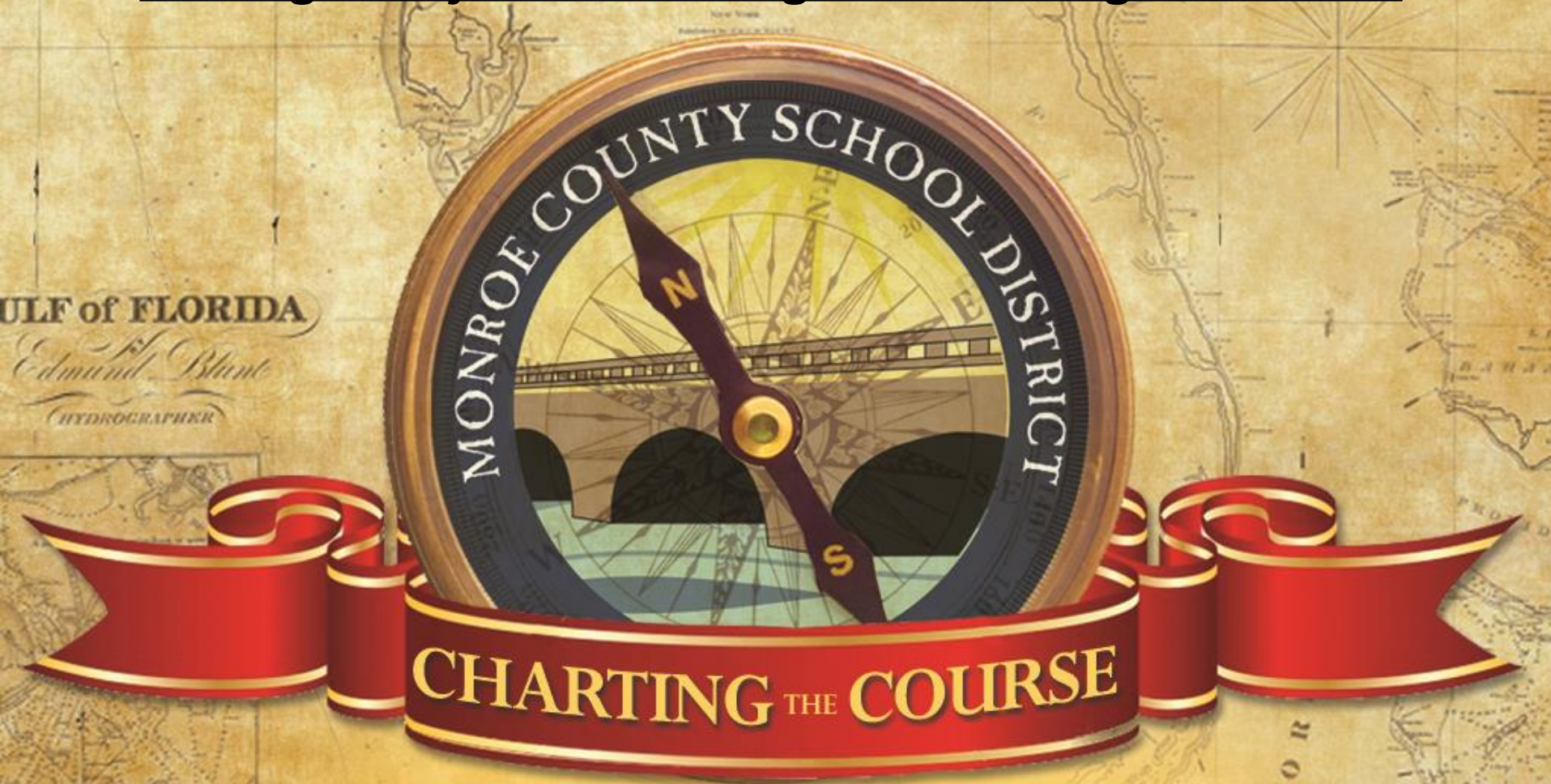


# Strategic Objective #4: High Performing Workforce



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Presented By:

Dr. Ramon Dawkins, Executive Director Human Resources

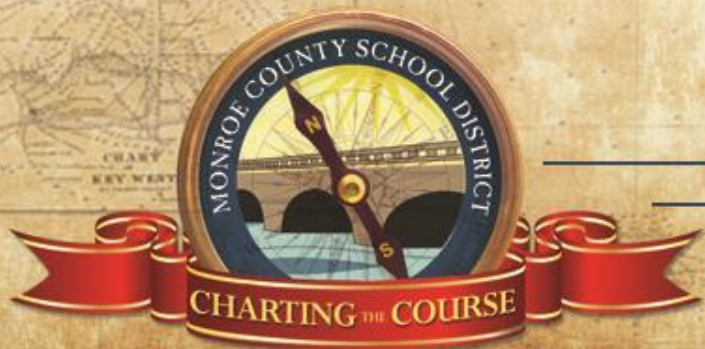




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## **Strategic Objective #4:** **High Performing Workforce**

**Recruit, retain, professionally develop and  
invest in a high performing workforce**



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# 2019 Affordable Housing Survey Monroe County Schools District

## Participants

There were **592 participants** in the survey.

## Metrics:

The results were quantified and presented in graphic form.



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# Strategic Objective Goal Area 4.1

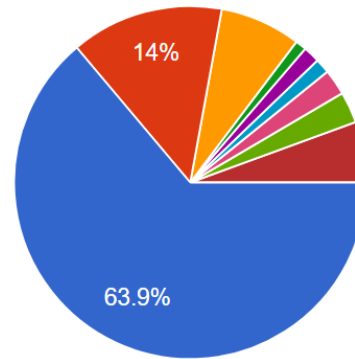
## High Performing Workforce

### Interpretations:

1. The majority of the respondents (64%) were **instructional personnel**.

1. What is your current position with the Monroe County School District?

592 responses



- Instructional (Teacher, Counselor, etc.)
- Support staff (Clerical or Paraprofessional)
- District Office Employee
- Food Service Employee (Manager, etc.)
- Transportation Employee (Bus Driver, etc.)
- Maintenance Department Employee
- Building Level Administrator (Dean, etc.)
- District Level Administrator
- Other (please specify)



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# Strategic Objective Goal Area 4.1

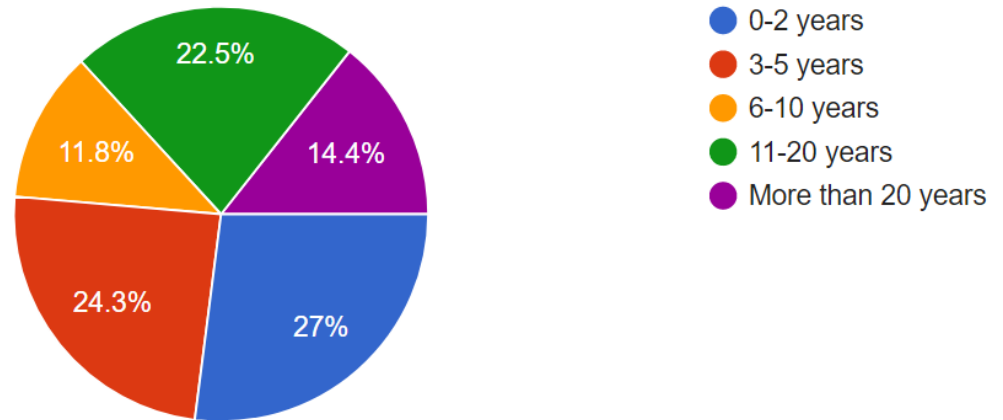
## High Performing Workforce

### Interpretations:

2. The **51%** of the respondents have been **employed** by MCSD for **5 years or less**.

2. How long have you been employed by the MCSD?

592 responses



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# Strategic Objective Goal Area 4.1

