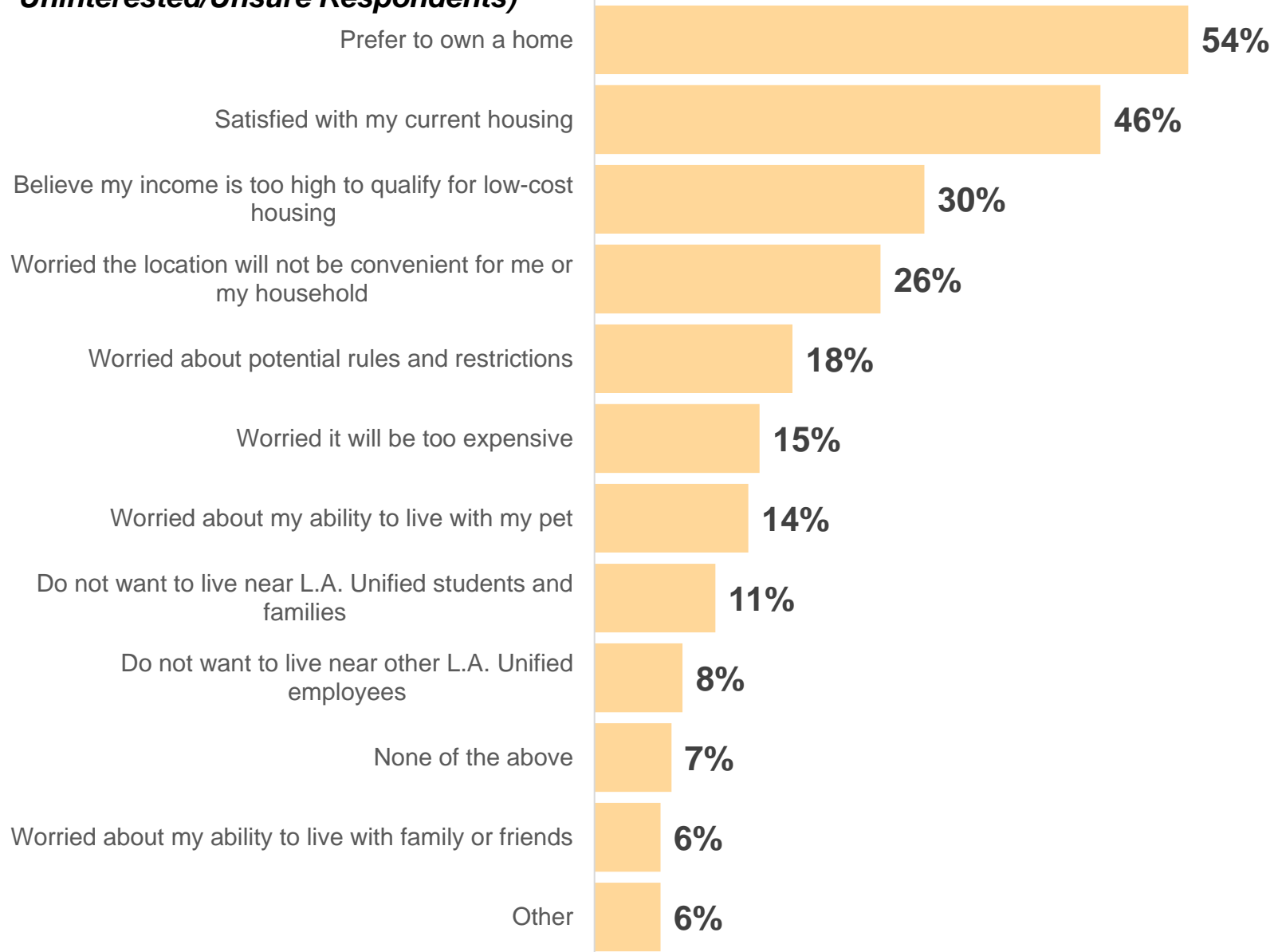
## Scale and Demographics, *cont.*

Employees who reported they had at least one child or dependent that is a current L.A. Unified student appear to be more interested in potentially renting a more affordable housing unit from the District (57% interested or very interested compared to 44% interested or very interested among employees who said they did not have a child or dependent that is currently a student at L.A. Unified).

Approximately 80% of survey respondents said they only work in one Region of the District (the remaining 20% said they work in two or more Regions of the District). Isolating employees with job sites in only one Region, employees in the South 1, West 1, and West 2 regions tend to be most interested in renting more affordable housing from the District if it were offered.

# Employee Housing Demand, *cont.*

## Driving Factors why Employees are Uninterested or Unsure (Percent of Uninterested/Unsure Respondents)



## Scale and Demographics, *cont.*

Among employees who are not interested or unsure / need more information, the top reason provided is that employees prefer to own a home over renting, which aligns with the qualitative data from focus groups and open comments on the survey. Extrapolating the estimated 3,000 employees who would prefer to own a home — 54% of those uninterested or unsure — across the District’s workforce could represent 19,000 employees who may be interested in homeownership supports and resources.

Factors that would be affected by a project’s ultimate design, location, management, and income qualifications may allow the District to capture employees who indicated they are disinterested or unsure because of unknowns surrounding these elements.

# Employee Housing Demand, *cont.*

## Type

The top choice of housing type among employees who are interested in housing is a single family detached home (48%), followed by apartment (20%).

**Housing Type Preferences for Interested Employees**

Type	First Choice of Interested or Very Interested Employees
Single Family Detached Home	48%
Apartment / Co-op / Condo	29%
Attached Townhouse	10%
Duplex / Triplex / Fourplex	8%
Tiny House (500 sq. ft. or less)	4%
Other	1%
Total	100%

However, many employee respondents would still be interested in living in higher-density housing if their first choice were not available. At least 56% of employees whose top choice is a single-family home would also consider an apartment/condo/co-op and 53% would consider an attached townhouse.

**Other Housing Types Interested Employees Would Consider if First Choice were Not Available**

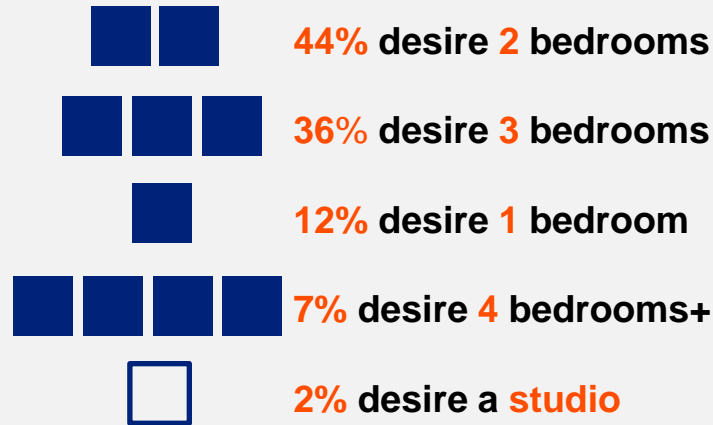
First choice	Single Family Detached Home	Attached Townhouse	Duplex/ Triplex / Fourplex	Apartment / Condo / Co-Op	Tiny House / Other
Single Family Detached Home	-	53%	36%	56%	12%
Attached Townhouse	40%	-	36%	79%	8%
Duplex / Triplex / Fourplex	39%	37%	-	80%	12%
Apartment / Condo / Co-Op	35%	35%	39%	-	21%
Tiny House / Other	42%	29%	29%	78%	-

# Employee Housing Demand, *cont.*

## Configuration and Cost

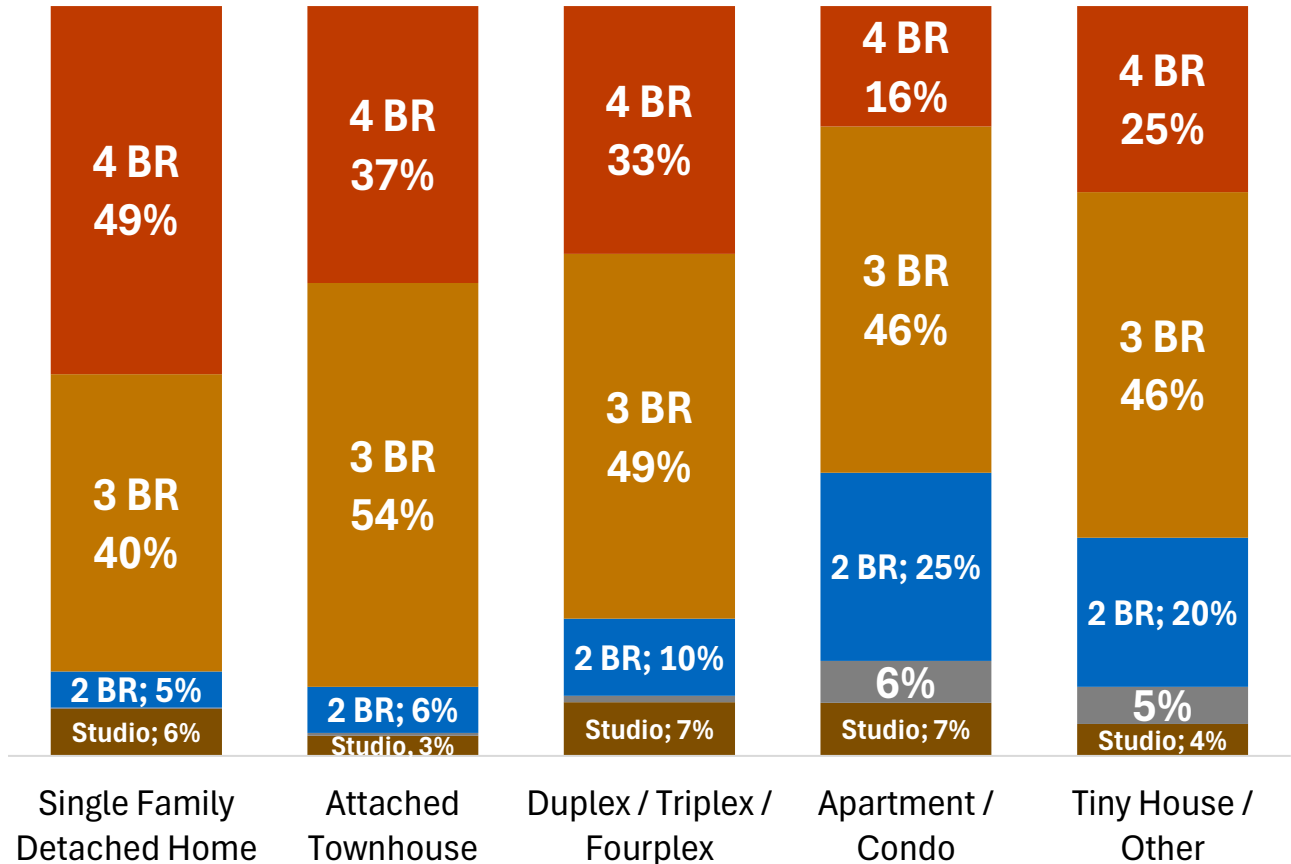
Housing with two or three bedrooms was the most popular configuration among interested employees (the top choice of approximately 80% of interested employees). Studios are the least desired unit types (the first choice of an estimated 2% of employees).

### Desired Configuration of Interested Employees



Employees who are most interested in less dense rental house, such as single-family homes or attached townhouses, typically desire a larger number of bedrooms (3 bedrooms or 4 bedrooms+) compared to those who prefer higher-density housing like apartment/condos/co-ops.

### Minimum Number of Bedrooms Required by Interested Employees by Preferred Housing Type



# Employee Housing Demand, *cont.*

## Configuration and Cost, *cont.*

Employees were asked to identify the maximum amount they were willing to pay for their desired housing type and configuration (i.e., minimum number of bedrooms and bathrooms). On average, and assuming rent is no more than 30% of annual gross household income, interested employees provided rents that align with the Very Low-Income Household Area Median Income (AMI) Band. These rents range from \$1,029 for a studio to \$1,714 per month for a four-bedroom or more unit.

**Average Rent Interested Employees Are Willing to Pay by Number of Bedrooms and Bathrooms**

Minimum No. of Bedrooms	Average Minimum No. of Bathrooms	Average Rent Willing to Pay	Affordable* for an Annual Household Income Up to....	Potential AMI Band
Studio	1.0	<b>\$1,029</b>	\$41,160	HH of 1: Very Low Income (\$48,550 limit)
1 bedrooms	1.1	<b>\$1,198</b>	\$47,920	HH of 2: Very Low Income (\$55,450 limit)
2 bedrooms	1.6	<b>\$1,461</b>	\$58,440	HH of 3: Very Low Income (\$62,400 limit)
3 bedrooms	2.0	<b>\$1,657</b>	\$66,280	HH of 4: Very Low Income (\$69,350 limit)
4 bedrooms +	2.4	<b>\$1,714</b>	\$68,560	HH of 5: Very Low Income (\$74,900 limit)

\*Assuming rent is no more than 30% of Annual Gross Household Income

Employees interested in rental housing desire rental rates that would be substantial cost savings compared to their current housing situation. Looking at the average current housing payment of interested employees compared to what they would be willing to pay by their most desired home type, employees are looking to pay 33% to 40% less than their current monthly payments.

**Average Rent Interested Employees Are Willing to Pay by Preferred Housing Type**

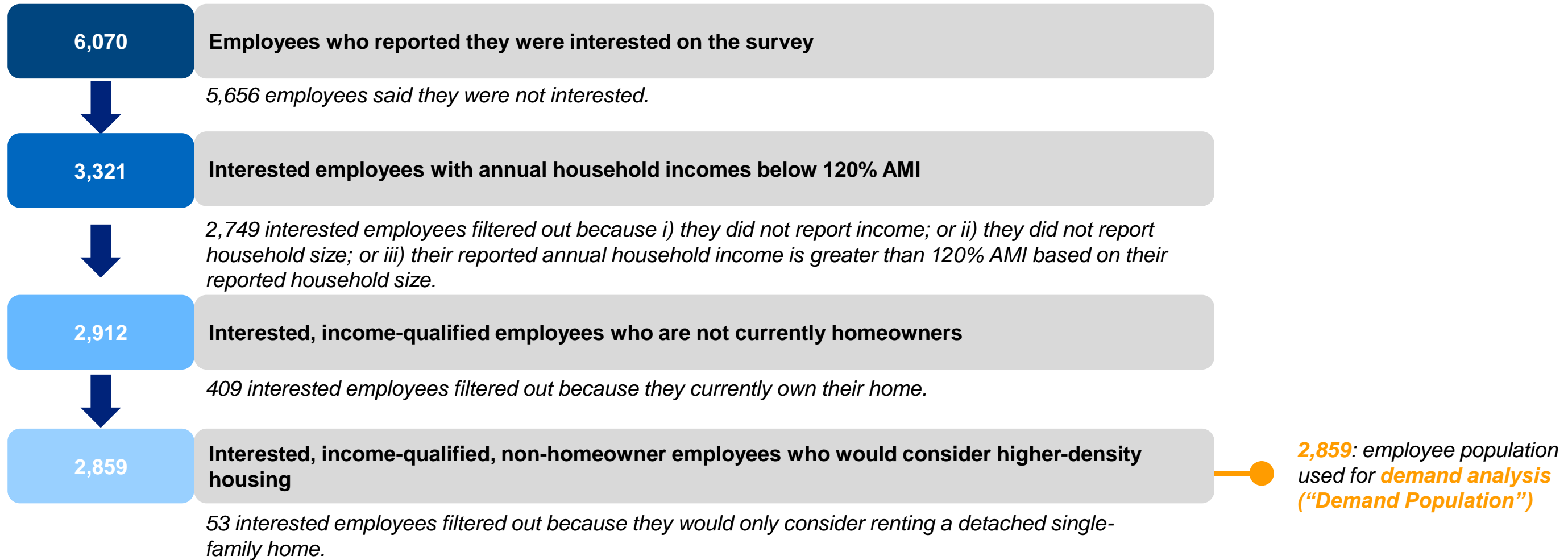
Top Desired Home Type	Average Rent Willing to Pay	Current Payment of Those Interested by Current Home Type	Difference
Single Family Detached Home	\$1,600	\$2,586	- 38%
Attached Townhome	\$1,566	\$2,620	- 40%
Duplex / Triplex / Fourplex	\$1,415	\$2,077	- 33%
Apartment / Condo / Co-Op	\$1,296	\$2,099	- 38%
Tiny House / Other	\$1,145	\$1,828	- 37%

Note: Table excludes houseless respondents.

# Employee Housing Demand, *cont.*

## Projected Demand

Residents of the District’s existing workforce housing are subject to certain income limits because of the type of financing used to build the developments, and educator workforce housing recently constructed across California also stipulate various income requirements. To estimate how many interested employees may qualify based on household income (“Demand Population”), the following methodology was used.



# Employee Housing Demand, *cont.*

## Projected Demand, *cont.*

Based on employees who provided both income and household size, between 80% and 94% of interested employees may qualify based on a household annual gross income of less than 120% AMI.

### Percentage of Interested Employee Households who Reported Income Below 120% Area Median Income (AMI)

HCD AMI	Household Size							
	1	2	3	4	5	6	7	8
120% AMI Income Limit	82,500	94,300	106,050	117,850	127,300	136,700	146,150	155,550
Percentage of interested employees that reported a household income <b>below 120% AMI</b> <small>(n = 3,321)</small>	86%	80%	84%	82%	92%	90%	94%	94%
Percentage of interested employees that reported a household income <b>above 120% AMI</b> <small>(n = 577) (n = 2,172 interested who did not report income or household size)</small>	14%	20%	16%	18%	8%	10%	6%	6%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

It is important to note that there are certain considerations with means-tested qualification:

- › Based on an entry-level teacher salary of \$66,313, a single teacher would qualify for a low-income unit (80% AMI)
- › However, a dual-entry-level teacher household (\$132,626 total annual) would NOT qualify, even if they had 1, 2, or 3 children
- › Existing LAUSD housing developments are restricted to 30% to 60% AMI

Among the Demand Population (interested employees who may qualify for housing), respondents typically desire rental payments that would reduce current monthly housing payments by at least 25% for comparable units based on survey data. This indicates that rental rates that are at least 25% below market rates may be most attractive to income-qualified employees.

### Average Rent Interested Employees are Willing to Pay by Unit Type Compared to Existing Average Payment by Unit Type

Unit Type	Average Maximum Willingness to Pay among Demand Population by Unit Size	Average Existing Housing Payment among Demand Population by Unit Size	Difference
0 / studio	\$963	\$2,145	-55%
1 bedroom	\$1,083	\$2,091	-48%
2 bedrooms	\$1,397	\$1,977	-29%
3 bedrooms	\$1,586	\$2,166	-27%
4 bedrooms+	\$1,700	\$2,323	-27%

# Employee Housing Demand, *cont.*

## Projected Demand, *cont.*

Based on the Demand Population, projected demand from survey respondents is approximately 2,700 units. The majority of demand is for Low and Very Low Income affordability (30% to 80% AMI), followed by Acutely and Extremely Low AMI (30% and below AMI).

Extrapolating this across the District’s workforce, there is projected demand for more affordable housing for up to approximately 16,800 units. Projected demand by region is included in Appendix B: Projected Demand by Region.

AMI Bands	Total Demand from Survey Respondents (No. of Units)	Estimated Rental Rate Ranges for a potential 2 BR Unit	Extrapolated Demand (No. of Units)
<b>30% and below</b> <i>Acutely and Extremely Low Income</i>	1,024	\$830 - \$1,050	6,429
<b>Above 30% to 80%</b> <i>Very Low and Low Income</i>	1,519	\$1,400 - \$2,800	9,537
<b>Above 80% to 120%</b> <i>Median and Moderate</i>	131	\$2,200 - \$3,000	822
	<b>2,674 units</b>	<i>Median rent in Los Angeles for a 2-bedroom unit is \$3,000 (Zillow – August 2024)</i>	<b>16,788 units</b>

There are certain limitations to demand projections to consider:

- › Selected bedrooms are not filtered by potential occupancy standards (i.e., minimum household size per unit).
  - E.g., a 1-person household may have selected a 2-bedroom unit.
  - Certain public programs dictate the number of bedrooms a family qualifies for based on their household size, typically at 2 person per bedroom.
  - Removing employees who are interested in a unit with more bedrooms than they would qualify for may reduce the projected total unit demand.
- › Employees who indicated a maximum price they would be willing to pay that is below the estimated rent cap for that unit type are not removed from demand.
  - Removing these employees (i.e., those who are interested but are willing to pay less than the potential rent charged to live there) may reduce the projected total unit demand.
- › A significant number of employees did not report income or household size (n = 2,172).
  - Including these employees may increase projected total unit demand.

# Employee Housing Demand, *cont.*

## Location

Employees were asked on the survey to identify the two most important factors in their decision of where they would like to live. For all employees who are interested or very interested in more affordable rental housing if the District offered it, the most reported response was distance to the employee’s work in combination with another factor. This supports other data from the survey and focus group feedback.

