

Superintendent Housing Task Force Meeting Notes

Task Force Members:

Alan Muñoz Valenciano
Angela Fullerton
Daisie Foglesong
James Lakin
Katelyn Foster

Kendall Reiley
Krista Lasko
Linda Hoffman
Lisa Dameron
Lorri Knaus
Nathan Markham
Sean Nesbitt

Tim Belinski
Trinity Stebleton

Task Force Members Not in Attendance:

Jen Campbell
Mitchell Norris

Board Members Present:

Board Chair: Kathryn Kuhlenberg
Board Vice Chair: Jasmin Ramirez
Board Secretary: Natalie Torres
Board Member: Kenny Teitler
Board Member:Maureen Stepp

1. Established goal of task force
2. Established need to take notes and communicate notes, and ask for feedback each time.
3. Question: Why all done in May, if we aren't going to make a formal proposal until next contract renegotiation?
 - a. Answer: urgency to get this done, this board has set this as a priority before the next election
 - b. Contract is for 5 years, but that doesn't prevent someone from leaving/renegotiating
 - c. Goal is stability, as both Jesus and Stacey are renting
4. Question: Why not slow down and team with the housing committee, since this is an issue that affects all employees? Especially with COO change?
 - a. JR: Board can only advocate for and do the work for the superintendent
 - b. JR: We can talk about other opportunities, and send solutions to housing committee, but we can't direct them to do that
5. Question: Why are we doing this at mach speed?
 - a. KK: We couldn't do this in the middle of the search
 - b. KK: this group of five has been working on this for a year, so we want to get it done before the election cycle
 - c. JR: We tried to find other solutions, met with COO and CFO multiple times to try and find solutions
6. Question: Is this for our current superintendent or for future?
 - a. JR: it's so expensive here, board was clear when we were hiring that you need to live in district
 - b. KT: we are making this for a superintendent, not for a person
 - c. KK: from a board perspective, we want to be prepared for whatever's coming
7. Question: Are we looking at a succession plan within, so we can find people for superintendent who don't need housing?

Superintendent Housing Task Force Meeting Notes

- a. JR: we have struggled with even graduating students who can become teachers
- b. JR: we should continue these conversations, but we don't have Latinx representation in our staff right now, so we need to look externally

Sharing housing stories.

Norms:

We will stay focused while following a productive agenda

Step up, step back, contribute and give space

Assume positive intent through trust, respect, and kindness

Stay solution focused by allowing constructive debate and listening to understand

Be present, but have grace

Listen to understand

Use group etiquette: raise hands to signal to the facilitator and don't interrupt

Respect other's opinions

Communication with community

Question:

Are the board members voting members?

- board will get to vote on this at the end, as we are bringing a recommendation to them.
- Are we voting? Or is this more of a fist to five type situation?
- These are recommendations that we are bringing
- Could the goal be to come up with multiple solutions? And then prioritizing things?
- Fist to five explanation- consensus building tool
- NBA MVP voting, or hot dots voting type scenario
- What is our goal at the end? One solution? Multiple ideas?
 - Timeline clarity- if we have a solution, we need to get it approved before elections
 - Regardless, everything can get changed by the next board
 - Goal for next board is to have resources and options
 - Goal is to have something presented by June 8 meeting
 - What is the off ramp?
- If we have multiple solutions, the board will not be involved in voting on the final solutions we are investigating

What are our thoughts or solutions? (don't worry about resources as we brainstorm)

(KR organized these into groups, but each number represents someone saying this)

1. Unlimited resources: buy a lot and build a home

Superintendent Housing Task Force Meeting Notes

2. Offering job-attached housing, district has equity
3. Amend the current district housing policies so anyone is eligible
4. Build on oak meadows and elk springs property, model it the same as the teacher housing with rent being a percentage of monthly take home, potentially offer it to other administrators as well
5. Reconfigure an end unit of meadowwood to become superintendent's house, or any other leadership if he doesn't want it
6. Job attached housing
7. Building on district land (7), as long as meet same qualifications as district employees
8. Build on existing land
9. Job attached housing
10. Take land we already own, build a home (7)

11. Down payment assistance of 20% of home value, up to a limit of 300,000, whichever is less, with a loan you pay back every month
12. Down payment assistance with an increased cap, relabel it as equity investment, get loan back at end
13. Use landed or another company that does down payment assistance for educators instead of fronting the money ourselves
14. Clarify who owns the asset/property- occupant or district, have it be district
15. Down payment assistance but on a matching basis (2:1?), some sort of cap, an equity investment so we'd own part of the house
16. Whatever we do with the superintendent, it needs to be for employees as well (at least a plan rolled out at same time)
17. Unlimited resources- 5 to 25% down payment assistance, rolled out concurrently with the same option for any employee, qualified for with full disclosure of income and assets that proved financial need
18. Down payment assistance if also done for all employees

19. Look at best practices throughout the region for how this has been handled
20. Look at comparisons, have a better understanding of what other districts have done
21. Look at how everyone is recruiting

Misc:

22. Gather our resources and use them
23. Housing stipends
24. Tax credits for homeowners and businesses who help donate homes, build homes at a lower cost, etc.

Superintendent Housing Task Force Meeting Notes

25. Request for donations of homes

26. Buy an existing home and own the home, allow the superintendent to live there

27. Buy a home, include it in contract negotiations

28. Case-by-case basis with clear guidelines/limitations set up that the board approves ahead of time. One candidate may be open to renting with a stipend or living in a district-owned house as part of their salary. But some people want to own a home and to build equity and would therefore prefer down-payment assistance or an equity-investment option. This could be part of salary negotiations, but, like I said, with clear options and limitations. (added via email after the meeting)

29. Equity investment if we purchase a house- most economical

30. Elevate the wage floor so we aren't involved in any housing any more

31. Equity for the district

Conversation that followed:

- Kadi further defined what the equity investment means--purchaser has loan from us and mortgage. Employee is investing money as well. We'd be the second person paid after the mortgage if they default.
- Daisie asked if this would also apply if we were doing this for employees. Kenny clarified that yes, but a bank would have to sign off on mortgage.
- Linda clarified that she thinks that we would be further down the list if they default.

People signed up for working groups.

Superintendent Housing Task Force Meeting Notes

Working Groups

Research Working Group

Board Member: Jasmin Ramirez

Tim Belinski

Angela Fullerton

Linda Hoffman

Sean Nesbitt

Build/Buy Working Group

Board Member: Natalie Torres

Alan Muñoz

Katelyn Foster

Krista Lasko

Equity Investment/Down Payment Assistance Working Group

Board Member: Kathryn Kuhlenberg

Daisie Foglesong

Lorri Knaus

Kendall Reiley

District Owned Housing Working Group

Board Member: Kenny Teitler

James Lakin

Mitchell Norris

Trinity Stebleton

Miscellaneous Working Group

Board Member: Maureen Stepp

Jen Campbell

Lisa Dameron

Nathan Markham

Superintendent Housing Task Force Meeting Notes

May 11, 2023

Task Force Members in attendance:

Alan Muñoz Valenciano
Angela Fullerton
Daisie Foglesong
James Lakin
Kendall Reiley
Krista Lasko
Linda Hoffman
Lisa Dameron
Nathan Markham
Tim Belinski
Jen Campbell
Maureen Biermann

Task Force Members Not in Attendance:

Mitchell Norris
Katelyn Foster
Lorri Knaus
Sean Nesbitt
Trinity Stebleton

Board Members Present:

Board Chair: Kathryn Kuhlenberg
Board Vice Chair: Jasmin Ramirez

Board Members Not Present:

Board Member: Kenny Teitler
Board Member: Maureen Stepp
Board Secretary: Natalie Torres

1. Intros and review of norms
2. Sharing responses from our circles:
 - a. This amount of money feels really big when teachers are used to being super thrifty (buying their own supplies, snacks for students, etc)
 - b. People struggling with the idea that this is taxpayer money- usually taxpayer money goes to those with greatest need (e.g. snap, medicaid, etc)
 - c. Time as a resource- what is the greatest need? Is this the best use of our time?
 - d. Are we supporting teachers? When we can't hire teachers, the stress on others goes up as well. Money going to teacher housing is a great use of money.

