

# SUMMARY REPORT



## 2024 Employee Housing Survey

# Executive Summary

In February 2024, the district invited all employees to participate in an anonymous survey and thought exchange regarding household income, commute time and cost of living. **1,443 employees responded, including teachers, food service workers, custodians, bus drivers and administrators.**

**66% of respondents identified themselves as cost-burdened**, which the Department of Housing and Urban Development defines as those families “who pay more than 30% of their income for housing” and “may have difficulty affording necessities such as food, clothing, transportation, and medical care.”

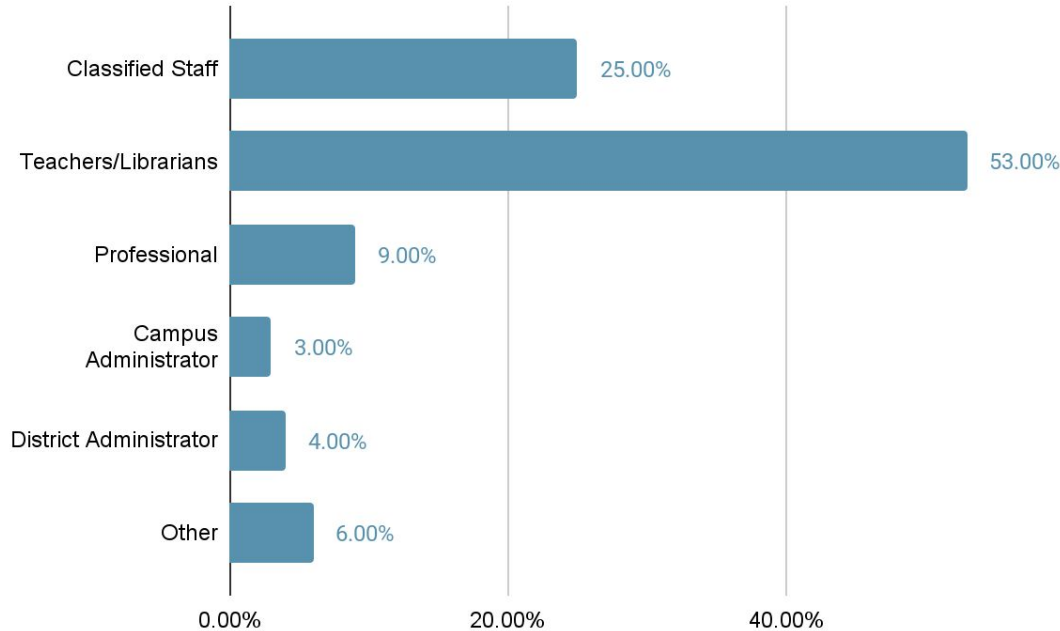
**The majority of respondents believe that an increase in salary would be the most effective way to address the cost of living in Austin.** Many also suggested the need for more affordable housing options, particularly for single-income families and middle-class families. Some respondents suggested specific resources such as loans, property tax relief, and better access to public transportation.

**1,443**  
respondents

**1,391**  
thoughts

**29,122**  
ratings

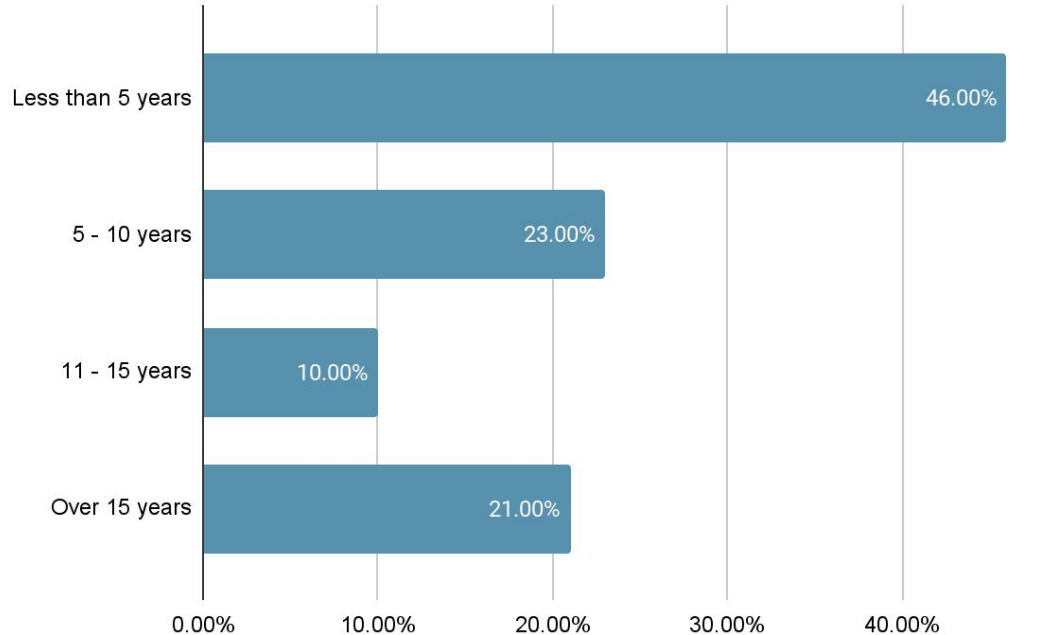
## Q1: What is your current position at the district?



