

Q19 Please use the space below to share any additional thoughts or opinions related to housing that you would like us to consider.

Answered: 206 Skipped: 297

#	RESPONSES	DATE
1	I'm thrilled to see that the district is taking a real interest in staff housing.	1/10/2019 3:41 PM
2	more housing with a fair rent	1/10/2019 12:57 PM
3	I believe the tech industry has caused the drastic raise in rents and because land loads can raise rents, doesn't mean they should. It makes me sad to see my co-workers struggle and have to move because of unjustified rent increases. \$250.00 a month!! Crazy times. Glad I was able to buy my house years ago.	1/10/2019 10:06 AM
4	I appreciate the district trying to help on this issue affecting so many employees. If there was even an option for house sharing this could help those who want to save more money.	1/9/2019 8:55 AM
5	I would hope that the housing option is equal opportunity for all employees, classified makes less therefore has a higher need than most certificated positions	1/8/2019 11:28 AM
6	Thank you for your consideration. The sooner this is done, the better for staff retention.	1/8/2019 11:08 AM
7	N/A	1/8/2019 9:28 AM
8	Unless cost of housing sales comes down it won't matter whether or not I have the opportunity to save money through this program because down the road even with the down payment I do not want to have a million dollar mortgage to deal with so home ownership is out of the question in this respect and ultimately I will need to leave the area.	1/8/2019 8:41 AM
9	The way we can afford to own a house on the Peninsula near where I work is that my wife makes a shitload of money.	1/8/2019 1:43 AM
10	"The rent [in the Bay Area] is too damn high!" I'm never going to be able to buy a home here.	1/7/2019 10:09 PM
11	My concern is age. I am over 65 and don't know how long I will be able to afford to stay in this area.	1/7/2019 9:14 PM
12	Look into State Law/ Tax incentive to encourage people to sell their houses to "Public Worker/First Time buyers/School Teacher" below market value? Let's develop mixed sized "work force" housing so that all can afford to live in this area and still do the important work that occurs at schools. The housing is not just for teachers.	1/7/2019 9:04 PM
13	Finding a few realtors that specialize in rentals for teachers would be wonderful! Also: potentially partnering with a bank or credit union to offer low interest loan options for teachers with tenure in the district would also be lovely.	1/7/2019 8:24 PM
14	N/A	1/7/2019 7:36 PM
15	I am not in favor of teacher housing. It's low income housing that will be attractive maybe to young teachers for only a limited time. It's a not a way to attract and retain teachers with families. Bring back the loans that helped several teachers I know make a down payment which allowed them to get into the market. That's what most of them need. Not	1/7/2019 7:22 PM
16	don't need the help myself, but happy to hear that some of the younger/newer teachers might be helped :-)	1/7/2019 7:04 PM
17	More affordable housing is paramount because the prices of rent are extremely to high in the area.	1/7/2019 5:48 PM
18	I am fortunate to have a spouse that makes significantly more than i do, so we were able to purchase a home 18 years ago. However, we would not be able to buy our same house now, should we be looking to buy. I hope there will be some help for younger district employees to purchase homes in the area. This could only strengthen the consistency of our workforce. I have heard teachers who left the area to teach elsewhere to find a more stable housing situation.	1/7/2019 4:47 PM
19	This is an amazing idea!	1/7/2019 4:03 PM

20	N/A	1/7/2019 3:32 PM
21	The property taxes is imposible to pay it just impossible	1/7/2019 3:23 PM
22	Market conditions have thankfully peaked, and although Google's continued expansion in the South Bay is a potentially significant factor, the likelihood of a national recession and the possibility of state level reform in the form of SB50 could ease the crunch. If the district has properties within a half mile of a BART or Caltrain stop you SHOULD NOT BUILD there until the politics of SB50 resolve.	1/7/2019 3:18 PM
23	My husband and I want to buy a house. We are interested in programs that might make that more possible for us. We are more likely to stay in this area if we can buy a house.	1/7/2019 3:18 PM
24	We just bought a house, but it's extremely stressful to figure out finances to afford our mortgage and childcare for two little ones. My husband regularly says we should just leave the area, and cost of living is an ongoing concern. I'm so glad that the district is being thoughtful about this and addressing this!	1/7/2019 3:00 PM
25	We need affordable housing for educators.I truly believe that high rent prices is the number one reason why so many great educators leave school districts.	1/7/2019 3:00 PM
26	I would not be able to live in San Mateo unless I had bought 18 years ago on a lease option deal. I could not afford to rent my own home.	1/7/2019 2:46 PM
27	If the goal is to save for a down payment, I think that needs to be explicit in the rental agreement. What is the average savings that a teacher can expect to save given the current rental market vs the school's offering. Given my current rent and possible savings of \$600/mo. Over 7 years I could not afford the down payment of condo on the peninsula.	1/7/2019 2:42 PM
