

**Austin ISD Repurposing**  
District Employee Housing Needs  
Engagement Summary | March 1, 2023

# Overview

The Austin Independent School District educates more than 74,000 students and embraces 125 diverse school communities in one of the fastest-growing metroplexes in the country. In partnership with our families and our community, Austin ISD's mission is to provide a comprehensive educational experience that is high-quality, challenging and inspires all students to make a positive contribution to society.

To support that mission, Austin ISD employs 5,508 classroom teachers, 1,569 administrators and professional staff, and 3,866 bus drivers, custodians, food service staff and educational aides.

In recent years, Austin ISD staff has faced the challenge of continually rising costs of living in the City of Austin. According to the Austin Board of Realtors<sup>1</sup>, the median sale price of a home as of December 2022 is \$525,250 - a 13.9% increase over the past two years.

Further, rental rates are also increasing. According to the Apartment List February 2023 Rent report<sup>2</sup>, the average rent for a one-bedroom apartment in the City of Austin is \$1,451 and the average rent for a two-bedroom apartment is \$1,766. Austin rents are up 2.0% year-over-year.

In response, AISD is exploring options to assist staff with housing affordability, including:

- providing financial assistance with rent or home purchase; and
- building high-quality affordable rental housing on District-owned land.

From January 23 - February 1, 2023, Austin ISD conducted an online survey, which was distributed via email and text to all 10,060 active staff members. In addition, it was highlighted in the staff newsletter and flyers were posted at District and campus facilities to promote the survey. The survey was anonymous to collect feedback while keeping identities confidential.

This report summarizes the survey results.

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<sup>1</sup> <https://www.abor.com/december-2022-central-texas-housing-market-report>

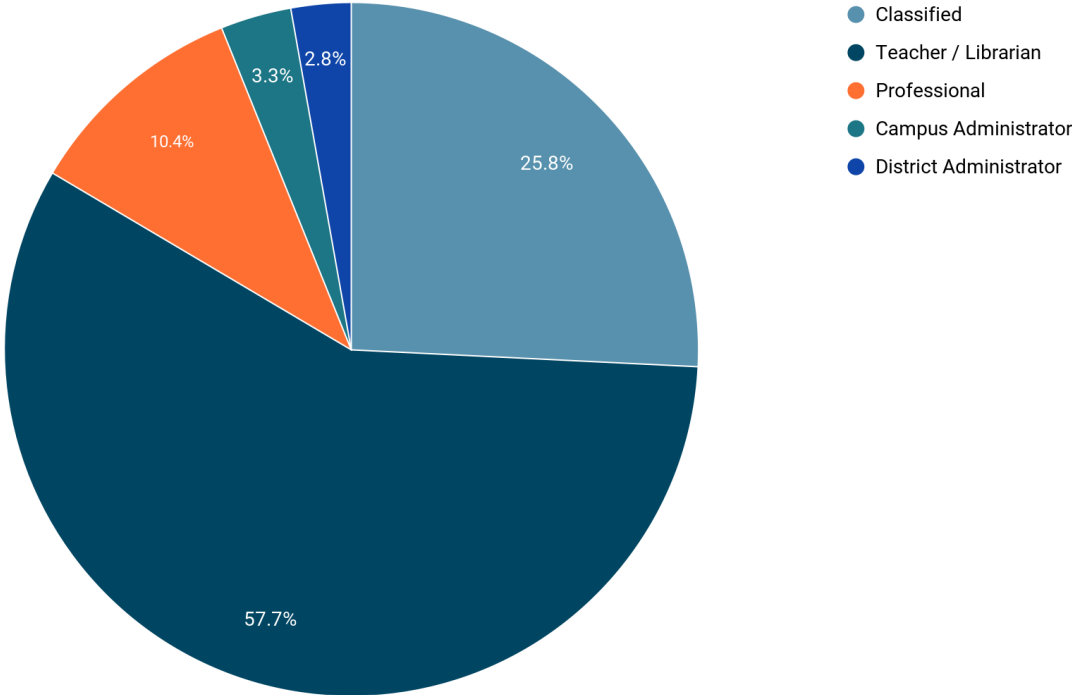
<sup>2</sup> <https://www.apartmentlist.com/rent-report/tx/austin>