**53%**

of respondents are  
teachers/librarians

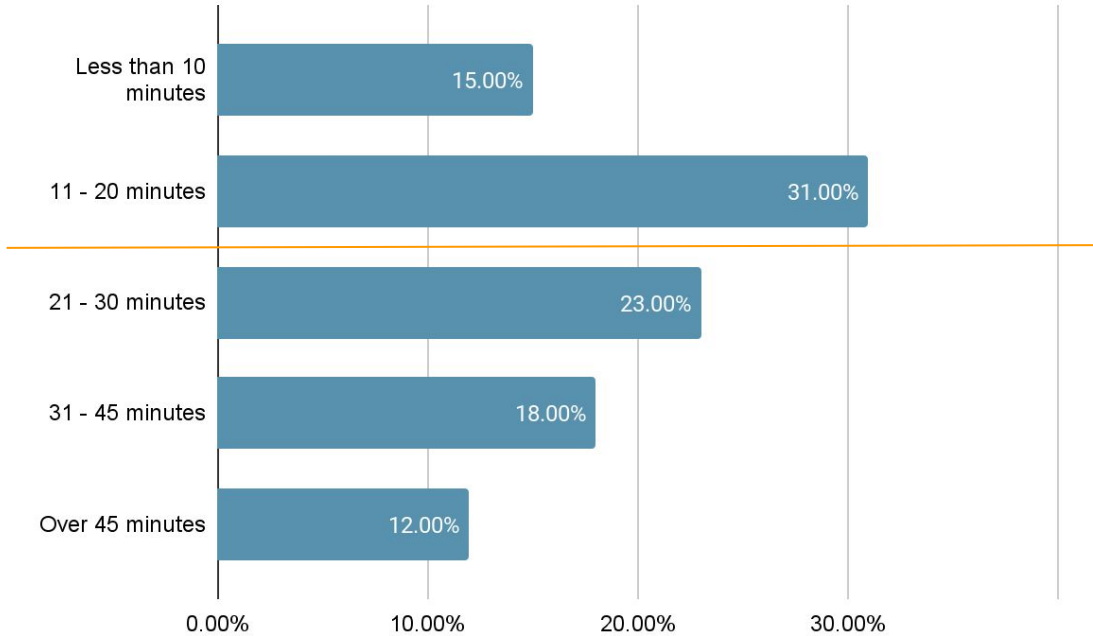
## Q2: How many years have you been employed by the district?