28	It is nice that the district is open to input regarding housing, as I am sure that this is a major concern for employees who have a living situation where they are not in complete control. Having stability and control is important not just for productive and happy employees but for life in general. Some colleagues I have spoken to do not have what I would consider a stable situation, but the reasons for this vary, mostly which amounts to how they have been priced out of the market. The Coastside area where I live has felt the effects due to both a housing shortage and no rent control working against each other. Hopefully the district can come up with some solutions, was there a discussion to have a housing task force made up of certificated, classified, and administrative staff? Not to add one more thing to staff duties, but it might be helpful to get a committee of stakeholders with a vested interest involved in steering the ship. Thank you for listening and I am glad to hear that the district is interested in supporting staff in this way.	1/7/2019 2:25 PM
29	There are SMUHSD staff that worked in districts previously that had BMR housing - you should talk to them.	1/7/2019 2:17 PM
30	n/a	1/7/2019 2:15 PM
31	It would be nice if housing could have more of a suburban feel rather than urban. Amenities such as laundry and a gym would be very much appreciated. I think \$1,000 for a 1 bedroom, \$1,400 for a 2 bedroom, and \$1,800 for a 3 bedroom are very fair prices. Some of us have several kids and a single-income (spouse could be unemployed or disabled).	1/7/2019 2:11 PM
32	Starter housing on the Peninsula has a median pricepoint of nearly 20x the starting salary of a teacher in our district and the rent in the area averages more than 50% of gross income for beginning teachers. I don't know what can be done for them.	1/7/2019 2:07 PM
33	I very much respect the district trying in its efforts to support teachers with housing. However, I would appreciate help from the district in coming up with a way into the house-buying market. Help with down payments within the nearby counties would give teachers more freedom to choose where they want to live. The idea of a 5-7 year limit is intimidating as the rental market will only be worse in 5 years and then where would we go if we are still not in a position to buy?	1/7/2019 2:06 PM
34	Assisted living!	1/7/2019 2:03 PM
35	teachers should be able to afford to live where they teach. the peninsula is very expensive. If I had to pay rent I couldn't afford to live here.	1/7/2019 2:00 PM
36	Thank you for considering the housing situation for your employees. I would love to stay in San Mateo if the cost of living would not be so high.	1/7/2019 1:51 PM
37	I cant see myself doing community housing	1/7/2019 1:50 PM

38	If my wife and I didn't own our place, we probably wouldn't be able to live here on our current salaries :-0 !!! We'd either have to move elsewhere or get extremely creative in our living options (i.e., share an apt./house with others, rent a room somewhere, etc.); or change jobs/careers, etc. Living 2 hours away and commuting to here wouldn't be a viable lifestyle option/choice for us.	1/7/2019 1:49 PM
39	I would prefer the district to put resources into pay rather than housing as it's more equitable.	1/7/2019 1:47 PM
40	I want to thank you and all involved for trying to address this issue. It is a sad situation where working professionals (of all ages/years of service) are denied the opportunity of home ownership due to lack of legacy support (parents funds/family wealth) or simply being able to purchase at a less inflated time in the Bay Area.	1/7/2019 1:46 PM
41	those who are commuting are seeing their drive times increasing as traffic increases	1/7/2019 1:41 PM
42	Thinking about my colleagues who live in the east bay who can not afford the peninsula- could they be reimbursed for gas or bridge toll? This might help retain teachers who cannot afford the peninsula...	1/7/2019 1:38 PM
43	Are programs going to be discussed to buy a home at reasonable rates for educators/public service people.?	1/7/2019 1:34 PM
44	It would be advantageous to provide housing opportunities for newly hired/recently tenured teachers in order to provide access to this district as a job possibility. The rents have increased to the point that my son, a native of San Mateo, CA, had to move to Washington D.C. in order to provide housing for his wife and son. He was unable to continue paying the rent prices required while living in Silicon Valley. They have now purchased a 2 BR. condominium in a beautiful area of DC. Both he and his wife had expressed a desire to become teachers yet were unable to afford the cost of rent.	1/7/2019 1:32 PM
45	Please consider this low rent option be available to your employee's children if the employee own their own home.	1/7/2019 1:32 PM
46	I think having an additional option, just like our community colleges offer for their faculty, is a FANTASTIC idea!!!	1/7/2019 1:31 PM
47	I own a house in the South Bay - It would be way too expensive to move to Northern Santa Clara & the Peninsula.	1/7/2019 1:28 PM
48	Landed is a very expensive option. They give you 10%, but take a 25% claim on your property. I hope you might be able to find a down payment assistance program that isn't so expensive	1/7/2019 1:27 PM
49	I feel fortunate being able to live without any worries in the Bay Area. However, I know some of my colleagues are renting and they worry about the high cost of rent.	1/7/2019 1:26 PM
50	Down Payment assistance	1/7/2019 1:25 PM
51	I think it's great that the district is considering building housing for employees. While I own a home in Oakland and my situation is stable, I would love to be able to live on the Peninsula. I don't see that happening and don't know if employee housing would help. Nevertheless, if it helps other employees, or if it helps the district attract good teachers, I'm all for it.	1/3/2019 10:00 AM