# Section 1: Respondents

**10,060**  
Active Staff

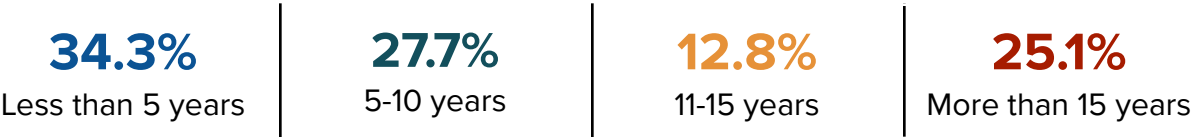
**2,760**  
Survey Respondents

**27.44%**  
Participation Rate

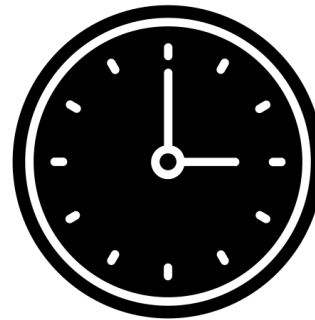


Classified staff includes transportation, food service, maintenance, custodial, clerical and administrative staff. Campus administrators include principals and assistant principals.

In addition to identifying their current position, survey participants were also asked how many years they have been working at AISD:



## Section 2: Commute



**94%** drive to work

**Less than 1%** utilize public transit

**49.6%** commute more than 20 minutes

**26.8%** commute more than 30 minutes

Survey participants were asked to rate on a scale of 1-10, with 10 being most important, the importance of living close to their place of employment:

**8.37**

Average score of  
all District staff

**1,167**

# of District staff  
that rated 10

**8.36**

Average score of  
teachers/librarians

**617**

# of teachers/librarians  
that rated 10

**8.43**

Average score of  
classified staff

**712**

# of classified staff  
that rated 10

Survey respondents were asked to rate on a scale of 1-10, with 10 being most likely, the likelihood they would consider moving to be closer to work:

**6.02**

Average score of  
all District staff

**771**

# of District staff  
that rated 10

**5.89**

Average score of  
teachers/librarians

**409**

# of teachers/librarians  
that rated 10

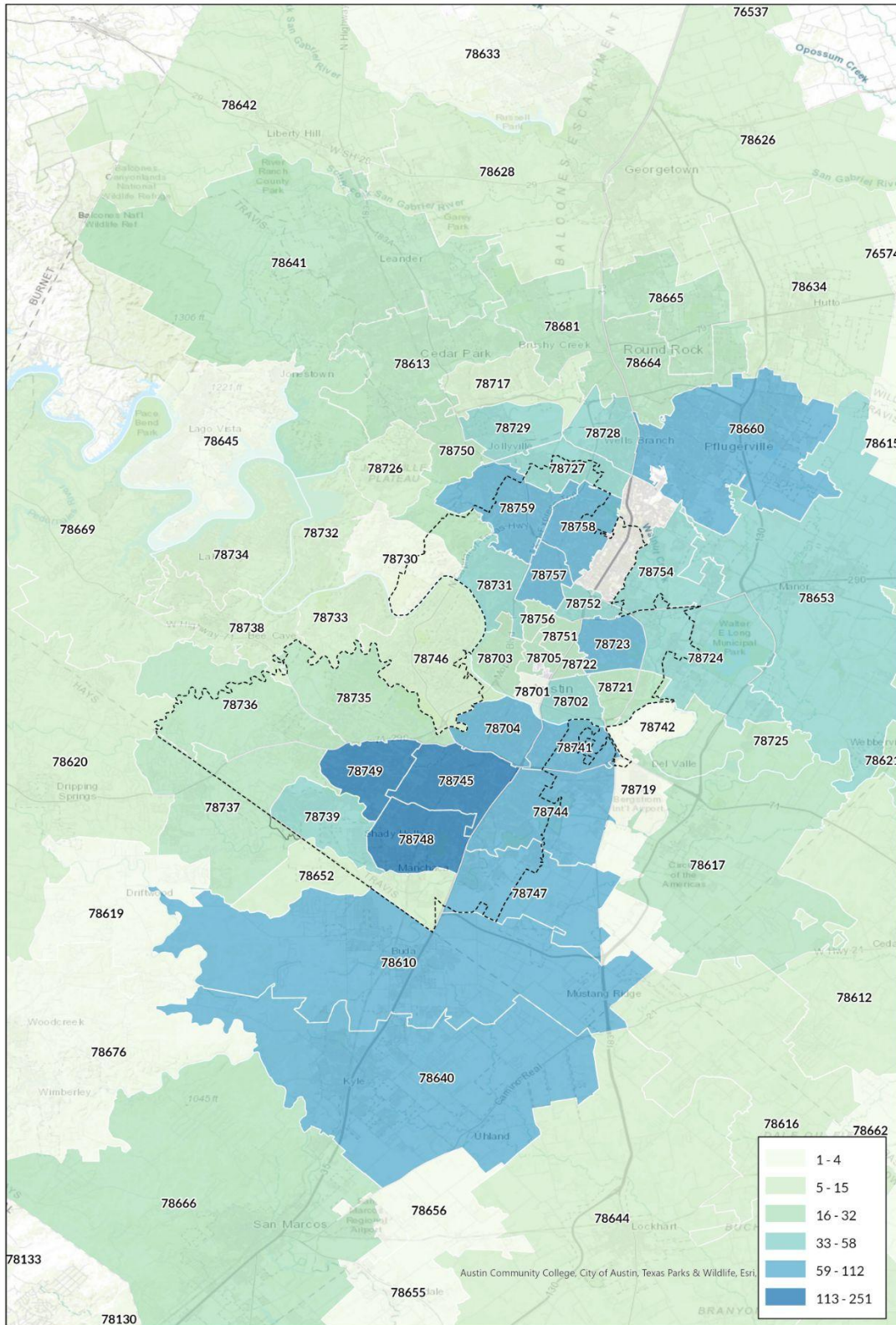
**6.53**

Average score of  
classified staff

**249**

# of classified staff  
that rated 10

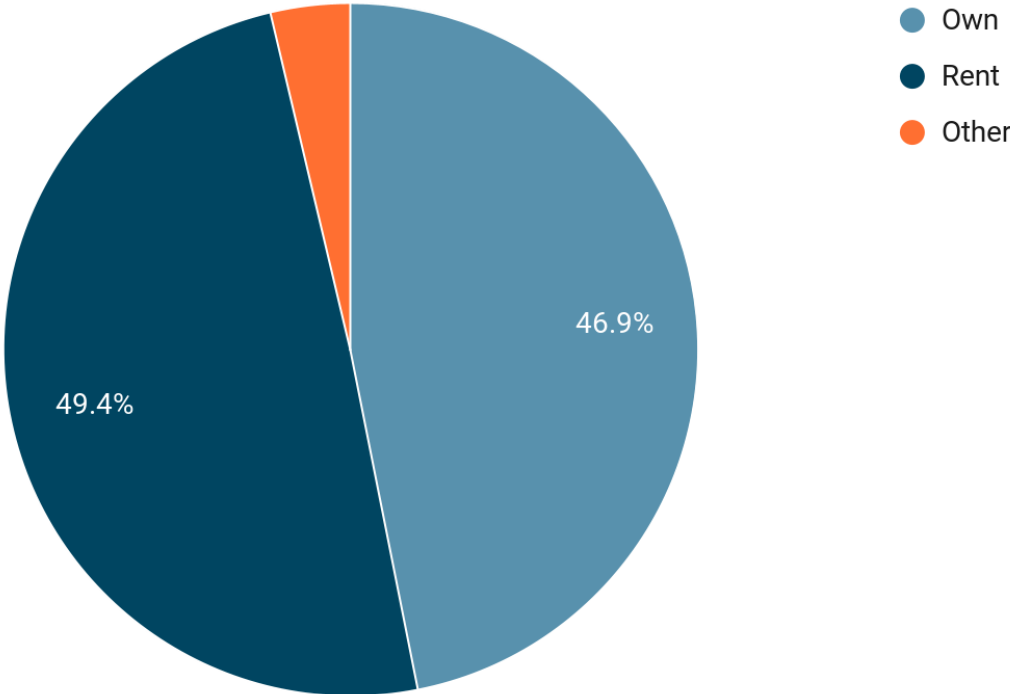
Survey respondents were asked to provide their current home zip code. The following map shows where survey respondents currently live:



# Section 3: Cost of Living

According to the United States Census Bureau, 44.7% of the population in the City of Austin live in owner-occupied housing.

Survey respondents were asked if they currently rent or own, and the results closely mimic the census data with 47.1% of respondents saying they own their home.



