



# Memorandum

**TO:** ALL CHILDREN ACHIEVE COMMITTEE

**FROM:** Sara L. Hensley  
Leslye Corsiglia

**SUBJECT:** UPDATE ON TEACHER HOUSING/  
TEACHER RETENTION INITIATIVES

**DATE:** March 7, 2003

Approved

Date

3.10.03

## RECOMMENDATION

Accept the Status Report on the efforts of the City of San José's Teacher Housing and Teacher Retention Initiatives.

## BACKGROUND

The purpose of this report is to update the members of the All Children Achieve Committee on the status of the City's Teacher Housing and Retention Initiatives, and other related programs.

Over the last several years, the high cost of living in San José, particularly the cost of housing, has deterred many teachers from working and living in the Bay Area. Programs, like these, were created to attract and retain quality teachers in the City of San José. While the downturn in the economy has lowered rents in our region, the cost of living, coupled with the shortage of affordable housing, continues to make it difficult for many teachers to teach in San José schools; and those that do teach here often commute from outside the county where the cost of living is less expensive.

In an effort to offset these employment challenges, the Mayor announced three education goals at the 1999 State of the City Address: to make San José the most teacher friendly city in California, to involve more parents, and to connect students with Silicon Valley jobs.

The following discussion demonstrates the efforts and successes of the Mayor and City Council-supported teacher friendly initiatives and related programs.

## ANALYSIS

### Schools/City Collaborative

Created in 1997, the Schools/City Collaborative was formed by the City Council and school district representatives as a vehicle to better coordinate programs and services between the 19 school districts that serve San José youth and the City of San José.

The Collaborative is governed by an Executive Board and supported by three sub-committees. The Executive Board of the Collaborative is comprised of school superintendents, school board members, and staff from the Office of the Mayor, the Director of the Department of Parks, Recreation & Neighborhood Services, and staff from the Office of the City Manager. School superintendents, City department heads, and community service agencies make up the sub-committees of individuals who are invited.

One of the education policy directives of the City of San José was for the school districts and the City to identify collaborative opportunities in the areas of Teacher Recruitment/Retention (Attachment A). Through the school/city partnerships, the Collaborative contributed to teacher recruitment and retention strategies by supporting the expansion and success of City sponsored programs like the Teacher Homebuyer Program, the Future Teacher Loan Program (FTLP), the School Community Innovative Grant Program, and school safety programs. Lastly, in 2000 and 2001, the Collaborative, in partnership with the INTEL Corporation, sponsored two teacher recognition events called *Excellence in Education Awards* to recognize all teachers in San José. Schools were invited to nominate a teacher, an administrator, or someone who supported education. The finalists were notified by mail, and the winners were announced at an evening event held at the Tech Museum of Innovation.

However, with the downturn in the local economy and a projected \$34.6 billion State budget deficit, the Executive Board of the Schools/City Collaborative has postponed the work of its sub-committees, and postponed financing teacher incentives like the *Excellence in Education Celebration*, and is now focusing all its attention on supporting San José schools. The school districts have expressed their concern that the types of cuts proposed in the Governor's 2003-2004 budget would challenge the ability of the City and the school districts to maintain basic services and programs.

### **San José Teacher Homebuyer Program**

The City offers the Teacher Homebuyer Program (THP) to public school teachers who are seeking to purchase a home in San José. Eligible teachers can receive interest free loans of up to \$40,000 for downpayment assistance through the City's Housing Department.

Since the program was established by the City Council in 1999, over 300 teachers have used the THP to purchase their first home and the program has leveraged \$72 million. The program's success is attributed to the excellent partnerships established between the City, schools, teacher organizations, realtors, and lenders. Neighborhood Housing Services Silicon Valley (NHSSV) is also a key participant in the City's effort to provide housing to public school teachers by providing free Orientation and Homebuyer Education classes and credit counseling. Teachers may also be eligible for additional downpayment assistance through NHSSV's HomeVenture Fund.

Under the current THP appropriation, 71 teachers have been assisted in purchasing a home. With the \$4 million for FY 2003-04, an additional 29 teachers will be assisted this year.

### **San José Move-In For Less**

In partnership with the Tri-County Apartment Association, San José teachers can “Move-In for Less.” Participating apartment complexes in San José (and other communities) have agreed to charge no more than 20% of the monthly rent as a deposit, saving hundreds of dollars up front. (Attachment C)

Any teacher making less than the Santa Clara County median income qualifies to participate in this program.

2003 Median Income:

\$73,900	1 person household
\$84,400	2-person household
\$95,000	3-person household
\$105,500	4-person household

This program does not have a data collection method in an effort to facilitate participation from renters and landlords.

### **San José Future Teacher Loan Program**

The purpose of the San José Future Teacher Loan Program is to increase the number of qualified individuals teaching in public schools serving San José youth.

