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HOUSING INITIATIVE UPDATE

Utilizing Assets to Better Support Students, Employees, and Families

***Committee of the Whole Meeting
January 28, 2025***

Agenda

1. Goals of the Housing Initiative
2. Overview of Work Completed to Date
3. Employee and Family Survey Results
4. Factors to Consider for Development
5. Next Steps

Goals

- Attract and retain qualified teachers and staff
- Make LAUSD more competitive and be an employer of choice
- Support better work-life balance by living closer to the workplace
- Provide stable and affordable housing for families to help enhance student wellness and academic success

Assess the Possibilities and Opportunities to Better Utilize Land to Provide More Affordable Housing for District Staff and Families

- Completed a Request for Expression of Interest (“REI”) for [9 potential underutilized District sites](#)

Location	Acres	Board District
Vacant parcel near Hilda Solis Learning Academy	0.07 Acres	BD-2
Paved Parking Lot at NW Corner of Farmdale Avenue and W. Exposition Blvd	0.23 Acres	BD-1
Vacant parcel near Los Angeles Academy MS	0.42 Acres	BD-7
Vacant Unimproved Lot at North Toluca Street and South Cochran St in LA	0.43 Acres	BD-2
Vacant Paved Lot at NW Corner of Hoover ES and Francis Avenue	0.54 Acres	BD-2
Vacant Paved Lot at S. Main Street between Imperial Hwy and Main Street	0.56 Acres	BD-1
Granada Hills medical building + storage	1.4 Acres	BD-3
Portable Bldgs., Parking Lot on Fairfax Ave. between Santa Monica Blvd., and Romaine St	1.4 Acres	BD-4
Vacant lot at the intersection of Shoup Ave. and Collins Street, Woodland Hills	6.56 Acres	BD-4

- Completed a survey of District employees and families to identify housing needs

Request for Expressions of Interest (REI) Overview and Summary

Process Overview:

- REI issued Nov. 2023–Jan 2024 to real estate, investment, and finance companies with experience in the affordable housing industry.
- Goal: Explore partnerships, financing, and strategies
- 11 responses: 10 developers, 1 financial institution

Key Findings:

- Strong interest from experienced housing developers, higher interest was shown in five sites.
- Focus on transparency, community engagement, and leveraging supportive legislation (e.g. AB 2295)

Financing Insights:

- Proposals include bonds, tax credits, and master leasing for better financing and tenant control
- Challenges and Suggestions – Entitlement risks and financing complexities.



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Survey Results

*Matthew Bohannon
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Key Terms

Housing Insecure

Survey respondents reporting they had stable housing but were worried about losing it in the future

Houseless

Survey respondents reporting they did not 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.)

Key Terms (Continued)

Area Median Income (AMI)

- Combined average household income for Los Angeles County
- Key metric used to determine eligibility for affordable housing programs

No. of Persons in Household	1	2	3	4	5	6	7	8
Median Income	\$68,750	\$78,550	\$88,400	\$98,200	\$106,050	\$113,900	\$121,750	\$129,600

Acutely Low Income	\$10,350	\$11,800	\$13,300	\$14,750	\$15,950	\$17,100	\$18,300	\$19,450
Extremely Low Income	\$29,150	\$33,300	\$37,450	\$41,600	\$44,950	\$48,300	\$51,600	\$54,950
Very Low Income	\$48,550	\$55,450	\$62,400	\$69,350	\$74,900	\$80,450	\$86,000	\$91,550
Low Income	\$77,700	\$88,800	\$99,900	\$110,950	\$119,850	\$128,750	\$137,600	\$146,500
Moderate Income	\$82,500	\$94,300	\$106,050	\$117,850	\$127,300	\$136,700	\$146,150	\$155,550

Source: 2024 Department of Housing and Community Development (HCD) State Income Limits
HCD has made adjustments in the Los Angeles County income limit calculations that result in the very low-income limit not equaling 50% of AMI and the low-income limit not equaling 80% of AMI.

