

Housing California educators

Insights from nine education workforce housing developments

The rising cost of housing in California has made it increasingly difficult for teachers and school staff to live near their places of work and driven many educators out of the profession, exacerbating teacher shortages and retention challenges. In response, local educational agencies (LEAs) across the state have begun developing workforce housing to provide affordable living options for school employees. In March 2025, the Center for Cities + Schools at UC Berkeley and cityLAB at UCLA — CSBA's partners in its education workforce housing (EWH) work — published a report examining the experiences of nine LEAs that have successfully navigated the complex process of planning, financing and constructing EWH.

Key findings

▶ **LEAs are offering housing that is affordable to their staff.** The vast majority of EWH units are offered at significantly below-market rates, aligning with the LEA goal of offering housing accessible to both teachers and classified staff. Tenants reported in surveys that housing availability influenced their decision to remain in or join their district. Anecdotes from LEA hiring managers provide additional evidence that EWH is supporting the goal of workforce stability.

▶ **EWH developments are livable and appealing for tenants.** Tenants are very satisfied with the quality and amenities of the developments, and the designs align with best practices for maximizing space and circulation. LEAs prioritized features that foster community and livability, including outdoor spaces, shared meeting rooms and family-friendly unit sizes.

▶ **LEAs are pursuing innovative models.** LEAs are exploring new approaches to housing their employees, including multi-agency collaborations, purchasing units in private developments and mixed-income developments. Some districts are also exploring strategies for long-term housing support for staff, such as homebuyer assistance programs, home-ownership or down payment savings.

▶ **Financing moderate-income housing remains a challenge.** Most state and federal housing programs focus on low-income households, which excludes most teaching staff. Assembling financial packages from multiple sources has become especially important as development costs rise.



EWH is emerging as a viable strategy to address education staffing shortages, improve retention and enhance community stability. As more LEAs pursue these developments, lessons learned from early adopters can help streamline future efforts and expand housing options for these essential members of our communities and pillars in students' lives.



Eastmoor Heights



Shirley Chisholm Village



The Sevens



The Acacia



1701 San Pablo



The Alameda

DEVELOPMENT	LEA	OPEN DATE	# OF UNITS	TOTAL COST
Casa del Maestro	Santa Clara USD	2002/2009	70	\$12m
Sage Park	Los Angeles USD	2015	90	\$28m
705 Serramonte	Jefferson Union HSD	2022	122	\$75.5m
The Alameda	Salinas Union HSD	2023	50	\$23.5m
Eastmoor Heights	Jefferson Union ESD	2024	56	\$34.3m
Shirley Chisholm Village	San Francisco USD	2025	135	\$105m
The Sevens	Mountain View Whisman SD	2025	144	\$84.8m
The Acacia	Multiple*	2025	110	TBD
1701 San Pablo	Berkeley USD	2027	110	TBD



To read the full report and learn more, visit CSBA's education workforce housing resource library at csba.org/WorkforceHousing