### Top Two Location Considerations for Interested Employees

	Percent of Interested Employees who Selected Combination
Distance to my work + safety of neighborhood	38%
Distance to my work + distance to my child(ren)’s / dependent(s)’ K-12 schools	10%
Distance to my work + distance to where my family / friends live	7%
Distance to my child(ren)’s / dependent(s)’ K-12 schools + safety of neighborhood	7%
Distance to my work + Distance to my spouse/partner’s work	5%

Employees were asked to identify which of eight regions within District boundaries they would be most interested in renting a more affordable District housing unit. Selected comments on the survey from employees about location include:

- › *“As the principal of a school on the Westside, it is getting more and more difficult to find teachers and other staff who are willing/able to work.”*
- › *My job will be in the west and south. I live in the north. I need affordable housing in the west.*
- › *“It would be wondering to have affordable housing in the East area.”*
- › *“I would love affordable housing in the Northwest area.”*
- › *“Would like to work closer to home. I would prefer East 1 or West 2 and I wouldn't be worried about moving.”*
- › *“The West 1 is beautiful but too expensive. Any assistance to live in Santa Monica, Palisades, Marina, Redondo, etc. would be so helpful.”*
- › *“The West is notoriously understaffed due to the commute time and lack of affordable housing nearby.”*

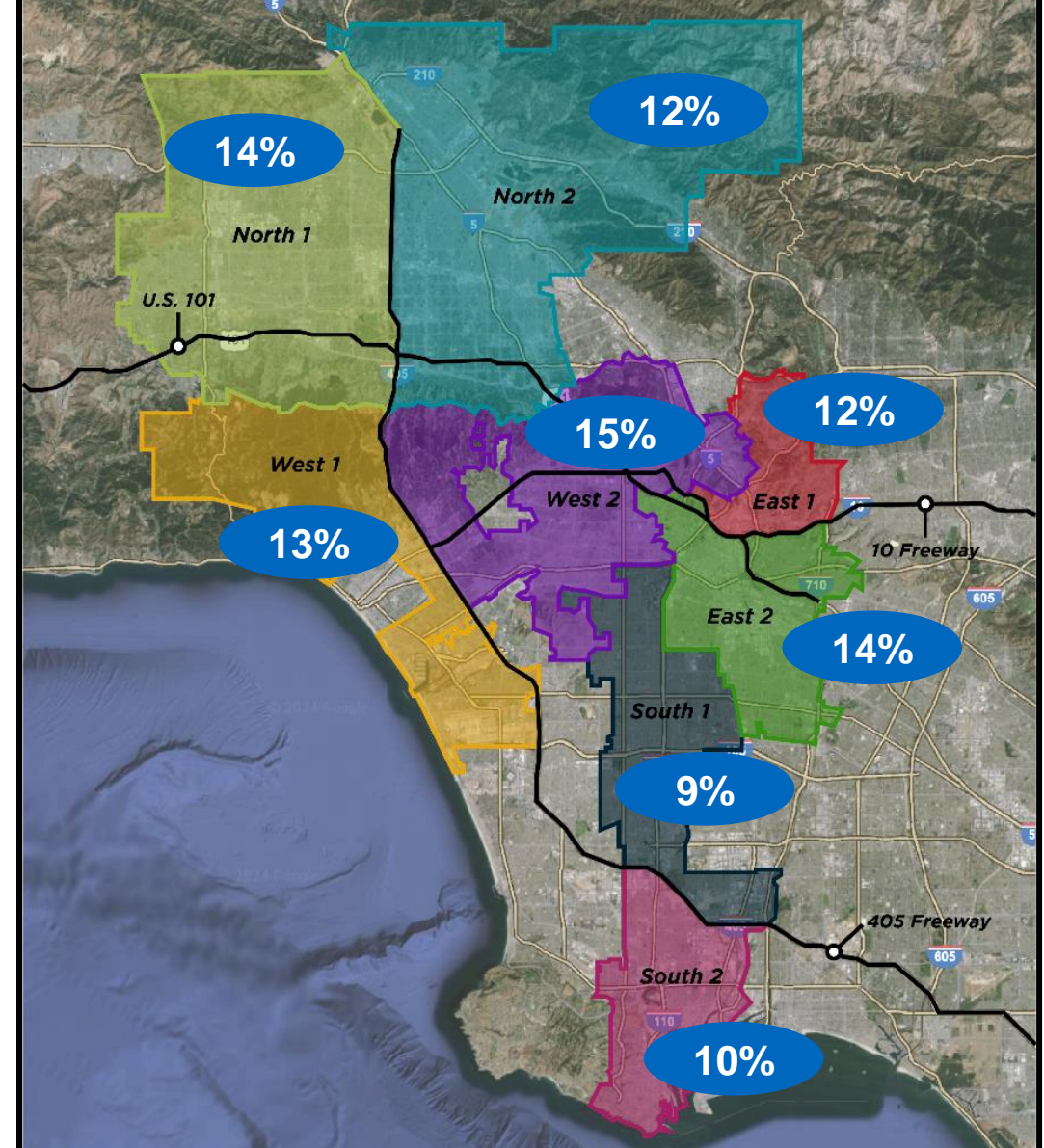
# Employee Housing Demand, *cont.*

## Location, *cont.*

Employees were asked to identify which of eight regions within District boundaries they would be most interested in renting a more affordable District housing unit. For all employees who are interested or very interested, approximately 1% said they would not be interested in renting a unit in any of the regions. Of those who selected a region, interest was highest in West 2, North 1, and East 2. Interest is generally spread evenly throughout the District.

Note the figure to the right excludes respondents who would not want to live in any of the identified regions.

**Where Do Employees Want to Live?  
(All Interested or Very Interested Respondents)**



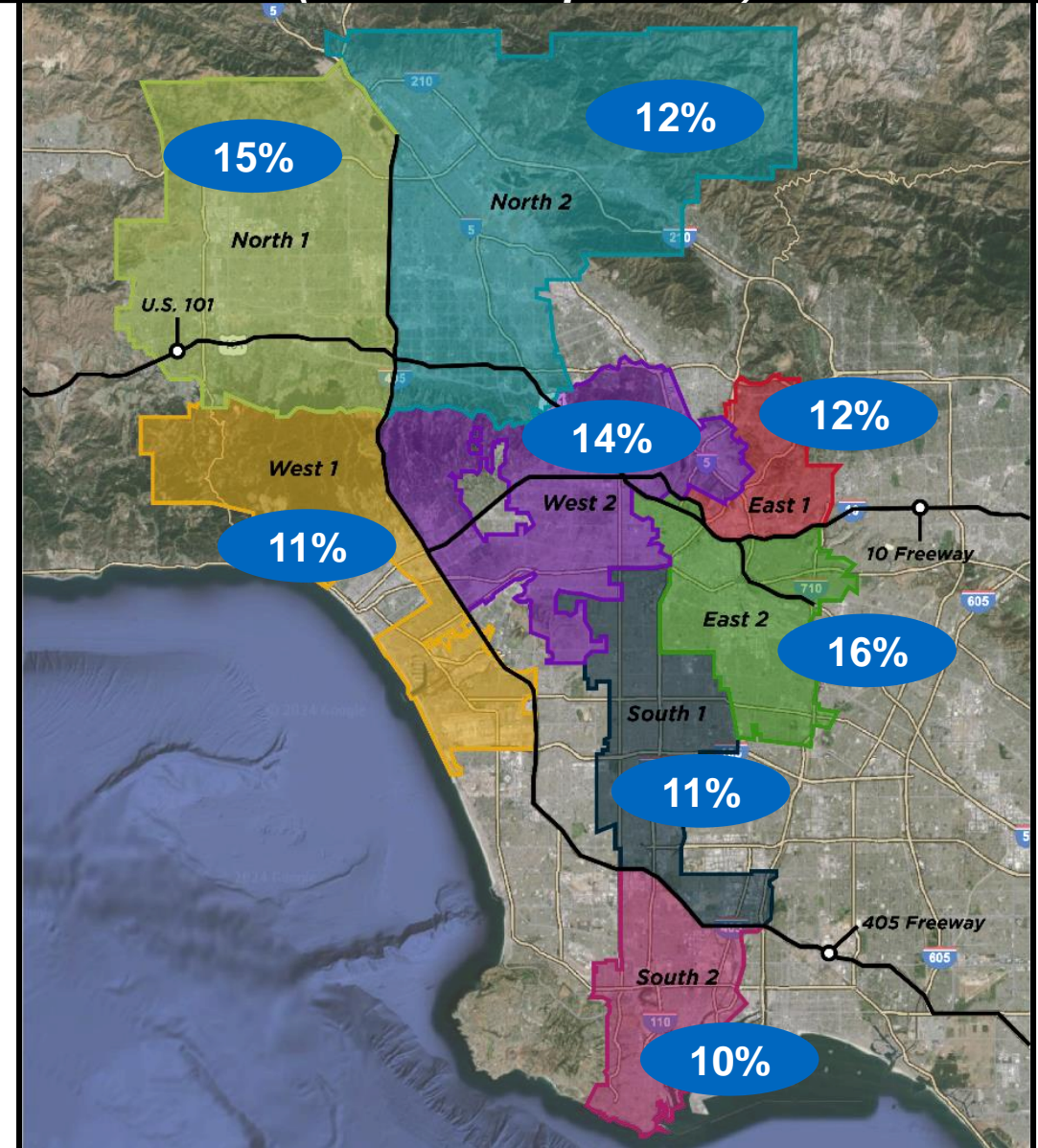
# Employee Housing Demand, *cont.*

## Location, *cont.*

When filtering location preferences among the demand population (those who may qualify for housing based on household income and interest in higher-density housing), employee demand continues to be generally spread evenly across the District, with the top three regions of interest are East 2, North 1, and West 2. These are the same top three regions among all interested employees regardless of whether they may qualify, though in slightly different order. East 2 and South 1 are slightly more popular among the demand population.

Note the figure to the right excludes respondents who would not want to live in any of the identified regions.

**Where Do Employees Want to Live?  
(Demand Population)**



# Employee Housing Demand, *cont.*

## Location, *cont.*

Based on the survey data of all interested employees, most respondents want to live in the region where they currently work, which is supported by focus group feedback and survey comments. The region adjacent to employees' current location is typically the second most popular option. For example, 44% of interested employees who selected East 1 as their top choice currently work in East 1, and 21% work in East 2. South 1 was least popular in terms of employees selecting a region where they currently work.

### *Interested Employees Current Work Location Compared to Preferred Housing Region*

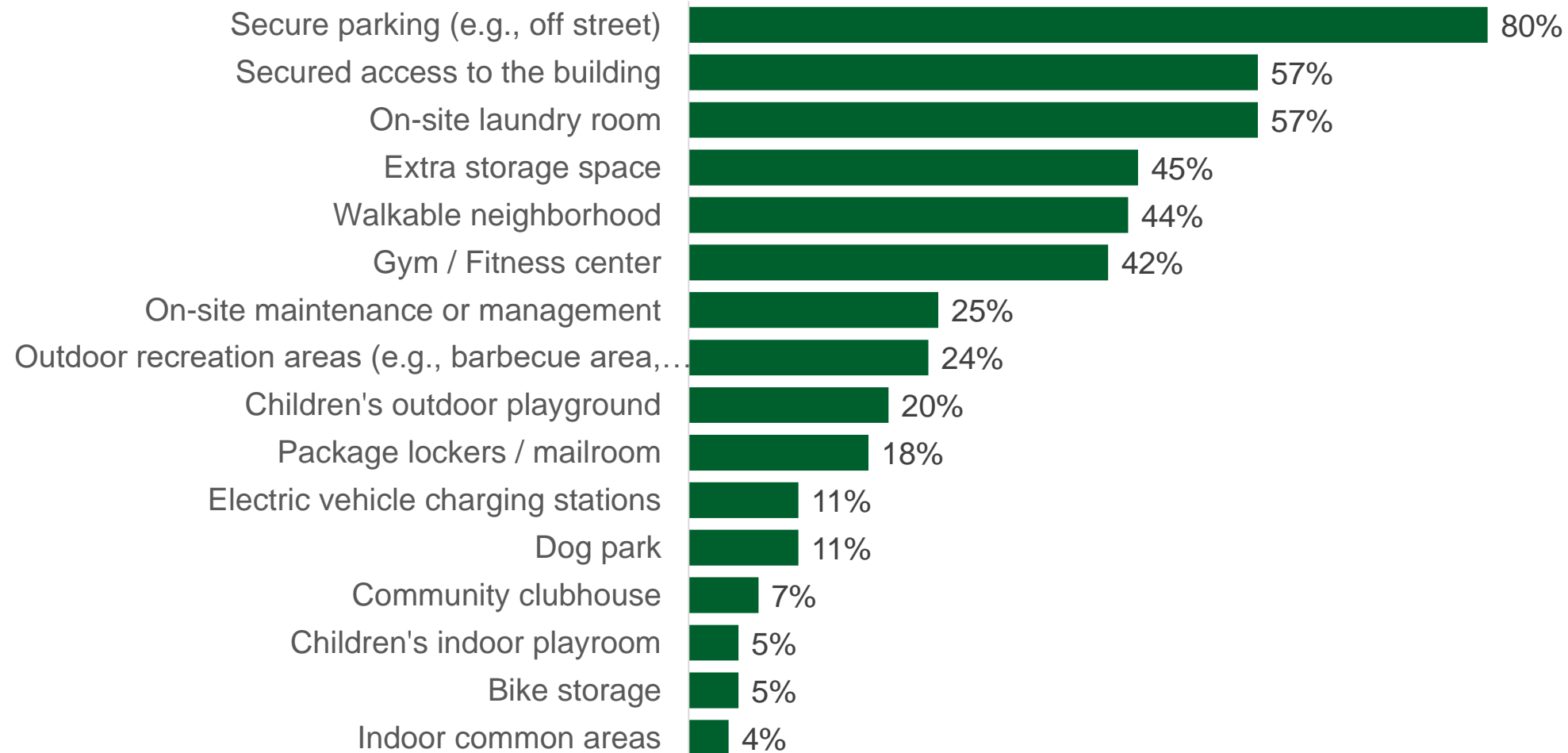
Top Selected Region	Current Work Location (all interested employees)							
	East 1	East 2	North 1	North 2	South 1	South 2	West 1	West 2
East 1	<b>44%</b>	21%	3%	5%	6%	4%	4%	10%
East 2	21%	<b>46%</b>	2%	3%	14%	7%	4%	8%
North 1	3%	2%	<b>65%</b>	22%	2%	2%	6%	4%
North 2	6%	4%	16%	<b>55%</b>	3%	3%	5%	7%
South 1	4%	5%	1%	1%	<b>33%</b>	14%	5%	5%
South 2	3%	5%	1%	1%	18%	<b>58%</b>	3%	4%
West 1	4%	5%	6%	5%	10%	6%	<b>57%</b>	17%
West 2	11%	11%	5%	6%	14%	5%	16%	<b>45%</b>
None of the Above	2%	1%	1%	1%	1%	2%	1%	1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<i>n</i> =	801	1,287	997	882	1,305	592	799	1,199

# Employee Housing Demand, *cont.*

## Amenities and Features

Among all employees interested in housing, safety and security are top priorities for community features. Laundry, storage space, a walkable neighborhood, and a gym / fitness center are also highly desired.

### *Most Important Building / Community Features for Interested Employees*

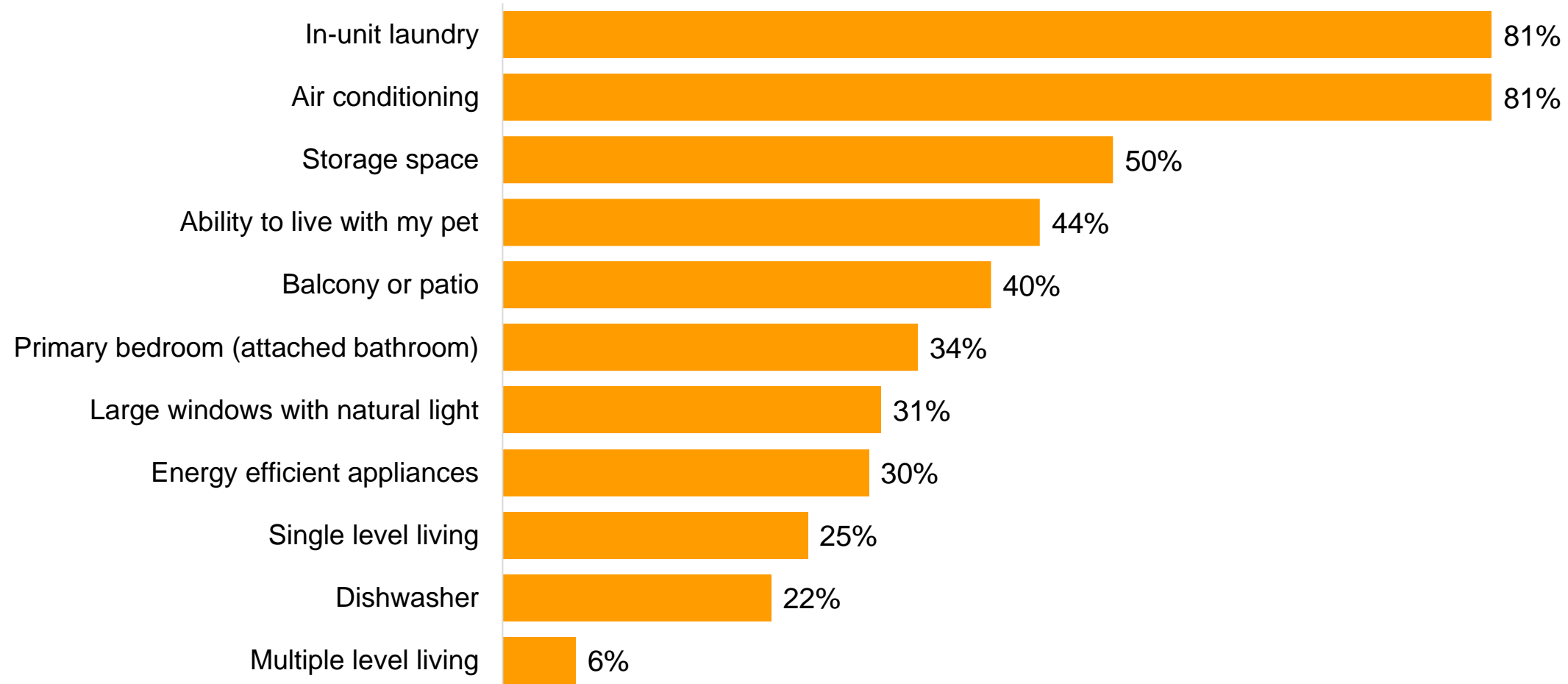


# Employee Housing Demand, *cont.*

## Amenities and Features

For in-unit features, the top desired elements among all interested employees are in-unit laundry and air conditioning, followed by storage space and ability to live with pet. Having a balcony or patio and a primary bedroom configuration are also key considerations.

### *Top Desired Unit Features of All Employees Interested in Housing*



# Strategic Criteria for Workforce Housing

## Context

Brailsford and Dunlavey's (B&D's) Strategic Asset Value (SAV) criteria setting session is rooted in the idea that any given asset will offer the greatest strategic value when it supports an institution's mission, vision, and planning principles. As part of B&D's Employee Housing Needs Assessment for Los Angeles Unified School District (L.A. Unified) the SAV process was used to:

- › Facilitate the involvement of L.A. Unified's institutional leadership in the planning process.
- › Ground the planning process's objectives in L.A. Unified's permanent ideals.
- › Create criteria that allow for innovative solutions and streamlined decision making and enable B&D to focus its market research data points with the strategic direction of L.A. Unified.

The SAV session focused on four strategic outcome categories: Recruitment & Retention, Neighborhood & Community, Societal Responsibility, and Financial.

During the session, the team established the targeted aspiration for each strategic outcome synthesized them into groups of decision-making criteria that guide project decisions. This allows for the creation of a framework of Key Performance Indicators, that integrate L.A. Unified's priorities and values, from which the program's progress can be measured.

## Process and Participation

On October 1, 2024, B&D led various members of L.A. Unified leadership through a SAV work session to discuss and define employee housing which might be provided at L.A. Unified. The following members of the District participated in this session:

- › Martha Alvarez, Chief of Legislative Affairs and Governmental Relations
- › Veronica Arreguin, Chief Strategy Officer
- › Andres Chait, Chief of School Operations
- › Patricia Chambers, Senior Director of the Office of Deputy Superintendent
- › Issam Dahdul, Director of Facilities, Planning and Development
- › Nolberto Delgadillo, Deputy Chief Financial Officer
- › David Greco, Personnel Director, Personnel Commission
- › Smita Malhotra, Medical Director
- › Chris Mount, Chief Financial Officer
- › Kristen Murphy, Senior Executive Administrator, Office of Partnerships & Grants
- › Pedro Salcido, Deputy Superintendent
- › Francisco Serrato, Chief Human Resources Officer
- › Krisztina Tokes, Chief Facilities Executive
- › Jaime Torrens, Senior Advisor to the Superintendent
- › Amanda Wherritt, Deputy Chief of Staff

# Strategic Criteria for Workforce Housing, *cont.*

## Outcomes

The following strategic drivers were identified through the SAV session, B&D's expertise in planning similar assets, and additional district-specific research. These shall decision-making criteria will serve as the basis for recommendations and planning efforts.

### Alignment of Intent and Location

- › Housing is critical tool for recruiting and retaining employees through providing units with flexible price points and rental occupancy time limits that reflect the differing financial needs of L.A. Unified employees.
- › The District expects housing to specifically support L.A. Unified employees and is comfortable exerting control over operations and tenancy to ensure a focus on employees can be maintained throughout the life of any facilities.
- › Housing is prioritized in neighborhoods to support and capitalize on unintended benefits, including shortened commute times, reduced travel emissions, and enhanced employee quality of life. Housing should be in proximity to neighborhood necessities (e.g., grocery store) and amenities (e.g., parks).