Survey Overview

Survey Conducted:

- May 2024 – September 2024

Completed Employee Responses:

- 11,726 (16% of all employees)
- Survey respondents included a diverse range of employees
- Sample responses are **representative** of employee demographics (work locations by region, age, etc.)

Completed Family Responses:

- 802 (5% of 15,000 houseless families)
- Families were emailed and/or called by LAUSD Student Health and Human Services (SHHS) staff

Survey Key Findings

- Respondents indicated the high cost of housing is **impacting employee retention, quality of life, and student success**
 - 5,063 employees considered leaving LAUSD due to high housing costs
 - 1,995 employees expressed interest in leaving the LA area due to housing costs
 - 442 houseless families noted negative impact on student success
 - 328 houseless families noted negative impact on student attendance
- Demand for affordable housing is significant **across LA Unified**
 - Projected demand for **more than 25,000 units of affordable housing** including employees and houseless families
 - Demand for employee housing is similar across the District
 - Family housing demand higher in the North and West

Survey Key Findings (Continued)

Household income of respondents drives demand and unit counts by region

- Greatest segment of employee housing need is in the 30% to 80% of AMI bracket
- Families have greater need for housing at 30% or below of AMI

Area Median Income Brackets	Employee Demand (Units)	Family Demand (Units)	Total (Units)	Estimated Rental Range for 2 Bedroom Unit
30% and below Acutely and Extremely Low Income	6,429	8,072	14,500	\$830 - \$1,050
Between 30% and 80% Very Low and Low Income	9,537	753	10,290	\$1,400 - \$2,800
80% to 120% Median and Moderate Income	822	30	852	\$2,200 - \$3,000
Total	16,788	8,855	25,643	\$2,300 is the average rental for studio-2BR

Survey Key Findings (Continued)

There is meaningful interest for affordable housing among employees

- **Over 6,000 employees (52%) expressed interest in LAUSD affordable housing**
- **Demand narrowing to 2,800 employees** when filtered by income, homeownership status, and housing preferences

There is a need for more affordable housing among employees

- **43% of respondents are worried about losing** housing and can be classified as housing insecure
- **5% of employee respondents are houseless**

Survey Key Findings (Continued)

High housing costs impact employees' overall quality of life

- **34% of respondents** have faced some form of **housing challenge** in the last 12 months.

High housing costs may impact employee retention

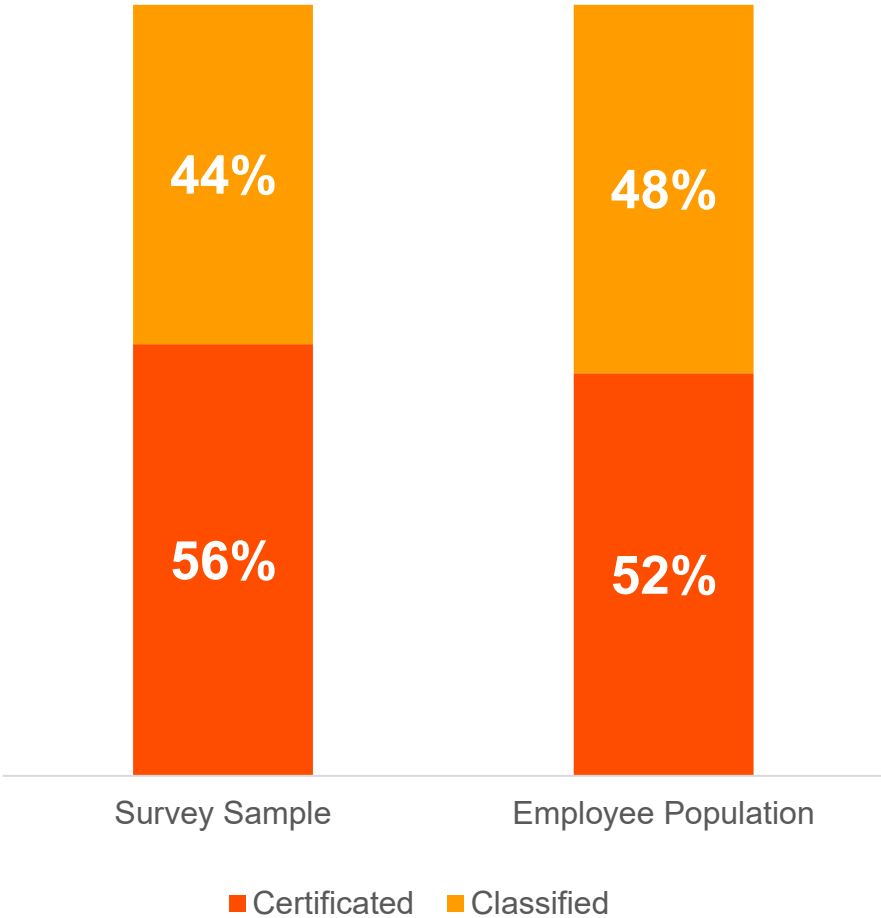
- **Almost half (46%)** of employee respondents have **considered leaving their job due to high housing costs**.
- **17%** of employee respondents reported they are **likely to relocate outside of the region** in the **next three years**.

