

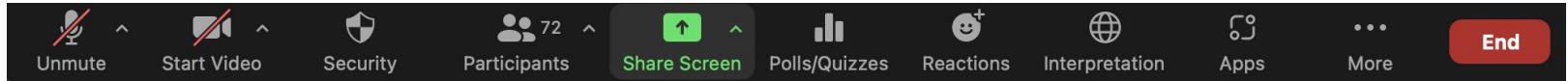


2022 Draft Bond Proposal *Teacher Housing*

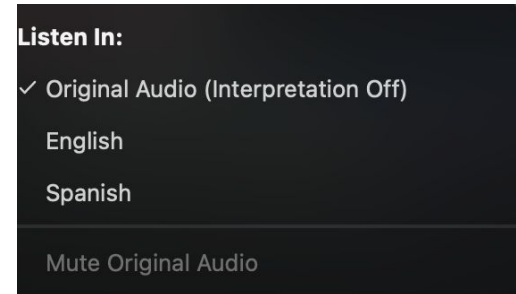
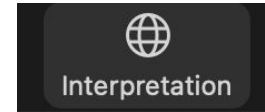
Community Conversation
August 2, 2022

Interpretation

- Hover at the bottom of the screen to see the toolbar and click on the Interpretation icon. | [Ponga el cursor en la parte de abajo de la pantalla para ver la barra de herramientas y haga clic en el ícono del globo terráqueo que dice “Interpretation.”](#)



- Click on your preferred language. | [Haga clic en el idioma de su preferencia.](#)
- If you don't want to hear the original language in the background, click on Mute Original Audio. This sometimes can help when the sound is choppy. | [Si no quiere escuchar el idioma original en el fondo, haga clic en “Mute Original Audio”.](#) Esto a veces puede ayudar cuando el sonido se está cortando.



Introductions

Please type your name, role and any other connections to Austin ISD schools in the chat.

Agenda

- Introductions
- Current Challenges
- Process & Timeline
- Questions / Feedback
- Next Steps



"To be able to pay my mortgage, I have to have a roommate and a second job. So just to be able to survive and make it month to month, it's tough"

- Katrina Pokorney, AISD Teacher



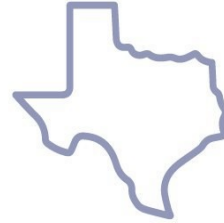
"I had a few offers to teach in Austin for the next year, but the pay is lower than other Texas ISDs and the cost of housing is so much higher. It didn't seem feasible to me. I had to decline the offers though I truly wanted to return to the area."

- Jackie Cretin, former AISD Teacher

District Snapshot



113 Schools



7th

Largest Employer in Austin



75,059

Students

Over **90%**
Graduation Rate



5,508

Teachers



5,435

**Operational & Support
Staff**

Bus Drivers, Custodians, Food Service
Staff, Educational Aides, Support Staff

Current Challenges

- Education Funding Constraints
- Affordability Crisis in Austin
- Teacher Attraction / Retention

