

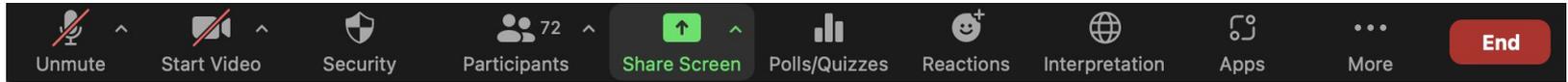


# 2022 Draft Bond Proposal *Teacher Housing*

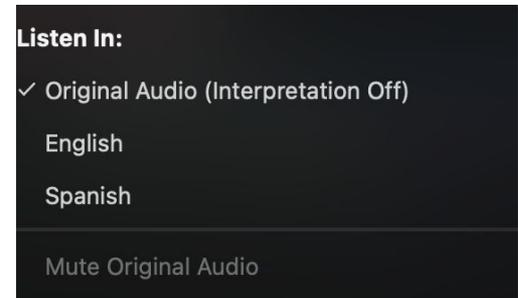
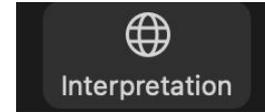
Community Conversation  
August 2, 2022

# 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



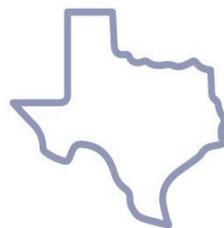
*"I had a few offers to teach in Austin for the next year, but the pay is lower than other Texas ISDs and the cost of housing is so much higher. It didn't seem feasible to me. I had to decline the offers though I truly wanted to return to the area."*