Survey Responses

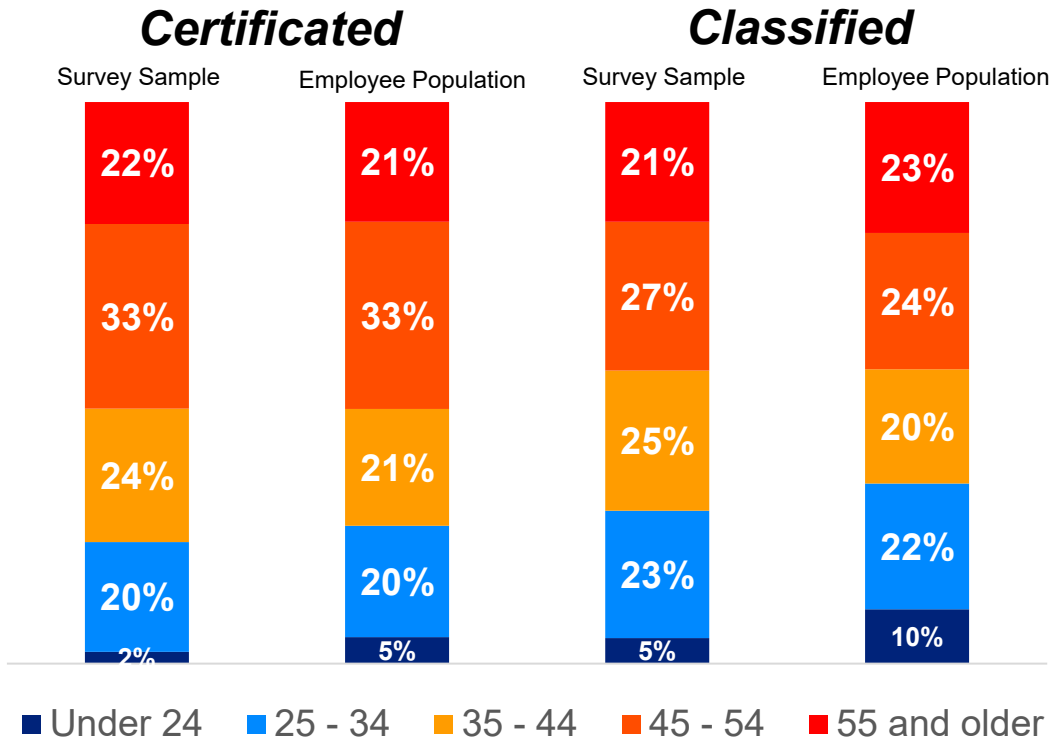
- Close representation of *classified and certificated* staff

	Classified Employees	Certificated Employees
Survey Sample	5,163	6,573
Population Size	35,173	38,450
Response Rate	15%	17%