### Target Market and Family Dynamics

- › Housing is a key tool to recruit and retain a range of essential, high-quality L.A. Unified employees. Unit-types will be focused on the most popular unit choices of L.A. Unified employees.
- › L.A. Unified's housing is not intended to support all employees. The

primary focus is on those employees with greater financial burdens living in the LA Metro area. Housing options for executives or higher income administrators will not be considered.

- › Housing must provide a beneficial, high-quality experience for employees, including an increased sense of satisfaction, integration into the local community, and overall quality of life. Therefore, communities will be maintained at high levels of care.
- › Any amenities and unit configurations within housing must be comparable to multi-family developments in the local market area.

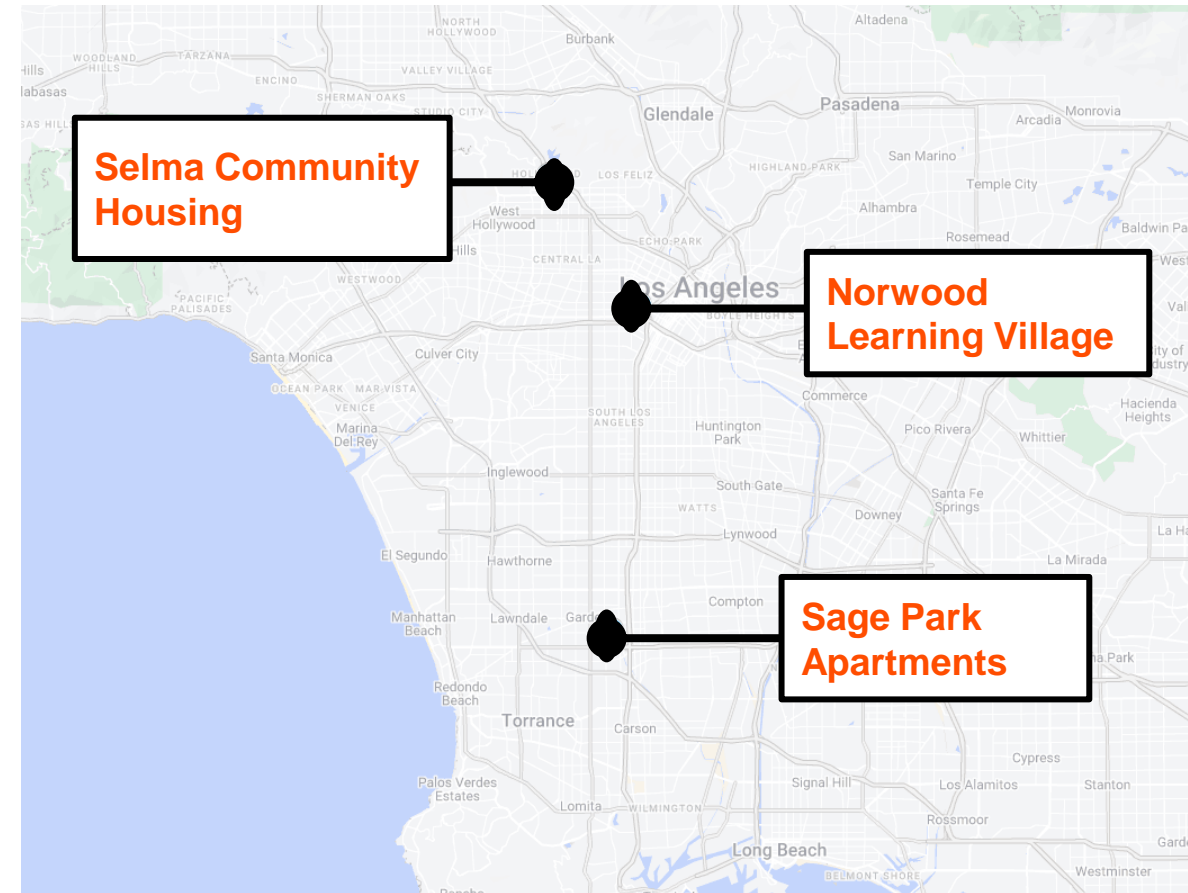
### Resource Allocation and Institutional Will

- › Building standards will meet institutional expectations and goals regarding environmental sustainability and day-to-day operations; however, cost should be a critical deciding factor.
- › Day-to-day management of housing requires a third-party operator that must be regularly managed by the District to ensure key performance indicators and outcomes are constantly met.
- › Price point flexibility will be dependent on operational viability to ensure minimal operating risks to the District. The District is not willing to absorb vacancy losses or operational overruns.
- › Housing programs will be viewed as their own cost centers and losses will not be funded by L.A. Unified, nor should they be viewed as revenue generating opportunities. Any surplus revenues are generated from housing should be allocated to efforts that support L.A. Unified students.

# Existing L.A. Unified Workforce Housing Projects

L.A. Unified was one of the first school districts in California to construct housing on its land for employees. From 2015 to 2018, the District completed 185 units of housing across three developments. When each of L.A. Unified’s three workforce housing developments opened, District employees initially occupied between 79% to 92% of units. L.A. Unified staff occupancy has since dropped to 45% to 66% in 2024. The District does not currently have occupancy controls that would restrict units to residents who continue to be employed by the District since they first moved in or other maximum tenancy length guidelines. However, on average, more than half of the 185 total units continue to be occupied by District employees.

Existing L.A. Unified Workforce Housing Inventory						
Project	RFQ/P Authorization	Developer Selection	Completed	Units	Initial LAUSD Staff Occupancy <sup>1</sup>	Current LAUSD Staff Occupancy <sup>2</sup>
Sage Park Apartments	June 2008	March 2009	2015	90	92%	57%
Selma Community Housing	Sept. 2008	June 2009	2016	66	68%	45%
Norwood Learning Village	April 2009	Dec. 2009	2018	29	79%	66%
				<b>185 Total</b>	<b>81% WAVG</b>	<b>54% WAVG</b>



# Existing L.A. Unified Workforce Housing Projects

Interviews were conducted with the property managers of L.A. Unified's three existing workforce housing projects (Selma Community Housing, Sage Park Apartments, and Norwood Learning Village). The conversations focused on understanding how eligibility criteria impacts on leasing and occupancy, existing operating challenges, positive outcomes and challenges of building design, and the popularity of amenities and programming

## Key Themes:

- › **District employees were prioritized at initial occupancy and when units turn over, but continued employment at L.A. Unified is not a requirement for living there.** This drives the drop in District employee occupancy from project opening until now. “We are not in the business of evicting people.”
  - › “Turnover is extremely low. Most units are still occupied by people who moved in when the building first opened.”
- › **Existing waitlist management and marketing practices create occupancy challenges when units do open up.** It is difficult to keep track of who on the waitlist is still an employee, and the employees often aren't aware of the income requirements.
  - › “The waitlist has over 2,000 people. I had to go through 300 applicants before I found 2 that were qualified.”
- › **Amenities and community spaces are well utilized, and offered programs are popular.** Sense of community seems strong, and there are almost no inter-employee disputes.
  - › “In the community room, we have K-12 programs like after school help with homework. Everyone mingles and knows their neighbor.”



# Other School District Workforce Housing Across California

L.A. Unified was one of the first school districts in California to complete construction of affordable housing that prioritizes its employees. As of 2021, the District was home to three of the four completed projects in California. In recent years, there has been a tremendous surge in interest in workforce housing from school districts statewide. A joint report by UC Berkeley and UCLA identified 46 districts pursuing projects on 83 sites.<sup>1</sup>

This July, the State Superintendent of Public Instruction launched an initiative that could add 2.3 million new housing units by developing land owned by local education authorities.<sup>2</sup>

The following section contains case studies of four California school districts with workforce housing initiatives to highlight how aggressively they are starting to pursue these projects, the creative financing solutions used to achieve feasibility, and the wide range of residency restrictions and eligibility prioritization. These case studies can serve as examples for potential future employee housing developments at L.A. Unified.

### San Diego Unified



### Jefferson Union High School District



### Mountain View Whisman School District



### San Francisco Unified School District



# Case Study: Mountain View Whisman School District

## Mountain View Whisman at The Sevens (Mountain View, CA)

<b>District Enrollment:</b>	4,575 <sup>1</sup>		
<b>District Employees:</b>	609 <sup>1</sup>		
<b>Total Units:</b>	144; 123 prioritize District staff; 20 prioritize City of Mountain View employees; 1 unit for manager		
<b>Year Completed:</b>	January 2025 (estimated open) <sup>2</sup>		
<b>AMI Bands:</b>	Up to 120% AMI; most employees will qualify <sup>3</sup>		
<b>Resident Eligibility:</b>	Full-time employees have first priority. Households must meet income qualifications.		
<b>Occupancy Restrictions:</b>	TBD		
<b>Project Cost:</b>	\$122 million		
<b>Financing:<sup>4</sup></b>	\$88 million – Measure T (\$259 million bond measure approved in 2020) \$13 million – developer \$3 million – City of Mountain View		
<b>Program:<sup>*</sup></b>			
<b>Unit Type:</b>	<b>No. Units<sup>5</sup></b>	<b>Size (square feet)</b>	<b>Rates (per month)<sup>6</sup></b>
Studio	19	484 – 516	\$1,450 – \$2,500
One-bedroom	87	662 – 852	\$1,550 - \$3,000
Two-bedroom	38	957 – 1,006	\$2,250 - \$3,500
Three-bedroom	0	n/a	n/a
<b>Parking:</b>	1 per unit <sup>7</sup>		

The District partnered with a developer to construct housing for its employees as part of a larger development. The mixed-income development includes 572 market-rate apartments and 144 affordable apartments, 123 of which will prioritize District staff. The remaining 20 units prioritize City of Mountain View staff.

The District initially planned to develop 9.5 acres of open space that it owns into affordable housing for its teachers but agreed to an alternative solution to preserve the parkland. Instead, the District paid \$56 million to the developer to acquire the 144 units of subsidized housing, which is not being built on District land.<sup>8</sup>

The District will pay an annual \$1.9 million ground lease payment to the developer, which will be largely covered by rent revenue. The ground lease term is 55 years, with an option for up to four additional 10-year terms. The District will also pay a fee for ongoing maintenance and operations costs.<sup>9</sup>

The District’s Board of Trustee’s appointed seven representative members to a Staff Housing Oversight Committee to: approve/recommend rental rates and deposits; review budget and financials; review contracts and vendor performance, and work to resolve tenant disputes.<sup>10</sup>

# Case Study: Jefferson Union High School District

## 705 Serramonte (Daly City, CA)

<b>District Enrollment:</b>	4,155 <sup>1</sup>
<b>District Employees:</b>	Approximately 490 employees <sup>2</sup>
<b>Total Units:</b>	122 (all prioritize JUSD employees);
<b>Year Completed:</b>	2022
<b>AMI Bands:</b>	80% to 120% AMI
<b>Resident Eligibility:</b>	60% of units for certificated; 40% of units for classified. Prioritize full-time employees, but part-time also qualify. Eligibility and prioritization criteria prioritize those who have never owned a home or have received less than \$120,000 in equity from a recent sale. Those who own a home outside of the Bay Area (50 miles from primary workplace) can live in District housing for 18 months.
<b>Occupancy Restrictions:</b>	Originally 5 years, recently extended to 7. Residents who are no longer District employees have 90 days to move out. At initial lease-up, five units were reserved for recruitment.
<b>Project Cost:</b>	\$75 million <sup>3</sup>
<b>Financing:</b> <sup>4</sup>	\$33 million – Measure J bond passed in 2018 \$45.5 million – Borrowed by Board of Trustees through a certificate of participation (repaid via rent)

### Program:

Unit Type:	No. Units <sup>5</sup>	Size (square feet)	Rates (per month) <sup>6</sup>
Studio	0	n/a	n/a
One-bedroom	59	560 – 742	\$1,390 - \$1,615
Two-bedroom	56	801 - 1,020	\$1,722 - \$2,145
Three-bedroom	7	1,174 - 1, 269	\$2,369 - \$2,561
<b>Parking:</b>	200 spaces (1 space per unit free)		

Prior to investing in employee housing, Jefferson Union High School District (JUHSD) was losing 20% to 25% of its staff every year. Since then, turnover has dropped to nearly zero.<sup>7</sup>

The project is located on a former parking owned by the District. Rents are priced at roughly 55% to 57% of market rates.<sup>8</sup>

In addition to turnover has since dropping to near zero, an estimated dozen new hires were attracted to JUHSD by the affordable housing option.<sup>9</sup>

To advance its housing initiative, JUHSD’s Board of Education established the JUHSD Educational Housing Corporation (EHC) in April of 2020. EHC is charged with overseeing the management and operation of affordable housing for District employees.<sup>10</sup>

# Case Study: San Francisco Unified School District

## Shirley Chisholm Village (San Francisco, CA)

<b>District Enrollment:</b>	49,560 <sup>1</sup>
<b>District Employees:</b>	8,643 <sup>1</sup>
<b>Total Units:</b>	135 total (all prioritize SFUSD employees)
<b>Year Completed:</b>	Fall 2024 (estimated)
<b>AMI Bands:</b>	40% to 120% AMI
<b>Resident Eligibility:</b>	SFUSD employees get priority for all units. SFUSD educators will rank highest in the lottery, followed by all other district employees. Educators include people who work as teachers, early education teachers, paraeducators, pupil services employees. <sup>2</sup> If units are not filled by SFUSD staff, the general public may qualify.
<b>Occupancy Restrictions:</b>	If no longer in compliance with the Continuous Employment Requirement, residents will vacate their unit within the remaining term of the existing lease or six months after no longer in compliance (whichever is greater). <sup>2</sup>
<b>Project Cost:</b>	\$105 million
<b>Financing:</b>	1st Mortgage, MOHCD (funded in-part by the voter-approved 2015 Affordable Housing General Obligation Bond), Lender Mortgage, Tax Credit Equity, GP Equity <sup>3,4</sup>

**Program:**

Unit Type:	No. Units <sup>5</sup>	Size (square feet)	Rates (per month) <sup>5</sup>
Studio	24	400 - 478	\$827 - \$2,167
One-bedroom	43	562 - 633	\$834 - \$2,550
Two-bedroom	58	818 - 958	\$983 - \$3,358
Three-bedroom	9	1,103 – 1,198	\$1,115 - \$1,835

**Parking:** 42 spaces for residents (48 total)

In 2017, San Francisco Unified School District (SFUSD) surveyed its employees and found that nearly 2 in 3 teachers were cost burdened. This helped contribute to an annual 10% teacher attrition rate.<sup>6</sup> Accordingly, to recruit and retain high-quality teachers and support student achievement goals, the Board of Education passed a resolution to develop 550 units of educator housing by 2030.<sup>7</sup>

Shirley Chisholm Village will be SFUSD’s first workforce housing development to open under this initiative, and it received massive demand from employees. For the 135 units, the District received 900 applications from qualified applicants—over 6 applications per unit.<sup>8</sup>

SFUSD has four other workforce housing projects in the pipeline. One of these projects, an abandoned building slated to be redeveloped into 63 condominium units for purchase by households earning 80% to 130% AMI, is delayed indefinitely after its federal New Market Tax Credits application was denied.<sup>9,10</sup>

# Case Study: San Diego Unified School District

## Livia at Scripps Ranch (San Diego, CA)

<b>District Enrollment:</b>	121,000 <sup>1</sup>		
<b>District Employees:</b>	13,559 <sup>1</sup>		
<b>Total Units:</b>	264 units; (211 market-rate; 53 affordable. District employees are prioritized for affordable units)		
<b>Year Completed:</b>	2023		
<b>AMI Bands:</b>	Up to 50% AMI		
<b>Resident Eligibility:</b>	Affordable units prioritize District employees <sup>2</sup>		
<b>Occupancy Restrictions:</b>	Unknown		
<b>Project Cost:</b>	\$113 million		
<b>Financing:</b> <sup>3,4</sup>	\$90 million – revenue bond \$8.5 million – projected tax credits \$14.5 million – developer equity		
<b>Program (workforce housing units):*</b>			
<b>Unit Type:</b>	<b>No. Units</b> <sup>4</sup>	<b>Size (square feet)</b>	<b>Rates (per month)</b> <sup>5</sup>
Studio	0	-	n/a
One-bedroom	18	-	Starting at \$1,220
Two-bedroom	29	-	Starting at \$1,463
Three-bedroom	6	-	Starting at \$1,691
<b>Parking:</b>	Guaranteed 1 space per unit; total unknown <sup>6</sup>		

San Diego Unified School District (SDUSD) has a goal of building enough units over the next decade to house 10% of their workforce—which would be more than 1,000 new units.<sup>7</sup> In 2022, voters approved Measure U, a \$3.2 billion bond that allocated about \$206 million for construction of employee housing.

The District’s first project, Livia at Scripps Ranch, was constructed on the site of a former conference center and charter school. The District entered into a ground lease with the developer in which San Diego Unified will receive at least \$40 million throughout the 66-year term, anchored by the 211 market-rate units that are part of the project. The mixed-income project will provide a new, unrestricted funding source for the District. SDUSD received \$3 million prior to the project open, is guaranteed \$425,000 per year in base rent, and will receive 1.5% of the developer’s adjusted net cash flow.<sup>8</sup>

The District is pursuing four additional projects.<sup>9</sup> An old elementary school campus will be redeveloped into 270 units for SDUSD employees in a \$166 million project, with the developer responsible for acquiring financing. The ground lease is expected to generate \$250,000 annually for the District.<sup>10</sup>

## **04 Family Housing Needs Assessment**

# Background & Purpose

## The District has several goals that would be impacted through a Housing Initiative:<sup>1</sup>

- › Establish environments where students feel safe, welcome, and excited to learn
- › Attend to the social, emotional, and physical health and wellness of students so they are prepared and energized to focus on learning, growing and building meaningful connections at school
- › Close the persistent opportunity gaps that disproportionately impact unhoused communities
- › Strategically allocate resources to students and families to ensure students are celebrated and supported
- › Deliver schools and an entire system that meets the promise of all of L.A. Unified's unique students

## Why is this Housing Needs Assessment being conducted?

Based on data from the L.A. County Office of Education, houseless students graduate at lower rates than their housed peers, have higher suspension rates and have higher chronic absenteeism rates. Houseless students are also more likely to be English learners and more likely to be Latino/Hispanic and African American, contributing to a wide opportunity gap for historically underserved communities.<sup>2</sup>

A growing body of empirical research links homelessness and housing instability to negative education outcomes.<sup>3</sup> Previous research using L.A. Unified student-level administrative data showed that houseless District students between fourth and eighth grade were more likely to score lower on math assessments.<sup>4</sup>

Other national research on how housing can impact educational outcomes includes:

- › Students who have experienced an eviction filing in the year before they were

tested on memory, math, and vocabulary performed worse by the equivalent of as much as a full year of schooling.<sup>5</sup>

- › Poor housing physical conditions can negatively impact children's physical health and school performance.<sup>6</sup>
- › Frequent school changes because of housing instability may make students less likely to complete high school on time.<sup>7</sup>

The scale of the issue at L.A. Unified is immense: As of 2023-2024, there were 15,000 houseless students reported in the District, a 19% increase from the year prior.<sup>8</sup> Many more students may live in households who are housing insecure— where families may currently have housing but are at risk of losing it.

# Stakeholder Interviews: Sun King Apartments

A stakeholder interview was held virtually via Zoom on September 15 with the property manager of Sun King Apartments to understand critical considerations for housing, including eligibility and leasing, operating challenges in existing housing, and opportunities for future District family housing.

The main themes from the interview include:

- › **Space for community:** Programs hosted in the building's community room, like summer camp, have been popular with families. Outdoor movie nights, a putting green, and an afterschool program are "big hits." In the future, it would be good to consider a larger community room and bigger courtyard areas for basketball courts or play areas.
- › **Services:** It is critical to provide residents with ongoing support services, such as transportation to school, finance courses, and rental payment agreements. Some challenges have included adoption of resident rules and regulations, as well as student absenteeism toward the end of the school year. Housing Works has been a critical collaboration partner in providing assistance and one-on-one meetings.
- › **Location:** It is important to keep students in their school of origin and in protective factors (familiar neighborhoods, family, church, etc.)
- › **Requirements:** There was interest from undocumented families who qualified to live there, but because of regulations the rent would be double. This created a challenging policy dilemma of potentially offering housing that would consume 80% to 90% of a family's available income. The federal definition of eligibility also presents challenges with providing families who are doubled up with housing.

## Sample Questions:

- › What are some things that worked well during the application and placement process? What would you have improved?
- › What common amenities are most popular?
- › Given your experience managing the property, are there certain design elements you would change?
- › Are there any program spaces that you would have like to see included?
- › What are some of the biggest challenges you have encountered to date in managing the property?
- › With a parking ratio of about 1 space to 1 unit, do you believe that is sufficient?
- › Are there programs and events offered to building residents? What is residents' utilization of them?

# Stakeholder Interviews: Student Health & Human Services (SHHS)

A stakeholder interview was held virtually via Zoom on July 25 with Student Health and Human Services (SHHS) staff to better understand houseless and housing insecure family housing considerations.

