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To Whom it May Concern,

On behalf of the Mountain View Whisman School District, I am writing to formally request the City's consideration in extending the allowable post-qualification residency period in our District-owned staff housing. It would be beneficial to allow the district to extend the post-qualification residency period up to three (3) years based on need and occupancy. We are also requesting that the AMI level be increased to 150%.

As you know, this housing serves as a vital recruitment and retention tool in a region where the high cost of living makes it difficult to attract and retain high-quality educators. Under the current 80% and 120% AMI limits, many early- and mid-career teachers qualify upon move-in but become ineligible within a few years due to modest salary increases or changes in household status — such as the addition of a partner or spouse. In these cases, teachers face housing instability at a time when they have not yet secured long-term market housing.

For example, a teacher entering the District with a BA+60 (Column III) earns approximately **\$86,756**, qualifying well within the 120% AMI threshold. However, within 4–6 years — through standard step increases — their income naturally grows to over **\$100,000**, potentially exceeding the threshold. If that same teacher adds a working partner to the household, their combined income may disqualify them even earlier, regardless of individual need or continued service to the District.

The current one-year grace period and 120% AMI does not provide enough time to plan for or transition to alternative housing in this market. Extending the post-qualification period to three years and AMI to 150% would allow teachers to:

- Gain financial stability,
- Plan for long-term housing solutions,
- And remain in the District during their most effective years of service.

This change would ensure that educators who initially qualify and actively serve our students are not prematurely displaced due to routine wage growth or family changes.



We are grateful for our continued partnership with the City of Mountain View and your support in making public service more sustainable in our community. Please let us know if we can provide any additional information to support this request.

Best Regards,



Rebecca Westover, Ed.D.
Chief Business Officer
Mountain View Whisman School District