Texas Ranks 40th in Public School Funding

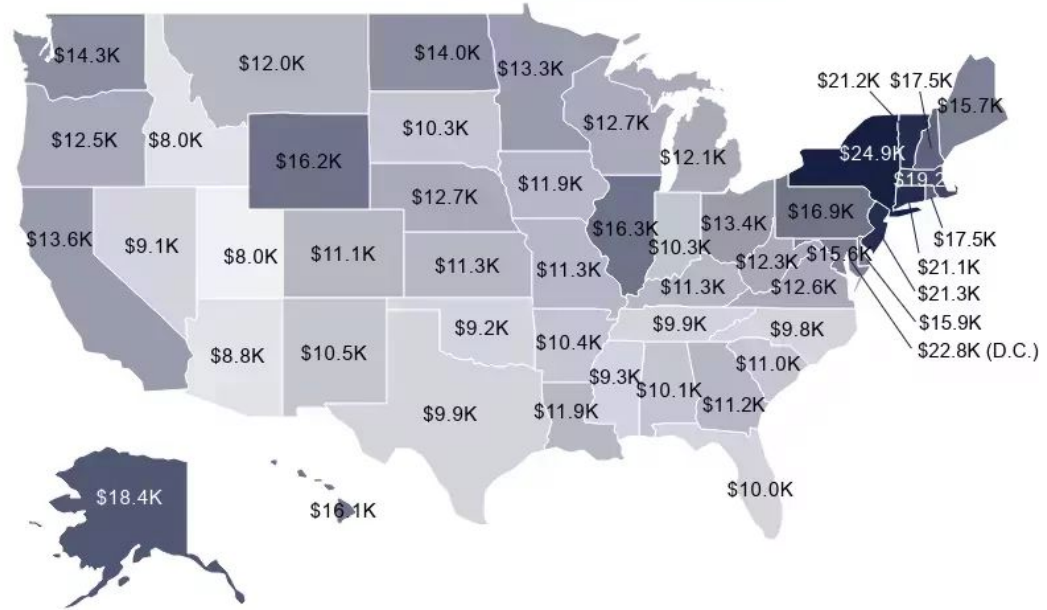
\$9,871

Amount spent per pupil in Texas

\$13,815

National average amount spent
per pupil

Public K-12 Spending per Student



Source: Educationdata.org

Impact of Recapture

FY 2023 General Fund Revenue:

\$1.68 billion



- Instruction
- Facilities, security and data processing
- Student support

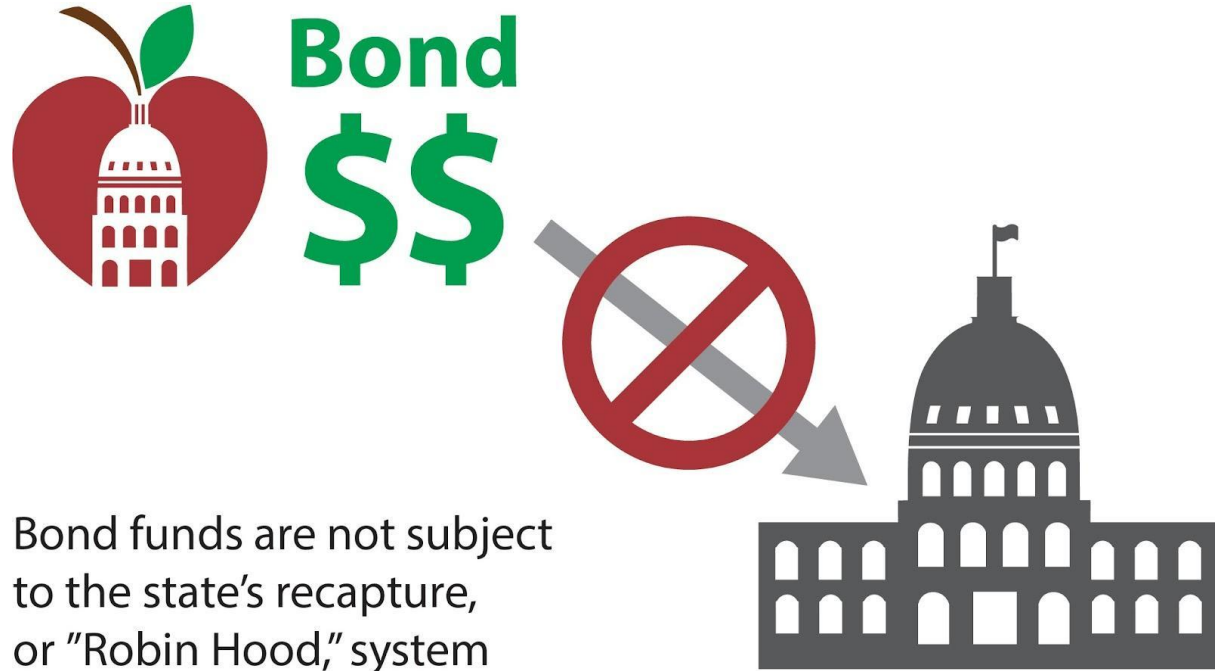
Available for Austin ISD:

\$835.28 million



- Campus administration
- Central administration
- Other

100% of Bond Dollars Stay in Austin ISD



Bond funds are not subject
to the state's recapture,
or "Robin Hood," system

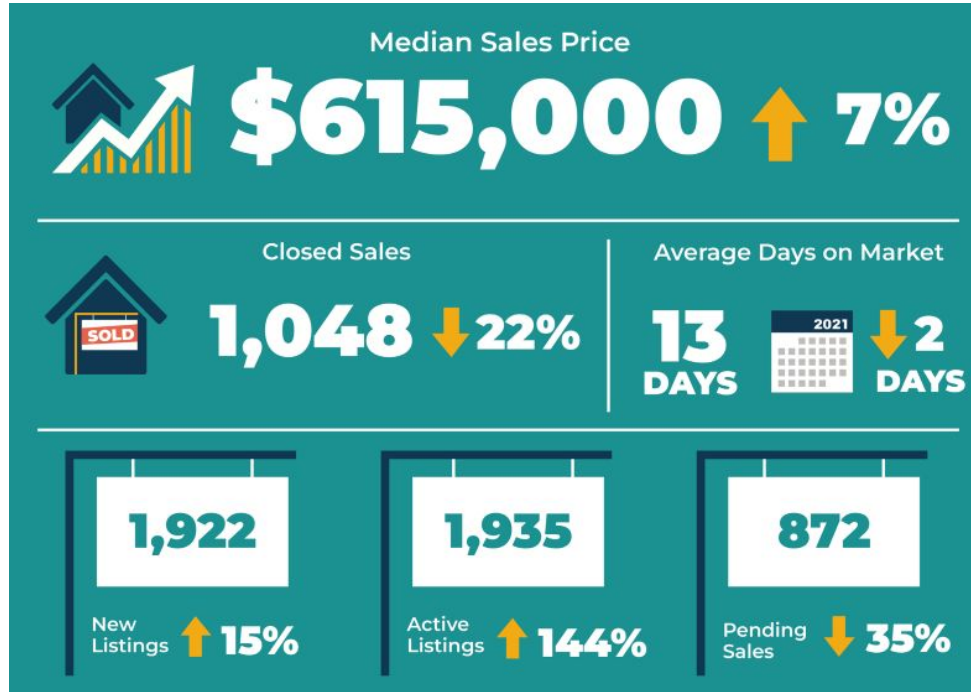
School Bonds **Can't** Pay For...

- Staff salaries
- Staff raises
- Utility costs (electric, gas, water, etc.)
- Consumables (paper, art supplies, etc)
- Certain vehicle purchases

School Bonds Can Pay For...

- Modernized or renovated schools
- Upgraded academic, athletic and fine arts spaces
- Major repairs like HVAC, plumbing, roofing, etc.
- Technology upgrades
- School busses
- Safety and security upgrades
- Teacher housing