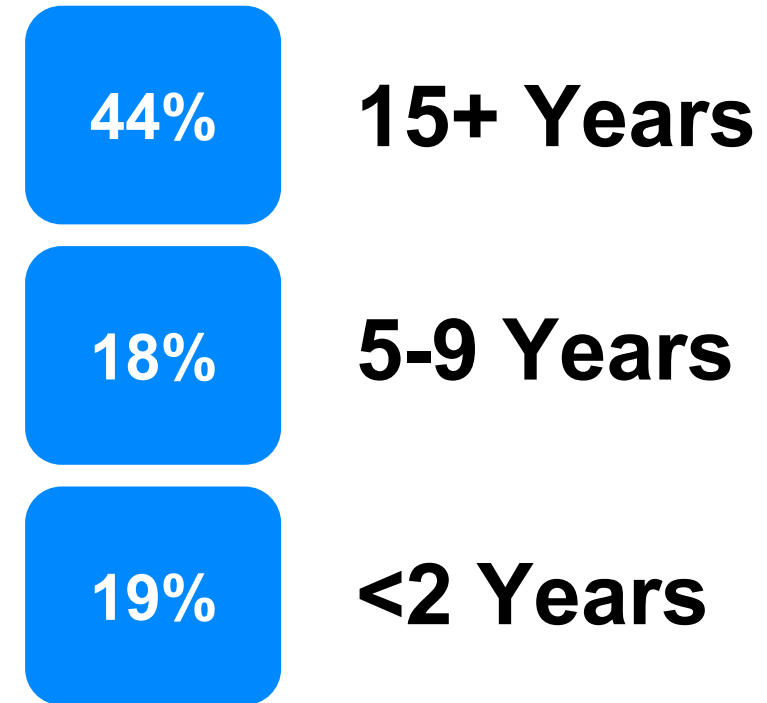
LAUSD Employees by Classification



Survey Responses by Age and Classification



TOP 3 EMPLOYEE RESPONDENT GROUPS BY TENURE



- The respondents to the survey were **largely representative** of the **age** categories of District employees as a whole
- Almost **a quarter of employee respondents** are in an age bracket (55+) **close to the retirement age**

- **65%** of employee respondents **with 15+ year** tenure at LAUSD are **certificated**.