The main themes from the interview include:

- › **Student Impacts:** In staff's experience, lack of stable housing has a significant negative impact on student wellness, attendance, and educational outcomes. Lack of stable, safe housing impacts all elements of a student's quality of life, including access to laundry facilities, food, and health services.
- › **Privacy:** If families are living next to their school, they may be concerned counselors or other administrators may "knock on their door." Staff also noted potential challenges if family and workforce housing projects are located on the same property. Staff strongly recommended that family housing be physically separate from workforce housing to help address those concerns.
- › **Case management:** Having an office for a case manager, Specialized Student Services (SSS) counselor, or a Pupil Services and Attendance (PSA) counselor in the development would benefit families and make existing SHHS staff outreach more efficient and easier to access.
- › **Other supports:** Financial counseling, therapy, a College Corner, and Division of Adult and Career Education (DACE) space in the building would all be helpful supports for families.
- › **Emergency housing:** In addition to permanent supportive housing, it would be beneficial to have emergency housing for families in case shelters are at capacity.

## Sample Questions:

- › Please describe your experience with how unstable housing situations may impact L.A. Unified students and their families.
- › If applicable, please describe your experience where a student/family has transitioned to stable housing and the impacts of the change.
- › In your experience, what is the relationship between chronic absenteeism and housing?
- › Can existing District partnerships be better utilized, leveraged, or expanded to support stable housing for students?
- › What physical spaces / amenities located within housing would best support students and families? What services?
- › Are there housing strategies you believe the District can pursue to best support foster youth or unaccompanied youth?

# Overview of Survey Response

## Overall

The survey was intended to target houseless and housing insecure District families. Therefore, the District’s Student Health and Human Services (SHHS) team distributed the survey via email and/or via phone by SHHS counselors to the families of the estimated 15,000 houseless students enrolled at the District for 2023-2024. The family survey period began on May 16, 2024, and closed on June 24, 2024.

802 families responded to the survey. Because the survey target population was housing insecure and houseless families, approximately 16% (132 families) of respondents were directed out of the survey because they said they currently have stable housing. Approximately 62% of respondents (498 families) identified as houseless and 15% (118 families) identified as housing insecure. For houseless families, the margin of error at a 95% confidence level is 4.32%, below the threshold of 5.00%. A margin of error for housing insecure families is not available because the District does not have data on the number of housing insecure students enrolled. Responses were not weighted.

Overall, when excluding families living in stable housing from the analysis, more than 7 out of 10 respondents (73%) reported they are houseless, and approximately 15% reported they are currently renting.

## Family Survey Response Rate

Current Living Situation	No. of Responses (Families)	Percent of Responses (Families)
Housing Insecure Families	118	15%
Houseless Families	498	62%
Families in Stable Housing*	132	16%
<b>Total</b>	<b>802</b>	<b>100%</b>

*\*Note: responses excluded from survey analysis.*

## Family Current Living Situation

Current Living Situation	No. of Responses (Families)	Percent of Responses (Families)
Houseless	498	73%
Renters	102	15%
Non-renters (e.g., living with family/relatives either rent free or paying them some rent)	16	2%
Other	54	8%
<b>Total</b>	<b>670</b>	<b>100%</b>

# Overview of Survey Response, cont.

## Family Respondent Demographics

The most reported household type among families who responded to the survey is a parent or guardian living with children/dependents (32% of respondents), with an average household size of 3.8, followed by a parent/guardian living with a partner/spouse and children/dependents (22% of respondents), with an average household size of 5.0. A significant number of respondents (18%) live in larger extended family or multigenerational households with an average household size of 5.9.

Approximately 40% of family respondents have 1 child/dependent who is currently a District student, and the remainder have 2 or more. About 4 in 10 respondents are under age 35.

## Family Respondent Household Type

	Percent of Respondents	Average Household Size
Single adult living alone*	3%	-
Single with unrelated roommates	2%	5.8
With a Partner/Spouse	4%	-
With a Partner/Spouse and Children/Dependents	22%	5.0
With Children/Dependents	32%	3.8
With Parents and/or Siblings	2%	4.8
In an extended family/multigenerational household	18%	5.9
Other	17%	5.3
<b>Total</b>	<b>100%</b>	-

*\*Note: Survey respondents who identified as single adults living alone were not excluded from analysis because this may represent situations where parents may not currently have custody or live with their L.A. Unified student.*

## Family Respondent Race/Ethnicity

	Percent of Respondents
Hispanic/Latino	71%
Black or African American	11%
Two or more	7%
White	5%
Undeclared or Blank	3%
Filipino	2%
Asian	1%
Pacific Islander	1%
American Indian or Alaskan Native	0%
<b>Total</b>	<b>100%</b>

# Family Affordable Housing Need

## Housing Insecure Family Respondents

### Renters

Among housing insecure families, nearly 9 in 10 reported on the survey that they rent (86%). More than 9 in 10 are cost burdened (spending more than 30% of their gross household income on rent) among those who reported annual household income and rent. Nearly 8 in 10 are severely cost burdened (spending more than 50% of their gross household income on rent).

Families who rent reported a weighted average annual household income of \$29,807.\* If these families contribute 30% of their monthly income toward housing costs, it means a monthly rent payment of \$745 would be considered affordable. However, families who reported rental costs on the survey pay an average of \$1,936 per month\*— more than double what is considered affordable.

### Non-Renters

The remaining 14% of housing insecure respondents who do not rent either live with family (rent-free or contributing some rent) or identified a situation of “other.” Nearly 9 out of 10 of these non-renters (86%) reported an annual household income of less than \$50,000, meaning the maximum affordable rent based on their income would be \$1,250 per month.

However, survey data indicates a deeper level of affordability would be required--about 7 in 10 non-renters reported an annual household income of less than \$25,000, meaning a rental payment of \$625 per month or less would be considered affordable.

## Renters – Annual Household Income and Average Rent Payment

Gross Household Income (annual)	Percent of Respondents by Income	Weighted Average Existing Rent Payment (monthly)	Max Affordable Rent Based on Income (30%) (monthly)
Less than \$25,000	54%	\$1,881	\$625
\$25,000 - \$49,999	32%	\$1,890	\$1,250
\$50,000 - \$74,999	10%	\$2,063	\$1,875
\$75,000 - \$99,999	0%	-	-
\$100,000 - \$124,999	3%	\$2,500	\$3,125
\$125,000 - \$149,999	1%	\$3,250	\$3,750
<b>Total</b>	<b>100%</b>	<b>\$1,936</b>	<b>-</b>

*\*Note: Excludes respondents who reported \$150,000 or more in annual household income, those who did not know annual household income, and those who preferred not to answer. Average income and rent is calculated by taking the midpoint of the selected range.*

# Family Affordable Housing Need, *cont.*

## Houseless Family Respondents

More than half of houseless family respondents (an estimated 52%) said on the survey that they are currently doubled up. The second most common current living situation is a shelter (12%) followed by motel or hotel (10%).

However, survey data indicates houseless respondents are fairly transitory and that their current housing situation may not reflect the realities of where families have lived in the last year. For example, approximately 12% of houseless families reported they currently live in a shelter, but 42% of houseless families reported they have slept at least one night in a shelter in the last year. Approximately 3% of houseless families reported currently living in a car, trailer, or campsite, compared to 18% who said on the survey they have at least once in the last year.

## Houseless Families –Living Situations

Living Situation	Current Situation (Percent of Respondents)	Apart from current situation, Experienced at Least Once in Last Year (Percent of Respondents)
Doubled Up (Temporarily with family / friend(s) / relative(s) because of financial hardship)	52%	64%
Shelter	12%	42%
Motel or hotel	10%	18%
Car, trailer, or campsite	3%	20%
Transitional housing program	3%	9%
Garage	3%	7%
Trailer / RV / motor home on private property	2%	4%
Other or Other place NOT designated for or ordinarily used as a regular sleeping accommodation for human beings	10%	4%
<b>Total</b>	<b>100%</b>	<b>n/a</b>

# Family Affordable Housing Need, *cont.*

## Houseless Family Respondents

Approximately 70% of houseless families reported an annual household income of less than \$25,000. Taking the midpoint, this corresponds to approximately \$1,982 in gross monthly income, and spending more than \$595 per month on housing would constitute a cost burden. At the top of the range, spending more than \$625 per month on housing would constitute a cost burden.

Approximately 64% of the 498 houseless families reported they contribute some money each month toward temporary housing costs. Roughly 37% of those who contribute pay \$1,000 per month or more (representing 24% of all houseless respondents), either to the family/friend(s)/relative(s) they are temporarily staying with, to the motel or hotel they are living in, or other living situations. For those contributing less than \$1,000 per month, the average monthly contribution is approximately \$580 per month.

**Houseless Families – Annual Household Income and Housing Costs**

Gross Household Income (annual)	Percent of Respondents by Income Band	Percent of Income Band Paying more than \$1,000 per month in Temporary Housing Costs	Average Payment of those Paying less than \$1,000 per month in Temporary Housing Costs	Max Affordable Rent Based on Income (30%) (monthly)
Less than \$25,000	70%	32%	\$573	\$625
\$25,000 - \$49,999	19%	43%	\$572	\$1,250
\$50,000 - \$74,999	7%	53%	\$550	\$1,875
\$75,000 - \$99,999	4%	78%	\$750	\$2,500
\$100,000 - \$124,999	0.4%	0%	\$150	\$3,125
<b>Total</b>	<b>100%</b>	-	<b>\$580</b>	-

*\*Note: Excludes respondents who reported \$150,000 or more in annual household income, those who did not know annual household income, and those who preferred not to answer. Average income and rent is calculated by taking the midpoint of the selected range.*

# Quality of Life

## Housing Insecure Family Respondents

Families who are housing insecure reported significant quality of life challenges related to their housing situations. In the last 12 months, approximately 25% of housing insecure families said on the survey they have experienced an eviction or threat of eviction.

Among housing insecure families, approximately 6 in 10 respondents (59%) reported they had to choose between paying for housing and basic necessities in the last year, and 56% could not afford to pay their utility bills. Approximately 1 in 4 have missed at least one rental payment (26%).

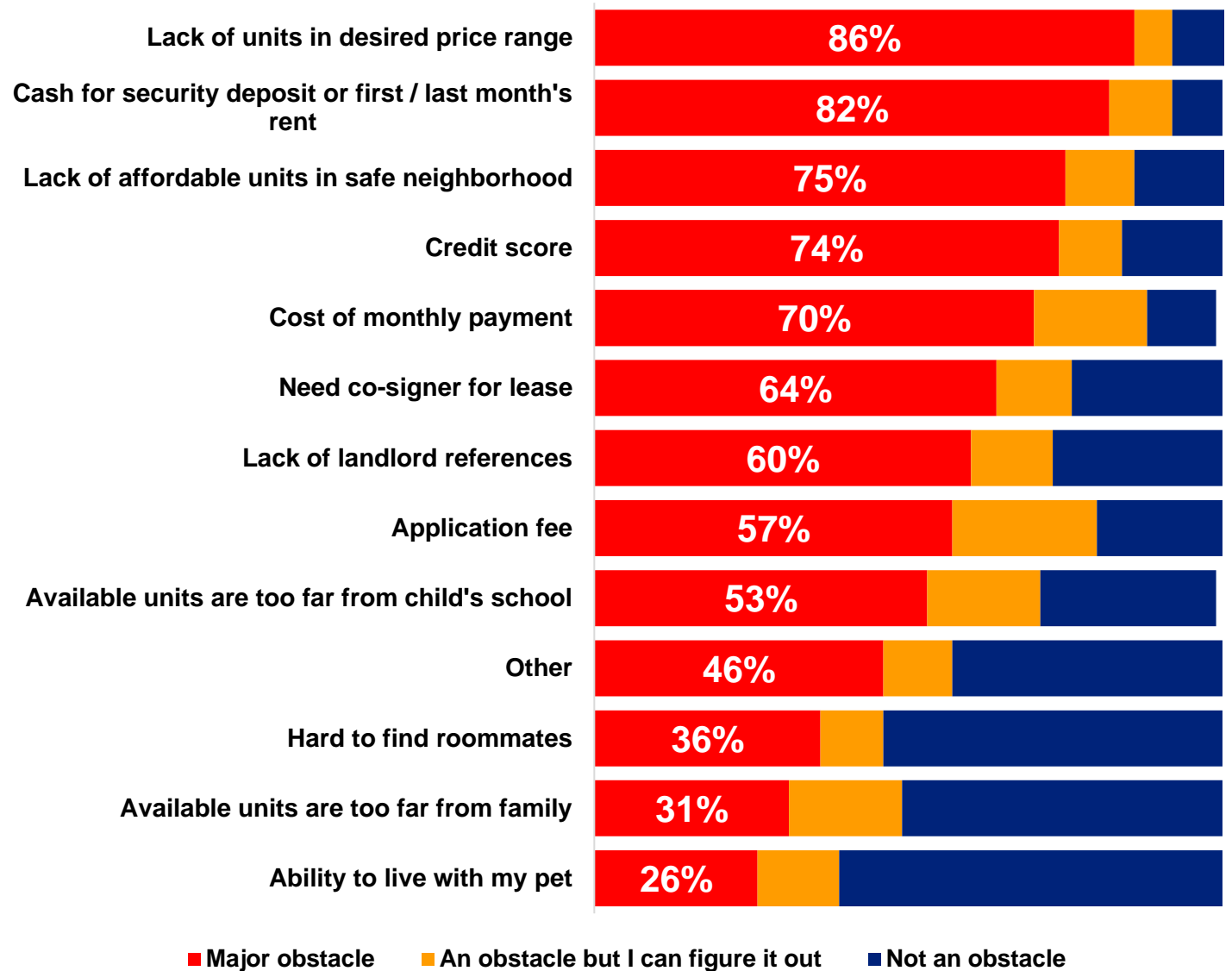
Looking at renters specifically, only an estimated 16% are satisfied with their overall housing situation, 25% are satisfied with the safety of their current neighborhood, and 31% with the quality of their housing.

## Houseless Family Respondents

Approximately 1 in 4 houseless families have also experienced an eviction or the threat of eviction in the last year (24%). Approximately 1 in 4 have also had a rental application denied in the last 12 months.

Houseless families reported significant barriers to obtaining stable housing. The top two most reported— lack of units in desired price range and cash for security deposit or first / last month’s rent— reflect the pressures of Los Angeles’ constrained rental market. However, other structural barriers, such as credit scores and lack of landlord references, are also reported as major barriers for houseless families to overcome.

## Reported Obstacles for Houseless Families to Obtain Steady Housing



# Student Wellness and Academic Success

## Housing Insecure Family Respondents

### Educational Outcomes

Among families who are housing insecure, nearly 9 in 10 respondents (86%) reported on the survey that their housing situation had a negative impact on their children’s academic success, with nearly 2 in 10 respondents (16%) saying the impact has been severe.

### Impact of Housing Insecurity on Academic Success

Impact on Academic Success	Percent of Respondents
No negative impact	14%
Minor negative impact	33%
Moderate negative impact	37%
Severe negative impact	16%
<b>Total</b>	<b>100%</b>

Roughly 2 out of 3 family respondents (63%) reported their housing situation has had a negative impact on their children’s attendance, including approximately 14% who said the impact has been severe (24 or more absences per year).

### Impact of Housing Insecurity on Attendance

Impact on Attendance	Percent of Respondents
No negative impact (7 or less absences per year)	37%
Minor negative impact (8 - 14 absences per year)	29%
Moderate negative impact (15 - 23 absences per year)	21%
Severe negative impact (24 or more absences per year)	14%
<b>Total</b>	<b>100%</b>

### Wellness

The survey data also indicates that housing insecurity impacts overall students’ wellness as well. Nearly 4 in 10 housing insecure family respondents (37%) said their living situation created a lack of consistent good sleep for their children, and approximately one third (31%) said it impacted their ability to pay for their children’s trips/activities.

### Impact of Housing Insecurity on Wellness

Impact on Wellness	Percent of Respondents
Lack of consistent good sleep	37%
Inability to pay for trips / activities	31%
Difficult to have secure food access	27%
Experienced bullying	16%

# Student Wellness and Academic Success, cont.

## Houseless Family Respondents

### Educational Outcomes

Nearly 9 out of 10 (86%) houseless families said on the survey that their housing situation has had a negative impact on their children’s academic success, with approximately 31% reporting a severe negative impact. While the overall level of perceived negative impact is similar to housing insecure families, the data indicates severity appears to be higher among houseless students.

### Impact of Houselessness on Academic Success

Impact on Academic Success	Percent of Respondents
No negative impact	14%
Minor negative impact	21%
Moderate negative impact	35%
Severe negative impact	31%
<b>Total</b>	<b>100%</b>

Similarly, houseless family respondents reported severe negative impacts on attendance at a higher rate than housing insecure respondents (24% vs 14%).

### Impact of Housing Houselessness on Attendance

Impact on Attendance	Percent of Respondents
No negative impact (7 or less absences per year)	33%
Minor negative impact (8 - 14 absences per year)	23%
Moderate negative impact (15 - 23 absences per year)	19%
Severe negative impact (24 or more absences per year)	24%
<b>Total</b>	<b>100%</b>

### Wellness

Aspects of wellness also appear to be more impacted by houselessness based on survey data. Over half of houseless family respondents (52%) said their housing situation created a lack of consistent good sleep for their children. Nearly 4 in 10 (38%) reported it made it difficult to have secure food access, and approximately 20% of children experienced bullying.

### Impact of Houselessness on Wellness

Impact on Wellness	Percent of Respondents
Lack of consistent good sleep	52%
Difficult to have secure food access	38%
Inability to pay for trips / activities	26%
Experienced bullying	20%

While the survey data indicates significant negative impacts on both housing insecure and houseless students, students in houseless families appear to be impacted to a more severe degree by their current living situation.

# Family Housing Demand

## Scale and Demographics of Interested Families

If the District offered more affordable rental housing, nearly 9 in 10 families who responded to the survey (89%) would be interested. The data supports significant interest from housing insecure and houseless families at the District.

Approximately 2% said they need more information, and an estimated 9% said they were uninterested or very uninterested. The top reason for disinterest or uncertainty is worry rates would be too expensive, indicating the District may be able to capture this segment depending on available rental rates.

Of interested families, approximately 13% have a household size of 8 or more. Among interested families with household sizes of 7 or less, the weighted average household size is 4.4.

Less than 1% of interested families who reported the number of their children or dependents who are L.A. Unified students have 6 or more who are currently enrolled. Of those with 5 or fewer current L.A. Unified students, the weighted average number of students per interested family is 1.9.

## Unit Type and Configuration

The most popular first choice of unit type among interested families was an apartment / condo / co-op (46%), followed by a single family detached home (26%). Despite these preferences, the majority of interested respondents indicated they would consider living in higher-density housing, showcasing flexibility in their housing choices.

Nearly 9 in 10 interested families (87%) reported they require a minimum of 2 bedrooms, which aligns with market expectations of families

### Configuration:

- 46% Apartment / condo / co-op
- 26% Single family detached home
- 16% Tiny house / other
- 7% Attached townhouse
- 5% Duplex / triplex / fourplex

### Minimum No. of Bedrooms:

- 51% 2-bedroom
- 27% 3-bedroom
- 12% 1-bedroom
- 9% 4-bedroom
- 1% 0 / studio

## Building/Community and Unit Features

Interest in community amenities and unit features is generally aligned with the market expectations of families in the L.A. region, with focus on laundry facilities, outdoor space for children, and storage space. Importantly, off-street parking appears to be a critical consideration, as is secured access to the building.

### Unit Features:

- 67% In-unit laundry
- 66% Air conditioning
- 53% Balcony or patio
- 44% Energy efficient appliances
- 38% Storage space

### Unit Building / Community Features:

- 63% On-site laundry room
- 62% Children’s outdoor playground
- 61% Secure parking (i.e., off-street)
- 54% Secured access to building
- 29% Extra storage space

# Family Housing Demand

## Projected Demand

Demand analysis was limited to families who reported interest and had household income below 120% AMI, houseless respondents only, and those who would consider higher density housing. Demand analysis excluded projections for families who reported they are housing insecure or “other” housing situation because there is insufficient data to extrapolate demand to these populations.

Based on survey data only, there is demand from potentially qualified houseless respondents for 294 units of housing. Extrapolating this across the broader population of houseless families at the District indicates demand is present for approximately 4,600 units of affordable housing for an estimated 8,800 children in houseless families. This level of demand likely exceeds the District’s ability to provide units.

Approximately 91% of the demand is from households earning 30% of AMI or below, or housing at the acute or extremely low income level.

## Projected Demand for Houseless Families

AMI Bands	Demand from Survey Respondents (No. of Units)**	Extrapolated Demand (No. of Units)	Extrapolated Demand (No. of Children; factor of 1.93 per family)	Estimated Max Rental Rate Ranges for a potential 2 BR Unit***
<b>30% and below</b> <i>Acutely and Extremely Low Income</i>	268	4,196	8,072	\$830 - \$1,050
<b>Above 30% to 80%</b> <i>Very Low and Income</i>	25	391	753	\$1,400 - \$2,800
<b>Above 80% to 120%</b> <i>Median and Moderate</i>	1	16	30	\$2,200 - \$3,000
	<b>294 units</b>	<b>4,604 units</b>	<b>8,855 Children in Houseless Families</b>	

\* Families who responded they are housing insecure or “other” were excluded as could not extrapolate to these populations.

\*\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.

