



San Benito

HIGH SCHOOL DISTRICT

San Benito High School District

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San Benito High School District is experiencing many of the same teacher-recruitment challenges seen across the nation and in California more specifically. Geographic factors make our situation even more difficult.

Nationally, the teacher pipeline has narrowed. According to the latest June 2025 analyses by the Learning Policy Institute (LPI), about 1 in 8 of all teaching positions are either unfilled or filled with teachers not fully certified for their assignments signifying an increase from 2024.

California is seeing the same pressure. The California Commission on Teacher Credentialing reported 20,102 new California teaching credentials in 2024–25, with only 7,219 being Single Subject (high school) credentials. A 2024 Learning Policy Institute report noted that California graduated only about half as many new teachers through traditional preparation programs in 2022 as it did at its 2004 peak.

For SBHSD, our geographic location presents particular challenges for both recruitment and retention. We are not located next to a major teacher-preparation university, which limits our natural access to student teachers, interns, university job fairs, and teacher-residency pipelines. This matters because large districts are increasingly building direct university-connected pathways. For example, Los Angeles Unified has a residency partnership with CSU Long Beach that provides significant financial support for student teaching. CSULB now provides LA Unified with direct, in-person recruitment of teachers and no longer offers a teacher recruitment fair open to districts throughout the state. This is a growing trend statewide where larger districts are securing new teacher candidates from those universities closest to them, reducing our statewide recruitment impact. We face similar challenges with out-of-state recruitment, which is exacerbated by the high cost of housing in California. One of the greatest concerns we hear from those we recruit is affordable and available housing.

Locally, SBHSD is also feeling the impact of a changing workforce with 55% of our teachers having 10 years or less experience. This means recruitment is not just about filling vacancies; it is also about retaining a sustainable, experienced workforce over time.

San Benito County's rental market is critically constrained, with just 1,862 total units (spanning market-rate, affordable, and rent-restricted) and a county-wide apartment vacancy rate of only 1.7%. The situation is even more dire for 3-Star and 4-Star properties—defined as average to mid-priced units—where the vacancy rate drops to 0 with no new inventory under construction. This severe shortage creates a significant barrier for District educators, making it difficult for them to live in the community they serve.

We are competing in a region where neighboring districts are addressing recruitment and retention through workforce housing. Salinas Union High School District opened workforce housing in 2023; Monterey Peninsula Unified has a 64-unit community; Soledad Unified has a staff housing project; and Santa Cruz City Schools recently broke ground on a 100-unit educator housing development. Further, according to a January 2022 research report by cityLab, beyond

Los Angeles Unified School District and Santa Clara Unified School District, there are approximately 46 local educational agencies pursuing workforce housing projects on 83 sites.

For SBHSD, staffing is closely tied to affordability. To recruit and retain teachers, the question is not only whether a candidate wants to teach here, but whether they can afford to live in or near the community they wish to serve. Investing in workforce housing is not only an investment in our District's ability to recruit and retain teachers and other high quality staff, it's an investment in the socio-economic health of our entire community.

Attachment: San Benito High School District Resolution 2025-2026-023 Resolution of the Board of Trustees For Development of Workforce Housing as a Strategic Initiative for Recruitment and Retention of San Benito High School District Employees.