52	I am not interested in this idea at all. Please just consider paying a wage that will allow us to live in the area. Thank you.	12/21/2018 8:38 PM
53	Salaries are too low in education compared to the salaries of the business sector. Affordable housing will continue to be a problem for education professionals as long as salaries are low. For example, 2 of 3 of my children (under 30 years of age) make more money than we will make at the highest point of our salary scale.	12/21/2018 10:12 AM
54	This becomes problematic when considering where the district just has "space" to create housing. If it is not residential, comfortable, and convenient, teachers, just like anyone else would not want to live there. Especially if rent is not considerably lower. Considering programs such as 5-7 year housing I believe would not be utilized by the number of teachers the district would want or expect. It is too hard to guess where you will be in life in 7 years to commit to living in possibly a one bedroom apartment, regardless of if you are staying with the district work-wise or not.	12/20/2018 5:49 PM
55	If anyone thinks they can build housing with the intent that people do not own a vehicle is absurd. People will say they don't own a car and then the whole area around Mills will be packed. I get to Mills @ 7:00 a.m. and the parking lot is packed with over night cars from the apartments all over the place.	12/20/2018 2:08 PM

56	Teachers and school personnel are classically underpaid. Providing affordable housing for teachers is an essential, responsible step in continuing to promote a society of responsible, informed citizens.	12/20/2018 8:19 AM
57	this would honestly be amazing! hope this gors through! thankyou	12/19/2018 8:04 PM
58	N/A for Now!	12/19/2018 3:03 PM
59	If I moved out of the area, our family would consider renting our home to a SMUHSD family.	12/19/2018 2:35 PM
60	How would you prioritize who gets housing? How long would someone be able to reside in district housing?	12/19/2018 2:12 PM
61	I was waiting for the district housing for a long time, but I just feel like I would need to wait for a very long time and I couldn't wait. So I just bought my own house. Actually, I really liked the idea of district housing in Millbrae. It just looks like some people don't like this idea. So it's hard to make it happen.	12/19/2018 12:30 PM
62	This would be a huge financial relief for me and my family as the biggest struggle we face is the cost of housing here in the peninsula. Thank you for acknowledging this and trying to find a solution!	12/19/2018 11:33 AM
63	Would I be able to have pets? (a dog)	12/19/2018 10:45 AM
64	What happen if a staff is close to retirement an or retires while living at this housing project?	12/19/2018 10:39 AM
65	15+ years ago, the district started partnerships with local communities to offer interest-free second loans. Resuming a program like this would offer more freedom and flexibility for teachers trying to buy first homes.	12/19/2018 9:58 AM
66	I wish that the city and the housing builders would work together to ensure that the costs of all homes be realistic so all can stay here to live and work in this area.	12/19/2018 9:33 AM
67	It would be nice if the district can provide some support for the employees so that we will be able to afford the high cost to living in the Bay Area.	12/19/2018 9:04 AM
68	Thank you for considering this! High rent plus high child care equals one stressed teacher! I really hope these plans work out.	12/18/2018 11:02 PM
69	Even though I own my home and wouldn't personally benefit from employee housing, I fully support the idea of supporting other SMUHSD staff through housing. I do hope the district can do so in a way that does not require ongoing costs to the district; if anything, it would be nice if it could generate a little positive cash flow.	12/18/2018 3:09 PM
70	I think we either need to provide help with housing or housing or go to a school schedule that allows teachers to commute only 2 or 3 days per week like a fire fighter.	12/18/2018 2:44 PM
71	I have serious doubts about the District getting into the housing market. Have all the implications of this been investigated?	12/18/2018 2:38 PM
72	adjustable rates for all employees according to their salary table/scale	12/18/2018 1:48 PM
73	I would like to own my own home whether that means a condominium or a house. I just need help with saving money.	12/18/2018 1:33 PM
74	For me none, but too many new/younger teachers are leaving the area so I do see the need.	12/18/2018 1:22 PM
75	Focus on educating students, not being a landlord.	12/18/2018 1:15 PM
76	Thank you for working on this issue.	12/18/2018 12:58 PM
77	Making the rent consistent with what classified pay. Our rent can't be more than what we make monthly or more than half because it would defeat the purpose of affordable housing.	12/18/2018 12:52 PM
78	Honestly it is very difficult to consider the issue of housing as an educator. Both my wife and I are teachers and there just does not seem to be a way for us to own a home in the current market. Even if we received enough down payment assistance, our mortgage would be so high that I would not expect us to be able to pull off a home purchase.	12/18/2018 12:18 PM