\*\*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Family Housing Demand

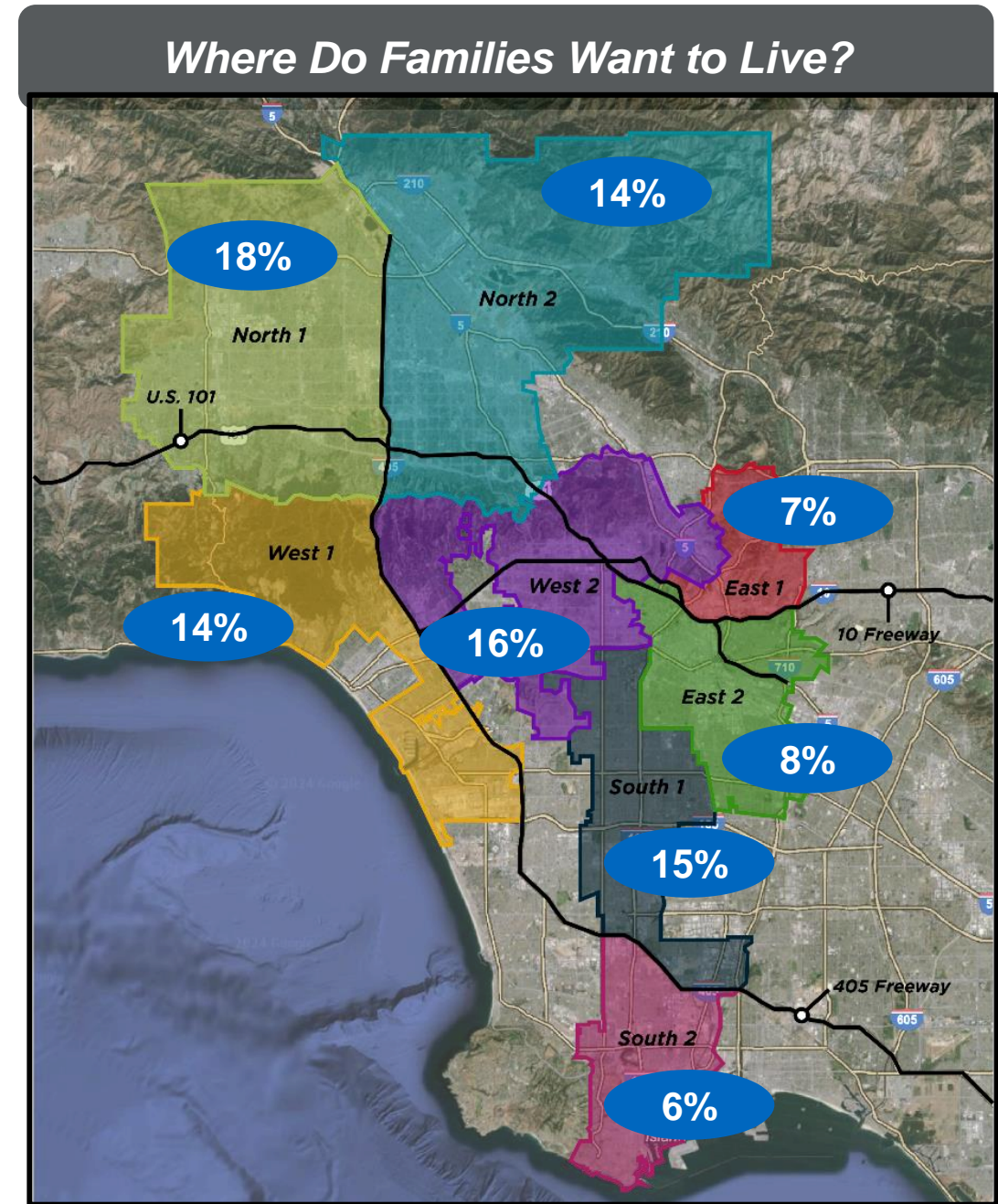
## Location

The top location priority for potential housing among all interested families is distance to their children’s school (78%). Safety of neighborhood is the second most reported location priority (34%).

### Top 5 Location Priorities for Potential Housing Among All Interested Families

Factor	Percent of Respondents
Distance to my children’s school	78%
Safety of neighborhood	34%
Distance to my work	27%
Distance to my spouse / partner’s work	9%
Distance to where my family / friends live	7%

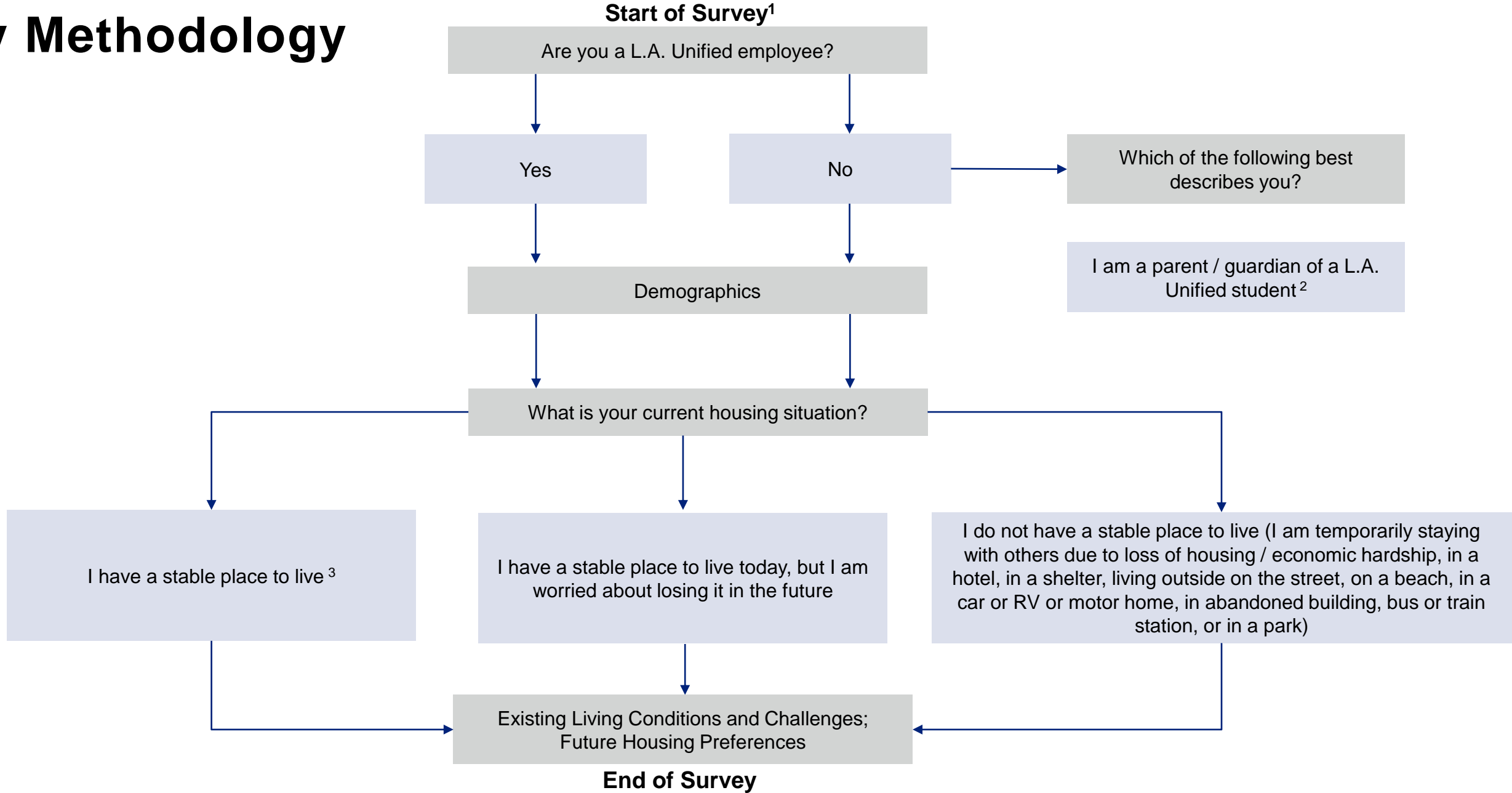
Among the Demand Population (family respondents who may potentially qualify), interest was generally highest in regions closer to the coast, as well as in the north. The most popular region selected was North 1 (18%) followed by West 2 (16%). Interest was lowest in East 2 (8%), East 1 (7%), and South 2 (6%). The strong interest in North is supported by qualitative data from focus groups with SHHS staff that in recent years, demand for services among families has been highest in the North region.



(n = 294 total question respondents; limited to those who potentially qualify).

# **Appendix A: Survey Methodology and Questionnaires**

# Survey Methodology



Notes:  
<sup>1</sup> Respondents were required to positively consent to participating in the survey to advance to these questions.  
<sup>2</sup> Respondents who selected "None of the above" or "I am a L.A. Unified student" were directed to the end of the survey.  
<sup>3</sup> Because this Assessment is focused on families that are housing insecure or houseless, parent(s) / guardian(s) that said they have a stable place to live were directed to the end of the survey.

## Section 1: Introduction (All Employee Respondents)

Q1 Dear Los Angeles Unified Employees and Families,

This survey will support the District's efforts to potentially repurpose underutilized real estate assets to provide housing that is more affordable for our employees and families. It is our intention to use the results of this survey to make informed decisions with regard to housing efforts to best support our employees and families.

**Your feedback is vital** in shaping next steps. We appreciate your participation in this **strictly confidential survey**, which should not take more than 15-minutes to complete. Please complete the survey by **Friday, May 31, 2024 at 11:59 P.M.** For any technical issues regarding the survey, please email [survey@bdconnect.com](mailto:survey@bdconnect.com). For more information on the housing survey assessment visit [lausd.org/housing-assessment](https://lausd.org/housing-assessment).

Thank you again for taking the time to participate in this important initiative and provide Los Angeles Unified with your feedback.

*(\*Note: Respondents who selected "No" in Q2 were routed to the end of the survey)*

Q2 By clicking yes below, I affirm that I understand this survey is strictly voluntary. For Los Angeles Unified School District employees, choosing not to participate in the research will not negatively impact staff employment or benefits. I understand that I may stop participating at any time. For guardians, choosing not to participate in the research will not negatively impact your or your student's access to District resources.

- Yes
- No

## Section 2: Demographics (All Employee Respondents)

Q3 Are you a Los Angeles Unified (L.A. Unified) **employee**?

- Yes
- No

Q4 Who is part of your current **household**? **PLEASE SELECT ALL THAT APPLY:**

- Single adult / I live alone
- My spouse / partner
- My child(ren) or dependent(s) UNDER age 18
- My child(ren) or dependent(s) OVER age 18
- My parent(s) / guardian(s)
- My sibling(s)
- My extended family members (e.g., grandparents, cousins, aunts, uncles)
- Unrelated roommate(s)
- Other (please specify) \_\_\_\_\_

(\*Note: Q5 not displayed if only "I live alone" was selected)

Q5 **Including you**, how many people are in your current household?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8 or more

Q6 What is **your age**?

- Under 18
- 18 - 24
- 25 - 29
- 30 - 34
- 35 - 39
- 40 - 44
- 45 - 49
- 50 - 54
- 55 - 59
- 60 - 64
- 65 or older

(\*Note: Q7 not displayed if only "I live alone" was selected)

Q7 Within which of the following **age** ranges are your **other household members**? **PLEASE SELECT ALL THAT APPLY:**

- Age 4 or under
- Age 5 - 17
- Age 18 - 24
- Age 25 - 34
- Age 35 - 64
- Age 65 or older

(\*Note: Q8 displayed if respondents said they lived with children/dependents under or over age 18, or "Other")

Q8 Do you have a child or dependent who is a **current** L.A. Unified **student**?

- Yes
- No

(\*Note: Q9 only displayed if Q8="Yes")

Q9 **How many** of your children or dependents are current L.A. Unified students?

- 1
- 2
- 3
- 4 or more

(\*Note: Q10 only displayed if Q8="Yes")

Q10 **In which grades** are your children or dependents currently enrolled? SELECT ALL THAT APPLY:

- Pre-K
- California State Preschool Program
- Transitional Kindergarten
- Kindergarten
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- Division of Adult and Career Education (DACE)
- Other (please specify) \_\_\_\_\_

Q11 How **long** have you worked for L.A. Unified?

- Less than 1 year
- 1 to 2 years
- 3 to 4 years
- 5 to 9 years
- 10 to 14 years
- 15 years or more

Q12 Did you **relocate** for your **current role** at L.A. Unified?

- Yes
- No

(\*Note: Q13 only displayed if Q12 = "Yes")

Q13 **From where** did you relocate?

- Elsewhere in the Los Angeles area
- Elsewhere in California
- Another state
- Another country

Q14 **How many more years** do you plan on working for L.A. Unified?

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 20 years
- More than 20 years

Q15 Are you a **certificated** or **classified** employee?

- Certificated** (e.g., teacher, teacher assistant, nurse, counselor, etc.)
- Classified** (e.g., building and grounds, trades, special education assistant, etc.)

(\*Note: Q16 only displayed if Q15="Classified")

Q16 How many **months of the year** do you work for L.A. Unified?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12

(\*Note: Q16 only displayed if Q17="Classified")

Q17 How many **hours of the day** do you typically work in your L.A. Unified role?

- I typically work **MORE** than **6** hours per day
- I typically work **LESS** than **6** hours per day

Q18 Which of the following best describes your **role** at L.A. Unified?

- Hourly
- Salaried

Q19 What is your **role / position**? (e.g., Teacher, Bus Driver, etc.)

---

Q20 Which best describes your primary **District work location**? **SELECT ALL THAT APPLY**

- Elementary School
- Middle School
- Senior High School
- Special Education School
- Span School
- Community Day School
- Continuation Senior High School
- Opportunity School
- Early Education Center
- Virtual Academy
- District or Region Office
- Administrative / Support Facilities (e.g., maintenance area, bus yard, warehouse)
- Adult School

Q21 Which of the following **areas** best describes **where you work**? **SELECT ALL THAT APPLY**

- North 1
- North 2
- West 1
- West 2
- East 1
- East 2
- South 1
- South 2

**Section 3: Current Housing Intake (All Employee Respondents)**

Q22 What is your **living situation** today?

- I have a stable place to live
- I have a stable place to live today, but I am worried about losing it in the future
- I do not have a stable place to live (I am temporarily staying with others due to loss of housing / economic hardship, in a hotel, in a shelter, living outside on the street, on a beach, in a car or RV or motor home, in abandoned building, bus or train station, or in a park)

Q23 How much do you **agree or disagree** with the following statements?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly agree
I am experiencing financial pressures due to high housing costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered leaving my job at L.A. Unified because of high housing costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Section 4: Current Living Situation (Only Displayed to Houseless Employee Respondents; Q22="I do not have a stable place to live")**

Q24 Which of the following best describes your **current living situation**?

- Closed area/space with a roof, not meant for human habitation (abandoned building, car, truck, RV, motor home, tent, garage, etc.)
- Doubled up (temporarily staying with friend, relatives, or another person because I cannot find or afford housing, or due to loss of housing / economic hardship)
- Group home (halfway house or residential program for mental health or substance abuse)
- Hotel / motel
- Outdoor location (street, sidewalk, alley, bus or train stop, campground park, bench, etc.)
- Shelter or transitional shelter
- Other (please specify) \_\_\_\_\_

Q25 In the **last 12 months**, have you experienced any of the following **housing challenges**?  
**SELECT ALL THAT APPLY:**

- Could not afford to pay my utility bills
- Doubled up (temporarily staying with friend, relatives, or another person because I cannot find or afford housing, or due to loss of housing / economic hardship)
- Eviction or threat of eviction
- Foreclosure or threat of foreclosure
- Had to choose between paying for housing or food/basic necessities
- Landlord dispute
- Overcrowding
- Missed a rental payment
- Missed a mortgage payment
- Moved frequently
- Rental application was denied
- Unaffordable increase in my monthly rent
- Unsafe, unsanitary, or uninhabitable rental unit
- Other (please specify) \_\_\_\_\_
- None of the above

Q26 In the **last 12 months**, have you **slept overnight** at any of the following **locations** (NOT for vacation/business/recreation)? **SELECT ALL THAT APPLY:**

- Shelter (e.g., crisis housing, domestic violence shelter, etc.)
- Garage
- Transitional housing program
- Motel or hotel
- Car, trailer, or campsite
- Temporarily with family / friend(s) / relative(s) because I could not find or afford housing or loss of housing / economic hardship
- Trailer / RV / motor home on private property
- Other place NOT designated or ordinarily used as a regular sleeping accommodation for human beings
- None of the above

Q27 What is the **zip code** where you are currently staying?

---

Q28 **How** do you typically get **to and from** your L.A. Unified workplace?

- Bicycle
- Drive - alone
- Drive - car pool
- Walk
- Public Transit (bus, LA Metro, etc.)
- Ridesharing (Uber, Lyft, etc.)
- Other (please specify) \_\_\_\_\_

Q29 **How long** is your typical **one-way commute** to your L.A. Unified workplace?

- Less than 5 minutes
- 5 to 9 minutes
- 10 to 19 minutes
- 20 to 29 minutes
- 30 to 39 minutes
- 40 to 49 minutes
- 50 to 59 minutes
- 60 to 69 minutes
- 70 to 79 minutes
- 80 to 89 minutes
- 90 minutes or more

Q30 Are you currently contributing any money toward **temporary housing** (e.g., paying a friend for couch surfing, paying for a hotel/motel room)?

- Yes
- No

(\*Note: Q31 only displayed if Q30 = "Yes")

Q31 Approximately how much money do you contribute toward temporary housing **per month**?

- \$0 – I do not contribute money toward temporary housing
- Less than \$100 per month
- \$100 - \$199
- \$200 - \$299
- \$300 - \$399
- \$400 - \$499
- \$500 - \$599
- \$600 - \$699
- \$700 - \$799
- \$800 - \$899
- \$900 - \$999
- \$1,000 per month or more

Q32 Please indicate the extent to which each of the following factors is an **obstacle** for you to **obtain steady housing**.

	It's an obstacle but I can figure it out	Not an obstacle / Neutral	Major obstacle
Ability to live with my pet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Application fee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Available units are too far from my child's school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Available units are too far from my relative(s) / family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Available units are too far from my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cash for security deposit or first / last month's rent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of my monthly payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Credit score	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hard to find roommates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of affordable units in a safe neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of units in my desired price range	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of landlord references	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Need a co-signer for the lease	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q33 How satisfied are you with your current **overall housing situation**?

- Very unsatisfied
- Unsatisfied
- Neutral
- Satisfied
- Very satisfied

**Section 5: Current Living Situation (Only Displayed to Employee Respondents with Stable Housing or who are Housing Insecure; Q22="I have a stable place to live" or Q22="I have a stable place to live today, but I am worried about losing it in the future")**

Q34 Which of the following best describes your **housing situation**?

- I rent
- I own (with a mortgage or loan)
- I own (without a mortgage or loan)
- I live with my parent(s) / guardian(s) / relative(s), but I pay some rent to them
- I live rent-free with my parent(s) / guardian(s) / relative(s)
- Other (please specify) \_\_\_\_\_

Q35 What is your current **zip code**?

\_\_\_\_\_

Q36 Which **type of housing** best describes your current residence?

- Building with 5 or more units - apartments / condos
- Building with 2, 3, or 4 units - duplex / apartments / condos
- Townhome (attached)
- Single Family Home (detached)
- Accessory Dwelling Unit (ADU) (e.g., "Granny flat", back house, etc.)
- Manufactured or Mobile Home
- Van or RV
- Other (please specify) \_\_\_\_\_

Q37 How many **bedrooms** are there in your current residence?

- 0 / Studio
- 1
- 2
- 3
- 4
- 5 or more

Q38 **How long** have you lived in your current residence?

- Less than 6 months
- 6 months - 1 year
- 2 - 4 years
- 5 - 9 years
- 10 years or more

Q39 **How** do you typically get **to and from** your L.A. Unified **workplace**?

- Bicycle
- Drive - alone
- Drive - carpool
- Walk
- Public Transit (bus, LA Metro, etc.)
- Ridesharing (Uber, Lyft, etc.)
- Other (please specify) \_\_\_\_\_

Q40 **How long** is your typical **one-way commute** to your L.A. Unified workplace?

- Less than 5 minutes
- 5 to 9 minutes
- 10 to 19 minutes
- 20 to 29 minutes
- 30 to 39 minutes
- 40 to 49 minutes
- 50 to 59 minutes
- 60 to 69 minutes
- 70 to 79 minutes
- 80 to 89 minutes
- 90 minutes or more

Q41 How satisfied are you with your current **overall** housing situation?

- Very unsatisfied
- Unsatisfied
- Neutral
- Satisfied
- Very satisfied

Q42 How satisfied are you with the following aspects of your **current** housing situation?

	Extremely dissatisfied	Somewhat dissatisfied	Neutral / Not Applicable	Somewhat satisfied	Extremely satisfied
Total cost of rent / mortgage and utilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Type of housing (e.g., Apartment, Condo, Single Family Home)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel time to your L.A. Unified workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proximity to child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proximity to neighborhood necessities (e.g., grocery store, public transit access)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proximity to neighborhood amenities (e.g., parks, entertainment, restaurants)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety of neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q43 What is the likelihood that you will move to a different residence in the next three years?

- Very Unlikely
- Unlikely
- Likely
- Very Likely

(\*Note: Q44 only displayed if Q43 = "Likely" or "Very Likely")

Q44 Where are you most likely to move to?