Housing Costs Continue to Rise



\$151,278

Annual household income needed to afford the average home in Austin

Source: Austin Board of Realtors, June 2022

Rents Also Increasing

\$1,499

Average rent for a **one-bedroom** apartment
in the City of Austin



\$59,960

Annual household income required to afford
a one-bedroom apartment

\$1,824

Average rent for a **two-bedroom** apartment
in the City of Austin



\$72,960

Annual household income required to afford
a two-bedroom apartment

District Salary Trends

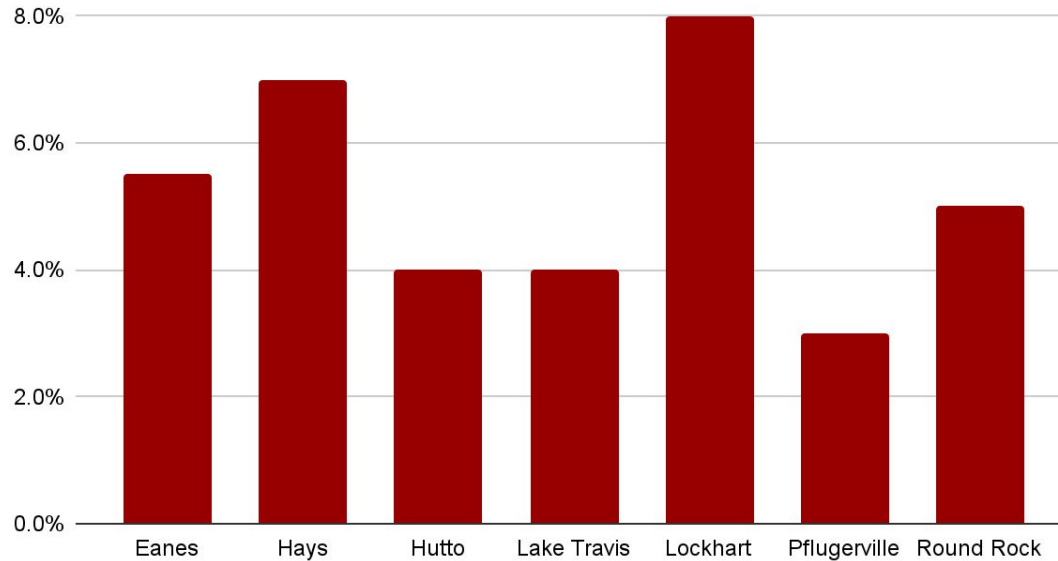
		Median Income Limit*							
		< 60% (\$46,380)		<80% (\$61,800)		<100% (\$77,200)		<120% (\$92,650)	
Type	Total	#	%	#	%	#	%	#	%
Administrators	737	0	0.0%	0	0.0%	143	19.4%	302	41.0%
Professionals	847	0	0.0%	323	38.1%	751	88.7%	784	92.6%
Classified	3,887	3,444	88.6%	3,794	97.6%	3,867	99.5%	3,878	99.8%
Teachers	5,603	1	0.0%	5,095	90.9%	5,577	99.5%	5,595	99.9%
TOTAL	11,074	3,445	31.1%	9,212	83.2%	10,338	93.4%	10,559	95.3%

Source: Department of Housing & Urban Development, 2022 Area Median Family Income for Travis County, Texas and AISD Human Capital

- **Affordable housing programs often set income limits at or below 60%** in order for development to qualify for low-income housing tax credits
- **Majority of teachers do not qualify** for affordable housing programs.
- Annual salary for a first year teacher at Austin ISD is \$52,190

Competing for Talent Locally

Annual Teacher Base Salary Increase (FY 2022-2023)



Source: KVUE.com

Competing for Talent Nationwide

KVUE News @KVUE

'Always looking for top talent,' Dallas ISD says as billboards pop up in Austin



kvue.com

'Always looking for top talent,' Dallas ISD says as billboards pop up in Austin
Billboards in Austin seem to be recruiting Austin-area teachers for the North Texas school district.

8:30 PM · Jul 22, 2022 · SocialNewsDesk

The billboard features a large green outline of the state of Texas. Inside the outline, the text reads 'BECOME A TEACHER in Dallas, Texas'. Below this, it says 'TEACHER SALARY RANGE \$60K - \$102K' and 'APPLY TODAY: DallasISD.org/teach'. The Dallas ISD logo is visible in the bottom right corner of the billboard.

Dallas News Now @dallasnewsnow · Mar 30

Fort Worth ISD using billboards on Texas roadways to Oklahoma, Louisiana to recruit teachers dlvr.it/SMdj2