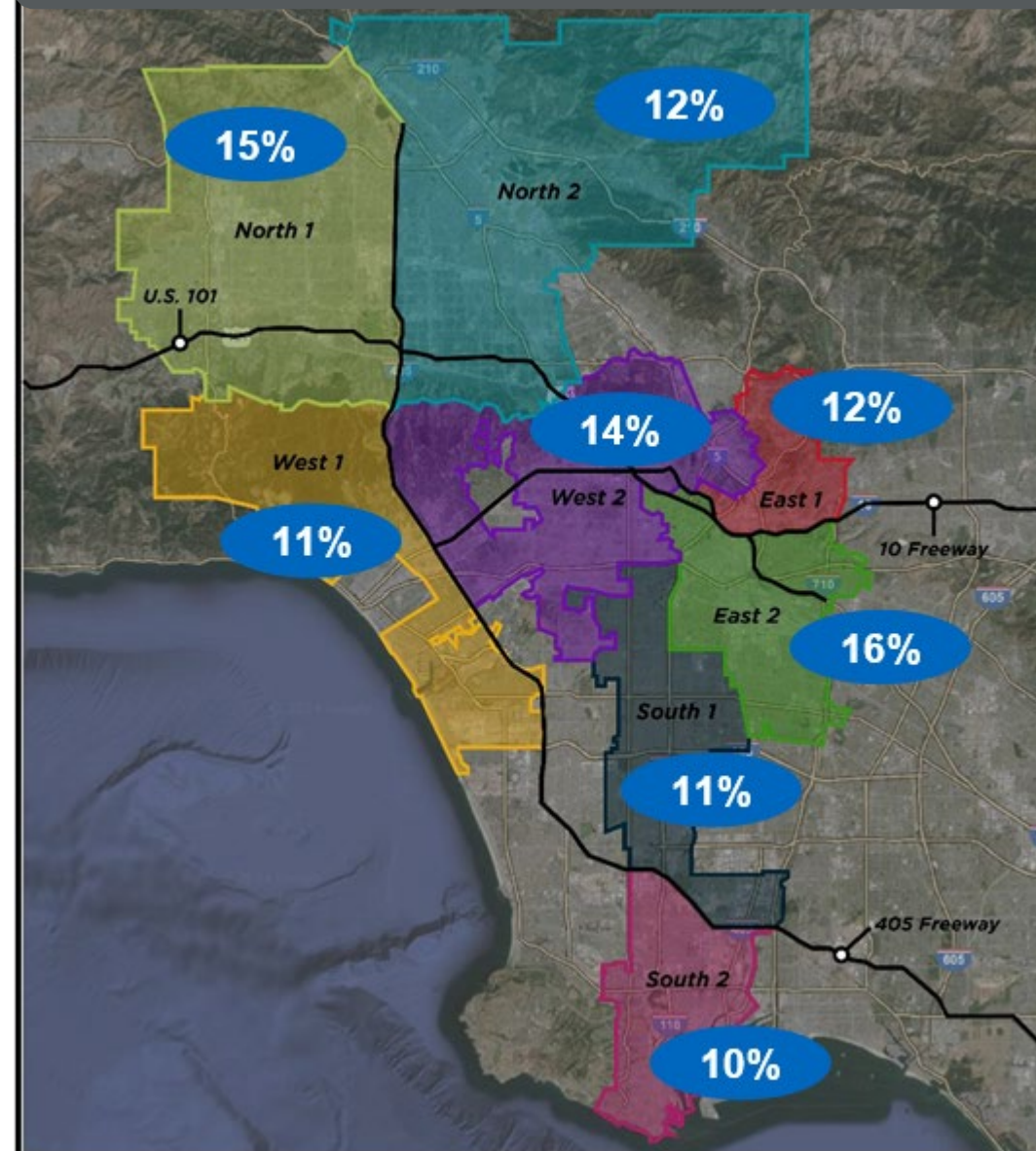


Employee Survey

LOCATION:

- Interest is generally evenly distributed across the District
- Top two most important considerations: **distance to work** and neighborhood **safety**

Where Do Employees Want to Live?



Summary of Findings

Houseless Family Survey

There is a high need for affordable housing among L.A. Unified families

- 498 (62%) at risk families classified as houseless
- 118 (7%) at risk families classified as housing insecure
- 326 (40%) houseless families financially contributed towards temporary housing
- 265 (33%) houseless families have a monthly gross household income of less than \$2,083 ($\leq$ \$25,000 annually)

There is significant interest for affordable housing among L.A. Unified families

- 549 (68%) insecure and houseless families surveyed expressed interest in renting affordable LAUSD housing