**46%**

of respondents have been  
employed by the district  
less than 5 years

### Q3: How long is your daily commute to work?



**53%**

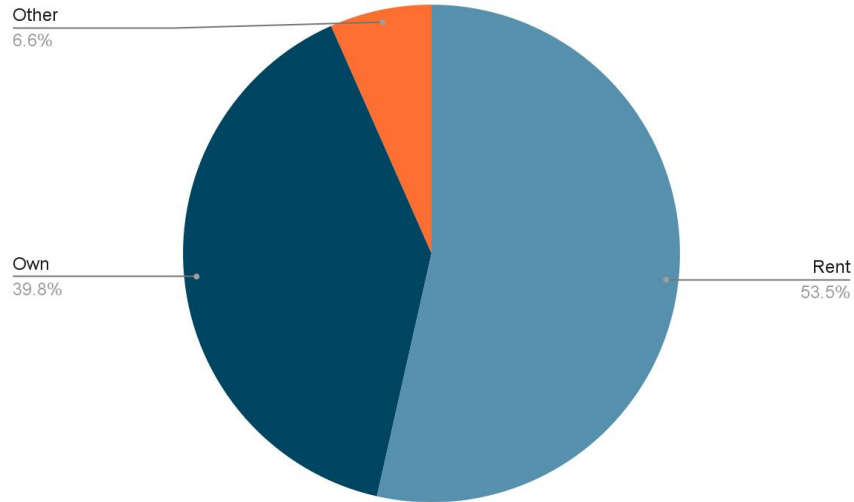
of respondents commute over 20 minutes to work

**24.5 minutes**

average commute time in the City of Austin\*

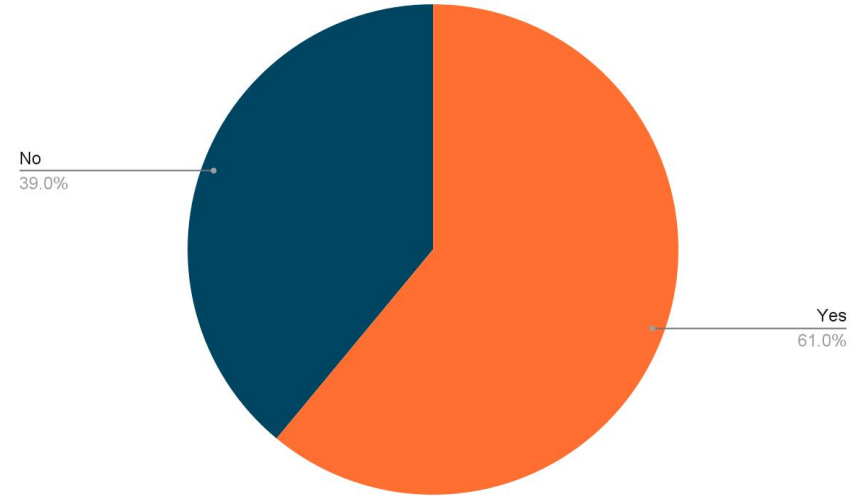
\*Source: 24/7 Wall Street, November 2023

