

BRYANT SCHOOL REUSE

Continuing the Conversation:
Teacher Housing Opportunity & Alternatives

October 30, 2024



Today's Discussion...

Welcome/Purpose – Dr. Jennifer Collier

4/24/25 Meeting Recap – Dr. Jennifer Collier & Jesse Lange

Need for Teacher Housing

Feasibility of Teacher Housing at Bryant

Alternatives to Consider at Bryant

Review of Survey Feedback and Themes – Jesse Lange

Proposed Next Steps – Shannon Jaax

RFP Process for Exploration of Teacher Housing – Shannon Jaax

Q/A

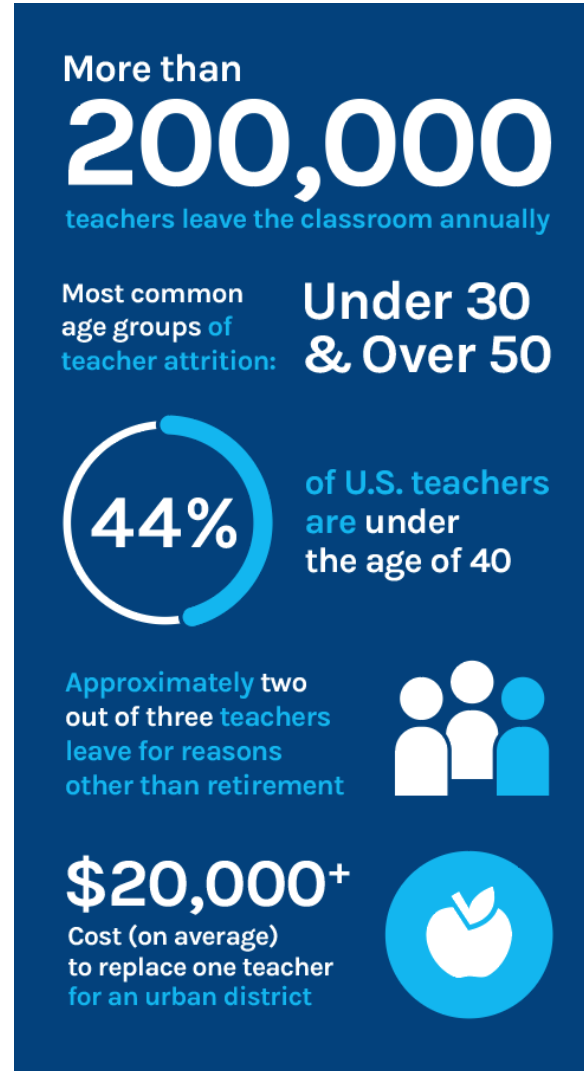


Teacher Attraction/Retention Challenges

Nationally,
teacher turnover
is high



Thank you to CC+S sharing resources



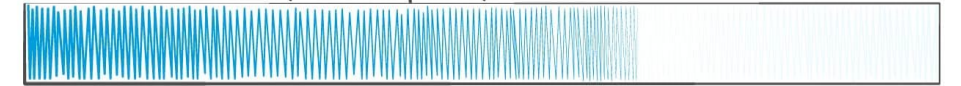
PowerSchool

The facts about teacher turnover

9 out of 10 teachers hired each year are replacing colleagues who've left voluntarily¹



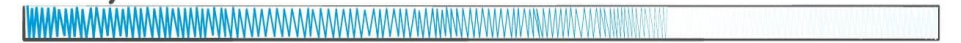
More than two-thirds of teachers quit before retirement¹



Teachers at Title I schools turnover at rates:²
50% higher than other schools



70% higher in math and science



¹Source: Education Policy Analysis Archives, "Teacher Turnover: Why It Matters and What We Can Do About It," <https://epaa.asu.edu/ojs/article/view/3699/2230>

²Source: Learning Policy Institute, "The Trouble with Teacher Turnover: How Teacher Attrition Affects Students and Schools," <https://learningpolicyinstitute.org/product/teacher-turnover-report>