79	I am very fortunate because I live in a family owned property and I have a re-fi. I had an unexpected decline in my wages by over half from having been a teacher for many years and an administrator previously. I have been living on the money I saved as an admin to supplement the classified pay over the last two years and I've got 1/4 of it left. Without the safety net of my family, as a single woman in my 50's on a classified salary, I would be unable to stay in the Bay Area or in the education field. All the degrees & credentials I've earned have not mattered economically at this stage of my life. It's the complete reverse experience that my parents had as life-long educators in the Bay Area. It's been very hard for me but I am lucky to have a home I can rent out if I lose my job. I know many single teachers in their 50's and 60's who never thought they would have to leave the Bay Area and continue working as seniors. I think the teacher housing concerns need to address not only the young new teachers in need of housing but also the older teachers and employees who have given a whole career to education and are now facing real poverty if they stay in the Bay Area. Some kind of transitional housing plan that includes them would be very important also.	12/18/2018 11:49 AM
80	I would like to live in more of a suburban area. I have children that have graduated Mills but are still home. Pets should also be possible with extra deposit	12/18/2018 11:28 AM
81	Younger employees may not be thinking about the importance of owning a home right now, so many not be entertaining this opportunity so much yet. When I was first hired three and a half years ago I skipped some of these surveys or didn't give them much thought. Now that I'm 30, and living with a significant other, what this opportunity can afford really matters to me. I think it may be worth considering young, new and future employees even if they aren't providing much feedback on this yet. They will realize if they want to have a family one day and continue to work in this district, they will need the opportunity and means for saving. The market, as it stands, either keeps us exactly where we are or will drive us out. Or we rent forever, stretching dollars as family size increases. Or move further out, creating a more difficult commute, and that, of course, will affect teachers' happiness levels (I've commuted from Livermore; it's miserable) and in turn students! But, as I said, a lot of young teachers may not be thinking about this yet. I think we'd see more people take advantage of this opportunity over time than what the data may currently show.	12/18/2018 11:09 AM
82	Housing costs are incredibly high; there is no way that I could live on the Peninsula with my income combined with my husbands if we had not been lucky enough to purchase a home before the boom.	12/18/2018 11:09 AM
83	If you really want to help people be able to afford to live in the area, you need to increase salaries.	12/18/2018 11:08 AM
84	I think it is great that the district is looking into this, housing is a crisis for everyone that doesn't own and have the resources to do so, which is many of us.	12/18/2018 10:52 AM
85	The best way to ensure that teachers can afford housing is to pay them more.	12/18/2018 10:52 AM
86	I grew up in San Mateo, and love this area and my work. However, as a mother of four children it is very hard to work and live in this area with this wage. Despite having years with the district and a college degree, applying for jobs out of state and uprooting my family is something that I sometimes consider as rent increases and cost of living becomes unbearable for a working family on the Peninsula. It's so sad to think that about since this is the only place my family has known but affordability is becoming out of reach.	12/18/2018 10:02 AM
87	The assistance needed for housing could be monetary based on people's income and number of dependents. Some of us don't qualify for state/county assistance, but can't afford our situation. If I had let's say half of my rent covered (approximately \$1500) by the district, I could afford living here. That is a fraction of housing costs if we were to build.	12/18/2018 9:50 AM
88	If I didn't own my home, I am certain that I wouldn't be able to afford to stay here. As it is, the cost of living is out of control in general.	12/18/2018 9:46 AM
89	I think this is an admirable attempt by the District to address housing issues, however I do worry that it may create a "teacher ghetto".	12/18/2018 9:35 AM
90	Too late for me. I would have appreciated this help many years ago.	12/18/2018 9:32 AM
91	Teachers need to be paid enough to be able to afford to live in the area that they work.	12/18/2018 9:26 AM
92	I wouldn't guess that my housing situation is typical.	12/18/2018 9:26 AM
93	I think it is imperative to help teachers with housing because they simply cannot afford to live in the bay area on the present salaries. It is pretty sad when many teachers are driving Uber/Lyft to supplement their income.	12/18/2018 9:17 AM

94	Although I own (paying on the mortgage) my condo. I am very concerned about the increasing taxes on the property and other expenses such as HOA dues. I am very concerned about not being able to hold onto the property due to the rising costs associated with it and my salary not increasing at the same pace.	12/18/2018 9:13 AM
95	Pay raise. Those of us who "own" (the bank holds the note and I would have to work until I am 82 years old to pay it off) may have 5,7 year arms which could balloon any time and that would affect how much we pay for our mortgage. Thank you.	12/18/2018 9:12 AM
96	No.	12/18/2018 9:11 AM
97	I used Landed a few months ago to buy a home. That option is a fantastic one, and I know many people in the district want to take advantage of their program.	12/18/2018 9:05 AM
98	Thanks for looking into this area. It's very important that we address the housing crisis.	12/18/2018 9:05 AM