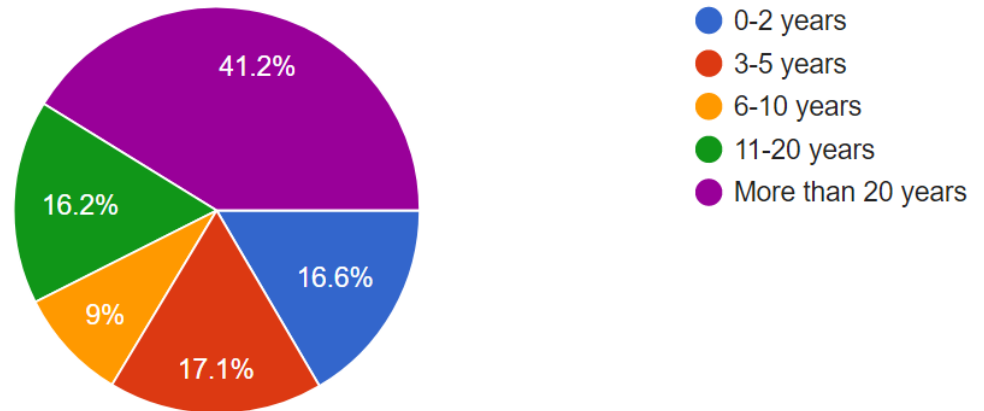
## High Performing Workforce

### Interpretations:

3. The **57%** of the respondents have **lived in Monroe County** for **more than 11 years**.

3. How long have you lived in Monroe County?

592 responses



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# Strategic Objective Goal Area 4.1

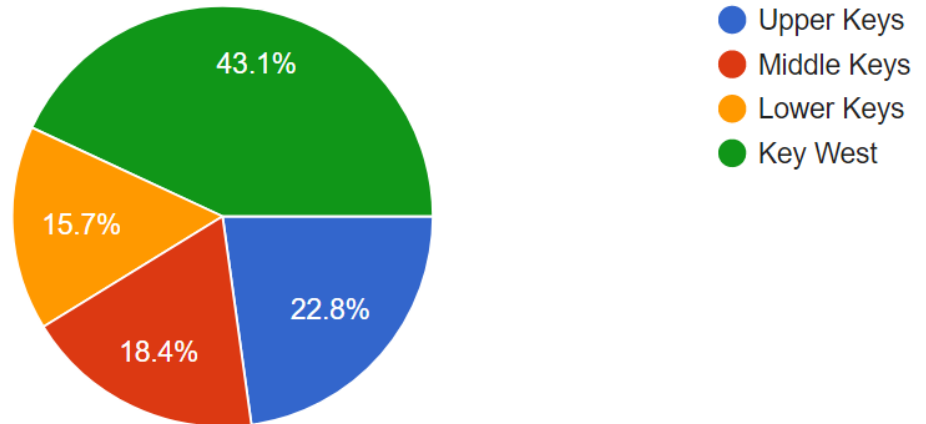
## High Performing Workforce

### Interpretations:

4. The **59%** of the respondents live in the **Lower Keys**.

4. Where is your geographic work location:?

592 responses



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# Strategic Objective Goal Area 4.1

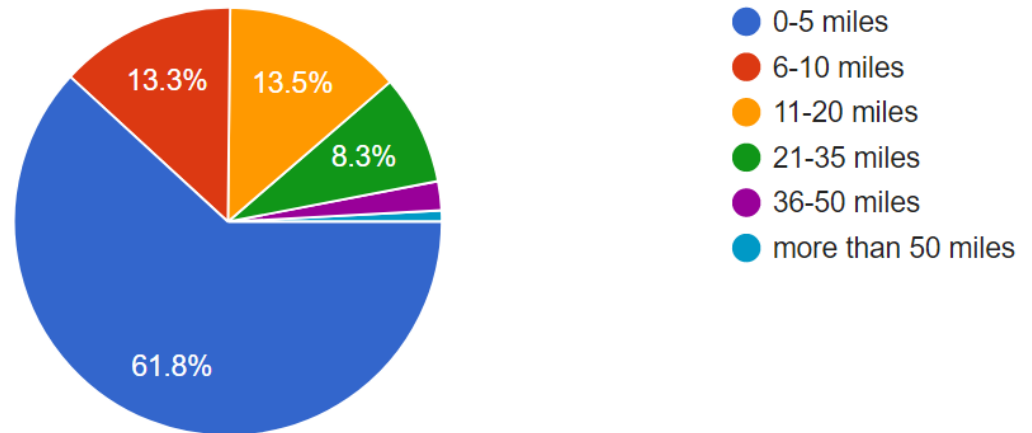
## High Performing Workforce

### Interpretations:

5. The **61%** of the respondents live **within 5 miles** of their work location.

5. How far do you live from your work location?

592 responses



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# Strategic Objective Goal Area 4.1