Qualified students enrolled in San José State, Santa Clara, National University, or National Hispanic University are eligible for a loan of \$3,000 per year to be used for tuition, fees, books, or other materials. The City forgives an amount equal to the annual loan amount awarded (maximum amount forgiven: \$3,000 per year; \$15,000 over five years), for each year the loan recipient teaches in a K-12 public school serving a student population of which 50% or more are San José residents. The Future Teacher Loan Program (FTLP) has ongoing budget of \$200,000. From 1999-2002, the FTLP has made 202 loans, worth over \$849,000 (Attachment D).

Due to expected cuts in the City budget; staff has applied for full funding for the FTLP from the Healthy Neighborhoods Venture Fund for FY 2003-04. The application was submitted to create a savings for the General Fund yet still allows the program to continue.

### **PUBLIC OUTREACH**

Public outreach activities in the City of San José were implemented in the formulation and implementation stages of the programs highlighted in this report.

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### **COST IMPLICATIONS**

Due to the current uncertainty of the State budget, the amount of funding available for the THP will be capped at \$4 million during the current year and in FY 2003-04. As a result, we anticipate that there will be approximately a one-month period in each year when funds are not available for teacher homebuyers. The Future Teacher Loan Program (FTLP) has an ongoing budget of \$200,000 and staff has applied for a Healthy Neighborhoods Venture Fund grant for the FTLP in order to offset any reductions due to expected cuts to the City budget. The grant application was submitted to reduce the amount of funding coming out of the General Fund.

### **COORDINATION**

This report has coordinated with the Schools/City Collaborative.

  
LESEYE CORSIGLIA  
Director of Housing

  
SARA L. HENSLEY  
Director, Parks, Recreation  
and Neighborhood Services

Attachments

**Schools/City Collaborative  
Teacher Recruitment/Retention Sub-Committee  
2002-2003 Work Plan**

<b>FY 02-03 Objective</b>	<b>FY 02-03 Outcome</b>	<b>FY 02-03 Action Plan</b>
<p>1.1 San José schools will come together to better coordinate strategies/resources to attract and retain the best qualified teachers to teach in San José.</p>	<p>1.1A <i>San Jose schools will have increased awareness and better use of existing recruitment and retention strategies offered by the City of San Jose.</i></p>	<p>1.1A.1 City of San José will make available to all schools, and local colleges and universities, ALL teacher friendly recruiting materials prepared by the City of San José:</p> <ul style="list-style-type: none"> <li>- Teacher Homebuyer Program</li> <li>- Future Teacher Loan Program</li> <li>- Excellence In Education Awards</li> <li>- Move In For Less</li> </ul> <ul style="list-style-type: none"> <li>• <i>The Department of Housing as developed a four color folder/brochure that is available to any interested teacher looking for information about either the Homebuyer Program, Move-In For Less, or the Future Teacher Loan Program.</i></li> <li>• <i>Future Teacher Loan Staff has coordinated the FY 2003-2004 application cycle with the financial aid office of San Jose State, National University, National Hispanic University, and Santa Clara University.</i></li> </ul>

**Schools/City Collaborative  
Teacher Recruitment/Retention Sub-Committee  
2002-2003 Work Plan**

<b>FY 02-03 Objective</b>	<b>FY 02-03 Outcome</b>	<b>FY 02-03 Action Plan</b>
<p>2.1 San José schools will identify and develop a base-line credential induction template for incoming teachers, to be used in ALL participating school districts.</p>	<p>2.1A <i>New teachers, and active teachers will move freely from district to district, which will keep them in San Jose schools.</i></p>	<p>2.2A1 Work with San Jose school districts to draft credential induction template, that enables teachers to move from district to district without having to fulfill additional requirements required by other districts.</p> <ul style="list-style-type: none"> <li>• <i>This work has been postponed by the Executive Board.</i></li> </ul>
<p>3.1 City of San Jose/School Districts will develop teacher retention program and activities.</p>	<p>3.1A San Jose schools and the City will work to increase teacher recruitment and retention strategies/programs</p>	<p>3.3A.1 Collaborative will conduct focus groups, and administer surveys to identify the needs of San Jose teachers, and which services are being fully utilized.</p> <ul style="list-style-type: none"> <li>• <i>The Sub-committee identified a comprehensive list of incentives both the City of San Jose and the school districts will collaborate on, but this work has been postponed by the Executive Board.</i></li> </ul>

All Children Achieve Committee

03-06-03

**Subject: Update on the Teacher Housing/Teacher Retention Initiatives  
ATTACHMENT B**



**TEACHER HOUSING ACTIVITY  
February 24, 2003**

## HOMES PURCHASED

### NUMBER OF TEACHERS BY COUNCIL DISTRICT

Council District	Number of Homes Purchased	Two Teacher Households	Totals
1	7	2	9
2	52	2	54
3	34	2	36
4	30	-	30
5	6	-	6
6	38	1	39
7	36	4	40
8	15	-	15
9	47	1	48
10	30	2	32
<b>TOTAL</b>	<b>295</b>	<b>14</b>	<b>309</b>