99	Employee housing is great!! It'll help attract a lot of talented teachers/classified employees to work for our District!! Please help staff to find a home nearby.	12/18/2018 9:01 AM
100	I think that commute rewards/benefits may be useful: toll/car allowances.	12/18/2018 9:01 AM
101	The cost of crossing the bridge is about to go up. Living on the Peninsula would be more advantageous but it's still not affordable. A house in the Fiesta Gardens neighborhood is now priced at \$1.4 million, 1,500 sq.ft.. It's just unattainable.	12/18/2018 8:57 AM
102	Your question about living alone or being okay with a roommate is "broken" (LOL!). It's not formatted as a yes/no question...	12/18/2018 8:50 AM
103	I bought my unit through the San Francisco Below Market Rate housing program. Does this program exist on the Peninsula?	12/18/2018 8:42 AM
104	N/A	12/18/2018 8:42 AM
105	The housing idea is a good idea however due to the small % of employees that it could help out I don't think it will be worth the cost in the long run .	12/18/2018 8:42 AM
106	Have you considered working with any particular realtors that might be aware of rental properties or property owners that would give discounts to teachers?	12/18/2018 8:37 AM
107	I would also worry that the district would raise rent when they know the employees receive a pay raise. what would be the policy on non district employees living in the housing (ie significant other such as family member that is not a spouse or child, or a girl or boyfriend)	12/18/2018 8:33 AM
108	Thank you for investing your energies in this problem. While no solution will be perfect, any improvements to District staff's situations are always appreciated.	12/18/2018 8:30 AM
109	Please take classified employees into consideration- the housing is always framed as "teacher housing" but classified employees take home a much lower salary and need more help, especially single parents.	12/18/2018 8:29 AM
110	A teacher campus sounds interesting in some ways, but I can't help but feel the funds would be better spent on salary. Creating new housing is going to create new inequities and only benefit a few teachers compared to the whole. Also, consider the quality of life concern that those housed here would be surrounded by teachers all the time, which could lead to a lack of work/home life separation increasing burnout?	12/18/2018 8:28 AM
111	I feel this is an option that will be offered to teachers and not classified staff.	12/18/2018 8:25 AM
112	Since I am not a San Mateo resident, would it be too much to ask for assistance with bridge toll especially with toll going up after the new year. That expense costs me \$110 or more a month and if I had assistance then it would help with my cost of living in the area.	12/18/2018 8:22 AM
113	We have received multiple housing assistance offers via emails for shared housing or room rental, which I personally feel is an insult to us. The district should focus on getting current salaries to a comfortable living level as opposed to these other plans. If this reduced housing at Peninsula is truly an option, it seems to be so long out of reach that most of us will probably have moved on to other affordable option by that point. There is still a big gap in the Admin/Certificated/Classified salaries, and the district expects to qualified, long term employees with that gap in place.	12/18/2018 8:22 AM
114	Affordable housing for Teachers is critical to quality education in this District.	12/18/2018 8:19 AM
115	Yeaaaaah. Hmmm. I have a lot to say ...and therefore don't want to say much at all.	12/18/2018 8:16 AM

116	I am a seasoned educator. But, I am new here. I really like it here. However, it is hard to see the long term because of the outrageous housing costs. Thank you for pursuing options to make living here a possible long-term option.	12/18/2018 8:14 AM
117	I think that employee housing is a great idea. Jefferson is doing this.	12/18/2018 8:13 AM
118	The San Bruno site would be great for my situation since I am currently living with my mom and sister. The estimated price that was shown for a three bedroom is really affordable compared to what we are currently paying. Since I work for Capuchino and my sister will start attending Capuchino, it is also really convenient. I think overall, this is a great idea that I assume many will take advantage of. I look forward to see how the Housing program will work out. The question about whether you are comfortable living by yourself or would you like a roommate was a bit confusing because it was a yes or no question.	12/18/2018 8:10 AM
119	What contracts will be considered for those that receive this benefit? If employees are to receive affordable housing for 7 years, will the District expect them to sign a contract to give us "x" amount of additional years of service. Or, may they take their savings and move elsewhere?	12/18/2018 8:09 AM
120	N/A	12/18/2018 8:08 AM
121	I feel like I am past this stage in my career. If I were younger and single, I would be very interested.	12/18/2018 8:07 AM
122	you should have housing at crestmoor since you are planning to shut that school down; not at Mills which will eventually see growth. not very far sighted of the DO. we are a school district not property management	12/18/2018 8:05 AM
123	accessibility to public transport (BART), grocery stores, etc	12/18/2018 8:04 AM
124	Will be renting in near future	12/18/2018 7:53 AM
125	Please help all staff members to afford staying in the Bay Area w/a Rental Assistance Program....many of us cannot afford to buy at this time. Assistance w/renting reaches more of us in need. Thank you!	12/18/2018 7:52 AM
126	I don't think it matters what I think. You'll do what you want anyway	12/18/2018 7:48 AM