Summary of Findings

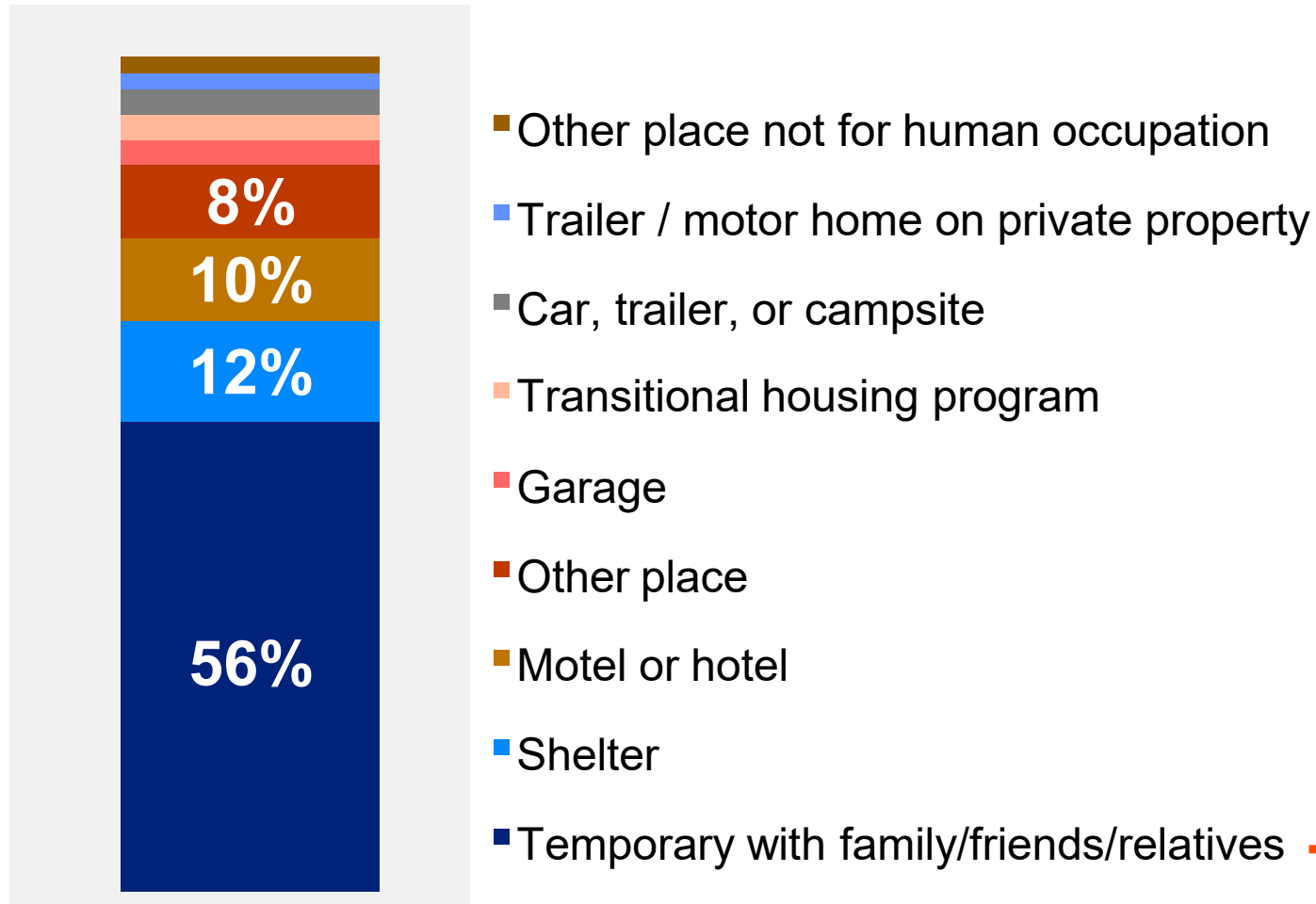
Houseless Family Survey

- Housing challenges negatively impact student wellness and academic success
- Housing insecure and houseless families reported their housing situation had negative impacts on their children's academic success and attendance
- High housing costs contribute to reduced family quality of life
- Top barriers faced to secure housing: lack of affordable units in a safe area and cash for security deposits or first/last month's rent



Family Affordable Housing Need

Where are houseless families currently living?