### NUMBER OF HOMES PURCHASED BY PROPERTY TYPE

Property Type	Percent By Type	Number of Homes
Condominium	78%	236
Townhouse	10%	34
Single Family Detached	11%	35
Mobilehome	1%	4
<b>TOTAL</b>	<b>100%</b>	<b>309</b>

# Teachers Purchasing Homes, by District and by School

<b><u>Alum Rock School District</u></b>		<b><u>cont'd Campbell Union SD</u></b>		<b><u>Franklin-McKinley S.D.</u></b>		<b><u>cont'd Oak Grove School Dist.</u></b>		<b><u>cont'd San Jose Unified SD</u></b>	
Arbuckle	3	Rosemary	1	McKinley	2	Blossom Valley	1	Olinder	4
Cassell	3	Westmont High	6	Helyer	1	Caroline Davis Intermediate	2	Peter Burnett Middle	2
Ceasar Chavez	2		16	Hillsdale	2	Christopher	2	Pioneer High	1
Cureton	2	<b><u>Cupertino School District</u></b>		Jean Meadows	2	Del Roble	4	River Glen	1
Fischer Middle	2	De Vargis	2	Los Arboles	1	Edenvale	8	San Jose High Academy	1
Goss	1	Dilworth	1	Santee	3	Herman Intermediate	3	Steinbeck Middle	3
Linda Vista	1		3	Seven Trees	1	Ledesma	1	Simonds	3
Mathson	1	<b><u>East Side Union High S.D.</u></b>		Sylvandale Middle	2	Miner	2	Willow Glen	2
McCullam Milard	2	Andrew Hill High	6	Windmill Springs	1	Parkview	2	Willow Glen High	1
Meyer	2	Evergreen Valley High	1		15	Oak Ridge	2	Trace	1
Rogers	2	Genesis High	1			Samuel Stipe	3	Terrell	1
San Antonio	1	Independence High	13	<b><u>Fremont Union High S.D.</u></b>		San Anselmo	1	Washington	1
Shields	1	Mt. Pleasant High	9	Lynbrook High	5	Taylor	1		54
Sheppard	3	Oak Grove High	9		5		36		
Sloanoker	2	Overfelt High	1	<b><u>Luther Burbank S.D.</u></b>				<b><u>Union School District</u></b>	
	28	Pegaus High	1	Luther Burbank	3	<b><u>Santa Clara Unified S.D.</u></b>		Dartmouth Middle	2
<b><u>Berryessa School District</u></b>		Piedmont Hills High	7		3	George Mayne	3	Leitz	1
Brooktree	5	Santa Teresa High	5	<b><u>Morgan Hill Unified S.D.</u></b>			3	Lone Hill	1
Cherrywood	1	Silver Creek High	6	Martin Murphy	1	<b><u>San Jose Unified S.D.</u></b>		Noddin	2
Laneview	1	Yerba Buena High	4		1	Almaden	2	Oster	1
Piedmont Middle	2		63	<b><u>Moreland School District</u></b>		Anne Darling	2	Union Middle	2
Ruskin	2	<b><u>Evergreen School District</u></b>		Baker	3	Bachrodt Academy	3		9
Sierramont Middle	2	Cadwallander	1	Country Lane	1	Booksin	1	<b><u>County Office of Education</u></b>	
Vinci Park	3	Cedar Grove	5	Moreland	3	Bret Harte Middle	1	Della Maggiore	1
	16	Evergreen	3	Payne	1	Canoas	1	Hacienda Science Magnet	1
<b><u>Cambrian School District</u></b>		George Leyva	1		8	Carson	2	McKenna Alternative	3
Bagby	3	Holly Oak	1	<b><u>Mount Pleasant School District</u></b>		Cory	1	Osborne	1
Farnham	1	K.R. Smith	3	Boeger Junior High	1	Downtown College Preparatory	1		6
Ida Price Middle	1	Laurelwood	3	Mt. Pleasant	1	Galarza	2		
Saratorette	1	Millbrook	3	Sanders	6	Gardner Academy	4		
	6	Montgomery	1		8	Graystone	1	<b><u>Grand Total</u></b>	<b><u>309</u></b>
<b><u>Campbell Union School District</u></b>		Norwood Creek	2	<b><u>Oak Grove School District</u></b>		Hammer	1		
Blackford	1	Quimby Oak Middle	1	Alex Anderson	1	Hoover Middle	2		
Branham High	1	O.B. Whaley Middle	1	Baldwin	1	Horace Mann	1		
Del Mar High	2	Silver Oak	2	Bernal Intermediate	1	John Muir Middle	3		
Lynhaven	2	Tom Matsumoto	2	Bertha Taylor	1	Lincoln High	4		
Prospect High	3		29			Los Alamitos	1		