Superintendent Housing Task Force Meeting Notes

- i. JR clarifies- this is just about superintendent housing
 - e. Request for information about the hiring process and if this was previously negotiated
 - f. Feedback from community has been about that we can do top compensation, or mid-rate compensation and housing assistance, but we can't do both
 - g. Question: are we working on supporting housing for someone because of their financial position (making too much for assistance, not making enough to buy a home here), or are we working on this for recruitment purposes?
 - i. Answer: both. In the search process it became clear that this was something that was needed and also...
 - h. Kenny- don't restrict ourselves to just one option. Every superintendent and every situation might be different. Market might be different. Similar to F-- we could give options.
 - i. If the board can just reverse it, this doesn't feel fair to a superintendent. Wondering: how do we put this in policies and then in the ballot? Get a community mandate.
 - j. Could we make recommendations about what should/shouldn't be happening? What is happening with all the community feedback?
 - k. What is the role of the superintendent, and how does it relate to the role of the executive director of schools?
 - l. There are other circles of feedback where it is said that you need to have assistance in order to hire for this role; strong among people who are hiring for similar roles
 - m. Difference in speed and attention and funding for superintendent housing versus teacher housing-- this needs to be addressed transparently
 - i. We are investing a lot of money in teacher housing (rental housing)
- 3. Timeline of how this has been working
 - a. Superintendent is sole employee
 - i. Group trying to understand what this means
 - ii. BREAK
- 4. Redefining purpose:
 - a. Designing a policy that we can use in the future to attract and retain great candidates for the role of superintendent
 - b. Those other conversations are important, but this is the conversation we are having here
 - c. We need to use our time productively and effectively, outcome oriented
- 5. Timeline, part two
 - a. The solution proposed has been proposed because it's the most effective use of our resources
 - b. We researched our 10 comparison districts
 - i. Plus more, to not limit ourselves
 - c. Question of which district staff: Rob, legal counsel, Angie, Nathan (for looking at private sector options), emails to Jeff asking input
 - d. Reaching out to banks

Superintendent Housing Task Force Meeting Notes

- e. Decided that we weren't going to decide it right now, in a pressure cooker to hire and do contract negotiations
- f. Committed to continuing to look into it
- g. Many continued conversations, including with a potential donor
- h. Moving toward equity model while having other conversations
 - i. Draw of not being a landlord
 - ii. Draw of dollars being able to be used again and again
 - iii. Philanthropic investing- people can invest, see a return, money used for something good (like a house for a superintendent)
 - iv. Many people said low risk
- i. Initial donor bailed in December
- j. We need to figure this out, or we are going to be behind other districts and other organizations in our valley
- k. At same time, helping to find current superintendent a space to live here
 - i. There has been a lot of work on this, and that's part of why this is such a priority
- l. Question/comment: how does this match the egalitarian nature of our district? How do we message this versus the message that our highest paid employee makes no more than five times the lowest paid employee?
- m. KK: owning messaging issues, we are sincere in that we need to address this for the health of our district long term

Working Group Reports

Research Working Group: Linda, Angela, Sean, Tim

- 1. Double checked school districts as shared in town hall
- 2. Added some bigger districts, but they shouldn't be compared
- 3. Discussion that we need to do our best to compare apples to apples
- 4. Note that we are sticking to superintendent housing and not teacher housing
- 5. Landed- they put the money in, and then they get equity back (more than 1:1)
 - a. They are getting sold unfortunately
 - b. They do push hard for the people to refinance early on, so that landed gets their money back faster and the people don't owe them as much equity
 - c. Could we consider getting 2.5% back? Not 1:1?
 - d. We could enter into it with them as a pilot program where we provide the money and then they do the structuring
 - e. They would never do more than 15% historically, and their max was 150,000 as they felt confident in the SF market
 - f. KK- we've had conversations with landed, the fees felt far too high
 - i. Instead, we could have our legal draft the equity agreement
 - g. How do we make sure we are protecting our money? Could the rate (or the ratio? Maybe I'm using the wrong words) just go up and up?
- 6. Notes on leaders in roaring fork valley, see final slide
 - a. Does skico do housing for top executives?

Superintendent Housing Task Force Meeting Notes

Buy/build working group: Krista, Alan, Katelyn, Krista

1. Information on where else we own land
2. Opportunity for students to participate
3. Cost of building- \$400-\$500 per square foot
4. More cost effective to build a home than to buy a home
5. Can we reach out to habitat?
6. Colorado River BOCES, construction class at RFHS
7. Having a house has a benefit for hiring, as it's there, it's clean, it's simple
8. We build a house and we have it, we aren't in it for the equity
9. The sooner we move forward, the better in the long term because others will be asking
10. What would be the capacity of these potential partners?
11. Able to explore modular or pre-built homes? Pre-fab
 - a. Looked at this with the donor
12. It's a pathway to ownership for our own employees
13. Initial cost much higher, reduces initial pot of money
14. Less choice for the employees
15. Could be an asset that we could use for other employees if superintendent doesn't want it
16. Do we know of any districts that give a choice of housing or stipend?
 - a. Aspen does not
 - i. He can live there even though he owns a house further down valley
 - ii. Free of charge
 - b. Unsure about telluride
17. Idea of them building and financing the build, and leasing the land
 - a. Hard to mortgage?
 - b. Would the person have that investment?
 - c. Adding a strain to team
 - d. Would that person manage their investment well?

Equity investment working group: Kadi, Daisie, Kendall, Lori

1. Working on putting together list of other programs
 - a. Lots of variety
 - b. San Francisco as a city has a huge program, but with many restrictions
2. School districts were doing this out of their own funds
 - a. No limitations
 - b. Do we need constraints?
 - c. Back to the question of is it out of need or is it for recruitment
 - i. Both
 - d. Question: what would happen if there was a market crash?
3. Is fairness and egalitarianism a value we hold? How highly?
4. We can use what we are earning from this to offer more housing in the future
5. Weigh and balance- how do we value employees?
6. Landed didn't want to partner with us in 2019 due to the low number of houses on the market, and the risk of teachers ending up in foreclosure

Superintendent Housing Task Force Meeting Notes

7. We don't want to finance someone's second and third homes
8. For districts that only do equity investment, what do they do if the candidate turns it down?
 - a. This is why we need a bank of options
9. Rental option is great option, but we don't want someone with option to leave in a year
 - a. Housing stipend feels different
 - b. Difference of opinion among people about how permanent renting can feel
10. Board has had conversations about how you would ensure that the leader needed it
 - a. Not if it's someone end of career, selling a million dollar house
 - b. Only if they need that "boost and leg up"
 - c. How public will this be? It's contract negotiations
11. Equity model is most attractive because we get money back

