



# WORK FORCE HOUSING

## SITE RECOMMENDATION

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# BUSD Work Force Housing

- **Work Force Housing would allow BUSD to continue to recruit and retain quality Educators**
    - **Educators include both BUSD's Teachers and Classified Staff**
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- Based on surveys which have gone out over the last few years to the BUSD work force:
    - Only 30% live in Berkeley
    - Staff faced with long commutes
    - 82% of renters have stated that the high cost of housing have created financial pressure
    - 54% have considered leaving BUSD due to the high cost of housing
    - 69% believe that the high cost of housing negatively impacts their long-term ability to stay at BUSD
    - 31% have moved one or more times due to increased housing costs
    - 86% of renters advocating that Work Force Housing would help to recruit and retain quality educators

# BUSD Work Force Housing

## Pre-Development

- February 2019 – Board directed staff to perform an analysis of BUSD property for the purpose of building affordable Work Force Housing
  - Throughout the analysis there was collaboration with Labor Partners, The City of Berkeley, BEHOME, and the Board designee
- April 2019 – Board approved city funded contract with RCD for pre-development analysis
  - Board voted to focus pre-development on the two most promising properties.
    - The Field at West Campus
    - The Parking Lot at the Berkeley Adult School
  - Pre-development analysis included:
    - Feasibility of the two sites
    - Zoning restrictions
    - Environmental concerns
    - Massing and Density
    - Transportation and Accessibility
    - Staff interest
    - Community Concerns

# BUSD Work Force Housing

## Recommended BUSD Site

- Staff Recommends that Work Force Housing is built at the Berkeley Adult School front parking lot along San Pablo
- Why?
  - Shortly after Pre-Development work began, Oxford elementary was relocated to West Campus due to site conditions at the Oxford Campus
  - The BAS property located on San Pablo is properly zoned. There is no variance needed and this type of construction aligns with the intended use of the zoning
  - Analysis showed BAS location to have positive attributes to this type of project
- Why Now?
  - Measure O Opportunity for partial project funding
  - Optimistically – Three to Four Years before the site design and construction is approved and completed.
  - The need to continue to recruit and retain quality educators
- What if the site is needed for another type of school?
  - The BAS site will continue to be a viable option as a school site for all grade levels.
  - CDE allows for acreage recommendations to be waived for Urban schools. This is standard practice and this site will still have opportunities that other BUSD sites lack



# Background—

## **Demand for BUSD Workforce Housing:**

- 74% of BUSD staff renters are interested in workforce housing
- 85% cannot afford to live in Berkeley
- 82% experiencing financial pressures due to high housing costs

## **Financing available:**

- City of Berkeley Measure O funding
- BUSD Land-Lease to Developer – No General Fund Impact
- Low Income Housing Tax Credits
- State Middle Income and Infrastructure Grant funds
- Conventional Debt

## **Recommended Structure:**

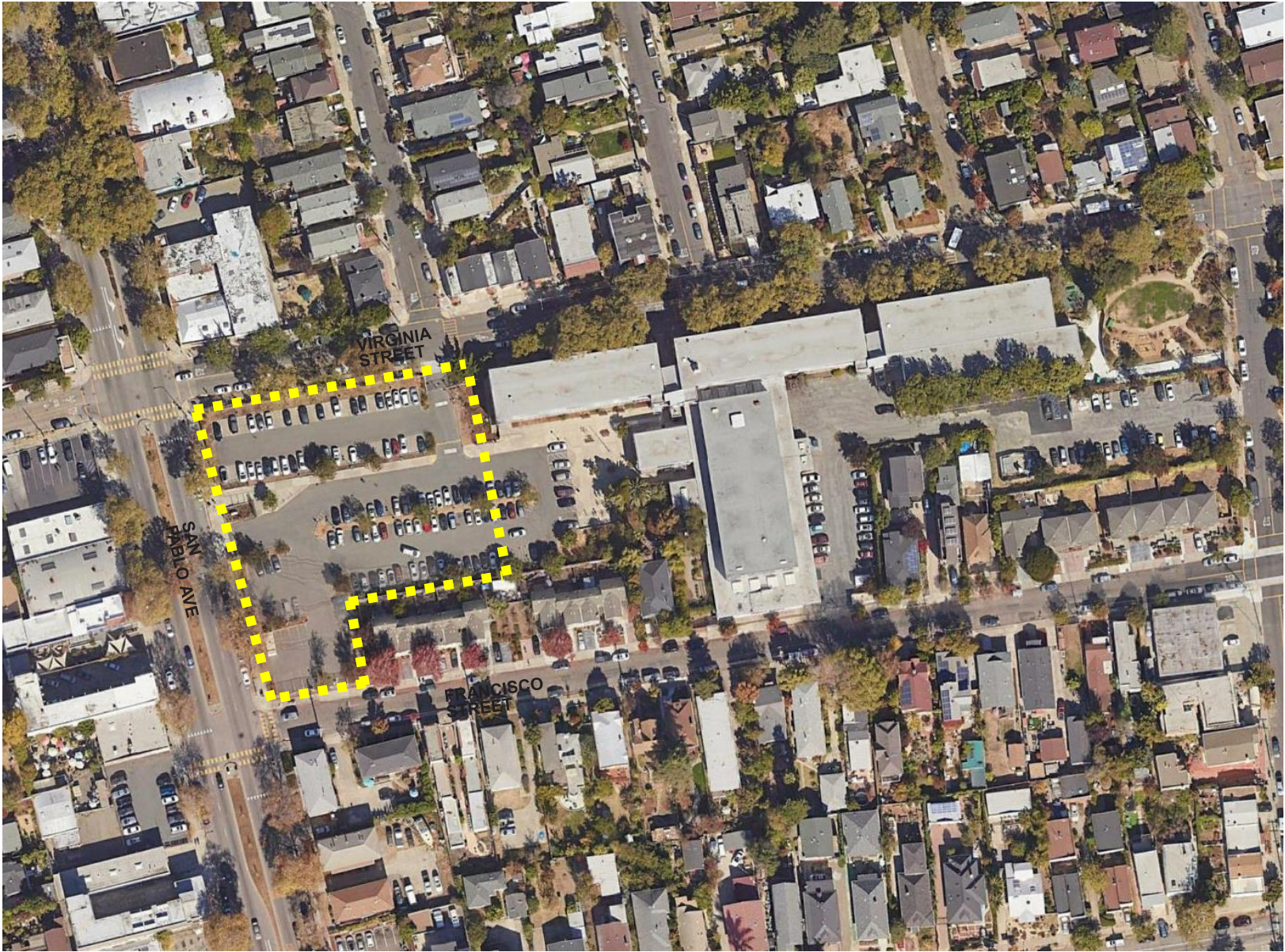
- BUSD to select Developer/Owner/Property Manager team
- Negotiate initial Exclusive Negotiating Agreement to begin work
- Long term ground lease between BUSD and developer/owner of building