- Within the Los Angeles area
- Elsewhere in California
- Out of California
- Out of USA (international)

(\*Note: Q45 only displayed if Q43 = "Likely" or "Very Likely")

Q45 Which of the following are **reasons** you are likely to move in the next three years?

**SELECT ALL THAT APPLY**

- Being forced to move by landlord
- Change in family / household size
- Concerned with safety / crime in my current neighborhood
- Current monthly housing payment is too expensive
- Foreclosure or threat of foreclosure
- Need more space
- Need less space
- Taking a new job / partner taking a new job
- Want a newer residence
- Want a shorter commute to work
- Want to be closer to my family / friend(s) / cultural community
- Want to buy a residence
- Other (please specify) \_\_\_\_\_
- None of the above

(\*Note: Q45 only displayed if Q43 = "Likely" or "Very Likely")

Q46 Please indicate the extent to which each of the following factors is an obstacle for you in **obtaining your next residence.**

	It's an obstacle but I can figure it out	Not an obstacle / Neutral	Major obstacle
Ability to live with my pet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Application fee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Available units are too far from my child's school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Available units are too far from my relative(s) / family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Available units are too far from my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cash for security deposit or first / last month's rent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cash for down payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of monthly payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Credit score	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hard to find roommates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of affordable units in a safe neighborhood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of units in my desired price range	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of landlord references	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Need a co-signer for the lease	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Potential property tax payment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q47 In the last 12 months, have you experienced any of the following **housing challenges**?  
**SELECT ALL THAT APPLY:**

- Could not afford to pay my utility bills
- Doubled up (temporarily staying with friend, relatives, or another person because I cannot find or afford housing, or due to loss of housing / economic hardship)
- Eviction or threat of eviction
- Foreclosure or threat of foreclosure
- Had to choose between paying for housing or food/basic necessities
- Landlord dispute
- Overcrowding
- Missed a rental payment
- Missed a mortgage payment
- Moved frequently
- Rental application was denied
- Unaffordable increase in my monthly rent
- Unsafe, unsanitary, or uninhabitable rental unit
- Other (please specify) \_\_\_\_\_
- None of the above

Q48 In the last 12 months, have you **slept overnight** at any of the following locations (NOT for vacation/business/recreation)? **SELECT ALL THAT APPLY:**

- Shelter (e.g., crisis housing, domestic violence shelter, etc)
- Garage
- Transitional housing program
- Motel or hotel
- Car, trailer, or campsite
- Temporarily with family / friend(s) / relative(s) because I could not find or afford housing or loss of housing / economic hardship
- Trailer / RV / motor home on private property
- Other place NOT designated or ordinarily used as a regular sleeping accommodation for human beings
- None of the above

Q49 What is the approximate **monthly RENT OR MORTGAGE** payment for your **ENTIRE HOUSEHOLD**? Please do **NOT** include other costs such as utilities, parking, property taxes, insurance or association dues.

- Not applicable - my household has no monthly rent or mortgage payment
- \$1 to \$249
- \$250 to \$499
- \$500 to \$999
- \$1,000 to \$1,499
- \$1,500 to \$1,999
- \$2,000 to \$2,499
- \$2,500 to \$2,999
- \$3,000 to \$3,499
- \$3,500 to \$3,999
- \$4,000 to \$4,499
- \$4,500 to \$4,999
- \$5,000 to \$5,499
- \$5,500 to \$5,999
- \$6,000 to \$6,499
- \$6,500 to \$6,999
- \$7,000 to \$7,499
- \$7,500 to \$7,999
- \$8,000 or more
- I don't know
- Prefer not to answer

Q50 What are your approximate **monthly UTILITY** costs for your **ENTIRE HOUSEHOLD** (i.e., electric, water, gas, garbage, sewer, cable internet)?

- \$0
- \$1 - \$49
- \$50 - \$99
- \$100 - \$149
- \$150 - \$199
- \$200 - \$249
- \$250 - \$299
- \$300 - \$349
- \$350 - \$399
- \$400 - \$499
- \$500 or more
- I don't know

**Section 6: Employee Income (Displayed to All Employee Respondents)**

Q51 What is your approximate total annual GROSS HOUSEHOLD income?

Include yourself plus all people living in your household, related or not (for example, children, grandparents, other relatives, or friends) who share income and expenses.

Gross household income includes:

- Earnings from all jobs before deductions
- Welfare payments, child support, alimony
- Pay from pensions, retirement, social security

Gross household income does not include:

- Income from CalFresh, CalWORKs, and WIC
- Federal education benefits
- Foster payments received by your household from the placing agency
- Military Privatized Housing Initiative or combat pay
- Overtime pay, unless you receive it on a regular basis

- No income
- Less than \$25,000
- \$25,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to \$124,999
- \$125,000 to \$149,999
- \$150,000 or more
- I don't know
- Prefer not to answer

Q52 What is your approximate total **annual gross PERSONAL** income?

- No income
- Less than \$25,000
- \$25,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to \$124,999
- \$125,000 to \$149,999
- \$150,000 or more
- I don't know
- Prefer not to answer

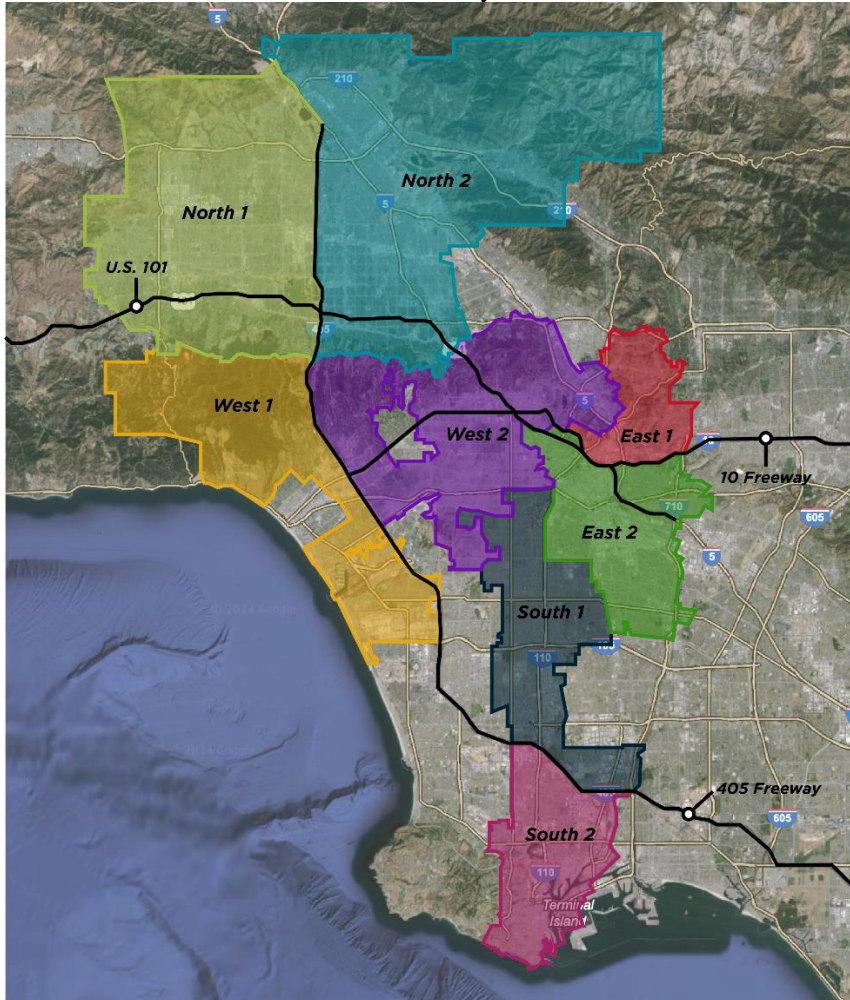
### **Section 7: Future Housing Intake (Displayed to All Employee Respondents)**

Q53 If L.A. Unified provided **rental housing** at lower, more affordable rates within the District and made it available to L.A. Unified employees to rent, **how interested would you be in renting one of these more affordable units?**

- Very uninterested
- Uninterested
- Neither interested or uninterested (I need more information)
- Interested
- Very interested

**Section 8: Future Housing Needs (Displayed if Q53="Interested" or "Very Interested" or "Neither interested or uninterested (I need more information)")**

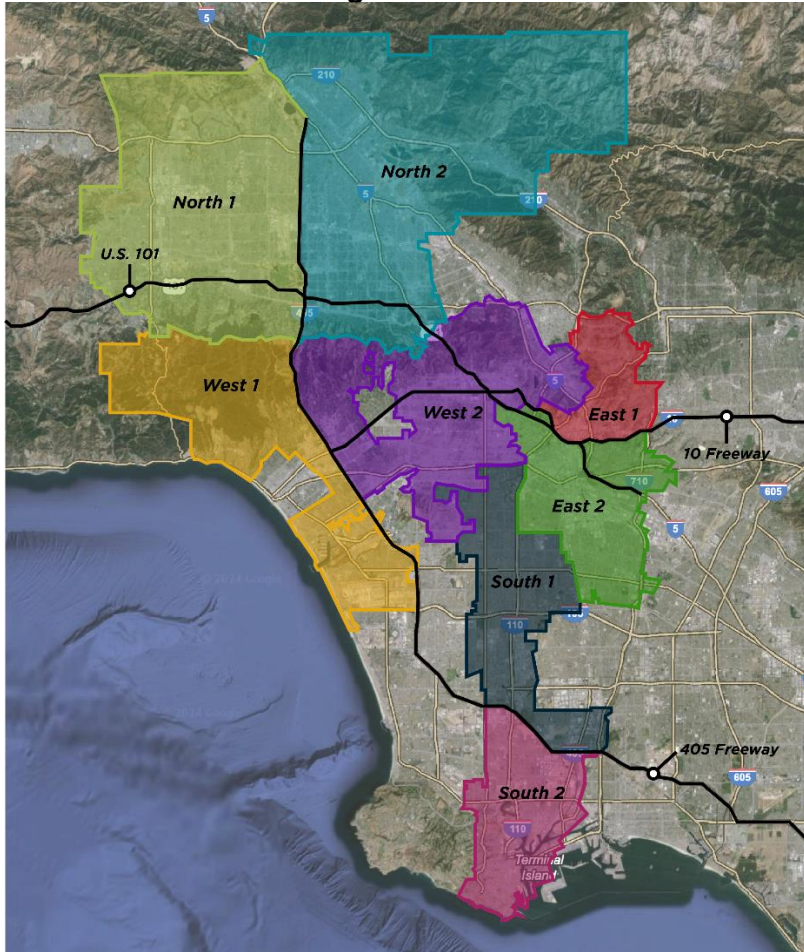
Q54 Which area of the District would you be **MOST** interested in **renting** a unit?



- North 1
- North 2
- West 1
- West 2
- East 1
- East 2
- South 1
- South 2
- I would NOT be interested in renting a unit in any of the areas above

(\*Note: Q55 displayed unless Q54="I would NOT be interested in renting a unit in any of the areas above")

Q55 If your first choice area was **not** available, which **OTHER** area of the District would you be **MOST** interested in **renting** a unit?



- North 1
- North 2
- West 1
- West 2
- East 1
- East 2
- South 1
- South 2
- None of the above - I would only consider my first choice area

Q56 When deciding where you would like to live, which of the following are the **TWO MOST** important location factors to you?

- Distance to my work
- Distance to my spouse/partner's work
- Distance to my child(ren)'s / dependent(s)' K-12 schools
- Distance to my child care
- Distance to where my family / friends live
- Distance to my desired shopping / restaurants / entertainment / parks
- Distance to a public transit station (e.g., LA Metro stop)
- Safety of neighborhood
- Walkability of neighborhood
- Other (please specify) \_\_\_\_\_

Q57 Would you be comfortable living in the **same building or community** with other L.A. Unified employees?

- Extremely uncomfortable
- Somewhat uncomfortable
- Neither comfortable nor uncomfortable
- Somewhat comfortable
- Extremely comfortable

Q58 Which **type of residence** would best meet your needs?

- Apartment
- Condo / co-op
- Duplex / Triplex / Fourplex
- Attached Townhouse
- Single Family Detached Home
- Tiny House (500 square feet or less)
- Other (please specify) \_\_\_\_\_

Q59 If your first choice were not available, which other **type of residence** would you consider? **SELECT ALL THAT APPLY:**

- Apartment
- Condo / co-op
- Duplex / Triplex / Fourplex
- Attached Townhouse
- Single Family Detached Home
- Tiny House (500 square feet or less)
- Other (please specify) \_\_\_\_\_
- None of the above - I would only consider my first choice

Q60 What is the minimum number of **bedrooms** you would require?

- 0 / Studio
- 1
- 2
- 3
- 4

Q61 What is the minimum number of **bathrooms** you would require? (A half bath (0.5 baths) contains a toilet and sink but no bathtub or shower.)

- 1
- 1.5
- 2
- 2.5
- 3
- 3.5
- 4 or more

Q62 If L.A. Unified provided the housing configuration you selected in the previous questions available to you for rent (i.e., your preferred type of residence with your required number of bathrooms and bedrooms), what is the **maximum monthly rent** (NOT including utilities) you would be willing to pay to rent the unit?

- Less than \$300
- \$300 - \$399
- \$400 - \$499
- \$500 - \$599
- \$600 - \$699
- \$700 - \$799
- \$800 - \$899
- \$900 - \$999
- \$1,000 - \$1,099
- \$1,100 - \$1,199
- \$1,200 - \$1,299
- \$1,300 - \$1,399
- \$1,400 - \$1,499
- \$1,500 - \$1,599
- \$1,600 - \$1,699
- \$1,700 - \$1,799
- \$1,800 - \$1,899
- \$1,900 - \$1,999
- \$2,000 - \$2,499
- \$2,500 - \$2,999
- \$3,000 - \$3,499
- \$3,500 - \$3,999
- \$4,000 or more

Q63 Which of the following **features of a unit** would be **MOST** important to you? **SELECT UP TO FIVE:**

- Ability to live with my pet
- Air conditioning
- Balcony or patio
- Dishwasher
- Energy efficient appliances
- In-unit laundry
- Large windows with natural light
- Multiple level living (e.g., unit is on two floors or more)
- Single level living (e.g., unit is on one floor)
- Primary bedroom (i.e., bedroom with attached bathroom)
- Storage space

Q64 Which of the following **building and community features** would be **MOST** important to you? **SELECT UP TO FIVE:**

- Bike storage
- Dog park
- Electric vehicle charging stations
- Extra storage space
- Children's outdoor playground
- Children's indoor playroom
- Community clubhouse
- Indoor common areas
- Gym / Fitness center
- On-site laundry room
- On-site maintenance or management
- Outdoor recreation areas (e.g., barbecue area, community garden)
- Package lockers / mailroom
- Secured access to the building
- Secure parking (e.g., off street)
- Walkable neighborhood

**Section 9: Disinterested or Unsure Housing Drivers (Displayed if Q53="No" or Q53="Neither Interested nor Disinterested (I need more information)")**

Q65 **Why** are you potentially **not** interested in renting employee housing at a lower, more affordable rate? **SELECT ALL THAT APPLY**

- Satisfied with my current housing
  - Prefer to own a home
  - Believe my income is too high to qualify for low-cost housing
  - Do not want to live near other L.A. Unified employees
  - Do not want to live near L.A. Unified students and families
  - Worried it will be too expensive
  - Worried about my ability to live with family or friends
  - Worried about my ability to live with my pet
  - Worried about potential rules and restrictions
  - Worried the location will not be convenient for me or my household
  - Other (please specify)
- 
- None of the above

## Section 10: Demographics and Open Comment (Displayed to All Employee Respondents)

Q66 What is your **race / ethnicity**?

- American Indian or Alaskan Native
- Asian
- Black or African American
- Filipino
- Hispanic / Latino
- Pacific Islander
- White
- Two or More
- Undeclared

Q67 Please let us know if you have any **other comments** regarding your needs for housing and how the District can support you:

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# LAUSD Housing Survey 2024 (Families)



This survey will support the District's efforts to potentially repurpose underutilized real estate assets to provide housing that is more affordable for our employees and families. It is our intention to use the results of this survey to make informed decisions with regard to housing efforts to best support our employees and families. **Your feedback is vital** in shaping next steps. We appreciate your participation in this **strictly confidential survey**. Please complete the survey by **Friday, May 31, 2024**. For more information on the housing survey assessment visit [lausd.org/housing-assessment](https://lausd.org/housing-assessment). Thank you again for taking the time to participate in this important initiative and provide Los Angeles Unified with your feedback.

## SECTION A: BACKGROUND

1. I affirm that I understand this survey is strictly voluntary. For Los Angeles Unified School District employees, choosing not to participate in the research will not negatively impact staff employment or benefits. I understand that I may stop participating at any time. For guardians, choosing not to participate in the research will not negatively impact your or your student's access to District resources.

- Yes
- No

**If Q1 = "No", end survey**

2. Which of the following best describes you?

- I am the parent / guardian of a L.A. Unified student
- I am a L.A. Unified student
- None of the above

**If Q2 = "Student" OR "None of the above", end survey**

3. Which of the following best describes your household's current living situation?

- Living in stable housing
- Living in stable housing but worried about losing it in the future
- Do not have stable housing (living in a shelter, garage, temporarily in another family's house or apartment due to loss of housing / economic hardship, transitional housing program, motel/hotel, car, RV or motor home, trailer, campsite, in a trailer / motor home on private property, or in other places not designated for or ordinarily used as a regular sleeping accommodation for human beings)
- Other (please specify) \_\_\_\_\_

**If Q3 = "Living in stable housing", end survey**

4. How many of your children or dependents currently attend a L.A. Unified school?

- 1
- 2
- 3
- 4
- 5
- 6 or more
- None

5. Which grades are your L.A. Unified children or dependents currently in? **SELECT ALL THAT APPLY:**

- Pre-K
- California State Preschool Program
- Transitional Kindergarten
- Kindergarten
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- Division of Adult and Career Education (DACE)

6. Which L.A. Unified schools do your children / dependents currently attend?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7. Who makes up your current household?  
SELECT ALL THAT APPLY:

- I live alone
- My spouse / partner
- My children or dependents UNDER age 18
- My children or dependents OVER age 18
- My parent(s) / guardian(s)
- My sibling(s)
- My extended family members (e.g., grandparents, cousins, aunts, uncles)
- Unrelated roommate(s)
- Other (please specify) \_\_\_\_\_  
\_\_\_\_\_

8. Including you, how many people are in your current household?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8 or more

9. What is your age?

- Under 18
- 18 - 24
- 25 - 34
- 35 - 44
- 45 - 54
- 55 - 64
- 65 or older

10. Within which of the following age ranges are your other household members?

SELECT ALL THAT APPLY:

- Age 4 or under
- Age 5 - 17
- Age 18 - 24
- Age 25 - 34
- Age 35 - 64
- Age 65 or older

*If Q3 = "Living in stable housing but worried about losing it in the future" or "Other", skip to Section B on page 3*

*If Q3 = "Do not have stable housing...", skip to Section C on page 7*

**SECTION B: HOUSING INSECURE FAMILIES**

**11. Which of the following best describes your household's current living situation?**

- Rent
- Own
- Live with my parent(s) / guardian(s) / relative(s), but pay some rent to them
- Live rent-free with my parent(s) / guardian(s) / relative(s)
- Other (please specify)

**12. In which type of housing do you live?**

- Building with 5 or more units - apartments / condos
- Building with 2, 3, or 4 units - duplex / apartments / condos
- Condo / Co-op
- Townhome
- Single Family Home (detached)
- Accessory Dwelling Unit (ADU) (e.g., "Granny flat", back house, etc.)
- Manufactured or Mobile Home
- Van or RV
- Other (please specify) \_\_\_\_\_
- \_\_\_\_\_

**13. How many bedrooms are there in your current residence?**

- 0 / Studio
- 1
- 2
- 3
- 4
- 5 or more

**14. What is the zip code of your current residence?**

\_\_\_\_\_

**15. How satisfied are you with your current overall housing situation?**

- Very unsatisfied
- Unsatisfied
- Neutral
- Satisfied
- Very satisfied

**16. How satisfied are you with the following aspects of your current housing situation?**

	Extremely dissatisfied	Somewhat dissatisfied	Neutral / Not Applicable	Somewhat Satisfied	Extremely satisfied
Total cost of rent / mortgage and utilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Type of housing (e.g., Apartment, Condo, Single Family Home)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of local K-12 schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Travel time to the L.A. Unified schools your child(ren) / dependent(s) attend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proximity to child care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proximity to neighborhood necessities (e.g., grocery store, public transit access)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proximity to neighborhood amenities (e.g., parks, entertainment, restaurants)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety of neighborhood	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**17. What is the approximate monthly RENT OR MORTGAGE payment for your ENTIRE HOUSEHOLD? Please do NOT include other costs such as utilities, parking, property taxes, insurance or association dues.**

- Not applicable - my household has no monthly rent or mortgage payment
- \$1 to \$249
- \$250 to \$499
- \$500 to \$999
- \$1,000 to \$1,499
- \$1,500 to \$1,999
- \$2,000 to \$2,499
- \$2,500 to \$2,999
- \$3,000 to \$3,499
- \$3,500 to \$3,999
- \$4,000 to \$4,499
- \$4,500 to \$4,999
- \$5,000 to \$5,499
- \$5,500 to \$5,999
- \$6,000 to \$6,499
- \$6,500 to \$6,999
- \$7,000 to \$7,499
- \$7,500 to \$7,999
- \$8,000 or more
- I don't know
- Prefer not to answer