District owned housing:

1. Kenny and James met
2. [Looked at pros and cons of things](#)
 - a. For speed, buying an existing house would be best
 - b. For most customization, buying land and building would be best
 - c. Lower costs- using existing housing, or building on district land
 - d. Pro for district housing- litmus test for candidates (or a con)
 - e. Pro for teacher housing- more central
 - f. Telluride- small pool of staff housing, most teachers are in county or town subsidized housing
 - i. Single family house, next to apartment complex
3. Easier if he gets fired- we can more easily separate
4. Pro- can be rolled right back into housing pool
5. As more and more districts offer housing, superintendents will start to expect it

Moved into general conversation:

1. Why the timeline if Dr. Rodriguez knew housing was hard and there was no assistance?
 - a. Because we never know when we might need a new superintendent
 - b. Because the next board might not know that this is an urgent problem, and the next board might be starting soon
2. Both agree and feel rushed
3. If Dr. Rodriguez needs it, should he be able to take advantage of it?
 - a. That should not be how we message this

For next time:

Merging the district owned housing and the build/buy groups

SWOT analysis?

Next week-

- Budget talk led by nathan

Superintendent Housing Task Force Meeting Notes

- do swot analysis in working groups
- Reconvene to see where we are at

Superintendent Housing Task Force Meeting Notes

May 18, 2023

Task Force Members in attendance:

James Lakin
Kendall Reiley (virtual)
Krista Lasko
Linda Hoffman
Lisa Dameron
Tim Belinski
Jen Campbell
Maureen Biermann
Lorri Knaus
Ben Bohmfalk (new member!)

Task Force Members Not in Attendance:

Mitchell Norris (no longer a member)
Katelyn Foster
Sean Nesbitt
Trinity Stebleton
Alan Muñoz Valenciano
Daisie Foglesong
Angela Fullerton
Nathan Markham

Board Members Present:

Board Chair: Kathryn Kuhlenberg
Board Vice Chair: Jasmin Ramirez (virtual)
Board Secretary: Natalie Torres

Board Members Not Present:

Board Member: Kenny Teitler
Board Member: Maureen Stepp

Sharing out from our networks:

KL: explore bank-owned/foreclosure

MB: people excited about having a method for ensuring continuity in District leadership

JL: We should send tangential recommendations, e.g. We need an ongoing task force that has a holistic approach to attracting quality Superintendent candidates, we need to continually move our attraction potential forward

LK: If downpayment assistance is offered, what would be the cap? What process would be used?

Superintendent Housing Task Force Meeting Notes

Reviewed the [Superintendent Housing Task Force Community Feedback Form](#)

KR: We may be offending the community who has passed every Mill Levy Override in the recent past.

LK: People are hesitant to use this form because they must disclose personally identifiable information.

KK: We can check with Kelsy Been, but because these are public meetings we may need to ask for identification.

JR: Anonymous responses don't work for the Board. The Board makes a concerted effort to make themselves available. We have to push on the courage in order to change the culture.

LK: That's important work, but it's a broader conversation.

KK: We hear the anonymity request a lot. I don't know that there's a great solution.

JL: The power inequality is inherent in an organization. We need to give grace that people feel powerless.

KR: People can bring us their concerns and we can share them anonymously.

BB: 5/6 say that we should focus on teacher housing.

JL: Be conscious of the cost of staff retention/morale.

LD: Interesting comment re: increased property tax providing possible solutions at the county level.

JC: Let's work with the RFSD Housing Committee who is focused on teacher housing.

KL: People want to make sure that there is a need for assistance.

Hazard, Young, Attea & Associates (HYA): Max McGee

RFSD hired HYA to conduct the national superintendent candidate search last winter/spring. Monthly housing stipends are not a permanent asset for the District.

In the long term it makes sense to provide down payment assistance. It's a recruiting tool. It's up to the Board. The Superintendent in Carmel is leaving his District because he couldn't afford housing. Most Boards want the Superintendent to live in-District. 90% of applicants asked for housing assistance. Some Boards (Chicago) have no restrictions on where Superintendent lives.

LH: clarified that MM lived in a District-owned house but he was responsible for taxes, maintenance, & upkeep.

MB: Why are you for the "buy" model as opposed to down payment assistance/equity investment.

MM: District-purchased homes are investments in the long-term future of the District. doesn't sit well with citizens. It's like a parish-owned home for a pastor.

TB: What's the most appropriate time to integrate housing into the Superintendent search process?

MM: It's usually right up front. In some districts it happens after the fact. When I was a Sup. I asked the Board after my first year because housing prices went up 20%.

BB: With the parsonage model, our Sup. wouldn't set down permanent roots. Most people will want to build equity.

Superintendent Housing Task Force Meeting Notes

MM: When you retire you could structure a contract where the Sup. could buy the house, but the equity would stay with the District. The advantage for the District is to have that asset long-term. That's the advantage to the District and Sups need to know that going in.

LH: What's the average time a Sup. stays in a District?

MM: 3-4 years unless there's a way of sustaining the Board mission and vision. It's a supply/demand issue. 7/10 years is rare.

TB: Do Sups that live in District housing hold real estate elsewhere?

MM: Absolutely. That makes good sense. Modesty is important. Something that is below market in the community really matters. Wise use of taxpayer money.

MM: Salaries are going up. Fort Collins is up to \$245K. Weld Co (rural) is \$210K. Thompson is \$210K. Salaries are also driven by supply and demand. \$220K is fair for this market. Heather Brumley (Garfield RE-s) is over \$200K. The salary isn't out of range at all.

KK: Fringe benefits are inline with what other RFSD executives receive.

MM: We always recommend including fringe benefits.

MB: What about the model where the District is sharing in equity appreciation?

MM: Makes sense. What happens if property values decrease? The equity investment model would be super effective but would require sharp legal work. They tried it at Highland Park but the Superintendent walked away with a significant amount of money. Equity wasn't shared with the district. It was a mutual parting of ways.

JR: Can you speak to the fact that it's a candidate's market, not a district's market?

MM: It's super competitive. In the last 5.5 years we've decreased from 40-50 applicants to 20-25, in order to attract sitting superintendents. We only got 16 applicants in Santa Rosa, CA and we only slated 4. There are plenty of aspiring superintendents. Boards are saying they don't want their districts to be a stepping stone and their districts don't want someone who will make a rookie mistake. Applicants are 3-5:1 aspiring to sitting superintendents.

JR: How do our benefits compare? Are we in competition with other districts?

MM: You're in competition with Hayden, Telluride, Ridgway, Eagle, and Summit. It's attractive to work with a diverse community and ensure academic excellence. Sups are becoming real estate mavens. It's happening in the SF Bay area, Dallas, Chicago, NY. Salaries are in the high \$300Ks and it's about supply and demand.

MM: Glad to help. These are not billable hours.

Miscellaneous Working Group Updates & Q&A

NT: Has there been discussion on the timing? People are asking if the Superintendent is leaving. The Board wants to have a housing plan in place before you need to search for a Superintendent.

MB: It sounds like you were on two parallel tracks - searching for a superintendent and problem-solving the housing issue.