*More than half of houseless families are **doubled up***



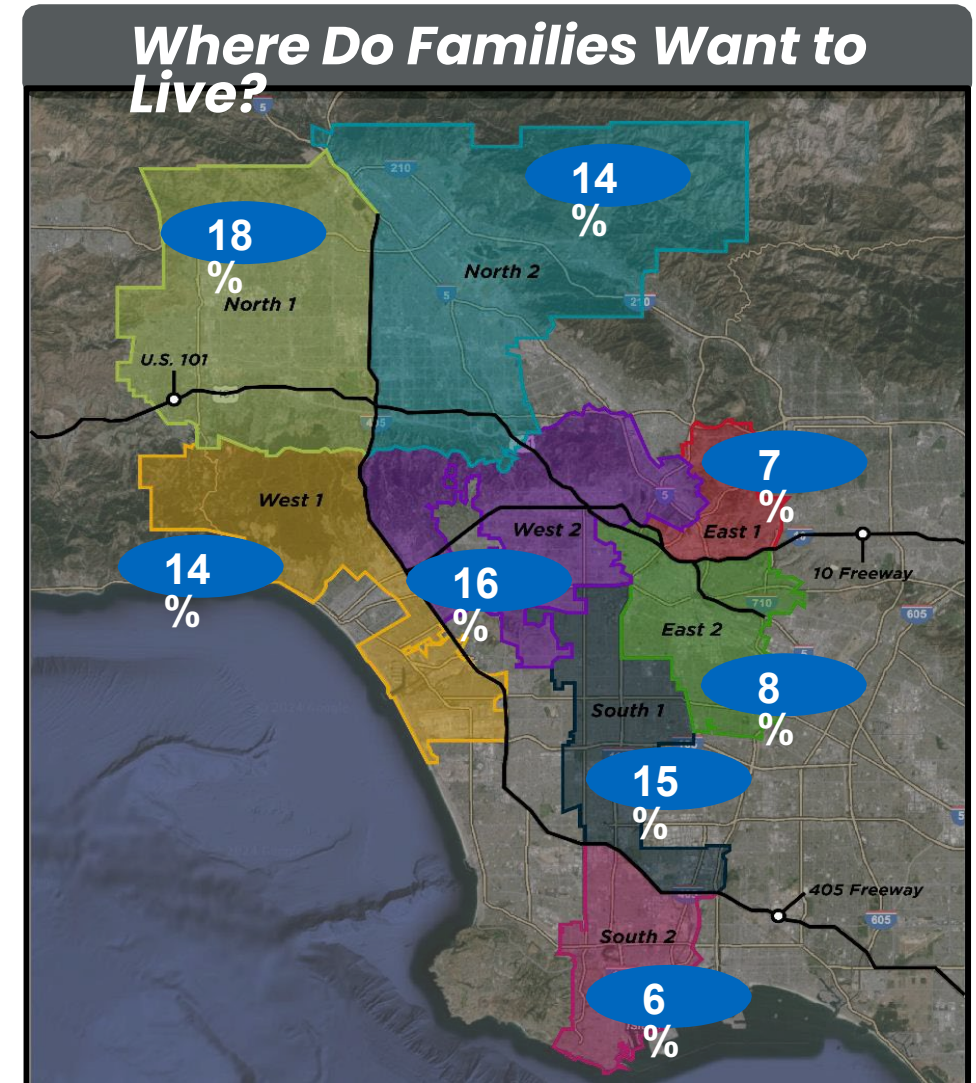
Family Housing Demand

LOCATION:

- 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%



Survey Conclusion

- Employees and houseless families indicate the high cost of housing in the area is **impacting student success, employee retention, and quality of life**
- **Demand for affordable housing is significant across L.A. Unified** with the analysis identifying the scale, scope, and demand across regions
- **Household income of respondents drives demand and unit counts by region**
- Families have greater need for housing at 30% or below of AMI while the greatest segment of employee housing need is in the 30% to 80% of AMI bracket

Factors Influencing Development

Financial Modeling: Evaluate multiple scenarios, such as mixed-income models and third-party funding to minimize LAUSD's financial risk.

Tax Credits and Subsidies: Explore creative solutions like public-private partnership models or leveraging tax credits to meet affordability goals.

Housing Eligibility: Establish thoughtful policies to preserve housing opportunities for current District staff while managing unit availability.

Target Population(s) to Serve: Different market populations will likely require different financial solutions and accommodations influencing development options.