**18. What are your approximate monthly utility costs for your entire household (i.e., electric, water, gas, garbage, sewer, cable, internet)?**

- \$0
- \$1 - \$49
- \$50 - \$99
- \$100 - \$149
- \$150 - \$199
- \$200 - \$249
- \$250 - \$299
- \$300 - \$349
- \$350 - \$399
- \$400 - \$499
- \$500 or more
- I don't know

**19. What percentage of your total monthly gross HOUSEHOLD income is left after your rent or mortgage payments?**

- 0%
- 1% - 25%
- 26% - 50%
- 51% - 75%
- 76% - 100%

**20. What impact do you believe your housing situation has had on your children's or dependents' academic success?**

- Severe negative impact
- Moderate negative impact
- Minor negative impact
- No negative impact

**21. What impact do you believe your housing situation has had on your children's or dependents' school attendance?**

- Severe negative impact (24 or more absences per year)
- Moderate negative impact (15 - 23 absences per year)
- Minor negative impact (8 - 14 absences per year)
- No negative impact (7 or less absences per year)

**22. In what ways has your family's financial / housing situation impacted your children's or dependents' academic success?**

- Harder to maintain good grades
- Experienced bullying
- Increased absenteeism (i.e., missing more school days)
- Inability to pay for school trips / activities
- Financial situation makes it difficult to have secure access to food
- Lack of consistent good sleep
- Must hold a job to help support self or family (if applicable)
- Other (please specify) \_\_\_\_\_

**23. How much do you agree or disagree with the following statement?**

**I am experiencing financial pressures due to high housing costs.**

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

**24. In the last 12 months, have you experienced any of the following housing challenges? SELECT ALL THAT APPLY:**

- Could not afford to pay my utility bills
- Doubled up (temporarily staying with friend, relatives, or another person because I cannot find or afford housing, or due to loss of housing / economic hardship)
- Eviction or threat of eviction
- Foreclosure or threat of foreclosure
- Had to choose between paying for housing or food/basic necessities
- Landlord dispute
- Overcrowding
- Missed a rental payment
- Missed a mortgage payment
- Moved frequently
- Rental application was denied
- Unaffordable increase in my monthly rent
- Unsafe, unsanitary, or uninhabitable rental unit
- Other (please specify) \_\_\_\_\_  
\_\_\_\_\_
- None of the above

**25. In the last 12 months, have you slept overnight at any of the following locations (NOT for vacation/business/recreation)? SELECT ALL THAT APPLY:**

- Shelter (e.g., crisis housing, domestic violence shelter, etc.)
- Garage
- Transitional housing program
- Motel or hotel
- Car, trailer, or campsite
- Temporarily with family / friend(s) / relative(s) because I could not find or afford housing or loss of housing / economic hardship
- Trailer / motor home on private property
- Other place NOT designated or ordinarily used as a regular sleeping accommodation for human beings
- None of the above

**26. What is the likelihood that you will move to a different residence in the next three years?**

- Very Unlikely
- Unlikely
- Likely
- Very Likely

***If Q26 = "Very Unlikely" or "Unlikely", skip to Section D on page 9***

**27. Where are you most likely to move to?**

- Within the Los Angeles area
- Elsewhere in California
- Out of California
- Out of USA (international)

**28. Which of the following are reasons you are likely to move in the next three years? SELECT ALL THAT APPLY**

- |   |  |
|---|--|
| <input type="checkbox"/> Being forced to move by landlord                         | <input type="checkbox"/> Taking a new job / partner taking a new job                     |
| <input type="checkbox"/> Change in family / household size                        | <input type="checkbox"/> Want a newer residence  |
| <input type="checkbox"/> Concerned with safety / crime in my current neighborhood | <input type="checkbox"/> Want a shorter commute to work                                  |
| <input type="checkbox"/> Current monthly housing payment is too expensive         | <input type="checkbox"/> Want to be closer to my family / friend(s) / cultural community |
| <input type="checkbox"/> Foreclosure or threat of foreclosure                     | <input type="checkbox"/> Want to buy a residence   |
| <input type="checkbox"/> Need more space  | <input type="checkbox"/> Other (please specify) _____                                    |
| <input type="checkbox"/> Need less space  | _____  |
|   | <input type="checkbox"/> None of the above   |

**29. Please indicate the extent to which each of the following factors is an obstacle for you in obtaining your next residence:**

	It's an obstacle but I can figure it out	Not an obstacle / Neutral	Major obstacle
Ability to live with my pet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Application fee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Available units are too far from my child's school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Available units are too far from my relative(s) / family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Available units are too far from my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cash for security deposit or first / last month's rent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cash for down payment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cost of monthly payment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Credit score	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hard to find roommates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of affordable units in a safe neighborhood	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of units in my desired price range	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of landlord references	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Need a co-signer for the lease	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Potential property tax payment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Proceed to Section D on page 9**

**SECTION C: FAMILIES WITHOUT STABLE HOUSING**

**30. Which of the following best describes your household's current living situation?**

- Shelter (e.g., crisis housing, domestic violence shelter, etc.)
- Garage
- Transitional housing program
- Motel or hotel
- Car, trailer, or campsite
- Temporarily with family / friend(s) / relative(s) because I could not find or afford housing or loss of housing / economic hardship
- Trailer / motor home on private property
- Other place NOT designated or ordinarily used as a regular sleeping accommodation for human beings
- None of the above

**31. Apart from your current living situation, have you slept overnight at any of the following locations in the last 12 months? SELECT ALL THAT APPLY:**

- Shelter (e.g., crisis housing, domestic violence shelter, etc.)
- Garage
- Transitional housing program
- Motel or hotel
- Car, trailer, or campsite
- Temporarily with family / friend(s) / relative(s) because I could not find or afford housing or loss of housing / economic hardship
- Trailer / motor home on private property
- Other place NOT designated or ordinarily used as a regular sleeping accommodation for human beings
- None of the above

**32. In the last 12 months, have you experienced any of the following housing challenges? SELECT ALL THAT APPLY:**

- Could not afford to pay my utility bills
- Doubled up (temporarily staying with friend, relatives, or another person because I cannot find or afford housing, or due to loss of housing / economic hardship)
- Eviction or threat of eviction
- Foreclosure or threat of foreclosure
- Had to choose between paying for housing or food/basic necessities
- Landlord dispute
- Overcrowding
- Missed a rental payment
- Missed a mortgage payment
- Moved frequently
- Rental application was denied
- Unaffordable increase in my monthly rent
- Unsafe, unsanitary, or uninhabitable rental unit
- Other (please specify) \_\_\_\_\_
- None of the above

**33. What is the zip code where you are currently located? \_\_\_\_\_**

**34. How satisfied are you with your current overall housing situation?**

- Very unsatisfied
- Unsatisfied
- Neutral
- Satisfied
- Very satisfied

**35. What impact do you believe your housing situation has had on your children's or dependents' academic success?**

- Severe negative impact
- Moderate negative impact
- Minor negative impact
- No negative impact

**36. What impact do you believe your housing situation has had on your children's or dependents' school attendance?**

- Severe negative impact (24 or more absences per year)
- Moderate negative impact (15 - 23 absences per year)
- Minor negative impact (8 - 14 absences per year)
- No negative impact (7 or less absences per year)

**37. In what ways has your family's financial / housing situation impacted your children's or dependents' academic success?**

- |   |   |
|---|---|
| <input type="checkbox"/> Harder to maintain good grades                         | <input type="checkbox"/> Financial situation makes it difficult to have secure access to food |
| <input type="checkbox"/> Experienced bullying                                   | <input type="checkbox"/> Lack of consistent good sleep  |
| <input type="checkbox"/> Increased absenteeism (i.e., missing more school days) | <input type="checkbox"/> Must hold a job to help support self or family (if applicable)       |
| <input type="checkbox"/> Inability to pay for school trips / activities         | <input type="checkbox"/> Other (please specify) _____   |

**38. How much do you agree or disagree with the following statement? I am experiencing financial pressures due to high housing costs.**

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

**39. Please indicate the extent to which each of the following factors is an obstacle for to obtain steady housing:**

	It's an obstacle but I can figure it out	Not an obstacle / Neutral	Major obstacle
Ability to live with my pet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Application fee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Available units are too far from my child's school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Available units are too far from my relative(s) / family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Available units are too far from my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cash for security deposit or first / last month's rent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cash for down payment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cost of monthly payment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Credit score	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hard to find roommates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of affordable units in a safe neighborhood	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of units in my desired price range	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of landlord references	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Need a co-signer for the lease	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Potential property tax payment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**40. Are you currently contributing any money toward temporary housing (e.g., paying a friend for couch surfing, paying for a hotel/motel room, paying for a shelter)?**

- Yes  
 No

**41. Approximately how much money do you contribute toward temporary housing per month?**

- \$0 - I do not contribute money toward temporary housing  
 Less than \$100 per month  
 \$100 - \$199  
 \$200 - \$299  
 \$300 - \$399  
 \$400 - \$499  
 \$500 - \$599  
 \$600 - \$699  
 \$700 - \$799  
 \$800 - \$899  
 \$900 - \$999  
 \$1,000 per month or more

***Proceed to Section D***

## **SECTION D: DEMOGRAPHICS AND HOUSING INTEREST**

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**42. What is your approximate total annual gross HOUSEHOLD income (pre-tax and pre-deductions for all household members combined, from all sources)? Include yourself plus all people living in your household, related or not (for example, children, grandparents, other relatives, or friends) who share income and expenses. Do not include people who are economically independent.**

**Gross household income includes:**

- Earnings from all jobs before deductions
- Welfare payments, child support, alimony
- Pay from pensions, retirement, social security

**Gross household income does NOT include:**

- Income from CalFresh, CalWORKs, and WIC
- Federal education benefits
- Foster payments received by your household from the placing agency
- Military Privatized Housing Initiative or combat pay
- Overtime pay, unless you receive it on a regular basis

- Less than \$25,000  
 \$25,000 to \$49,999  
 \$50,000 to \$74,999  
 \$75,000 to \$99,999  
 \$100,000 to \$124,999  
 \$125,000 to \$149,999  
 \$150,000 or more  
 I don't know  
 Prefer not to answer

**43. What is your approximate total annual gross PERSONAL income (pre-tax and pre-deductions, from all sources)?**

- Less than \$25,000
- \$25,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to \$124,999
- \$125,000 to \$149,999
- \$150,000 or more
- I don't know
- Prefer not to answer

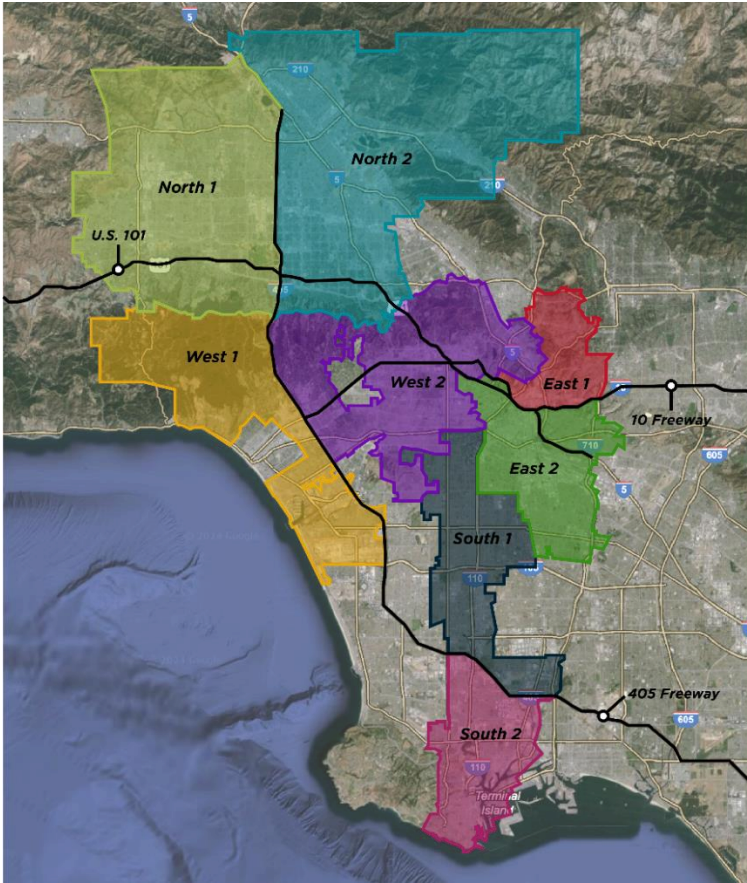
**44. If L.A. Unified provided rental housing at lower, more affordable rates within the District and made it available to its families to rent, how interested would you be in renting one of these more affordable units?**

- Very uninterested
- Uninterested
- Neither interested or uninterested (I need more information)
- Interested
- Very interested

***If Q44 = "Neither interested or uninterested (I need more information" OR "Interested" OR "Very Interested", skip to Section E on page 11***

***If Q44 = "Uninterested" OR "Very uninterested", skip to Section F on page 13***

**SECTION E: INTERESTED IN FUTURE HOUSING**



**45. Which area of the District would you be MOST interested in renting a unit?**

- North 1
- North 2
- West 1
- West 2
- East 1
- East 2
- South 1
- South 2
- I would NOT be interested in renting a unit in any of the areas above

**46. If your first-choice area was not available, which OTHER area of the District would you be MOST interested in renting a unit?**

- North 1
- North 2
- West 1
- West 2
- East 1
- East 2
- South 1
- South 2
- None of the above – I would only consider my first choice area

**47. When deciding where you would like to live, which of the following are the TWO MOST important location factors to you?**

- Distance to my work
- Distance to my spouse/partner's work
- Distance to my child(ren)'s / dependent(s)' K-12 schools
- Distance to my child care
- Distance to where my family / friends live
- Distance to my desired shopping / restaurants / entertainment / parks
- Distance to a public transit station (e.g., LA Metro stop)
- Safety of neighborhood
- Walkability of neighborhood
- Other (please specify)

**48. What is the minimum number of bedrooms you would require?**

- 0 / Studio
- 1
- 2
- 3
- 4

**49. What is the minimum number of bathrooms you would require? (A half bath (0.5 baths) contains a toilet and sink but no bathtub or shower.)**

- 1
- 1.5
- 2
- 2.5
- 3
- 3.5
- 4 or more

**50. Which type of residence would best meet your needs?1**

- Apartment
- Condo / co-op
- Duplex / Triplex / Fourplex
- Attached Townhouse
- Single Family Detached Home
- Tiny House (500 square feet or less)
- Other (please specify) \_\_\_\_\_

**51. If your first choice were not available, which other type of residence would you consider? SELECT ALL THAT APPLY:**

- Apartment
- Condo / co-op
- Duplex / Triplex / Fourplex
- Attached Townhouse
- Single Family Detached Home
- Tiny House (500 square feet or less)
- Other (please specify) \_\_\_\_\_
- None of the above – I would only consider my first choice

**52. If L.A. Unified provided the housing configuration you selected in the previous questions available to you for rent (i.e., your preferred type of residence with your required number of bathrooms and bedrooms), what is the maximum monthly rent (NOT including utilities) you would be willing to pay to rent the unit?**

- Less than \$300
- \$300 - \$399
- \$400 - \$499
- \$500 - \$599
- \$600 - \$699
- \$700 - \$799
- \$800 - \$899
- \$900 - \$999
- \$1,000 - \$1,099
- \$1,100 - \$1,199
- \$1,200 - \$1,299
- \$1,300 - \$1,399
- \$1,400 - \$1,499
- \$1,500 - \$1,599
- \$1,600 - \$1,699
- \$1,700 - \$1,799
- \$1,800 - \$1,899
- \$1,900 - \$1,999
- \$2,000 - \$2,499
- \$2,500 - \$2,999
- \$3,000 - \$3,499
- \$3,500 - \$3,999
- \$4,000 or more

**53. If L.A. Unified built low-cost rental housing, how long would you want to live there?**

- Less than 3 months
- 3 - 5 months
- 6 - 11 months
- 1 year
- 1.5 years
- 2 years or more

**54. Which of the following features of a unit would be MOST important to you? SELECT UP TO FIVE:**

- Ability to live with my pet
- Air conditioning
- Balcony or patio
- Dishwasher
- Energy efficient appliances
- In-unit laundry
- Large windows with natural light
- Multiple level living (e.g., unit is on two floors or more)
- Single level living (e.g., unit is on one floor)
- Primary bedroom (i.e., bedroom with attached bathroom)
- Storage space

**55. Which of the following building community features would be MOST important to you? SELECT UP TO FIVE**

- Bike storage
- Dog park
- Electric vehicle charging stations
- Extra storage space
- Children's outdoor playground
- Children's indoor playroom
- Community clubhouse
- Indoor common areas
- Gym / Fitness center
- On-site laundry room
- On-site maintenance or management
- Outdoor recreation areas (e.g., barbecue area, community garden)
- Package lockers / mailroom
- Secured access to the building
- Secure parking (i.e., off street)
- Walkable neighborhood

***Proceed to Section G on page 14***

## **SECTION F: UNINTERESTED IN FUTURE HOUSING**

**56. Why are you potentially not interested in renting housing from L.A. Unified at a lower, more affordable rate? SELECT ALL THAT APPLY**

- Satisfied with my current housing
- Prefer to own a home
- Believe my income is too high to qualify for low-cost housing
- Do not want to live near other L.A. Unified students and families
- Worried it will be too expensive
- Worried about my ability to live with family or friends
- Worried about my ability to live with my pet
- Worried about potential rules and restrictions
- Worried the location will not be convenient for me or my household
- Other (please specify) \_\_\_\_\_

***Proceed to Section G on page 14***

**SECTION G: DEMOGRAPHICS AND OPEN COMMENT**

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**57. What is your race / ethnicity?**

- American Indian or Alaskan Native
- Asian
- Black or African American
- Filipino
- Hispanic / Latino
- Pacific Islander
- White
- Two or More
- Undeclared

**58. Please let us know if you have any other comments regarding your needs for housing and how the District can support you:**

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***Thank you for taking the time to participate in the Los Angeles Unified Housing Survey. For more information on the housing survey assessment, please visit [lausd.org/housing-assessment](https://lausd.org/housing-assessment).***

***For information on emergency housing resources, please reach out to:***

- <https://211la.org/>
- <https://www.lahsa.org/ces/home/gethelp>
- <https://oclawin.org/find-help/win-app-online/>
- <https://housing2.lacity.org/housing/affordable-housing/>

## **Appendix B: Projected Demand by Region**

# Employees – Total Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	EXTRAPOLATED DEMAND FROM TEACHERS	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	25	157	6	\$730	\$861
	1 Bedroom	135	848	138	\$730 - \$830	\$944
	2 Bedroom	441	2,769	170	\$830 - \$1,050	\$1,076
	3 Bedroom	345	2,166	157	\$1,050 - \$1,200	\$1,178
	4 Bedroom	78	490	57	\$1,200 - \$1,400	\$1,395
	<b>Subtotal</b>	<b>1,024 Units</b>	<b>6,429 Units</b>	<b>527 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	28	176	88	\$1,200 - \$1,950	\$987
	1 Bedroom	172	1,080	471	\$1,200 - \$2,200	\$1,204
	2 Bedroom	662	4,156	1,551	\$1,400 - \$2,800	\$1,418
	3 Bedroom	560	3,516	1,174	\$1,700 - \$3,200	\$1,664
	4 Bedroom	97	609	182	\$2,000 - \$3,700	\$1,899
	<b>Subtotal</b>	<b>1,519 Units</b>	<b>9,537 Units</b>	<b>3,466 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	2	13	13	\$1,950 - 2,060	\$1,450
	1 Bedroom	12	75	31	\$1,950 - \$2,400	\$1,330
	2 Bedroom	68	427	195	\$2,200 - \$3,000	\$1,673
	3 Bedroom	45	283	100	\$2,800 - \$3,400	\$1,751
	4 Bedroom	4	25	13	\$3,200 - \$3,900	\$2,125
	<b>Subtotal</b>	<b>131 Units</b>	<b>822 Units</b>	<b>352 Units</b>		
	<b>Total</b>	<b>2,674 Units</b>	<b>16,788 Units</b>	<b>4,345 Units</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.

\*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Employees - North 1 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	2	13	\$730	\$350
	1 Bedroom	13	82	\$730 - \$830	\$750
	2 Bedroom	59	370	\$830 - \$1,050	\$1,108
	3 Bedroom	49	308	\$1,050 - \$1,200	\$1,185
	4 Bedroom	8	50	\$1,200 - \$1,400	\$2,283
<b>Subtotal</b>		<b>131 Units</b>	<b>822 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	3	19	\$1,200 - \$1,950	\$650
	1 Bedroom	24	151	\$1,200 - \$2,200	\$1,072
	2 Bedroom	95	596	\$1,400 - \$2,800	\$1,533
	3 Bedroom	101	634	\$1,700 - \$3,200	\$1,708
	4 Bedroom	11	69	\$2,000 - \$3,700	\$1,931
<b>Subtotal</b>		<b>234 Units</b>	<b>1,469 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	1	6	\$1,950 - 2,060	-
	1 Bedroom	3	19	\$1,950 - \$2,400	\$1,350
	2 Bedroom	13	82	\$2,200 - \$3,000	\$1,988
	3 Bedroom	10	63	\$2,800 - \$3,400	\$2,200
	4 Bedroom	1	6	\$3,200 - \$3,900	\$1,950
<b>Subtotal</b>		<b>28 Units</b>	<b>176 Units</b>		
<b>Total</b>		<b>393 Units</b>	<b>2,467 Units</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.