## Q4: Do you currently rent or own?



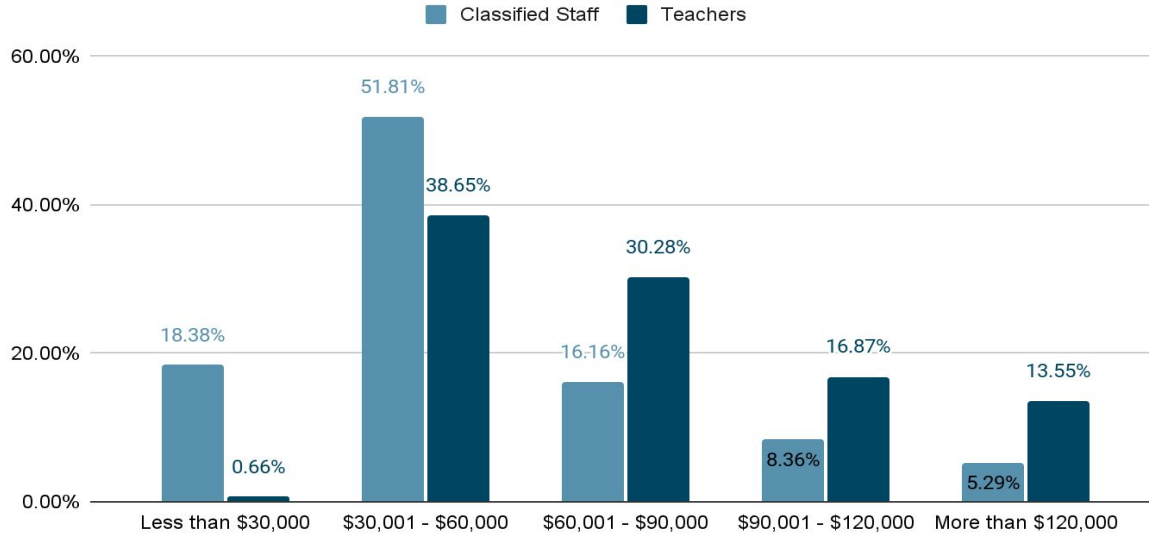
*53.5% of respondents currently rent*

## Q6: Do you sharing housing costs with family, spouse, partner or roommate?



*61% of respondents share housing costs*

## Q5: What is your total annual household income?



**43%**

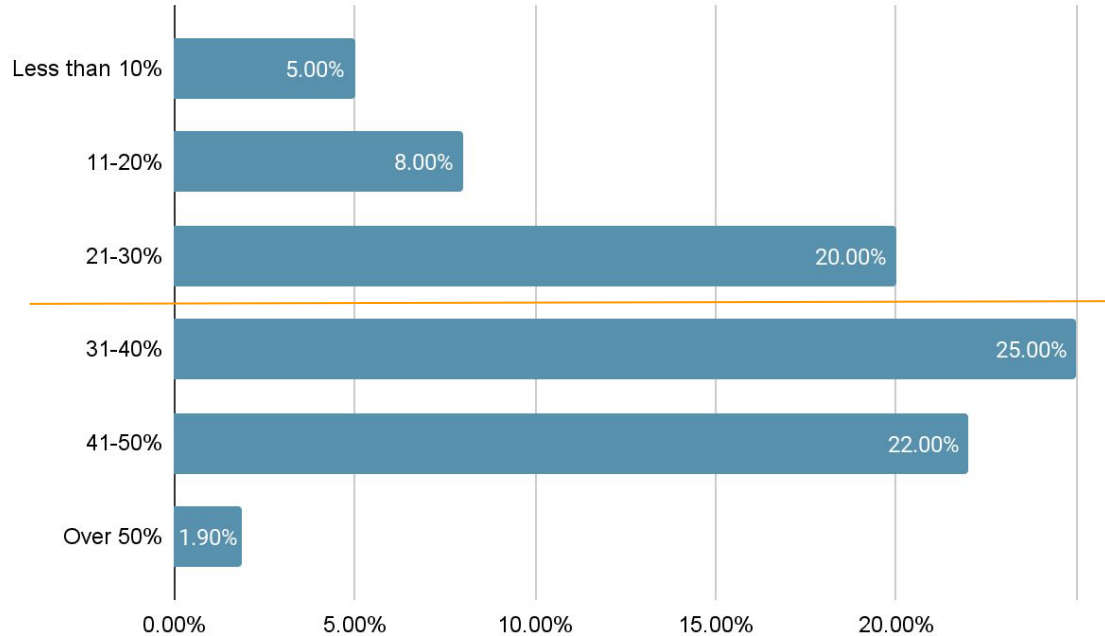
of respondents whose household income is less than \$60,000

**\$78,965**

median household income in the City of Austin\*

\*Source: *Forbes Advisor, March 2024*

## Q7: What percent of your monthly household income do you spend on housing?



**48.9%**

of respondents spending 30% or more of their income on housing costs

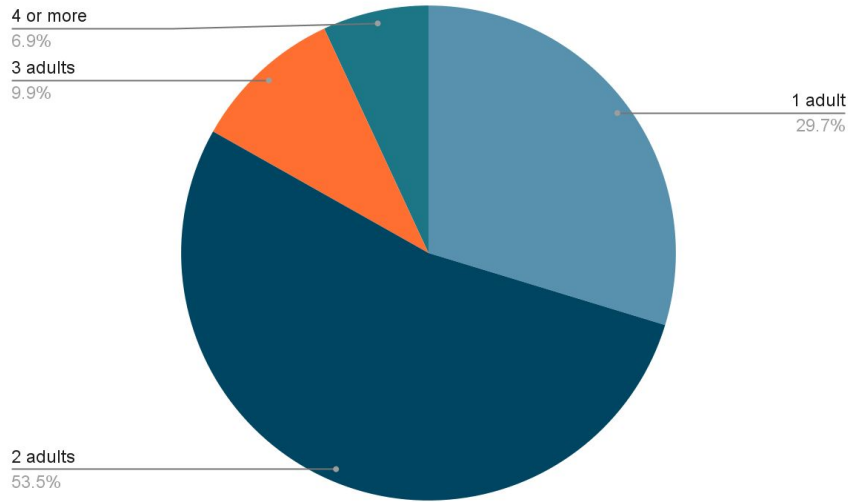
**46.19%**

percent of households in Austin spending 30% or more of their income on housing costs\*

