

# ***Affordable Homes for Educators and Families NOW Initiative***

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## **The Problem:**

San Francisco is in a severe housing crisis. We are not building enough affordable housing across all neighborhoods, and the affordable housing we do build needs to be built faster. The shortage of affordable housing has forced low and moderate income families out of the City. While the City is exceeding its production goals for above-moderate income housing (over 120% of the median income), it is falling drastically short of its production goals for low to moderate income housing (everyone else in San Francisco earning less than \$100,000 a year).

The City has talked about building Educator Housing for years, but has struggled to come up with a strategy and financing to keep educators in the communities that they serve.

The biggest barriers that affordable housing developers face when it comes to building affordable housing are access to land and available city funding. Currently, there are over 3,000 parcels of land citywide over 10,000 square feet in size where affordable housing *could* be built, but which is *not* principally allowed.

## **The Solution:**



## **The Affordable Homes for Educators and Families NOW Initiative!**

In the midst of this severe housing affordability crisis, San Francisco must prioritize resources for the expedited construction of housing for low to middle-income residents and working families, including for our educators. We need a massive investment in affordable housing, which will be accomplished through November's \$600 million housing bond, and a comprehensive rezoning of public lands and large lots to make it easier and faster to build affordable and educator housing citywide.

These measures were developed in close partnership with affordable housing advocates and the unions representing SF early-childhood educators, teachers, and community college instructors, in order to serve the actual needs of San Francisco's education workforce.

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## **This Nov. 2019 ballot measure will make it easier & faster to build affordable housing by:**

- Rezoning all lots over 10,000 square feet to allow 100% affordable housing and educator housing—opening up thousands of parcels for affordable housing development without demolishing existing housing
- Rezoning publicly owned land to allow 100% affordable housing and educator housing—creating more opportunities for affordable housing without touching public parks
- Waiving density restrictions and allowing height increases—making affordable housing development more feasible across the City
- Creating an Educator Housing pilot program with dedicated funding in the November housing bond—keeping educators in the City
- Streamlining 100% Affordable Housing & Educator Housing—requiring that projects be reviewed and administratively approved within a strict timeline

## **FAQs:**

### **What does it mean for housing to be “affordable”?**

- Rents are set at 30% of the household income level

### **What is a 100% Affordable Housing Project?**

- A project where all units are deed-restricted to be affordable to people earning between 0% and 120% of the median income (\$103,500 annually) with a maximum average of 80% of the median income (\$69,000 annually) across all units in the project
- The income averaging creates a diversity of incomes in projects and ensures that the units are not all concentrated at the high end of the income spectrum

### **Why do we need housing for educators?**

- 50% of teachers are leaving the district within their first five years, often because of high housing costs, eviction displacement, and the escalating cost of living
- Even educator households with multiple incomes often don't make enough to afford market-rate housing, but make too much to qualify for traditional affordable housing

### **How is an Educator Housing Project different from an Affordable Housing Project?**

- Since the projects will be built on land owned by the school district or City College district, every unit can be dedicated to SFUSD or CCSF employees.
- These Projects will be designated for educator households earning between 30% of the median income (\$25,850 annually) and 140% of the median income (\$120,700 annually) with a maximum average of 100% of the median income (\$86,200 annually)
- The income averaging ensures units are built for educator households across all income levels, not just at the high end of the spectrum
- An additional small share of units can be available to educator households earning up to 160% of the median income
- \$20 million in the housing bond has been dedicated specifically to start this new program
- This program was created in partnership with the SF Public Schools and City College teachers unions in order to serve the actual needs of their members