127	Ask the city to have rent control to protected the renter.	12/18/2018 7:45 AM
128	Would the housing location be suitable for children? (i.e, have a play area).	12/18/2018 7:40 AM
129	must have disabled parking and location space	12/18/2018 7:36 AM
130	I think this is awesome! I love my job so much and I'd hate that I would have to move back to LA because I can't afford the cost of living here.	12/18/2018 7:36 AM
131	none	12/18/2018 6:37 AM
132	What happens if you lose/leave your job with SMUHSD? Would you lose your housing as well?	12/18/2018 6:29 AM
133	Number 11 highlighted all stars for options other than the first choice. May want to check that for data purposes. I commute each day because my rent is low in the east bay. Will not be able to do the same commute when I have a family, but can not afford to rent something decent anywhere in the Peninsula.	12/18/2018 6:16 AM
134	This doesn't solve the problem. I am 31 and about to start a family so will need more than the 1 bedroom I currently rent. My husband is also a teacher and we've been saving and probably have enough for 200,000 down payment which is a ton in other cities. However, when I calculate how much we would be paying in mortgage on a 3 bedroom house on the peninsula it's very limiting. We would have to make a lot of lifestyle/savings sacrifices (less vacation/visits to family, less time off for maternity, less savings for our retirement, more work during the summer and after school.) This seems even more expensive when we look at cities with lower cost of living but comprable teaching salaries. Right now we're planning on moving in summer 2020 in order to start a family but we joke about how if somehow housing prices go below 600,000 we'll just stay (we like it here)	12/18/2018 2:41 AM
135	We own our home because several factors beyond my control helped make it possible. Good timing and my spouse has a job that pays much more than mine. We already know that SMFCS is losing good teachers and admin because of housing expenses and constrained salary. Our district needs to make teacher salary a priority both in the community and in policy. If we want our feeder schools to provide us with well-prepared and supported students, we need to partner with them and the CC system to get some economies of scale.	12/17/2018 11:24 PM

136	We own, only because my husband worked two jobs and had family to help with daycare when kids were young.	12/17/2018 10:15 PM
137	Increasing pay to match the cost of living so one can live and potentially save for a home	12/17/2018 9:59 PM
138	The Bay Area is just so darn expensive... I'm happy in my rent controlled apartment in San Francisco, so I'd really like to work as close the city as possible.	12/17/2018 9:50 PM
139	This is so exciting that you are considering this. Thank you for listening to our concerns and trying so hard to keep us in your district.	12/17/2018 9:45 PM
140	I already own a home, but the commute from where I can afford to own into San Mateo has been increasing over the years. It's starting to become untenable.	12/17/2018 9:03 PM
141	I don't even know how to politely respond to some of these questions. I hope one day the general population views teachers as professionals because clearly our district doesn't. You want me to hitch a ride with co-workers so the district can save money?! Wow. Honestly, this survey makes me want to leave the district.	12/17/2018 8:54 PM
142	It would be great to offer teachers subsidized housing as we need great teachers!	12/17/2018 8:51 PM
143	N/a	12/17/2018 8:50 PM
144	Question 17 needs to be tweaked. I am single and would not like to share an apartment. The question does not ask a yes or no answer but only gives yes or no options.	12/17/2018 8:47 PM
145	Even though I do not need assistance with housing, I think that it is something worth looking into. If you want to attract the best staff, you should have something to offer besides a competitive salary and benefits.	12/17/2018 8:45 PM
146	I would be more interested in a pay increase or mortgage assistance than district housing. If I worked at Mills High School I would not feel secure living in district housing adjacent to the high school I worked at. The plot of land in San Bruno is already in an established residential area and would be the better place for district housing.	12/17/2018 8:45 PM
147	School district helping teachers get affordable housing on the peninsula.	12/17/2018 8:45 PM
148	I would be more interested in the San Bruno site if (1) townhouses were built, and (2) made available to own rather than rent.	12/17/2018 8:34 PM
149	Question 17 is ambiguously written so as to be unanswerable.	12/17/2018 8:33 PM
150	How will you compensate the employees who do not get the housing? Do they get extra money? Otherwise some employees will be earning more than others.	12/17/2018 8:26 PM
151	I'm lucky enough to own, but I think this is a noble endeavor to help support colleagues who don't own their own places and in particular younger teachers who struggle to afford rent in our area.	12/17/2018 8:21 PM
152	I could not own a home if my spouse didn't have such a well paying job.	12/17/2018 8:07 PM
153	I am proud of working in a district that identifies the real struggle of teachers and wants to address it. Thank you	12/17/2018 8:06 PM
154	The cost of housing is the #1 reason that I am unsure of the long term feasibility of staying in the district. My entire paycheck goes to rent + childcare.	12/17/2018 8:02 PM
155	Providing housing for staff would be an incredible incentive and allow us to save up to eventually purchase a home. With the rents as high as they are, it is not possible to save the money necessary to ever own a home on the Peninsula. Would an underground parking garage be possible if the staff housing was built at Mills?	12/17/2018 7:44 PM