Budget Update: Notes from CFO - Cost in some respects is irrelevant. Task force should determine the tools and board with exec team determine what works in the current budget. He further explained that at a given point in time this number can change and the priority of housing will be weighed against other district priorities.

Superintendent Housing Task Force Meeting Notes

Cost, in some ways, is irrelevant.

KK: I would like parameters/options so we can tailor them to the candidate.

LH: It seems like most districts own the house, and Superintendents make it work.

TB: What does that mean?

KK: We have an excess of \$3 million beyond what is required for reserves.

NT: \$3 million could be used for many things, including Sup. housing, teacher housing, etc. If the recommendation is not to build/buy a house, then we need options. If we decide to buy/build a house, that would be the option we offer a candidate.

KK: 12.7 million is going to be spent on Meadowood.

KL: We need to make sure the public is hearing that.

JL: Down payment assistance builds generational wealth whereas rental housing doesn't.

MB: Can we mandate that earned equity is mandated to go into teacher housing. With an average tenure of 4 years, we could have effective parameters so that we generate profit.

BB: Spending \$1 million to purchase a house is an interesting proposition.

JL: Max's point that the house would need to be modest is a good idea.

KK: I lean toward equity investment because we can provide that benefit over and over.

Property taxes have increased, but the state contribution will be lowered, so we won't be increasing the general fund.

LD: The equity model constrains us to market availability.

SWOT each idea as a whole—what else can we think of?

- **Buy a house**
- **Build a house**
- Stipend (not SWOTing tonight)
- **Down Payment Assistance**
- Buy Downs (District could buy down the cost of a house by investing a lump sum and there is permanent deed restriction put in place. It avoids construction and is "development neutral".) (not SWOTing tonight)
- philanthropy (not SWOTing tonight)

Reconvene and Share

MB: Is building cheaper than buying?

TB: It's usually controllable.

LH: What's happening with Bricor/Stotts Mill?

KK: Town of Basalt will need to foot the bill, but preschools are interested. Town ordinances are already in place, so it's not a possibility for us.

BB: How detailed are we with the specifics?

JL: Next week we'll put in the parameters.

MB: Daisy found a list of other private companies that have a similar operating model to Landed.

KK: Costs for using their services for one person aren't cost-effective. For a larger employee group these companies are options.

JL: We can stack some of these options.

Superintendent Housing Task Force Meeting Notes

LH: Upkeep of a District-owned house was a weakness, but I like the idea of the occupant paying taxes, maintenance, etc.

TB: We'll need to consider capital improvements over time of a District-owned house.

Next Steps:

KL: Parameters of each option that we SWOTed tonight. Can the employee own other real estate? What is the asset limit?

JL: Next week we should consider SWOTing the other options.

KL: Start with considering SWOTing stipend, buy-down, philanthropy, or other new options.

KK: Remember that we are considering housing as a current need and a future recruitment tool.

Superintendent Housing Task Force Meeting Notes

Post-it SUPERSTICKY EASEL PAD
TABLEAU A FEUILLES MOBILES SUPERCOLLANTES
SUPERADHESIVAS BLOC DE HOJAS REPOSICIONABLES

30 25 IN/PO x 30 IN/PO
63,5 cm x 76,2 cm
5.2 SQ FT/PI² (0,48 m²) 3M

Buy a House

<p>S</p> <ul style="list-style-type: none">• long term perm. solution• faster than building• messaging - modest house• similar to teacher housing• Proven Success• reserves RFSD land for other needs	<p>W</p> <ul style="list-style-type: none">• expensive up front• may not want it• may not be competitive• perception of inequity compared to teacher housing• district as landlord• may not be needed
<p>D</p> <ul style="list-style-type: none">• market downturn could be buying opportunity• RFSD reduces our risk from market fluctuations• mid-valley location• potential partnership w/ bank or developer	<p>T</p> <ul style="list-style-type: none">• negative perception?• underutilized• inventory•

Superintendent Housing Task Force Meeting Notes

Equity Investment/Down Payment Assistance

<p>Post-it SUPERSTICKY EASEL PAD TABLEAU A FEUILLES MOBILES SUPERCOLLANTES SUPERPACHESMAS BLOO DE HOJAS REPOSICIONABLES</p> <p>30 25 IN/PO x 30 IN/PO 63,5 cm x 76,2 cm 5.2 SQ FT/PI² (0.48 m²) 3M</p> <h3>STRENGTHS</h3> <ul style="list-style-type: none">-Smaller up front investments-potential quicker return on investment-customizeable for candidate-don't have to deal w/ property ownership/mang-not losing \$\$-attractive to candidate-Candidates put down roots	<h3>WEAKNESSES</h3> <ul style="list-style-type: none">+unhappy staff as compared to other options+market dependency - risk+doesn't offer a rental option
<h3>OPPORTUNITIES</h3> <ul style="list-style-type: none">+potential gain of equity+beneficial contract terms<ul style="list-style-type: none">-first right of refusal-Shared equity+serve as a model for other programs	<h3>THREAT</h3> <ul style="list-style-type: none">+lack of housing inventory+negative community response - potential loss of community support

Superintendent Housing Task Force Meeting Notes

Post-it SUPERSTICKY EASELPAD
TABLEAU A FEUILLES MOBILES SUPERCOLLANTES
SUPERADHESIVAS BLOC DE HOJAS REPOSICIONABLES

30 25 IN/PO x 30 IN/PO
63,5 cm x 76,2 cm
5.2 SQ FT/PI² (0,48 m²)

Build

<p>(S) (+)</p> <ul style="list-style-type: none"> - capitalize on our land asset - allows community values - allows expertise of "home building" - RFSO asset (owned) 	<p>(W) (-)</p> <ul style="list-style-type: none"> - time - complex/messy - initial capital investment - proximity vs. privacy - community push back - egalitarian - messy firing
<p>(O) (+)</p> <ul style="list-style-type: none"> - enhances recruitment - latch onto today's home values - secures in district residency - available for other district employees 	<p>(T) (-)</p> <ul style="list-style-type: none"> - not upkeep (degradation) - eggs in basket (housing market crash) - availability of building materials and workers - community perspective of - blown budget looks

Superintendent Housing Task Force Meeting Notes

May 31, 2023

Present:

Task Force Members in attendance:

James Lakin
Kendall Reiley
Krista Lasko
Linda Hoffman
Lisa Dameron
Nathan Markham
Tim Belinski
Maureen Biermann
Lorri Knaus
Trinity Stebleton
Ben Bohmfalk
Angela Fullerton
Daisie Foglesong

Task Force Members Not in Attendance:

Mitchell Norris (no longer a member)
Katelyn Foster
Sean Nesbitt
Alan Muñoz Valenciano
Jen Campbell

Board Members Present:

Board Vice Chair: Jasmin Ramirez
Board Member: Kenny Teitler
Board Member:Maureen Stepp
Board Secretary: Natalie Torres (late)

Board Members Not Present:

Superintendent Housing Task Force Meeting Notes

Board Chair: Kathryn Kuhlenberg

Opening: Sharing the agreement we wanted to keep in mind.