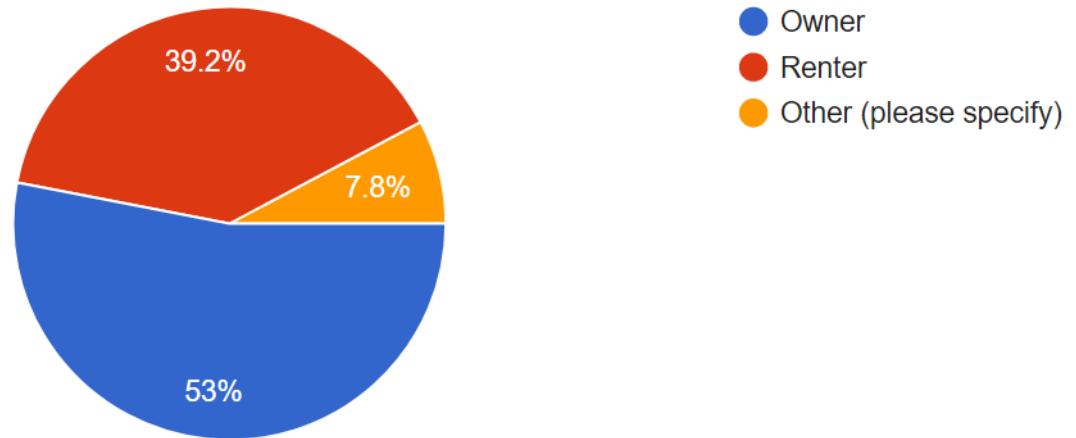
## High Performing Workforce

### Interpretations:

6. The **53%** of the respondents are **property owners**.

6. What is your housing status?

592 responses



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# Strategic Objective Goal Area 4.1

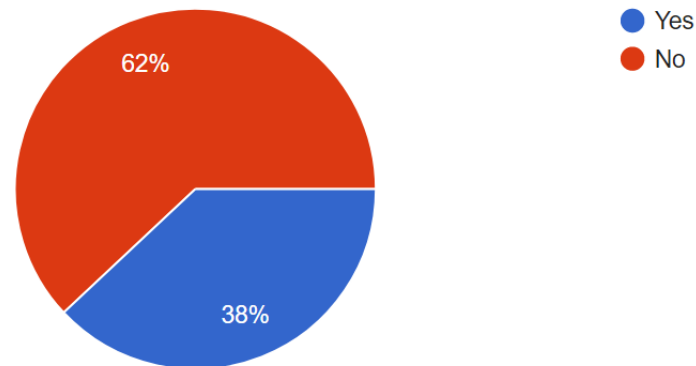
## High Performing Workforce

### Interpretations:

7. The **62%** of the respondents **would not apply** to live in MCSD employee housing.

7. Based on your current housing status, would you apply to live in Monroe County School District Employee Housing? If no, you do not need to complete the reminder of this survey.

592 responses



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# Strategic Objective Goal Area 4.1