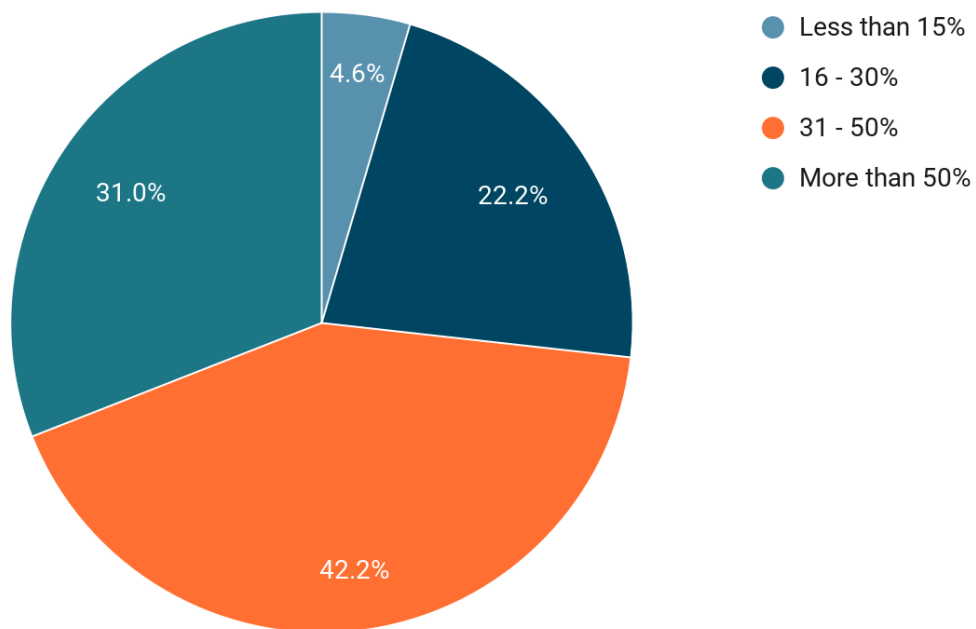
Here’s what District staff said about where they live:

- **Type of Housing:** 60.5% live in a house; 29.5% live in an apartment; 3.2% live in a townhome; 2.4% live in a condo; 1.3% live in a duplex; and 3.1% said other
- **Who they live with:** 41.2% live with a spouse or partner; 37.4% live with family; 19.2% live alone; and 8.8% with roommates
- **Who shares housing costs with family, spouse, partner or roommate:** 67.8% responded yes; and 32.2% responded no

The Department of Housing and Urban Development identifies **households spending more than 30% of their annual household income on housing costs, including rent or mortgage payments, utilities and other fees, as cost burdened.**

We asked survey respondents what percent of their salary they spend on housing. **Over 70% of respondents said they spend more than 30% of their salary on housing.** And 67.8% said they share housing costs with either a spouse, partner, family or roommate(s).

***What percentage of your salary do you spend on housing?***



**73.8%**

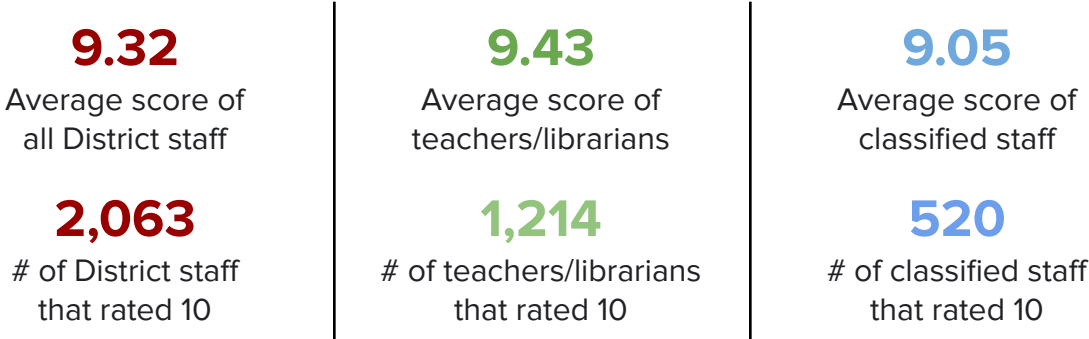
Percent of teachers/librarians spending more than 30%

**80.3%**

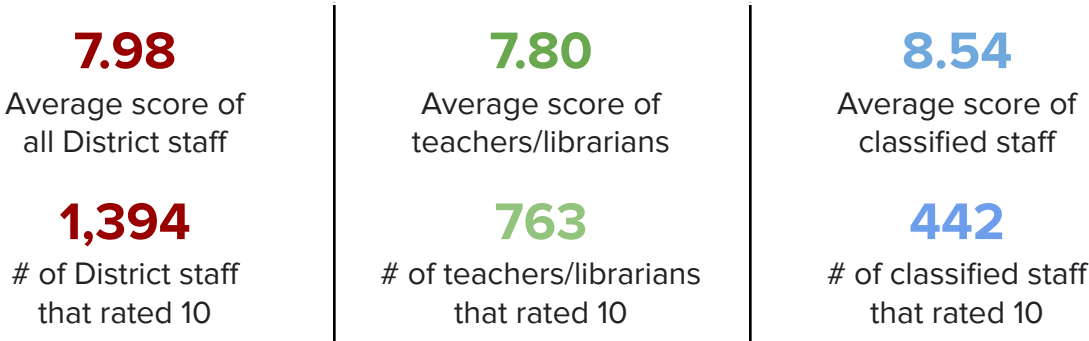
Percent of classified staff spending more than 30%