156	A stipend for living expenses or rent would be something to consider. Although the housing sounds amazing, my family is too large and I have too many children to move back to an apartment.	12/17/2018 7:22 PM
157	The district should do something to help keep teachers within the district they work in....or alternatively raise wages to a 6 figure salary/livable wage for all teachers. We already have a shortage of teachers...the districts lack of response may make the situation worse and compromise the integrity of the education provided within the district. Affordable teacher housing. Mortgage assistance programs.	12/17/2018 7:16 PM
158	I'm excited that the district would even consider this..	12/17/2018 7:00 PM

159	I am fortunate to own housing, however I recognize that I am in the minority. I think the district should support staff and faculty by offering competitive loans to support purchasing of homes.	12/17/2018 6:50 PM
160	Thank you for finally thinking about the housing crisis! I really look forward to hearing great things come out of this! I love my job and students, I would hate to move far and have to quit my job. Knowing that the district might actually do something to help my family and I stay in the area is very reassuring. Thank you	12/17/2018 6:47 PM
161	You need to abandon the Mills plan. People in the community of Millbrae do not want apartments on the site, and teachers do not want to live that close to their students. There is not enough space on that site to build sufficient housing. Also, you need to reconsider limiting the amount of years a person can live in the apartments. Housing is so expensive on the Peninsula and in San Francisco, that a single teacher will never be able to save enough money to buy a condo or a house in seven years. Also, many young teachers want to live in San Francisco for the amenities. San Bruno has more space, and the district could build more housing there.	12/17/2018 6:38 PM
162	I like both locations San Bruno and Mills	12/17/2018 6:30 PM
163	We were only able to buy in when we did (2003) because of a STRS first time homebuyer program that was only around for a few years in the early 2000s. Most of the young teachers I know have small hope of buying in without significant family assistance at this point. I think that Down-payment assistance programs (shared risk/gain, silent 2nd with deferred interest, or some other model) would be of great help to all our staff.	12/17/2018 6:05 PM
164	All available funds should go toward salaries, so that employees can afford to purchase homes.	12/17/2018 6:03 PM
165	Housing is a huge deal -- and will become a bigger deal over time. Looking ahead to deal with impact of both housing and Climate Change will help district survive difficult times ahead. Rising Seas will affect SM County and local cities - big infrastructure costs ahead --- that will destabilize things for SM County and state of CA. Public Ed will be affected. SMUHSD needs good, stable staffulty to get through difficult challenges ahead. Funding for Public Ed may waver when impact of Climate Change is felt in SMC and CA. Rising seas will impact SMHS and SMAS, in particular. Hopefully, CALTRANS will bear burden of changes needed for 101, etc. But that area is vulnerable --- and that will affect housing, cost of insurance for those areas, etc.	12/17/2018 5:58 PM
166	Other than landed, what other incentives does the district provide to help people stay? In my last district (out of state), they offered 1% to help with house purchasing costs. Granted, housing prices were half what they are here but it provided great incentive to live and work in the same community.	12/17/2018 5:48 PM
167	I would be interested in some district-provided financial counseling around how to effectively save to buy a house in the future. Lowered rent prices are important, but we want to be able to own property in our lifetimes. Without that expectation, I will likely leave the bay area in 5-10 years.	12/17/2018 5:33 PM
168	My husband and I were lucky to be able to buy 10 years ago. I think if we were young teachers in the district now, we would have to resign ourselves to renting or move to another, more affordable location altogether. I'm glad the district is looking into supporting our teachers in this way.	12/17/2018 5:29 PM
169	Consider employees who really need it. The classified staff is underpaid and just as valuable as teachers.	12/17/2018 5:23 PM
170	Thank you very much for working on this issue. It is extremely important for us.	12/17/2018 5:21 PM
171	Great idea for those that can't afford the area and those that live further away from their sites.	12/17/2018 5:18 PM
172	Electric car charging stations.	12/17/2018 5:15 PM
173	I too am concerned about housing in the bay area. I do wonder if this bubble will burst soon. I didn't think I would ever be able to buy a home and I did many years ago as I hope our current employees (and our children are able to do). As a district we could put money into housing for our employees or we could put money into salary so our employees are able to afford housing. The second seems more practical as a variety of housing options would be available to our employees rather the the limited ones we could provide.	12/17/2018 5:09 PM
174	Just continued raises every year to be able to afford property taxes and other investments so we can stay in the area. More money is helpful...not teacher housing.	12/17/2018 5:09 PM
175	Nothing more.	12/17/2018 4:53 PM
176	Legalize housing construction.	12/17/2018 4:52 PM