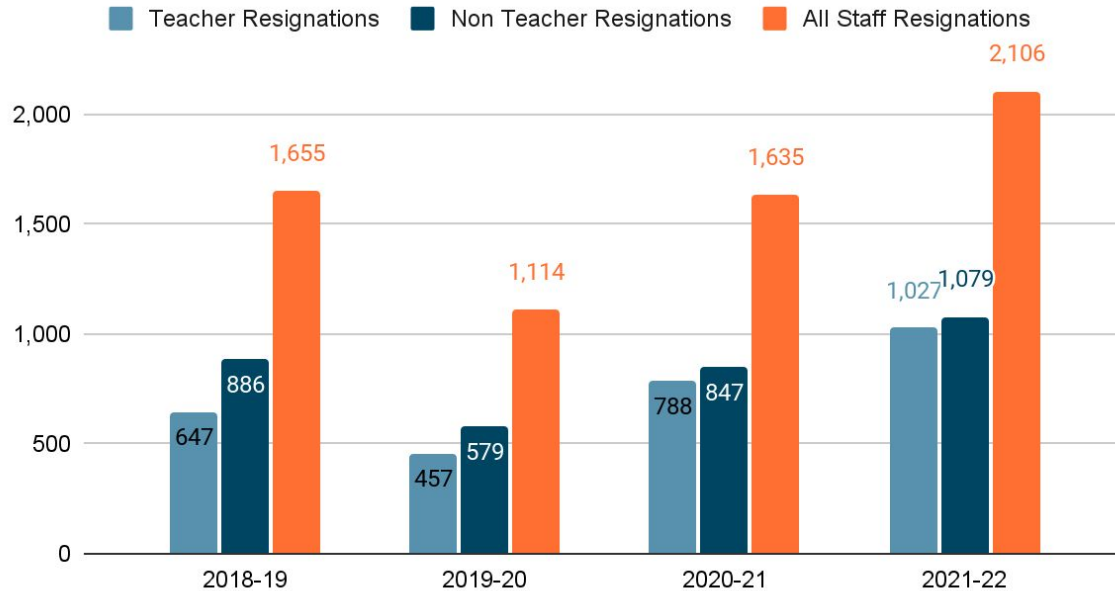
YOUR FUTURE IS IN A FORT WORTH CLASSROOM
FIRST YEAR TEACHERS EARN \$58,000 - \$69,500
www.fwisd.org/careers

Fort Worth Independent School District

The billboard is red with white text. It features a white outline of the state of Texas with a star in the center. The text on the billboard reads 'YOUR FUTURE IS IN A FORT WORTH CLASSROOM', 'FIRST YEAR TEACHERS EARN \$58,000 - \$69,500', and 'www.fwisd.org/careers'. The Fort Worth ISD logo is in the bottom right corner.

Great Resignation in the Education Sector

AISD Resignations, 2018-2022



Source: AISD Human Capital

Cost of Teacher Turnover

20%

Estimated Teacher Turnover Rate
from FY2022 to FY2023

\$15 million

Estimated Annual Savings from
Retaining 1,000 Teachers

Impact On Our Students

- Lack of ability to attract and retain highly effective teachers threatens student achievement
 - Disrupts learning
 - Increases class sizes
 - Reduces number of total courses offered
- High teacher turnover wastes funds that could be used elsewhere

Teacher Housing Bond Proposition

- Seeking funding of \$50 million via **separate bond proposition**
- Goal is to construct **500 - 1000 housing units**
 - Design and construct projects on **district-owned land**
 - Address property management and ongoing maintenance
- School bonds **must be approved by a majority of voters**

Leveraging Bond Dollars

- Since 2013, the City of Austin provided \$122 million in bond funds to support affordable housing
 - Developers use those funds to get access to an additional \$788 million of financing to develop 43 projects and 4,372 units
 - Every bond dollar spent generated an additional \$6.50 of financing
- **\$50 million District bond could generate up to \$325 million** of additional funds to build teacher housing

Source: HousingWorks Austin

What We Learned

- Districts across the country have successfully built teacher housing
 - In May 2022, voters approved bond propositions for Fort Stockton ISD and Buena Vista ISD
- Needs to be a District-driven process
 - Allows us to maintain control
 - Leverages owned land
 - Guarantees the housing goes to teachers



The Process

If approved by the voters...

- Survey / focus groups with our teachers
 - What matters to them?
 - What type of housing do they want?
 - Where should it be located?
- Establish a committee of staff & teachers to oversee design and eligibility requirements
- Identify partners for project design, construction and management through competitive bidding
- Anticipate 2-3 years until completion

Questions? Feedback?

Next Steps

- August 9, 2022 - Special Board Voting Meeting (TENTATIVE)
- November 8, 2022 - Election Day
- Take our survey:
<https://publicinput.com/aisd-teacher-housing>