# UPDATE on TEACHER HOMEBUYER PROGRAM

## CURRENT PRODUCTION

<b>Homebuyer Assistance</b>	<b>Number of Teachers Assisted</b>	<b>Dollar Amount of City Assistance</b>
THP Totals Thru February 24, 2003	277	\$10,376,650
Siena Court	7	\$320,000
CalHFA Loan	6	Pledge Pool
Crescent Parc	18	\$855,000 City second funds \$335,000 THP funds
Tuscany Hills	1	\$50,000 City second funds \$40,000 THP funds
<b>Total to Date</b>	<b>309</b>	<b>\$11,976,650</b>

<b>Remaining THP Funds for FY 02-03</b>	<b>\$1,185,000</b>
<b>Total Amount Leveraged by THP</b>	<b>\$72,000,000</b>

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ATTACHMENT C

## TRI-COUNTY APARTMENT ASSOCIATION

### **Teachers: Move-In for Less**

**Relief until You Are Ready to Buy**

San José, California's most teacher-friendly city, helps out renters too. In partnership with Tri-County Apartment Association, you can Move-In for Less than ever before. Participating apartment complexes in San José (and other communities) agreed to charge no more than 20% of the monthly rent as a deposit, saving you hundreds of dollars up front.

Any teacher making less than the Santa Clara County median income qualifies to participate in this great program.

2002 Median Income:

\$67,200	1 person household
\$76,800	2-person household
\$86,400	3-person household
\$96,000	4-person household

A list of participating San José apartment complexes is listed on the back, or can be found at the Tri-County Apartment Association website at: [www.tcaa.org](http://www.tcaa.org). Contact participating apartments directly to check for vacancies.

The City of San José adopted a Rent Control Ordinance - a law governing rent increases on apartments properties built before 1979. These apartment complexes must limit their annual rent increases to 8% or less. For more information about the San José Rent Control call 277-5431.

Rentals covered under the ordinance (one column)

51 Glen Eryie  
Alden Way Apartments  
Bermuda Lanai  
Boynton Brooks  
Carlyle Apartments  
Casa Verde Apartments  
Central Park  
Driftwood Apartments  
Fruitdale Apartments  
Glen Willow Apartments  
Kingdale Oaks Apartments  
Metro Garden Apartments  
Metropolitan Courts Apartments  
Mission Villa Apartments  
Monte Verano Apartments  
Nijim Estate

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ATTACHMENT D

**Future Loan Program**

**Dollars Spent**

**1999-2003**

	<b>1999-2000</b>	<b>2000-2001</b>	<b>2001-2002</b>	<b>2002-2003</b>
<b>Participants New/Renewal</b>	66	42	43	41
<b>Sub- Total Dollars</b>	\$199,977	\$156,163	\$133,535	\$129,313
<b>LESS</b>	\$1,977 (Non-personal)	\$30,000 (Teacher Marketing)	\$4,535 (Excellence In Education)	\$6,313 (Excellence In Education)
<b>TOTAL</b>	<b>\$198,000</b>	<b>\$126,163</b>	<b>\$129,000</b>	<b>\$123,000</b>

*\* The total number of loans identified for each year is the sum of all undergraduate and credential participants identified on pages 2 and 3 of this attachment.*

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**Future Loan Program  
Participant Graduation Projections  
2000-2006  
Undergraduates**

Academic Year	Number of Participants (Capacity 33)	Projected Grads (Four Year Rate)	Actual Grads
* 1999-2000	34	0	4
2000-2001	23	2	5
2001-2002	31	10	6
2002-2003	32	10	TBD
2003-2004	N/A	33	33
2004-2005	N/A	33	33
2005-2006	N/A	33	33
Sub TOTALS		121	

\* First year of program. No graduates projected.

TBD – Staff is waiting for 2002-2003 school year

*This projection is based on 100% participation and a four-year completion rate.*

**Future Loan Program  
Participant Graduation Projections  
2000-2006  
Credential Program**

Academic Year	Number of Participants (Capacity 33)	Projected Grads (2 Year Rate)	Actual Grads
* 1999-2000	32	0	2
2000-2001	19	2	3
2001-2002	12	4	3
2002-2003	9	7	TBD
2003-2004	N/A	33	33
2004-2005	N/A	33	33
2005-2006	N/A	33	33
Sub TOTALS		101	

\* First year of program. No graduates projected.

TBD – Staff is waiting for 2002-2003 school year

*This projection is based on 100% participation and a two-year completion rate.*