1. Feedback from community:
 - a. RFCEA Survey:
 - i. Lisa shared the [results of a survey](#) members of the teacher's union. People were able to rank 8 options for housing.
 - ii. Most people thought the superintendent should not get housing. Next option was a district-owned modest house, where the superintendent lives at the same rates and with the same restrictions as other staff.
 - iii. Discussion about whether "no assistance" should be one of the options we look at.
 - iv. Opinion that the purpose of this committee is to find a recommendation for superintendent housing.
 - v. Opinion that no assistance should be discussed, and have the same analysis that the other options have had.
 - b. Feedback from some non-teacher-affiliated people (Maureen B)--
 - i. Generally positive, to attract the right candidate
 - ii. Attract and retain the right person
 - iii. Hiring process does cost money
 - c. Feedback from some teacher-affiliated people (Maureen B)
 - i. Lack of understanding of what the options were
 - ii. Misunderstanding that it's just an offer of cash
 - d. Feedback from others (teachers/non-teachers) (Trinity)
 - i. Confusion and misunderstandings-- around selling previous house
 - ii. From Latino community: feels racial, wouldn't happen if it were to be a different person being discussed
 - iii. "He's not good enough for us to invest in"
 - iv. Maureen B. echoes that from white people as well
 - e. Feedback from people in finance world (Angela)
 - i. Why is someone making 18,000 a month having trouble finding housing?
 - ii. Trinity replies: hearing that "he's worth that money". Why are we picking on that financing?
 - iii. Kenny replies: after paying income tax on that salary, they would have not much (missed the number) to pay expenses after a mortgage on a standard mortgage
 - iv. Angela replies: confusion as to whether or not this is need based or recruitment based
 - f. Feedback from teachers (Daisie)
 - i. Concern about rental (like we do for teachers) vs opportunity to build wealth, like mortgage assistance

Superintendent Housing Task Force Meeting Notes

- ii. Stipend and providing housing are much more in line with other districts in Colorado
- g. Summary of feedback from community form
 - i. Support for modest house, but not other options
 - ii. Support for similar options as teachers
 - iii. Request for continued listening to community
- h. Clarification (from Ben) that this is not about one individual, but this is about our district's ability to recruit and retain over the next period of time
 - i. Point that we do need to understand that our community's reaction to this does show how we treat people of color
 - ii. Point that when anyone is hired in a high profile job, the details of their contract are usually published
 - iii. Point that this discussion is important, but not our purpose here
 - iv. Point that this is a public discussion, and we need to be mindful of what we are saying
 - v. Agreed that this discussion is important, and not our purpose here
 - vi. Point that this discussion is happening because this is brand new, not because of the person in the position
 - vii. Point that this isn't what all districts are doing- this doesn't mean that we aren't doing it, but does mean that we need to be deliberate about how we do it and how we present it
 - viii. Point that there is a law in another state where they can't give an incentive to a superintendent without giving it to teachers at the same time.
- 2. Looking at SWOT analysis from last time: which ones did we not do?
 - a. Stipend, Philanthropic donation, buy downs, no assistance, current district housing
 - b. Current district housing: how would that work?
 - i. Would need changed guidelines from the housing committee
 - ii. Possibly additional inventory as well
 - iii. Can the board task the housing committee to revise guidelines in this way?
 - c. Another option: eligibility for rent reimbursement if they stick around?
 - i. Nathan- the board gets to do this negotiation. Also hard to figure out financially
 - d. Clarification: if we chose our top three last time, should we continue to identify three more?
 - i. Purpose of this is to identify if we don't need to SWOT analysis any of these
 - e. Sticky notes results:
 - i. No assistance is not worth our time to explore
 - 1. Note that we need to explain that in community communication
 - ii. Discussion if we need to to explore all of these, since there isn't much support for these (besides current district housing)

Superintendent Housing Task Force Meeting Notes

- iii. Question as to whether we are bringing one option to the board, or analysis on multiple options
- iv. Question as to the goal of the SWOT analysis
- v. Is it fair if we don't analyse all of them?
- vi. Why should we eliminate something like a stipend without the analysis?

SWOT Analysis

Notes-

These notes should be below, sorry:

Who will manage the 501c3? What employees will do taxes, etc?

Counter point- this would be a very simple thing to do. We already have the non-profit. Was hard to find a CPA and board members in advance, but it was done. Time and energy commitment required to be running the non-profit.

Superintendent Housing Task Force Meeting Notes

Philanthropic Donation

- Doesn't take away from district \$
- Easier sell to the community
- Shows community support
- Can work with other superintendent housing options
- Wealthy donors in our community (valley) exist.
- Puts onus on the board
 - Time suck that may not go anywhere
- Donor can back out
- I will donate if... (restrictions)
- Still an inequity of what we are offering to the Super + not to teachers.
- We may never find the donors
- Take time to accrue \$

Superintendent Housing Task Force Meeting Notes

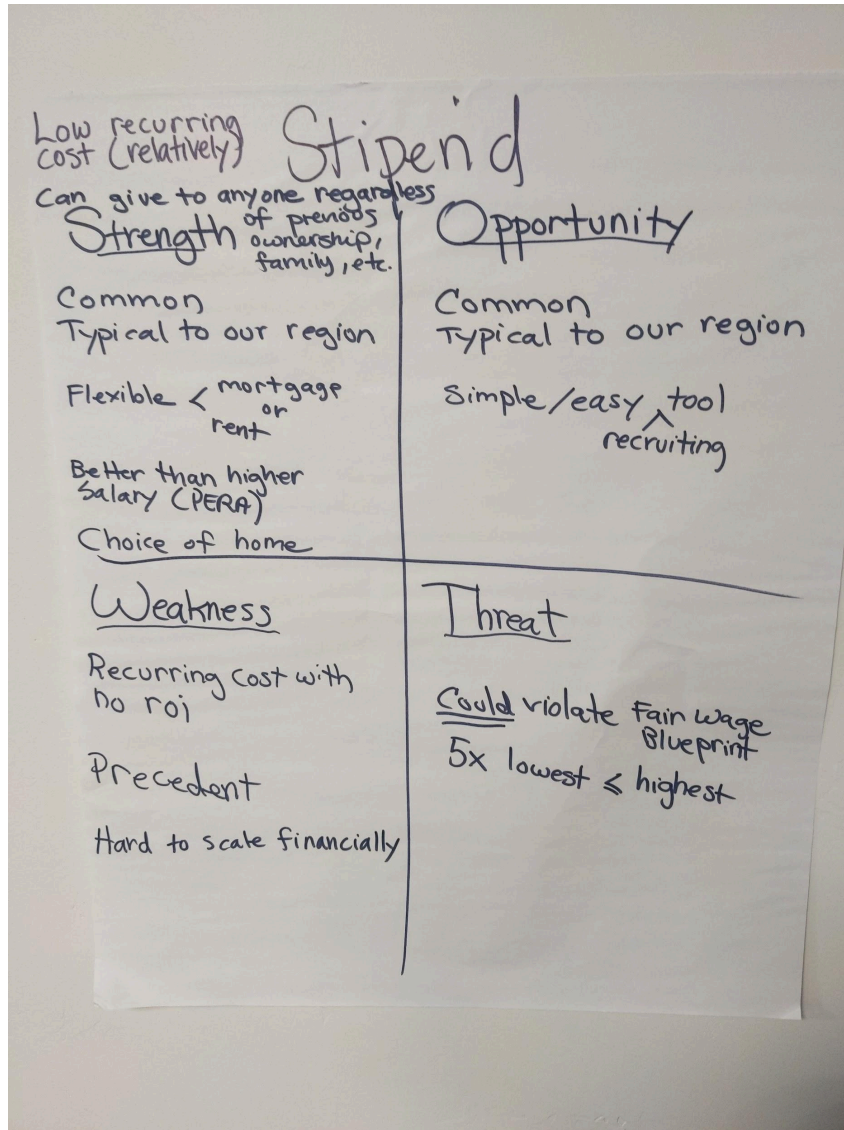
Current District housing w/ increased inventory + Revised guidelines	
<p>S Existing Housing Comm.</p> <ul style="list-style-type: none"> Equitable Existing Inventory No capital outlay Revised guidelines allow future home ownership options Opens program to staff/Exec Team 	<p>W</p> <ul style="list-style-type: none"> Delayed Action Not Meeting til Fall Might not meet super. expectations Not enough inventory Time to revise guidelines Could limit availability for other staff
<p>O Community Buy In</p> <ul style="list-style-type: none"> Attract Equity-Oriented candidates If offer not accepted, opens opportunity for someone else 	<p>T</p> <ul style="list-style-type: none"> close proximity to staff could dissuade quality candidates