# Section 4: Housing Preference

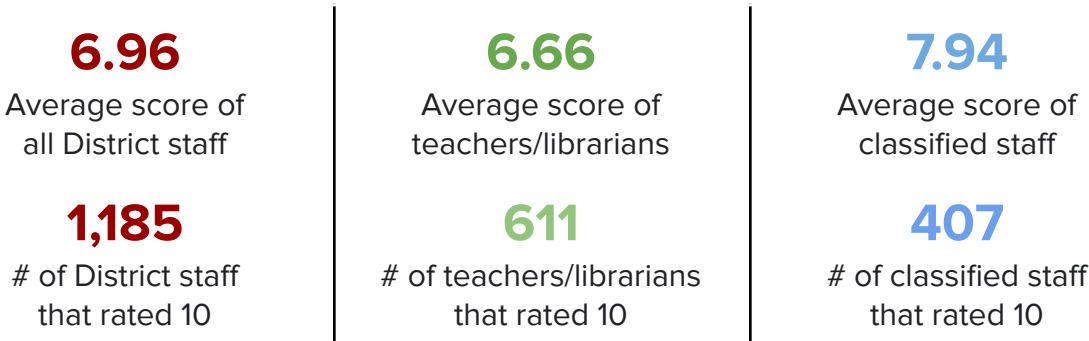
Survey respondents were asked to rate on a scale of 1-10, with 10 indicating strongest agreement, whether or not they agreed that the lack of affordable housing is a barrier to working in the City of Austin.



Survey respondents were also asked to rate on a scale of 1-10, with 10 being most important, how important it is to work for a District that provides affordable housing.



Respondents also rated on a scale of 1-10, with 10 being most interested, their interest in living in a community that offers housing for District teachers and staff at a reduced rent.





## Section 5: Impact of Housing Costs

Survey respondents were provided with the opportunity to share how they are currently impacted by housing costs in the City of Austin. The District received over 2,000 responses, a sampling of which are included below:

- *I bought a house outside of Austin because I could not afford to live in Austin. I drive 2-3 hours/day to work.*
- *I had to move out of Austin to be able to continue working for AISD. I now live in Buda.*
- *I do not live in Austin but Cedar Park is just as expensive as Austin. I am considering leaving AISD due to the cost of living in the area being so high.*
- *As rent continues to increase, I am constantly worried that I will no longer be able to live within a reasonable driving distance to work. The city is the appeal; I barely make enough to live in the city that I teach in and the community I serve.*
- *I am currently living with parents to save money in order to afford a home one day. I was in so much debt trying to afford rent in Austin.*
- *My mortgage payment is about 57% of my payment every month. I can usually get by every month but it's difficult some months.*
- *Because of the cost of housing in Austin, I had to move into a less desirable neighborhood where my disabled son cannot access CapMetro's MetroAccess services. There is no accessible public transportation in our neighborhood.*
- *More than half my paycheck goes to rent and living expenses... Many of us are resigning because of it or having to have more than one job, leading to an exhausting life.*
- *The current housing costs are so high that I'm being forced to have 4 people living in a 2 bedroom apartment. No matter where I look (different zip code, different part of Austin, etc), it isn't any better.*
- *Rent went up 22% last year. My pay went up 8%. This is not sustainable and will eventually drive me out of the city I teach in.*
- *As a teacher working in the city of Austin I've taken on a second job to afford the cost of living and rent.*

Survey respondents also shared ideas on what Austin ISD could do to most help with housing needs. There were 2,230 responses and the majority focused on increasing compensation. Other recommended ideas included the following:



### **Transportation stipend**

*“A gas stipend for commuters would be a game-changer for me. I could stay where I am at.”*



### **Employee housing**

*“I would jump at the chance to become a homeowner..it’s just so expensive...”*



### **Property tax relief**

*“Exempt employee homeowners from AISD’s portion of the property tax if their home is within AISD”*