177	Affordable housing is necessary to attract the best teachers!	12/17/2018 4:51 PM

178	If I didn't inherit the money for a down payment, I would have been stuck in my apartment forever.	12/17/2018 4:44 PM
179	I was in a tougher place until my husband and I lucked out and found a house; I never would have been able to do it on my own.	12/17/2018 4:44 PM
180	The Millbrae site will be problematic due to the other construction planned in the area. (Two sites planned around the BART station and another on the Burlingame side of Millbrae Ave on Rollins Rd. These projects will all have a severe impact on the area. The EIR to turn a "green space" into housing will be costly to overcome. Stick with the Peninsula site as it is already a housing community and the impact will be nothing.	12/17/2018 4:42 PM
181	As a married couple I would want to be sure there's enough privacy from coworkers in this type of living situation. I love the idea of housing options as it is so difficult to secure housing in this area. Thank you!	12/17/2018 4:27 PM
182	I feel that it would be better to sell the land and use the interest on the proceeds to improve salaries rather than get involved in the property business.	12/17/2018 4:26 PM
183	Thank you for considering staff housing! We pay \$2,500/mo for a one bedroom for a family of three. I don't mind small apartments, but the rent does keep going up each year. I know in some districts that the staff housing is limited to those in certain income brackets or those who are new to the district. I would ask that our district consider not imposing those restrictions. Our combined household income has gone up above the low income threshold, but it is volatile because of the trend toward contract rather than permanent work. Also, we are still paying off student loans. With housing costs upwards of \$1,000/square foot to purchase a home, it will be a long time... Thank you!	12/17/2018 4:17 PM
184	I consistently run into issue with not having enough storage space in the types of houses I can afford. Additionally, I would be interested to hear if the district had the ability to build mixed use spaces for those of us who are artists, but struggle with finding studio space.	12/17/2018 4:14 PM
185	I own my boyfriend died . I stopped paying all bills and pay only house utilities.i go to food banks for food. I'm part time here and full time other district. I worry I might get sick or loose my job and don't have a home. No repairs on home I have no use of water my pipes are broken I got to the gym to shower and use the restroom. I struggle close to the end month . But I am very thankful for the part time job here. I have no family only my daughter and she had her life and her own family . Got to dogs happy for them .	12/17/2018 4:13 PM
186	Even with two solid incomes and the profit from a house bought in 2012, my family is still has to stretch ourselves thin financially to be able to afford a 3 bedroom 2 bath home a few cities away from the school I work at. With housing prices, interest rates, and property taxes there is no way I could buy a house near where I work.	12/17/2018 4:13 PM
187	I wonder how the apartments will be sort them out? What will be the requirements to qualify for those apartments?	12/17/2018 4:12 PM
188	Is there a possibility of a location further south?	12/17/2018 4:12 PM
189	I don't feel its fair to reduce the compensation pool for older employees facing college costs to benefit newer employees facing housing costs	12/17/2018 4:11 PM
190	Work shuttle	12/17/2018 4:11 PM
191	We moved to the East Bay in February because we did not want to pay rent anymore, but could not afford to buy a house with a yard on this side of the bay.	12/17/2018 4:09 PM
192	N/A	12/17/2018 4:09 PM
193	Personally, I would prefer living at a site that is not on a school campus.	12/17/2018 4:07 PM
194	Housing is a great project for teachers. Pls try to integrate local corporations. For example, in East Palo Alto Facebook allocated " subsidized" spots for teachers.	12/17/2018 4:07 PM
195	I think housing a very crucial issue to our communities right now. Thank you for taking the time and effort to look for solutions.	12/17/2018 4:06 PM
196	I live in a rent-controlled apartment and likely would not move until my partner and I are able to buy our own home. (Also, I only accounted for my "personal rent" and did not include my partner's and our flatmate's contributions to the rent. Total rent is \$3700 for a 2-bedroom apartment.)	12/17/2018 4:06 PM
197	It would be nice for the district to offer down payment assistance.	12/17/2018 4:06 PM
198	Higher salaries are fundamental to ensure people consider teaching in the Bay Area	12/17/2018 4:05 PM

199	None	12/17/2018 4:05 PM
200	I am currently renting a room to save for a condo down payment. If I cannot afford a small condo within the next 5-7 years, that will likely impact my decision to stay in the district/Bay Area.	12/17/2018 4:02 PM
201	Affordable housing could lead to eliminate the fear of never being able to own property. Aswell eliminate the fear of having to leave out of the peninsula because of its unaffordability.	12/17/2018 4:01 PM
202	I am fortunate, had I not purchased when I did, it would be impossible to live in this area now. Hopefully housing will be available for classified and not just certificated.	12/17/2018 4:00 PM
203	NA	12/17/2018 3:58 PM
204	I have long ago given up on owning anything. Would love to change my mind.	12/17/2018 3:58 PM
205	Appreciate the district's time and energy in the matter	12/17/2018 3:58 PM
206	Please create affordable housing to support our staff and teachers!	12/17/2018 3:57 PM