Question: how would the superintendent be guaranteed to win a lottery spot?

Weakness: takes a spot away from a teacher directly

Weakness: if it's market rate, it's not actually a benefit

Superintendent Housing Task Force Meeting Notes



Questions/thoughts:

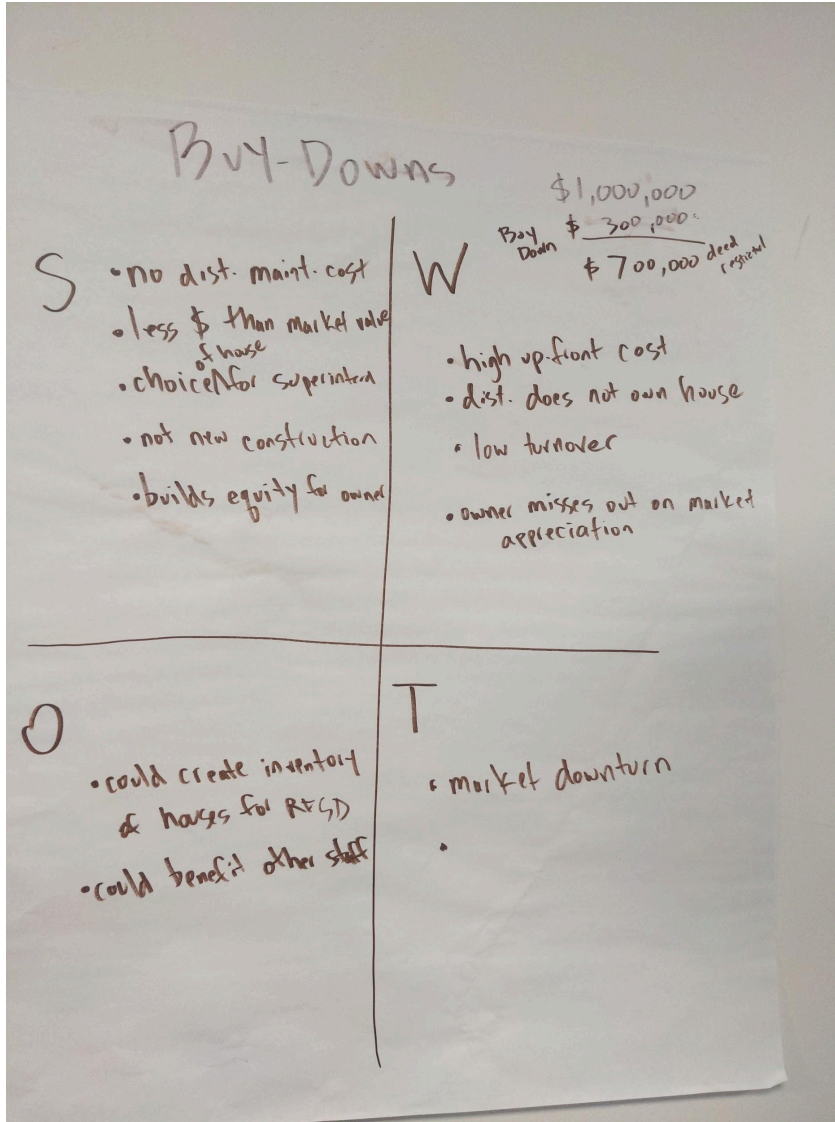
Need to double check whether it is included in PERA

Taxed at high rate

Doesn't open up inventory

Questions about equitability

Superintendent Housing Task Force Meeting Notes



Questions/thoughts:

What are the rules when the unit is sold?

Don't get to pick selling price, goes into whatever system the district wants, price dictated by deed restriction

Can there be tie-ins with employment? Can we write this in?

Answer: like Basalt Vista

1. Request for information on district budget numbers:

One Time Costs would come from General Fund Reserve Estimate

housing, curriculum, etc. might also have needs that would come from the remaining unrestricted fund balance

annual capital contributions cover buses, etc.

policy reserves can be used, but that's what gets us through emergencies like COVID

Question about how we prioritize reserve funds, and HVAC needs

Superintendent Housing Task Force Meeting Notes

Answer about how capital improvement project works, and about how ESSER funds work

Question about the purpose of reserves:

Answer: Every year the tax payers trust us with 100 million or more, and unless we are actively trying to save money for a good reason, we should be spending every penny. Budget and spending are different. Two years ago we saw these numbers building, so we embarked on Meadowood- our current rentals are financing whatever our cash can't cover.

Question about bonuses:

Answer is that we try and find recurring benefits for these funds. E.G. meadowood will contribute money back to housing fund, but if it was a bonus it wouldn't be like that.

Clarification that this board passed the 10% policy reserve. Clarification that the 10% was reaffirmed, but we've always tried to uphold that.

Point: We could buy that house, and still have money left over.

Question: Is there money for us to work from for the staff pathway to home ownership?

Answer: we'd have to find a funding source, right now it would be part of that 2.5 million

Question: Does superintendent hiring come out of this general fund reserve?

Answer: Salaries don't come out of reserve, recruitment comes out of multiple sources. 50-100,000 dollars every time we do a superintendent search. Doesn't have to come out of reserves, but can come from multiple places.

Question: Can we set a ratio of funds that go to teacher/employee pathways to home ownership, and what funds go to superintendent recruitment/retention?

Point: would be hard because the funds can change

Point: it's hard to do something for 900 employees without a large source of funding, like a bond issuance

Point: right now we have one tool, which is rentals. How do we put more tools in our belt?

Where does the funding source come from that we can continually fund this?

Point: If we don't know what the remaining funding will be, we just need to give a menu to the board.

Point: The board controls the purse on that 2.5 million, and can set parameters for staff to spend it (on pathways to home ownership, etc)

Point: It took five years for us to set the goal of getting in the top third of salaries, these are long processes.

Question: is it common for districts to have 10% in reserves beyond Tabor?

Answer: huge range, Aspen has 40%, others only have Tabor

Next Steps:

Recommendation: Give board the SWOT analysis

Recommendation: quick temperature check, 60 seconds for everyone, what are their hopes?

Question: What's the prompt?

NM: we do have reasonable options, ways to do pathways to ownership that are open to all,

JL: there are enough options for us to do this recommendation, but I don't see this as enough time to get everyone's input and put parameters on things and make solid recommendations.