\*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Employees - North 2 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	4	25	\$730	\$950
	1 Bedroom	16	100	\$730 - \$830	\$910
	2 Bedroom	43	270	\$830 - \$1,050	\$902
	3 Bedroom	40	251	\$1,050 - \$1,200	\$1,266
	4 Bedroom	9	57	\$1,200 - \$1,400	\$1,442
<b>Subtotal</b>		<b>112 Units</b>	<b>703 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	5	31	\$1,200 - \$1,950	\$1,116
	1 Bedroom	17	107	\$1,200 - \$2,200	\$1,172
	2 Bedroom	68	427	\$1,400 - \$2,800	\$1,416
	3 Bedroom	84	527	\$1,700 - \$3,200	\$1,589
	4 Bedroom	13	82	\$2,000 - \$3,700	\$2,254
<b>Subtotal</b>		<b>187 Units</b>	<b>1,174 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 - 2,060	-
	1 Bedroom	1	6	\$1,950 - \$2,400	\$950
	2 Bedroom	9	57	\$2,200 - \$3,000	\$1,705
	3 Bedroom	11	69	\$2,800 - \$3,400	\$1,759
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>21 Units</b>	<b>132 Units</b>		
<b>Total</b>		<b>320 Units</b>	<b>2,009 Units</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.

\*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Employees - East 1 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	2	13	\$730	\$850
	1 Bedroom	10	63	\$730 - \$830	\$1,061
	2 Bedroom	47	295	\$830 - \$1,050	\$1,317
	3 Bedroom	31	195	\$1,050 - \$1,200	\$1,056
	4 Bedroom	10	63	\$1,200 - \$1,400	\$1,411
<b>Subtotal</b>		<b>100 Units</b>	<b>628 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	4	25	\$1,200 - \$1,950	\$966
	1 Bedroom	20	126	\$1,200 - \$2,200	\$1,038
	2 Bedroom	83	521	\$1,400 - \$2,800	\$1,222
	3 Bedroom	71	446	\$1,700 - \$3,200	\$1,439
	4 Bedroom	16	100	\$2,000 - \$3,700	\$1,691
<b>Subtotal</b>		<b>194 Units</b>	<b>1,218 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 - 2,060	-
	1 Bedroom	2	13	\$1,950 - \$2,400	\$1,150
	2 Bedroom	4	25	\$2,200 - \$3,000	\$1,225
	3 Bedroom	4	25	\$2,800 - \$3,400	\$1,600
	4 Bedroom	1	6	\$3,200 - \$3,900	\$1,050
<b>Subtotal</b>		<b>11 Units</b>	<b>69 Units</b>		
<b>Total</b>		<b>305 Units</b>	<b>1,915 Units</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.

\*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Employees - East 2 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	5	31	\$730	\$850
	1 Bedroom	25	157	\$730 - \$830	\$938
	2 Bedroom	70	440	\$830 - \$1,050	\$1,140
	3 Bedroom	60	377	\$1,050 - \$1,200	\$1,130
	4 Bedroom	10	63	\$1,200 - \$1,400	\$1,293
<b>Subtotal</b>		<b>170 Units</b>	<b>1,067 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	2	13	\$1,200 - \$1,950	\$1,300
	1 Bedroom	32	201	\$1,200 - \$2,200	\$1,180
	2 Bedroom	106	666	\$1,400 - \$2,800	\$1,322
	3 Bedroom	83	521	\$1,700 - \$3,200	\$1,606
	4 Bedroom	13	82	\$2,000 - \$3,700	\$1,881
<b>Subtotal</b>		<b>236 Units</b>	<b>1,482 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 - 2,060	-
	1 Bedroom	1	6	\$1,950 - \$2,400	\$1,950
	2 Bedroom	8	50	\$2,200 - \$3,000	\$1,362
	3 Bedroom	3	19	\$2,800 - \$3,400	\$1,683
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>12 Units</b>	<b>75 Units</b>		
<b>Total</b>		<b>418 Units</b>	<b>2,624 Units</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.

\*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Employees - South 1 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	2	13	\$730	\$1,050
	1 Bedroom	16	100	\$730 - \$830	\$959
	2 Bedroom	75	471	\$830 - \$1,050	\$1,055
	3 Bedroom	55	345	\$1,050 - \$1,200	\$1,156
	4 Bedroom	15	94	\$1,200 - \$1,400	\$1,061
<b>Subtotal</b>		<b>163 Units</b>	<b>1,023 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	3	19	\$1,200 - \$1,950	\$983
	1 Bedroom	17	107	\$1,200 - \$2,200	\$1,285
	2 Bedroom	62	389	\$1,400 - \$2,800	\$1,531
	3 Bedroom	47	295	\$1,700 - \$3,200	\$1,766
	4 Bedroom	7	44	\$2,000 - \$3,700	\$2,025
<b>Subtotal</b>		<b>136 Units</b>	<b>854 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 - 2,060	-
	1 Bedroom	0	0	\$1,950 - \$2,400	-
	2 Bedroom	1	6	\$2,200 - \$3,000	\$1,550
	3 Bedroom	2	13	\$2,800 - \$3,400	\$1,750
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>3 Units</b>	<b>19 Units</b>		
<b>Total</b>		<b>302 Units</b>	<b>1,896 Units</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.

\*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Employees - South 2 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	1	6	\$730	\$750
	1 Bedroom	13	82	\$730 - \$830	\$924
	2 Bedroom	37	232	\$830 - \$1,050	\$1,093
	3 Bedroom	37	232	\$1,050 - \$1,200	\$1,320
	4 Bedroom	7	44	\$1,200 - \$1,400	\$895
<b>Subtotal</b>		<b>95 Units</b>	<b>596 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	1	6	\$1,200 - \$1,950	\$750
	1 Bedroom	12	75	\$1,200 - \$2,200	\$1,286
	2 Bedroom	63	396	\$1,400 - \$2,800	\$1,430
	3 Bedroom	61	383	\$1,700 - \$3,200	\$1,919
	4 Bedroom	18	113	\$2,000 - \$3,700	\$1,957
<b>Subtotal</b>		<b>155 Units</b>	<b>973 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 - 2,060	-
	1 Bedroom	2	13	\$1,950 - \$2,400	\$1,200
	2 Bedroom	6	38	\$2,200 - \$3,000	\$1,750
	3 Bedroom	8	50	\$2,800 - \$3,400	\$1,971
	4 Bedroom	1	6	\$3,200 - \$3,900	\$2,250
<b>Subtotal</b>		<b>17 Units</b>	<b>107 Units</b>		
<b>Total</b>		<b>267 Units</b>	<b>1,676 Units</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.  
 \*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Employees - West 1 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	1	6	\$730	\$750
	1 Bedroom	13	82	\$730 - \$830	\$924
	2 Bedroom	37	232	\$830 - \$1,050	\$1,093
	3 Bedroom	37	232	\$1,050 - \$1,200	\$1,320
	4 Bedroom	7	44	\$1,200 - \$1,400	\$895
<b>Subtotal</b>		<b>95 Units</b>	<b>596 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	1	6	\$1,200 - \$1,950	\$750
	1 Bedroom	12	75	\$1,200 - \$2,200	\$1,286
	2 Bedroom	63	396	\$1,400 - \$2,800	\$1,430
	3 Bedroom	61	383	\$1,700 - \$3,200	\$1,919
	4 Bedroom	18	113	\$2,000 - \$3,700	\$1,957
<b>Subtotal</b>		<b>155 Units</b>	<b>973 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 - 2,060	-
	1 Bedroom	2	13	\$1,950 - \$2,400	\$1,200
	2 Bedroom	6	38	\$2,200 - \$3,000	\$1,750
	3 Bedroom	8	50	\$2,800 - \$3,400	\$1,971
	4 Bedroom	1	6	\$3,200 - \$3,900	\$2,250
<b>Subtotal</b>		<b>17 Units</b>	<b>107 Units</b>		
<b>Total</b>		<b>267 Units</b>	<b>1,676 Units</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.

\*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Employees - West 2 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	3	19	\$730	\$1,075
	1 Bedroom	18	38	\$730 - \$830	\$857
	2 Bedroom	64	6	\$830 - \$1,050	\$1,017
	3 Bedroom	39	113	\$1,050 - \$1,200	\$1,130
	4 Bedroom	8	176	\$1,200 - \$1,400	\$2,025
<b>Subtotal</b>		<b>132 Units</b>	<b>829 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	6	19	\$1,200 - \$1,950	\$1,133
	1 Bedroom	28	402	\$1,200 - \$2,200	\$1,327
	2 Bedroom	113	709	\$1,400 - \$2,800	\$1,347
	3 Bedroom	59	100	\$1,700 - \$3,200	\$1,640
	4 Bedroom	10	245	\$2,000 - \$3,700	\$1,727
<b>Subtotal</b>		<b>216 Units</b>	<b>1,356 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	1	370	\$1,950 - 2,060	\$1,450
	1 Bedroom	3	38	\$1,950 - \$2,400	\$1,383
	2 Bedroom	16	50	\$2,200 - \$3,000	\$1,946
	3 Bedroom	6	63	\$2,800 - \$3,400	\$2,000
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>26 Units</b>	<b>163 Units</b>		
<b>Total</b>		<b>374 Units</b>	<b>2,348 Units</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.

\*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Families – Total Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	4	120	\$730	-
	1 Bedroom	38	1,145	\$730 - \$830	\$990
	2 Bedroom	130	3,916	\$830 - \$1,050	\$2,095
	3 Bedroom	75	2,259	\$1,050 - \$1,200	\$3,163
	4 Bedroom	21	633	\$1,200 - \$1,400	\$1,050
<b>Subtotal</b>		<b>268 Units</b>	<b>8,072 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	1	30	\$1,200 - \$1,950	-
	1 Bedroom	2	60	\$1,200 - \$2,200	\$1,150
	2 Bedroom	11	331	\$1,400 - \$2,800	\$1,350
	3 Bedroom	7	211	\$1,700 - \$3,200	-
	4 Bedroom	4	120	\$2,000 - \$3,700	-
<b>Subtotal</b>		<b>25 Units</b>	<b>753 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 – 2,060	-
	1 Bedroom	0	0	\$1,950 - \$2,400	-
	2 Bedroom	0	0	\$2,200 - \$3,000	-
	3 Bedroom	0	0	\$2,800 - \$3,400	-
	4 Bedroom	1	30	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>1 Units</b>	<b>30 Units</b>		
<b>Total</b>		<b>294 Units</b>	<b>8,855 Children in Houseless Families</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.  
 \*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Families – North 1 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	0	0	\$730	-
	1 Bedroom	5	151	\$730 - \$830	\$990
	2 Bedroom	26	783	\$830 - \$1,050	\$2,095
	3 Bedroom	17	512	\$1,050 - \$1,200	\$3,163
	4 Bedroom	4	120	\$1,200 - \$1,400	\$1,050
<b>Subtotal</b>		<b>52 Units</b>	<b>1,566 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	0	0	\$1,200 - \$1,950	-
	1 Bedroom	1	30	\$1,200 - \$2,200	\$1,150
	2 Bedroom	2	60	\$1,400 - \$2,800	\$1,350
	3 Bedroom	0	0	\$1,700 - \$3,200	-
	4 Bedroom	0	0	\$2,000 - \$3,700	-
<b>Subtotal</b>		<b>3 Units</b>	<b>90 units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 – 2,060	-
	1 Bedroom	0	0	\$1,950 - \$2,400	-
	2 Bedroom	0	0	\$2,200 - \$3,000	-
	3 Bedroom	0	0	\$2,800 - \$3,400	-
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>0 Units</b>	<b>0 Units</b>		
<b>Total</b>		<b>55 Units</b>	<b>1,656 Children In Houseless Families</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.  
 \*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Families – North 2 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	2	60	\$730	\$500
	1 Bedroom	6	181	\$730 - \$830	\$1,150
	2 Bedroom	17	512	\$830 - \$1,050	\$1,702
	3 Bedroom	9	271	\$1,050 - \$1,200	\$1,392
	4 Bedroom	1	30	\$1,200 - \$1,400	\$850
<b>Subtotal</b>		<b>35 Units</b>	<b>1,054 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	0	0	\$1,200 - \$1,950	-
	1 Bedroom	0	0	\$1,200 - \$2,200	-
	2 Bedroom	2	60	\$1,400 - \$2,800	\$2,999
	3 Bedroom	2	60	\$1,700 - \$3,200	\$1,050
	4 Bedroom	1	30	\$2,000 - \$3,700	\$1,950
<b>Subtotal</b>		<b>5 Units</b>	<b>151 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 - 2,060	-
	1 Bedroom	0	0	\$1,950 - \$2,400	-
	2 Bedroom	0	0	\$2,200 - \$3,000	-
	3 Bedroom	0	0	\$2,800 - \$3,400	-
	4 Bedroom	1	30	\$3,200 - \$3,900	\$1,950
<b>Subtotal</b>		<b>1 Units</b>	<b>30 Units</b>		
<b>Total</b>		<b>41 Units</b>	<b>1,235 Children in Houseless Families</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.

\*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Families – East 1 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	0	0	\$730	-
	1 Bedroom	2	60	\$730 - \$830	\$990
	2 Bedroom	10	301	\$830 - \$1,050	\$2,095
	3 Bedroom	8	241	\$1,050 - \$1,200	\$3,163
	4 Bedroom	2	60	\$1,200 - \$1,400	\$1,050
<b>Subtotal</b>		<b>22 Units</b>	<b>663 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	0	0	\$1,200 - \$1,950	-
	1 Bedroom	0	0	\$1,200 - \$2,200	-
	2 Bedroom	0	0	\$1,400 - \$2,800	-
	3 Bedroom	0	0	\$1,700 - \$3,200	-
	4 Bedroom	0	0	\$2,000 - \$3,700	-
<b>Subtotal</b>		<b>0 Units</b>	<b>0 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 - 2,060	-
	1 Bedroom	0	0	\$1,950 - \$2,400	-
	2 Bedroom	0	0	\$2,200 - \$3,000	-
	3 Bedroom	0	0	\$2,800 - \$3,400	-
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>0 Units</b>	<b>0 Units</b>		
<b>Total</b>		<b>22 Units</b>	<b>663 Children in Houseless Families</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.  
 \*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Families – East 2 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	0	0	\$730	-
	1 Bedroom	4	120	\$730 - \$830	\$1,999
	2 Bedroom	12	361	\$830 - \$1,050	\$616
	3 Bedroom	4	120	\$1,050 - \$1,200	\$1,549
	4 Bedroom	0	0	\$1,200 - \$1,400	-
		<b>20 Units</b>	<b>602 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	0	0	\$1,200 - \$1,950	-
	1 Bedroom	0	0	\$1,200 - \$2,200	-
	2 Bedroom	2	60	\$1,400 - \$2,800	\$1,400
	3 Bedroom	1	30	\$1,700 - \$3,200	\$550
	4 Bedroom	1	30	\$2,000 - \$3,700	\$1,050
		<b>4 Units</b>	<b>120 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 – 2,060	-
	1 Bedroom	0	0	\$1,950 - \$2,400	-
	2 Bedroom	0	0	\$2,200 - \$3,000	-
	3 Bedroom	0	0	\$2,800 - \$3,400	-
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>0 Units</b>	<b>0 Units</b>		
<b>Total</b>		<b>24 Units</b>	<b>722 Children in Houseless Families</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.  
 \*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Families – South 1 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	0	0	\$730	-
	1 Bedroom	9	271	\$730 - \$830	\$1,999
	2 Bedroom	22	663	\$830 - \$1,050	\$1,812
	3 Bedroom	8	241	\$1,050 - \$1,200	\$1,325
	4 Bedroom	2	60	\$1,200 - \$1,400	\$2,299
<b>Subtotal</b>		<b>41 Units</b>	<b>1,235 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	1	30	\$1,200 - \$1,950	\$1,250
	1 Bedroom	0	0	\$1,200 - \$2,200	-
	2 Bedroom	2	60	\$1,400 - \$2,800	\$950
	3 Bedroom	0	0	\$1,700 - \$3,200	-
	4 Bedroom	1	30	\$2,000 - \$3,700	\$1,050
<b>Subtotal</b>		<b>4 Units</b>	<b>120 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 – 2,060	-
	1 Bedroom	0	0	\$1,950 - \$2,400	-
	2 Bedroom	0	0	\$2,200 - \$3,000	-
	3 Bedroom	0	0	\$2,800 - \$3,400	-
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>0 Units</b>	<b>0 Units</b>		
<b>Total</b>		<b>45 Units</b>	<b>1,355 Children in Houseless Families</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.  
 \*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Families – South 2 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	0	0	\$730	-
	1 Bedroom	2	60	\$730 - \$830	\$1,800
	2 Bedroom	7	211	\$830 - \$1,050	\$2,474
	3 Bedroom	4	120	\$1,050 - \$1,200	\$1,732
	4 Bedroom	2	60	\$1,200 - \$1,400	\$1,850
<b>Subtotal</b>		<b>15 Units</b>	<b>452 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	0	0	\$1,200 - \$1,950	-
	1 Bedroom	0	0	\$1,200 - \$2,200	-
	2 Bedroom	0	0	\$1,400 - \$2,800	-
	3 Bedroom	2	60	\$1,700 - \$3,200	\$2,350
	4 Bedroom	0	0	\$2,000 - \$3,700	-
<b>Subtotal</b>		<b>2 Units</b>	<b>60 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 – 2,060	-
	1 Bedroom	0	0	\$1,950 - \$2,400	-
	2 Bedroom	0	0	\$2,200 - \$3,000	-
	3 Bedroom	0	0	\$2,800 - \$3,400	-
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>0 Units</b>	<b>0 Units</b>		
<b>Total</b>		<b>17 Units</b>	<b>512 Children in Houseless Families</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.  
 \*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Families – West 1 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	1	30	\$730	\$1,350
	1 Bedroom	4	120	\$730 - \$830	\$1,000
	2 Bedroom	16	482	\$830 - \$1,050	\$2,012
	3 Bedroom	12	361	\$1,050 - \$1,200	\$2,991
	4 Bedroom	5	151	\$1,200 - \$1,400	\$2,366
<b>Subtotal</b>		<b>38 Units</b>	<b>1,145 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	0	0	\$1,200 - \$1,950	-
	1 Bedroom	0	0	\$1,200 - \$2,200	-
	2 Bedroom	2	60	\$1,400 - \$2,800	\$2,299
	3 Bedroom	1	30	\$1,700 - \$3,200	\$1,050
	4 Bedroom	0	0	\$2,000 - \$3,700	-
<b>Subtotal</b>		<b>3 Units</b>	<b>90 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 - 2,060	-
	1 Bedroom	0	0	\$1,950 - \$2,400	-
	2 Bedroom	0	0	\$2,200 - \$3,000	-
	3 Bedroom	0	0	\$2,800 - \$3,400	-
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>0 Units</b>	<b>0 Units</b>		
<b>Total</b>		<b>41 Units</b>	<b>1,235 Children in Houseless Families</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.  
 \*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

# Families – West 2 Projected Demand

Affordability Level	Bedroom Size	Number of Units*	EXTRAPOLATED DEMAND	Rent Caps at 30% of AMI Income**	Average Maximum Rent Willing to Pay
<b>30% and Below</b> <i>(Acutely and Extremely Low)</i>	Studio	1	30	\$730	\$1,250
	1 Bedroom	6	181	\$730 - \$830	\$850
	2 Bedroom	20	602	\$830 - \$1,050	\$2,104
	3 Bedroom	13	392	\$1,050 - \$1,200	\$2,394
	4 Bedroom	5	151	\$1,200 - \$1,400	\$2,899
<b>Subtotal</b>		<b>45 Units</b>	<b>1,355 Units</b>		
<b>Above 30% to 80%</b> <i>(Low and Very Low)</i>	Studio	0	0	\$1,200 - \$1,950	-
	1 Bedroom	1	30	\$1,200 - \$2,200	\$1,250
	2 Bedroom	1	30	\$1,400 - \$2,800	\$1,750
	3 Bedroom	1	30	\$1,700 - \$3,200	\$1,650
	4 Bedroom	1	30	\$2,000 - \$3,700	\$1,150
<b>Subtotal</b>		<b>4 Units</b>	<b>120 Units</b>		
<b>Above 80% to 120%</b> <i>(Median and Moderate)</i>	Studio	0	0	\$1,950 – 2,060	-
	1 Bedroom	0	0	\$1,950 - \$2,400	-
	2 Bedroom	0	0	\$2,200 - \$3,000	-
	3 Bedroom	0	0	\$2,800 - \$3,400	-
	4 Bedroom	0	0	\$3,200 - \$3,900	-
<b>Subtotal</b>		<b>0 Units</b>	<b>0 Units</b>		
<b>Total</b>		<b>49 Units</b>	<b>1,475 Children in Houseless Families</b>		

\*Demand in based on survey responses. Additional analysis is required to align reported bedroom count preferences with minimum / maximum household size requirements.  
 \*\*Rent cap is estimated based on income limits and assumes certain occupancy standards for bedroom sizes (e.g., minimum of 1 person and maximum of 2 person household in a 1 bedroom unit).

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