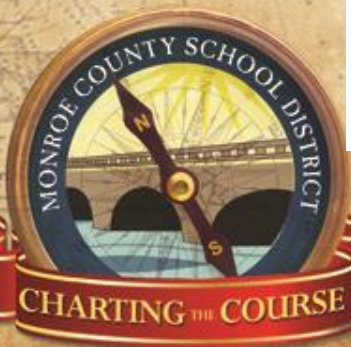
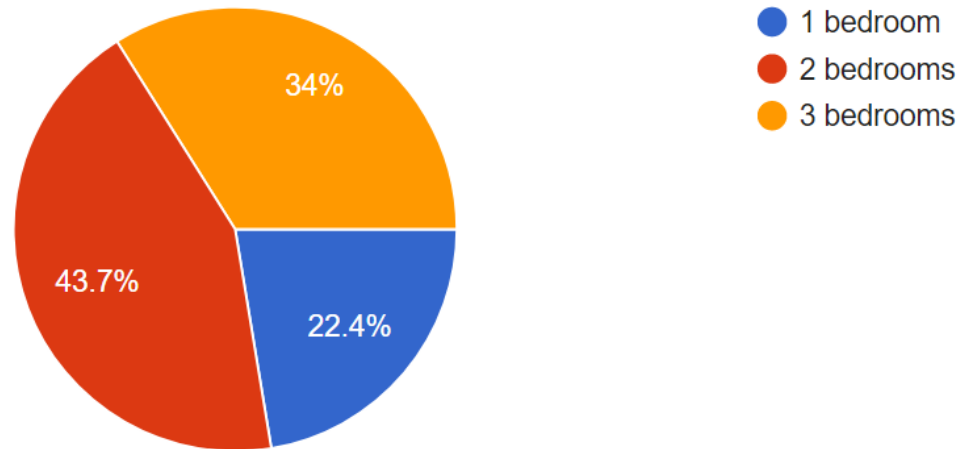
## High Performing Workforce

### Interpretations:

8. The **78%** of the respondents require **2-3 bedrooms**.

8. How many bedrooms would you need?

268 responses



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# Strategic Objective Goal Area 4.1

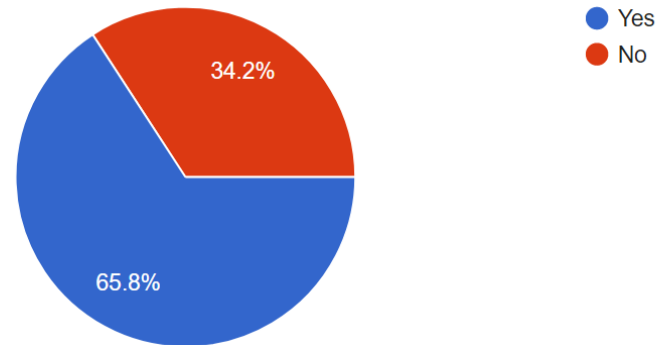
## High Performing Workforce

### Interpretations:

9. The **66%** of the respondents are willing to pay **\$1,588/month** for a **1,000 sq. ft. 2 bed/2 bath duplex**.

9. To help determine the economic viability of the project, not to set actual rent amounts, would you be willing to pay \$1,588/month for a 1,000 square foot 2 bed/ 2 bath duplex?

272 responses



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# Strategic Objective Goal Area 4.1

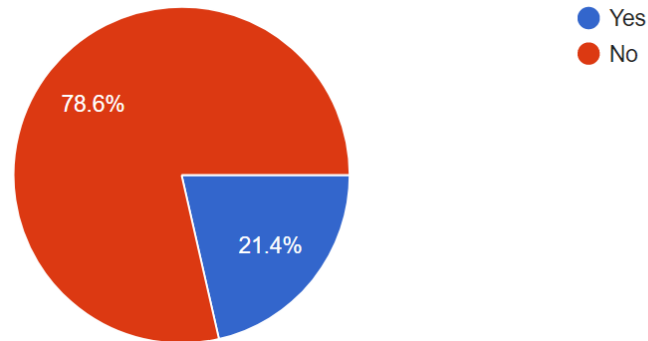
## High Performing Workforce

### Interpretations:

10. The **79%** of the respondents are **unwilling to pay \$1,411/month for a 500 sq. ft. 1 bed/1 bath apartment.**

10. To help determine the economic viability of the project, not to set actual rent amounts, would you be willing to pay \$1,411/month for a 500 square foot 1 bed/ 1 bath apartment?