Extend to additional meetings.

Superintendent Housing Task Force Meeting Notes

KR: need more time to think about messaging. Very concerned about how the community receives this, and how it affects the board election.

MS: think we could take time now to give our top three, but need more time to think and give our parameters. There's enough now to at least vote and see where that lands, but do need more time.

NT: Echo what Maureen says, and no matter what we say people will be angry. It will not be perfect, but a little bit more time to figure out messaging. Worried people will run for the wrong reasons. Take more time and dive into the top three.

KT: Similar to the last things we've heard. Would be great if we could come up with some recommendations tonight, but that's not all. Could we say "as a task force, these are the recommendations, but there are lot more i's to dot and t's to cross". We would need further time to see the details.

BB: Agree with all that. Agree with public perception, and that we need to include everybody. The community needs to go through this process as well of exploring the why. But it would be a neglect of duty if we didn't forward a recommendation.

DF: feels confused. How can we need more time and forward a recommendation? Not in favor of saying I forward these SWOT papers to the board, and here's what we came up with... needs more discussion and more details and more time.

JR: colleagues feel like we are ready to vote, and defer to a next meeting where we talk about details and communication. Everyone here is aware that any board could come in, get elected, and have their own agenda. Wants to do best for district. Don't want to send something to the board and feel like we have to choose out of a place of fear. However the pendulum swings, will show how the people feel. We need to do our best for the district and for our students.

AF: not enough time to analyze all the information. Even in the stipend SWOT, wanted more time for research. (it was her NO, now almost her YES). We spent more time with our personal stories than with brainstorming solutions. Did not sign up for this committee to package it for community. If board is ready, they should not waste our time.

MB: the swot analysis can give the board a good analysis of the choices they have, and the strengths and weaknesses of each. It's not in our mandate to go much further than that. Feel comfortable passing along the work we've done to the board, they can seek more community input if needed.

LH: not ready to vote. We've made great progress, but if we are making recommendations I want a good understanding of what we are recommending. Wants to have community on board (not necessarily package it for community).

LD: We have a suite of 7 options, but also feel rushed. At a critical crossroads as a community. Wants the work of the three departing board members to not be tainted by anything that is rushed or not thought out. Thinks there's a big education piece, was surprised by teachers not liking equity investment piece- doesn't think they understand. Worried about a divide between teachers and the person who is going to lead them.

TS: feels like we have enough information. Task oriented. The community is never going to be happy, we are always going to get feedback. Our role was to provide a few options for the board, and the board will come up with the ultimate parameters.

KL: we have viable options, going through those would be good.

Superintendent Housing Task Force Meeting Notes

LK: Proud of how this task force has come together, grateful to be a part of the ride. Agree that our community needs to be more engaged. Buy in is important, particularly because we are going into a school board election. More town halls needed to get into the parameters. The nitty gritty of the options, that's what everyone wants to hear about.

TB: feels like we've done our job, fulfilled our job. The options we've produced are exhaustive. Any further analysis will send us down rabbit holes that aren't necessary. It's up to the board to take these ideas and use them for the scenario in front of them. Implementation and messaging are up to board. Open to reassembling if the board requests.

TS: Agree-- town halls are good, but it should be up to the board.

KL: If we try to have the community engage in these ideas, it becomes messier. Do we send these to the media? Then the board can listen to feedback from there.

NT: Would love to see a town hall versus letters in the newspaper, because letters get tricky with misinformation.

JL: Reaffirm that a town hall should be around the model that, say, CDOT uses to look at an overpass- easels with all of the different options, in multiple languages. Housing task force should also be there. Maybe someone will bring up yet a different option!

KT: Clarify: letters to the editors, or guest column? Probably a guest column, right? Publishing an opinion by the housing task force. Need both-- town hall and guest opinion, because otherwise we get the same people at the town hall.

MS: likes these ideas of messaging, maybe a second task force in the fall that would narrow it and dive into the parameters. Same thing in the fall, 4 meetings quickly, have it done and in the books before november

KR: not ready to put my name on anything tonight. Need more time to think through options, and explore parameters.

JR: Conversation from last time was that we are happy to extend it if we are going to come up with recommendations. The board is in support of that. Confused about whether this task force wants to be a part of community connections and communication.

KL: clarifies that communication with community is in our agreements

KT: what is our goal for these last 12 minutes? Hot dots? Communication? If we are going to do hot dots, we need to get to that.

KL: if you are willing to have another meeting, stand up
(everyone stands up)

KT: could we not hot dot now, so we are ready to have htat conversation next time?

JL: likes the idea of task force 2.0 because if my name is going to be on this, I want to have at least a meeting that involves the community before we recommend to board. Next week's meeting could be to narrow down where we are, then more work to do to figure out how we present these ideas to community. Need newspaper articles, town halls, etc.

AF: task force 2.0 in september, including town halls with actual questions and answers.

JR: 2.0 is an idea, but it might not come to a fruition under this board. We've expressed the urgency from teh beginning that we need to move forward. There's an opportunity for us to have another meeting, but this is the board's responsibility to communicate to the public. We can share out in summer, town hall in august, but deferring it to another task force is too far

MB: agrees with Jasmin. We need to fulfil our agreements and our mandates by the end of next week. Super concerned with having a summer gap, and tackling this again from the get go.

Superintendent Housing Task Force Meeting Notes

Agree with Jasmin that this is the board's responsibility in the end. We should be able to make it clear what we agree with and what we don't, and that what we've done is research and weighed pros and cons, and we've done this as a service for the board.

KT: don't mind the idea of a task force 2.0, but it should be done based on the recommendations of this task force. Charge: here are the ideas of this group, take this forward. Krista, can we vote on whether or not to hot dot now?

JL: some work needs to be done between the meetings, I don't feel comfortable putting my name on anything without some details (e.g. what a max stipend would be, modest house for rental, etc).

Final task:

Put 6 points worth of value on each option. This is NOT a binding vote, just moving toward what to explore and write detailed parameters for next week.

Option	Stipend	Down Payment Assistance	Buy	Build	Philanthropic Donation	Buy Down	Current staff housing
Votes	1,1	3,3,3,2,2,2,1,1,1	1,1,3,3,2,2,3,3,1,2,2,3,1,3,2	3,1,2,1,2,3,2,1,3,3,2,3,1,2,3,3,2		1,1,2,2,2	3,1,1
Total	2	18	32	37	0	8	5

June 8th

Task Force Members in Attendance:

Alan Muñoz Valenciano

*Daisie Foglesong (online)

James Lakin

Kendall Reiley

Krista Lasko

Linda Hoffman

Nathan Markham

Trinity Stebleton

Maureen Bierman

Superintendent Housing Task Force Meeting Notes

Board Members Present:

Board Chair: Kathryn Kuhlenberg

Board Vice Chair: Jasmin Ramirez

Board Secretary: Natalie Torres

Board Member: Kenny Teitler

Board Member:Maureen Stepp

- Crew Check-in (how are you showing up today and how are you feeling about the process)
- Reminder of agreements

JR: How it goes out to community

KT: Hear all voices, whip around and share

KR:Community Questions and Check-in

JL: Based on Lisa's teacher survey we need to win over some teachers/staff prior to rolling this back out. Otherwise we will end up back where we were at the beginning of this process.