\*Source: Forbes Advisor, March 2024

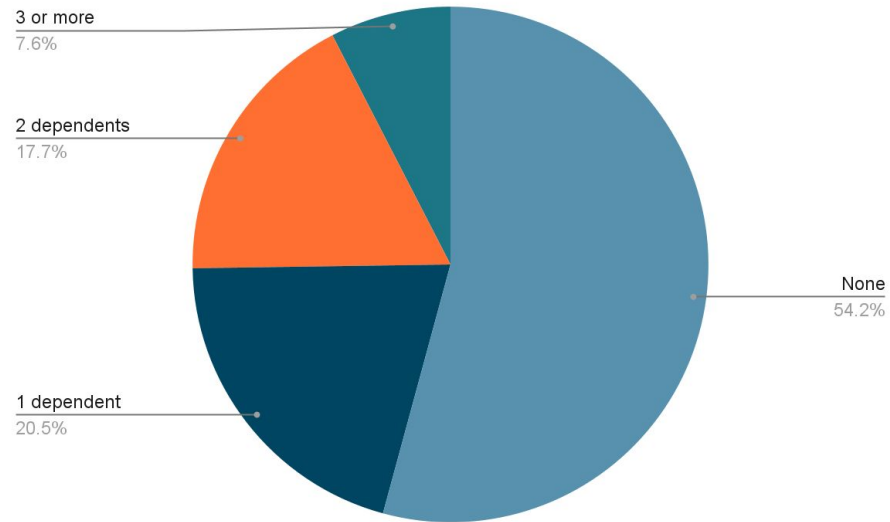


## Q8: How many adults currently live in your household?



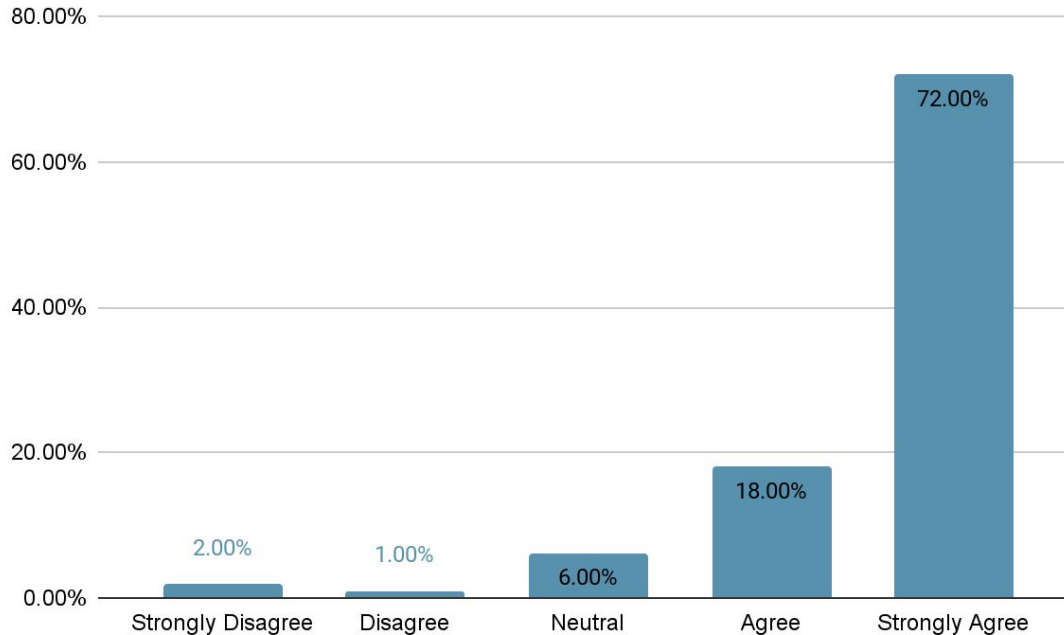
*53.5% of respondents live in a 2-adult household*