266 responses



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# Strategic Objective Goal Area 4.1

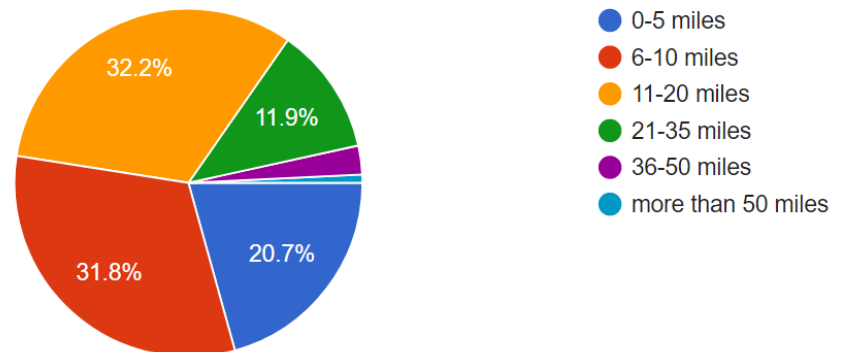
## High Performing Workforce

### Interpretations:

11. The **85%** of the respondents are willing to **live up to 20 miles away** from their work site to have affordable housing.

11. How far from your work assignment would you be willing to live if you had the opportunity to rent “below market rate” MCSD employee housing?

261 responses



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# Strategic Objective Goal Area 4.1

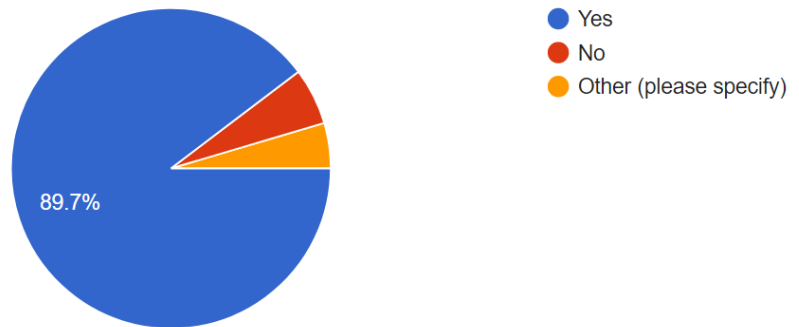
## High Performing Workforce

### Interpretations:

12. The **90%** of the respondents are **willing** to undergo **background checks** for all occupants.

12. If applicable, would you be willing to live in MCSD employee housing if School Board policies regarding background checks (for all occupants) was required?

262 responses



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# Strategic Objective Goal Area 4.1

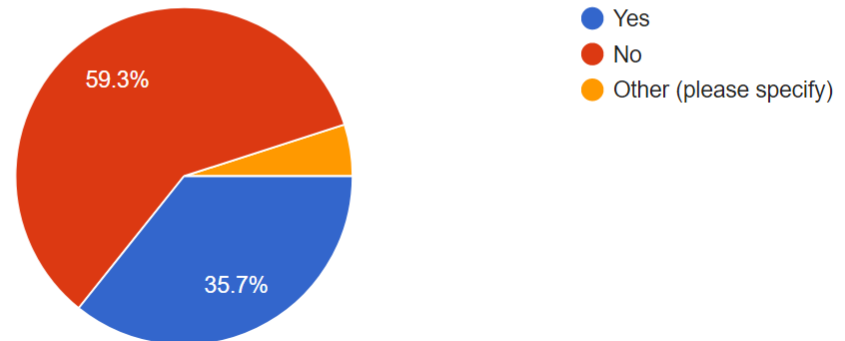
## High Performing Workforce

### Interpretations:

13. The **59%** of the respondents would be **unwilling** to live in MCSD housing **if alcohol was prohibited**.

13. If applicable, would you be willing to live in MCSD employee housing if School Board policies regarding prohibition of alcohol was required?