KT:someone who works in the district, validated the superintendent has an important role in our district, and could increase longevity with housing

KR:Small housing committee met to get Ben up to speed, however they have a big push to get guidelines updated on top of pathways to ownership. Those involved would be putting a lot of time, and there would be concern about having enough funding for both superintendent and staff housing.

JL:Questions about mirrored/equitable assistance. Example of Superintendent getting \$300,000 vs. teachers getting only 30,000.

LH: Talked with recruiting firms who said prioritizing equitable assistance so that it is well received.

KT:If we are buying/building a house that is different from the current rentals we offer teachers.

MB: Talked with 1 parent who...

KR: What do you need to have "consensus" today?

NT:Trust the leaders in the room

AMV: These are the 2 or 3 that the task force came up with and people could put their name or opt out putting their name on it for specific options.

KT:Wants the Taskforce to make specific recommendations, "we got directions from the task force" so that they are not the only ones seen as deciding.

MB:Consensus is that this set of options are good, we have heard many ideas and explored them, essentially the board will make the decision, in an unforeseen time. More of a fist to 5 style

KR:We as the taskforce must say, ""these are not ok" then "these are our recommended options"

NM:We need to provide clear directions and input on our process and recommendations, the board will make the final decision.

LH: Really wants to narrow down parameters to then be able to get consensus.

JL:We must give a FULL housing task force recommendations...we need 50% of the task force

DF: Fist to 5 agreement not a vote; including parameters, looking at each solution individually.

KK: Wants guidance, task force will need to decide what consensus is, voting mechanism is up to us and where we all fall as a collective group.

KR:How will we be able to reach out to the task force members not present?

Superintendent Housing Task Force Meeting Notes

JL: Give grace to those who were not at the last 2 meetings. Make sure we reach out to them to see if they want their voice back in.

TS: We must have some kind of agreement where everyone agrees to our recommendations (be they multiple or singular).

We do have more than 50% of the task force here tonight

We break into small groups to write parameters for the top 3 options from the last meeting, then we would go to each one and add what would be too loose of parameters and too tight of parameters.

KT: Motion to put Buy and build together

MB: Agrees

TS: Feels the board's job is to get into the nitty gritty parameters

KR: 2 Very different options Buy and Build do not put them together they are different

MB: Acknowledging parameters we want the board to keep in mind...ex- is there are buy out clause

JL: Buy/Build are different if we buy then it is taking a house off the market; prioritizing ADA accessible, maintenance cost

NM: Buy/Build decision is up to the board, we can not settle parameters, recommendations with specific considerations.

Notes below about specific recommendations per top 3 options

DF: Look at Homesfund.org (southern Colorado) grew 1.25 million to 12.4 million (Similar to Landed)

KK: District with match if employee puts in \$150 then district can put into \$300

KR: Max of money output should be a recommendation from task force; max of 20% of house that does not change with the market up or down

JL: What the superintendent can qualify for without any assistance.

KT: District will bridge gap...

DF: Depending on the market (median or average is currently pretty high); based only on houses on the market

AMV: if superintendent can put in 15% then the district can do 5%

JL: Benefits privileged

KT: Even if the district puts down that much a monthly payment of 8,000-9,000 a month we should consider the 200,000-400,000

NM: We could get caught if someone can put down 2,000,000 then the district really has no ceiling

JL: More looking for a landing spot, and mirroring staff housing

KR: Misunderstanding of equity investment, it is irresponsible to put someone in a house they can't afford.

MB: Our recommendations need to come out prior to December

JR: Consultant must do a background check on candidates, making sure we are setting ourselves up for .

TS: We can do either 20% or \$400,000

KR: Fist to 5 for each option; Superintendents could not own in the valley vs. income/equity outside of the valley.

Superintendent Housing Task Force Meeting Notes

KT: Too much details of a home people might own elsewhere. Limits boards ability to get quality candidates if we require someone to sell.

DF: Fairness? For equity investment there must be income/asset assessment.

KR: Thumbs to show if income/asset applies to all options?

LH: Mirror staff requirements; uncomfortable giving more than 20%

JL: 3 year things to sell house, per HYA (3-5 year for superintendent) pushing it out just to say they won't stay past that they will just roll the dice and chance it.

TS: Least favorite option (equity investment) mixed messaging

AMV: It is our job to set the standard for "teacher housing to follow" equitable we are the leaders in what could happen for teachers down the line.

MB: Is there a wealth assessment we could recommend to the board?; equity investment could bring back to the district sooner time period than buy or build

2 hours and 11 minutes on video recording


BB: Equity investment should be a wealth assessment however the others aren't

NM: COPs 17 million dollars on Meadowood

JL: If we put equity investment then we might need more for the next equity investment for the next superintendent; capital out that could be reinvested

KR: Buy and build feel better to move forward with vs. Equity Investment which has a lot of work to refine before moving forward.

<https://homesfund.org/>

 Superintendent Housing Task Force Final Recommendations

Superintendent Housing Task Force Meeting Notes

Equity Investment

- \$ Amount

(could be \$250-400,000)

- 2:1 match up to \$300,000

(If homeowner gives \$150,000 down the district will match up to \$300,000.)

- Homeowners have to pre-qualify w/ Bank loan

- consider financial need of candidate

district gets 2nd out of 1st pt in

- Equity upon selling house is proportionate to payment invested by each party

- Homeowner has option to buy out from district at any point

- Ensure down market protection.

- District recoups full investment?
- District has first purchase option

- House has to be in district

Superintendent Housing Task Force Meeting Notes

more thoughts on equity investment

clearly spell out (in public funds terms) that we
get: a \$ P

- loan amount back

- appreciation - equivalent to what we get:
- or more?

(landed gets 3:1)

look at what current state is

+ maintenance standards

+ plan if some one can't make payments

Superintendent Housing Task Force Meeting Notes

BUILD

- + modest - Means in finishing + ft², not necessarily bed/bath #s
 - 3 bed / 2.5 bath
- + use existing land that is RFSD owned ~~in~~
 - in district - This can be restrictive for ideal location
 - best suited for a single family residence
- + ADA compliant
- + collaborate with district housing committee on design, plans, process
- + community donations of (time + materials)
- Can be a time constraint - bureaucracy
- Added job duty to oversee building process
- + What is the amount that will be charged for living in this house?
 - ↳ Cap at maximum price for rental housing? (Not a % of salary for superintendent)
 - ↳ Category 5, max price @ \$3,000/month? 3 bedroom

goal:
? partner with developer who is currently building - what category does this go into?
↳ opportunity for RVs
↳ similar to buy

→ We are pretty good at this - existing projects/practices?

We don't have a better use for this land...

- No HOA - include maintenance fees in "rent"
- pet friendly

Superintendent Housing Task Force Meeting Notes

Buy

modest - definition?
< 3,000 sq feet

district boundaries

ideally midvalley
willits → iranbridge

(1.25 million?)

3-4 bedrooms

Occupant pays all costs
(HOA, utilities, taxes)

District
owned
houses don't
currently
pay this.
We are tax
exempt

Newer + lower maintenance?

"maintenance fee" - to the district?
managed by property management

ADA accessible / compliant
*charge rent? scaled based on income

→ Not to
exceed
Category 5,
3 bedroom

- not to exceed \$1.25m

↳ Is this too limiting?

→ what if there are no or
few houses to choose from?

- More options for location as
compared to our few sites
of district owned land.

Superintendent Housing Task Force Meeting Notes