## Q9: How many dependents / children currently live in your household?



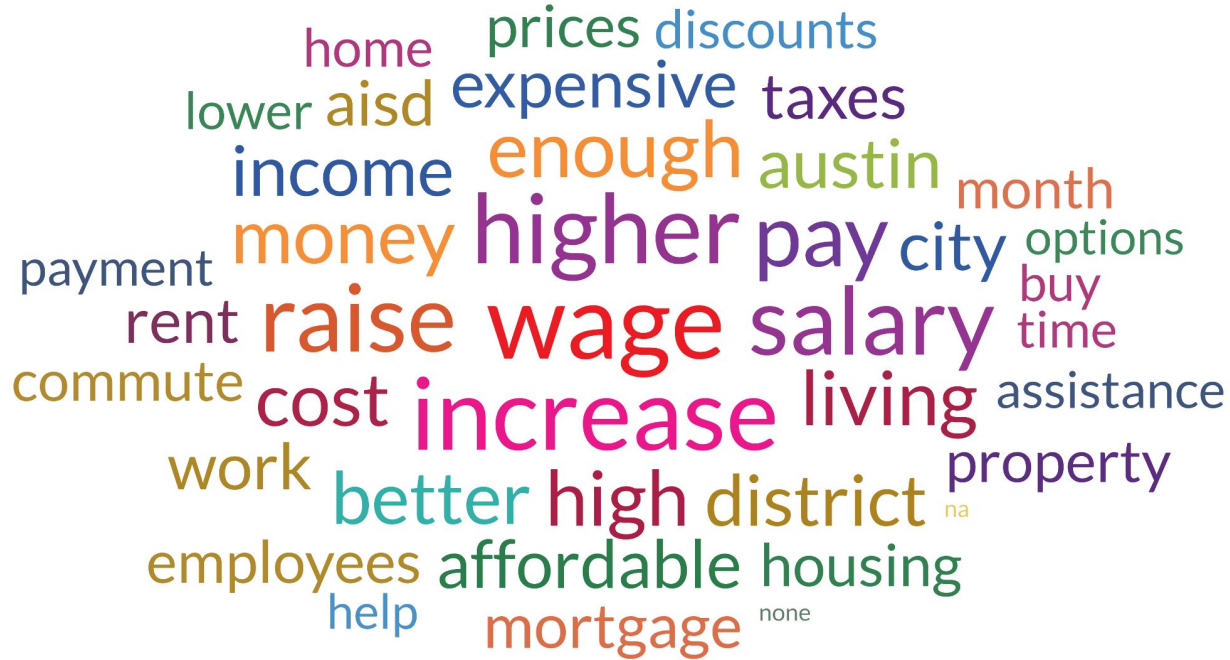
*54.2% of respondents do not have any dependents or children living with them*

## Q10: Do you feel that a lack of affordable housing is a barrier to teaching or working in Austin?



**72%**  
of respondents  
strongly agree

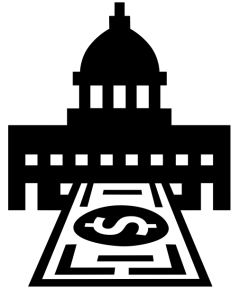
**Thought Exchange: What specific resources do you need that would help address cost of living in Austin? (Keywords):**



## Thought Exchange: What specific resources do you need that would help address cost of living in Austin? (Highest rated thoughts):

1. ***“Increase pay to accommodate the cost of living. Providing housing only increases long term costs to district. Provide pay raises to help offset the cost of living!”***
2. ***“Pay teachers and school employees a livable, professional wage. We live in one of the most expensive cities in Texas, yet we make less than many other districts' teachers.”***
3. ***“Salary increases. Austin has a high cost of living and teacher salaries have not kept up with the cost of living.”***
4. ***“Higher pay. Teachers are professionals. As a single person with a master’s degree, I should be able to afford a one bedroom apartment in Austin.”***
5. ***“A cost of living pay increase. We’ve received raises, but pay is still far below what’s needed to afford housing in AISD. It’s equitable for both renters and buyers.”***

## Thought Exchange: What specific resources do you need that would help address cost of living in Austin? (Additional Insights):



### Property Tax Relief

*“Rising tax rates are a concern and a barrier for home ownership”*



### Reduced Commuting Costs

*“Discounts or incentives to help offset the cost of travel commute”*



### Access to Affordable Childcare

*“The continuing rising cost of childcare is a real concern. It is becoming as expensive as a mortgage and there are long waiting lists.”*