263 responses



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# Strategic Objective Goal Area 4.1

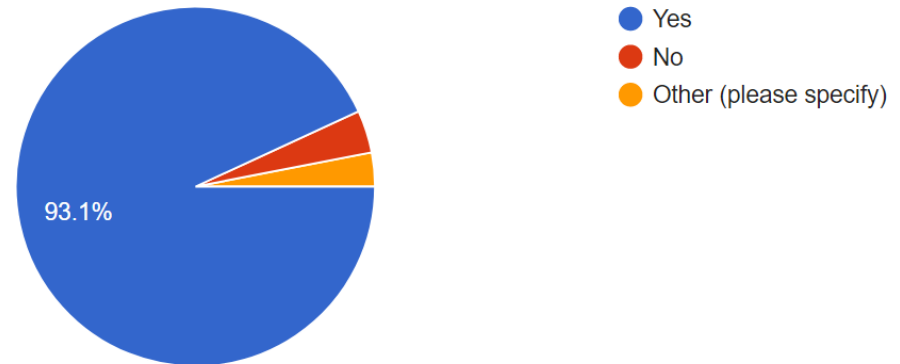
## High Performing Workforce

### Interpretations:

14. The **93%** of the respondents **would** live in MCSD affordable housing if there was a **prohibition of illegal drug use**.

14. If applicable, would you be willing to live in MCSD employee housing if School Board policies regarding prohibition of drugs was required?

262 responses



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# Strategic Objective Goal Area 4.1

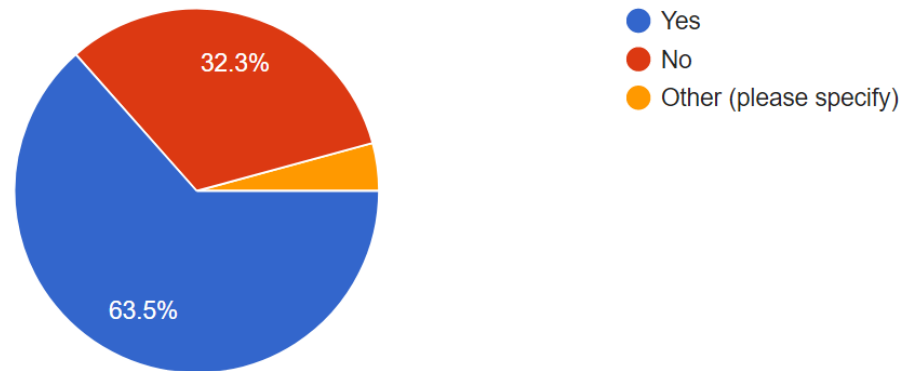
## High Performing Workforce

### Interpretations:

15. The **64%** of the respondents **would** live in MCSD affordable housing if there was a **prohibition of firearms**.

15. If applicable, would you be willing to live in MCSD employee housing if School Board policies regarding prohibition of firearms was required?

260 responses



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# Strategic Objective Goal Area 4.1

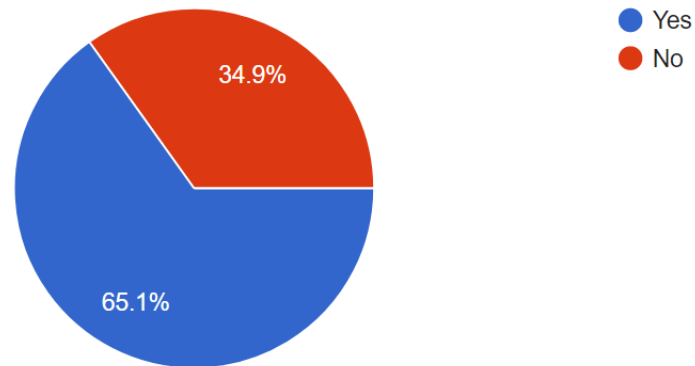
## High Performing Workforce

### Interpretations:

16. The **65%** of the respondents **would** live in MCSD affordable housing if the **maximum** period of occupancy is **5 years**.

16. Would you be interested in occupying "below market rate MCSD employee housing if the maximum period of occupancy is 5 years?