### **Free or discounted childcare services**

*“That expense is equal to a mortgage”.*



### **Housing stipend**

*“That would help people who live anywhere or have already bought a house.”*

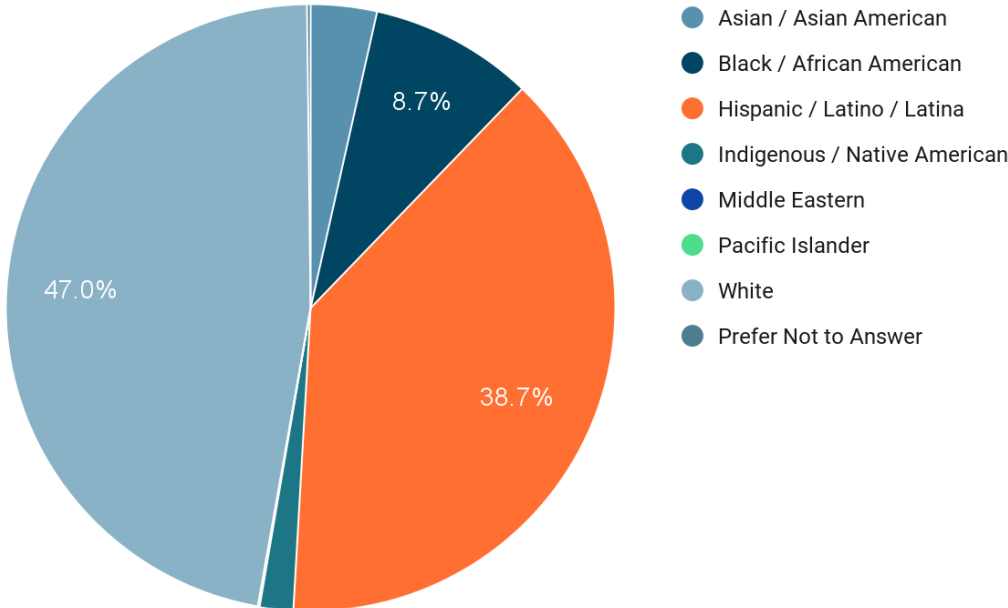


### **Remote work option**

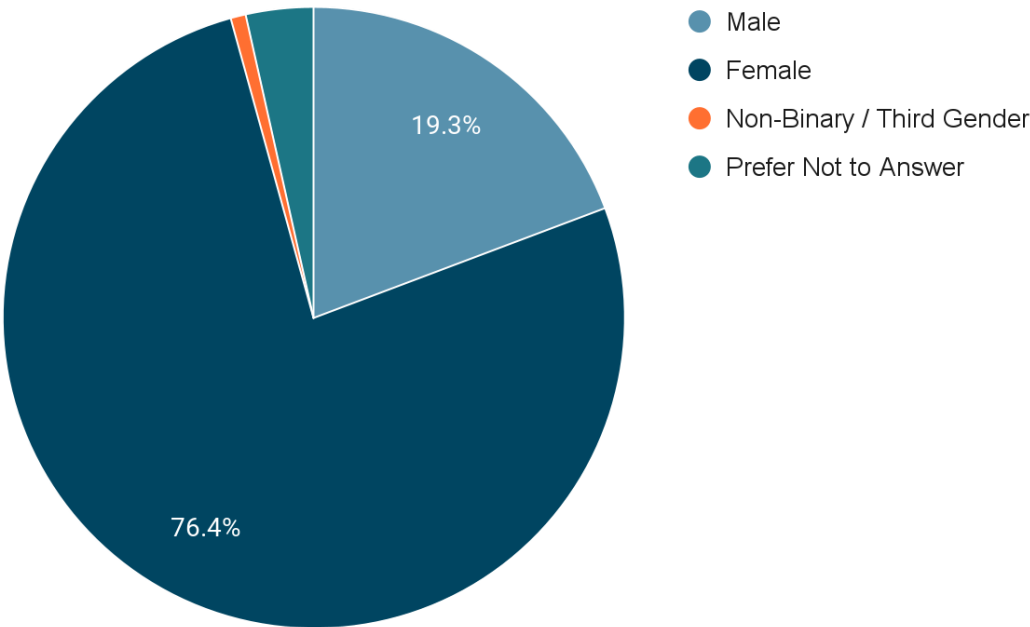
*“Allow me to work from home a few days/week”*

# Section 6: Demographics

## Race / Ethnicity



## Gender



**Age Range**