**Comparable/Peer Workforce Housing initiatives:** Palo Alto, MountainView, San Francisco, Daly City



# Berkeley Adult School Site —

**KEY ISSUE:**  
RETAINING ADULT SCHOOL PARKING



AERIAL VIEW SHOWING AREA OF STUDY



VIEW OF MASSING STUDY IN CONTEXT



# Berkeley Adult School Site —



APPROXIMATE UNIT COUNT	110-120 UNITS
RECOMMENDED UNIT MIX	60% STUDIO & 1-BR UNITS 40% 2-BR AND 3-BR UNITS
BUILDING DESCRIPTION	FOUR STORIES OF WOOD CONSTRUCTION (DROPPING DOWN TO THREE STORIES) OVER 2-STORY CONCRETE PARKING GARAGE
PARKING	140 SPACES MAINTAINED FOR ADULT SCHOOL USE  SPACES FOR RESIDENTS
GROUND FLOOR USES	RESIDENTIAL LOBBY + APPROX. 10,000 SF OF COMMERCIAL AND/OR RESIDENT AMENITY SPACE

## SCALE EXAMPLES



## COMMUNITY CONCERNS AND PLANNED REMEDY:

Included in the Developer RFP, the following requirements will be addressed:

- Engage the community to understand concerns and work to incorporate solutions into the designs
- Work with a Board appointed design committee. This committee will include District staff, Labor Partners, BAS Staff member(s), BAS Community members
- A Board appointed oversight committee will ensure that the Property Management contract is strictly adhered to.
- BAS Parking is maintained
- Residential Parking is maximized as appropriate
- No vehicular entrance or exit on Virginia Street
- Find creative solutions for BAS to maintain it's identity along San Pablo Ave.

## Next Steps—

- **BUSD to determine internal staffing or "Owner's Representative" needs**
- **BUSD to Create Housing Oversight Board:**
  - Establish housing goals and priorities for Request for Proposals
  - Select developer team
  - Create occupancy and tenure rules
  - Oversee and guide implementation
- **Developer Team initiates work (with ongoing BUSD oversight/participation):**
  - Leads active community engagement work with staff and neighbors
  - Develops designs and secures city entitlements
  - Secures financing to move construction forward
  - Finalizes legal agreements, occupancy restrictions, and management plans
  - Manages construction, lease up and ongoing property management and operations



# BUSD Work Force Housing

- **If the Board approves the development of Work Force Housing at the San Pablo Ave. Location, staff will finalize and release the developer RFP**

## Examples of Some of the Requirements set forth in the Developer RFP

- No vehicle entry/exit on Virginia Street (fire access excluded)
- Community engagement during pre-design
- Board appointed Design Committee to work with the Developer
- Maintain BAS parking for students and staff
- Maximize Residential parking as appropriate
- Develop creative solutions to help BAS maintain its identity on San Pablo Ave.

## **Action Item:**

**Approve the Staff Recommendation for the  
Parking Lot of the Berkeley Adult School  
for the Development of Workforce Housing**