258 responses



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# Strategic Objective Goal Area 4.1

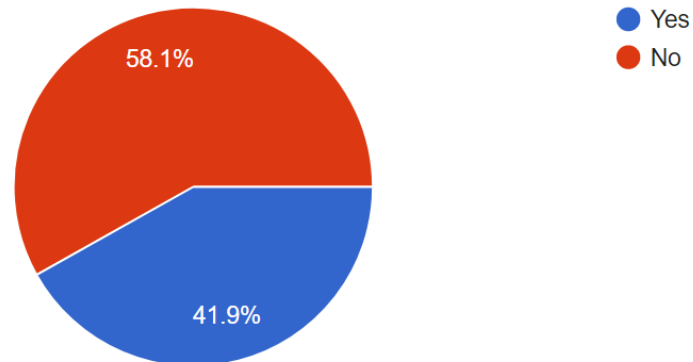
## High Performing Workforce

### Interpretations:

17. **58%** of the respondents **would not be interested** in MCSD employee **housing located next to Sugarloaf School**.

17. Specifically, would you be interested in “below rate” MCSD employee housing located next to Sugarloaf School?

258 responses



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# Strategic Objective Goal Area 4.1

## High Performing Workforce

### Comments:

80 responses

no

I have employees, on low income housing now. Paying \$900. a month . they cant make it on that. You need to up the wages. You are not keeping up with the cost of living. Thank YOU

Living with teacher neighbors is not appealing regardless of the price and being told I could not participate in adult activities is ridiculous

I would prefer to buy a house rather than rent an apartment/house.

please be pet friendly!!

Raising teacher salaries to 75K per annum would also make staying in Key West Long Term a more feasible option.

I am not a district employee but serve the schools as a Military Family Life Counselor and my company contracts with the Military. I will not be able to return next year due to the high cost of housing. I have lived in Alaska and Hawaii and find housing in Key West higher by far than the other locations I have lived.

maybe the school system could help with rent

Additionally, you need to give vouchers toward mortgages if you want long-term folks who are truly invested in our community! Homeowners are long-term folks who will raise kids in the system.

# Strategic Objective Goal Area 4.1

## High Performing Workforce

### Comments:

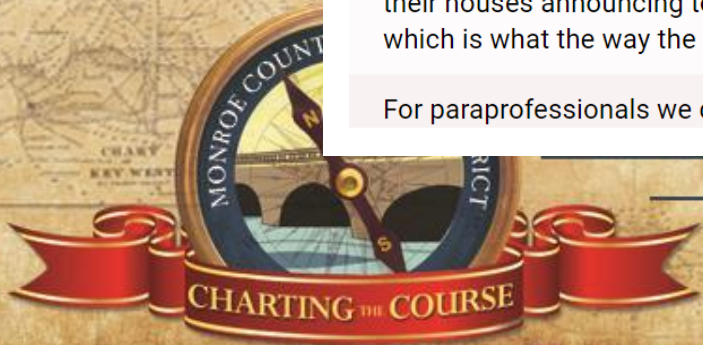
Priority given to teachers first, then other school board employees to help with the retention rates of teachers.

The possibility of creating a dwelling in which the employee is leasing-to-own (ownership contingent upon remaining employed with the district and ownership transferable to another employee of the district upon vacating) would seem to make sense; however, I do not know how that would be feasible with Fair Housing considerations/laws. Additionally, please allow pets with accommodations for their care (pet park, waste stations, etc.). I'm having an awful time finding housing that accommodates my pet ownership--and they're very tiny. I don't mind paying extra for them, and most owners wouldn't.

If MCSD cannot provide affordable housing, what about offering a stipend to help supplement rent. Perhaps the same way section 8 works. The MCSD could pay directly to the landlord a portion of the rent. Perhaps there could even be a tax benefit for landlords who rent to teachers. Anything is better than what we have now, which is absolutely nothing and rent is going up and up. More teachers leaving because the cost of living is outrageous for long time locals.

Build them and they will be occupied, no doubt. It would be wonderful if the school district could offer affordable houses for its teachers. At present, only those mostly older teachers with ample means can afford to teach and live in the area. And if the district were to do this, I would suggest that it refrain from putting signs out in front of their houses announcing to all that the buildings are owned by Monroe County School District for its employees, which is what the way the Housing Authority does with its housing units.

For paraprofessionals we do not make enough income



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