Target Populations

**Acutely and Extremely
Low Income (Less than 30% AMI)**



**Very Low and Low
Income (30% to 80%AMI)**



**Median and Moderate
Income (80% to 120% AMI)**



**Houseless Employees
& Families**

Teachers

Counselors and Student Support

Transportation / Food Service

Medical

Trades / B&G / M&O

The data is self-reported and represents a range of employees within transportation (e.g., bus drivers) and food services (e.g., cafeteria workers), rather than all workers in these categories. Bars are illustrative of the general population within these categories but may vary based on individual household incomes. Employee housing demand is generally spread evenly across the District, with a preference for the north and west areas among houseless families.

Considerations and Uncertainties

Financial Considerations:

- Higher construction costs require larger subsidies to maintain affordability
- Smaller projects have higher per-unit costs

Regulatory Challenges:

- Multiple funding sources creates complex compliance requirements
- Public funding may conflict with District-only preferences
- Limited legal authority for family housing vs. employee housing

Implementation Challenges:

- Target population affects project scale and financial feasibility
- Houseless family units requires deeper subsidies
- Environmental and site conditions may require costly remediation
- Community concerns may require program changes and delays

Considerations and Uncertainties (*Continued*)

Risk Mitigation Strategy:

- Validate financial and operational models
- Review legal framework for tenant preferences
- Build stakeholder consensus on type of housing to be served

Community Outreach:

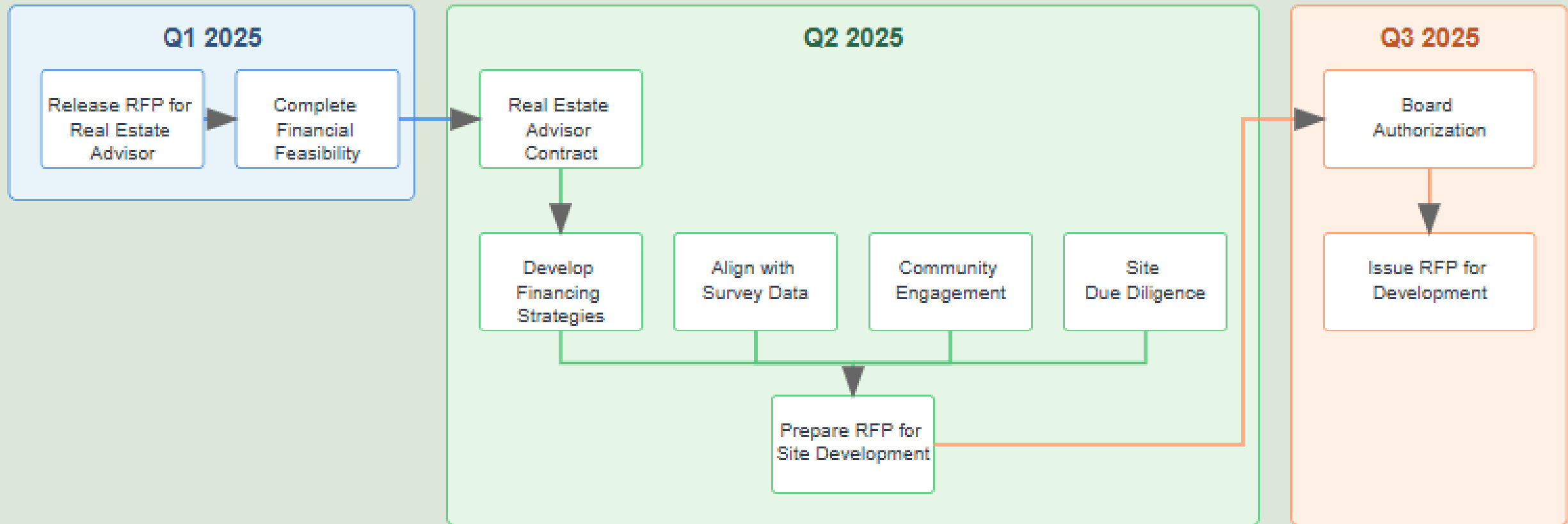
- Conduct transparent community engagement process
- Establish communication strategies to inform the community of development plans



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Next Steps

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QUESTIONS