- 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

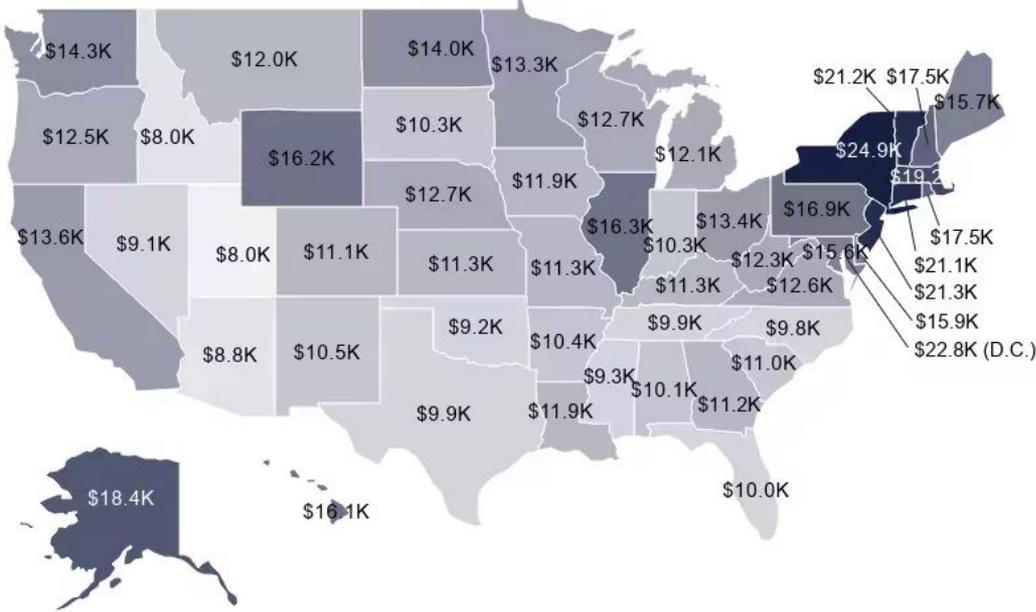
**\$9,871**

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**



**Available for Austin ISD:**  
**\$835.28 million**

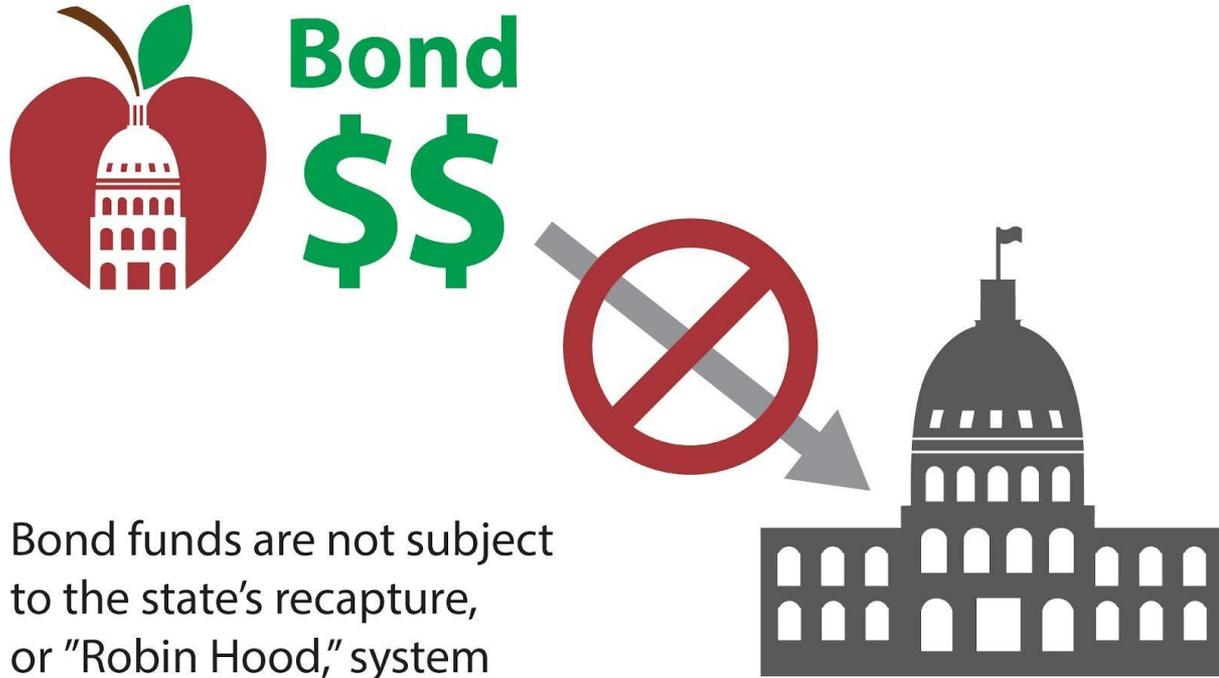


- Instruction
- Facilities, security and data processing
- Student support

- Campus administration
- Central administration
- Other

# 100% of Bond Dollars Stay in Austin ISD

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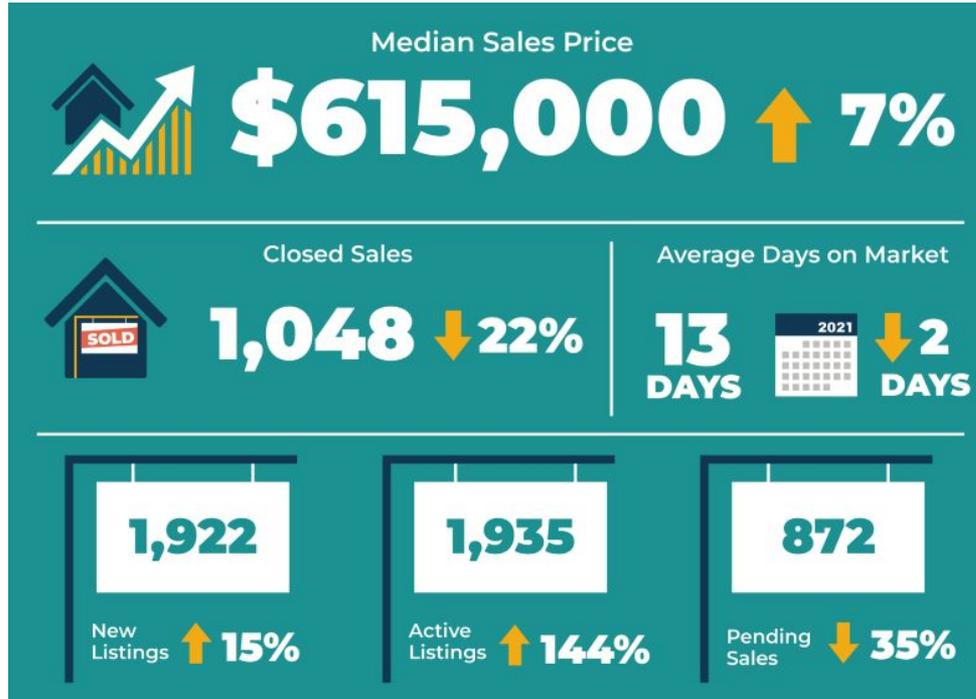
# School Bonds **Can't** Pay For...

- 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

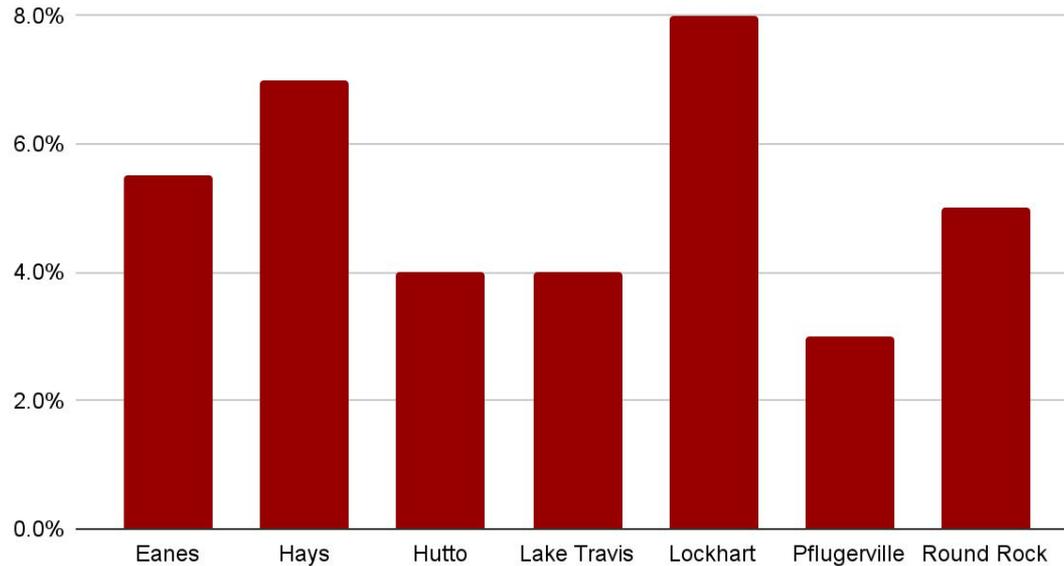
Type	Total	Median Income Limit*							
		< 60% (\$46,380)		<80% (\$61,800)		<100% (\$77,200)		<120% (\$92,650)	
		#	%	#	%	#	%	#	%
Administrators	737	0	0.0%	0	0.0%	143	19.4%	302	41.0%
Professionals	847	0	0.0%	323	38.1%	751	88.7%	784	92.6%
Classified	3,887	3,444	88.6%	3,794	97.6%	3,867	99.5%	3,878	99.8%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

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

**Dallas News Now** @dallasnewsnow · Mar 30

**Fort Worth ISD** using **billboards** on Texas roadways to Oklahoma, Louisiana to recruit teachers [dvr.it/SMdj2](http://dvr.it/SMdj2)



YOUR FUTURE IS IN  
A FORT WORTH CLASSROOM

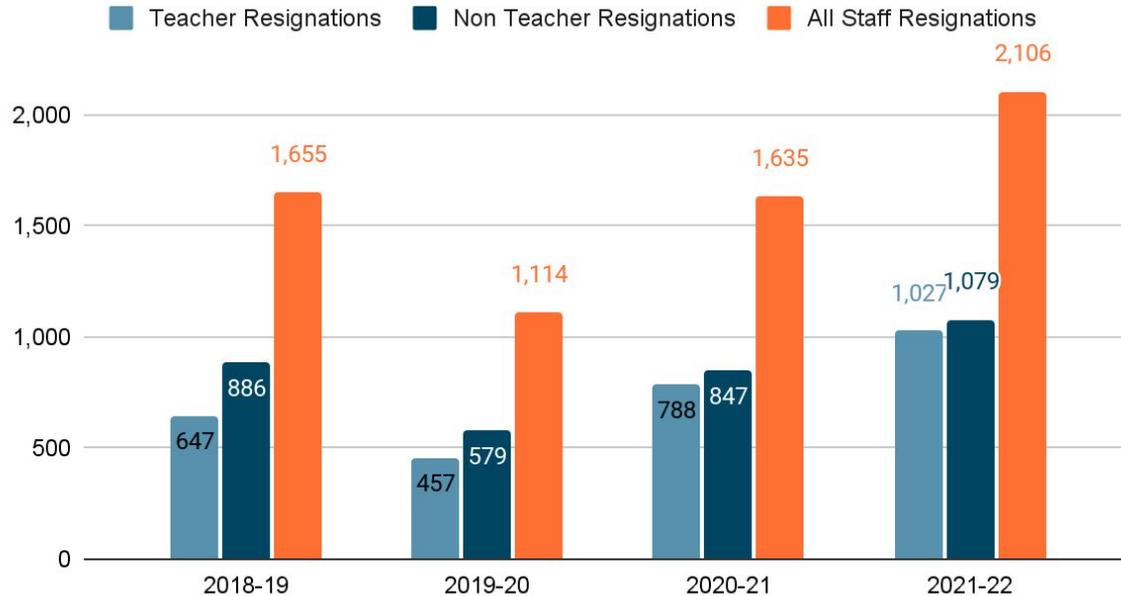
FIRST YEAR TEACHERS EARN \$58,000 - \$69,500

[www.fwisd.org/careers](http://www.fwisd.org/careers)

Fort Worth  
INDEPENDENT SCHOOL DISTRICT

# 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>