Teacher Housing Examples

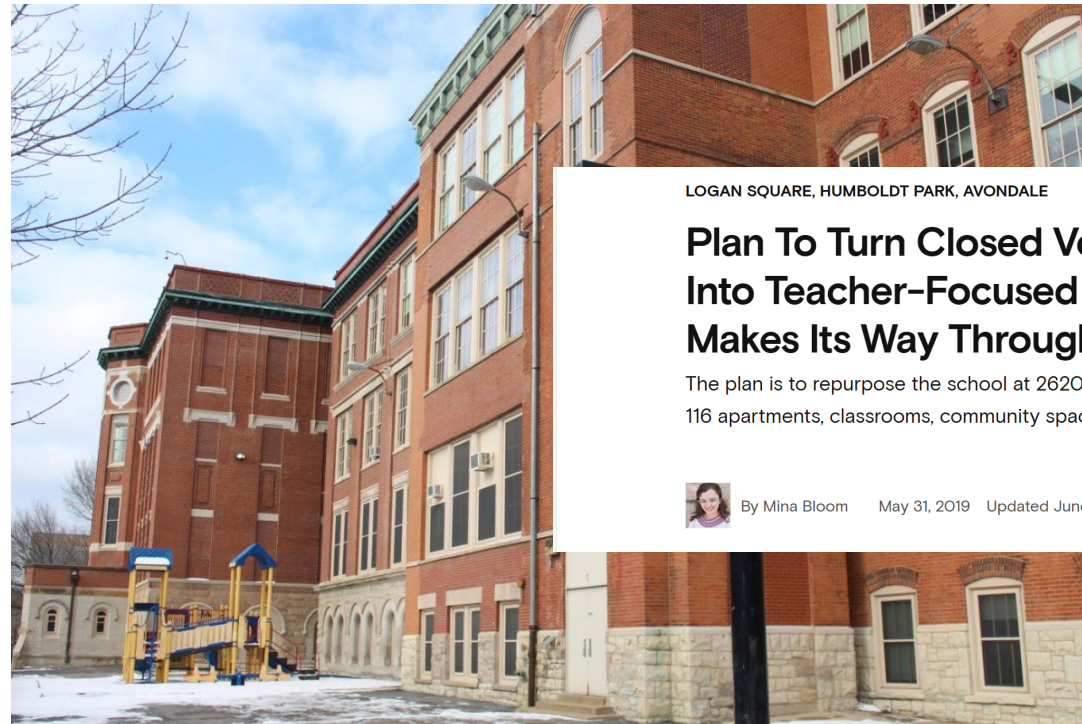


Guadalupe Centers

"Teacher and workforce housing definitely gives GCCS a competitive advantage that I believe has the potential to be an asset to our staff and potential employees." - Dr. Jim Hammen, Superintendent
Guadalupe Centers Charter Schools



Teachers Village, Newark



LOGAN SQUARE, HUMBOLDT PARK, AVONDALE

Plan To Turn Closed Von Humboldt School Into Teacher-Focused Apartment Complex Makes Its Way Through City Hall

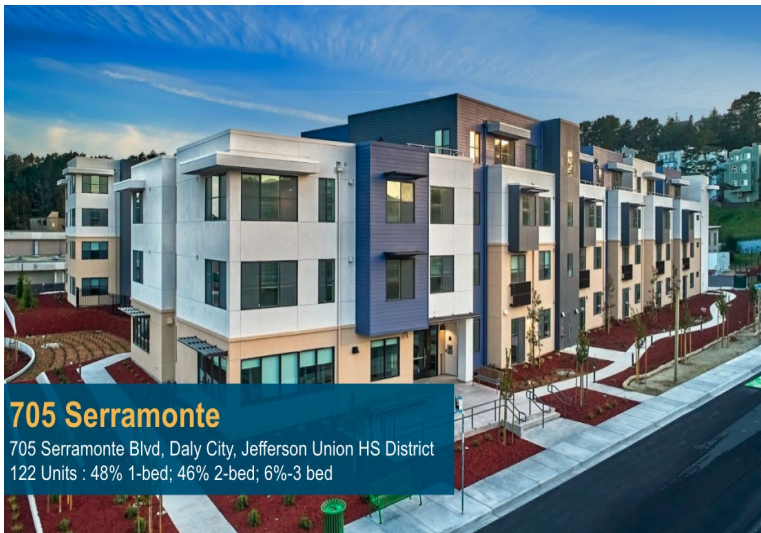
The plan is to repurpose the school at 2620 W. Hirsch St. and carve out approximately 116 apartments, classrooms, community space and offices.



By Mina Bloom

May 31, 2019

Updated June 5, 2019



705 Serramonte

705 Serramonte Blvd, Daly City, Jefferson Union HS District
122 Units : 48% 1-bed; 46% 2-bed; 6%-3 bed

Housing Feedback from 1st Year KCPS Teachers



76%

"Finding adequate housing is difficult"

89% for those under 25



53%

"I am experiencing financial pressures due to the cost of housing"

78% for those under 25;
70% for 25-34



85%

"The option of lower-rent employee housing would increase KCPS ability to recruit employees"



79%

"The option of lower-rent employee housing would increase ability to retain employees"



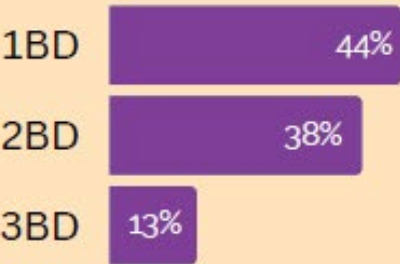
75%

"Personally interested in KCPS providing lower-rent employee housing"

91% for 25-34; 94% for under 25

100% for Hispanic;
83% Black; 70% White

DESIRED APT SIZE



DESIRED RENT RATES (BELOW FAIR MARKET RATE)



Feasibility of Teacher Housing @ Bryant School

Has the district successfully repurposed other former schools for housing? **YES**



Westport High Market Rate Housing
The Residences at Park 39
315 E 39th Street



Swinney Market Rate Housing
West Hill Apartments
1106 W 47th Street



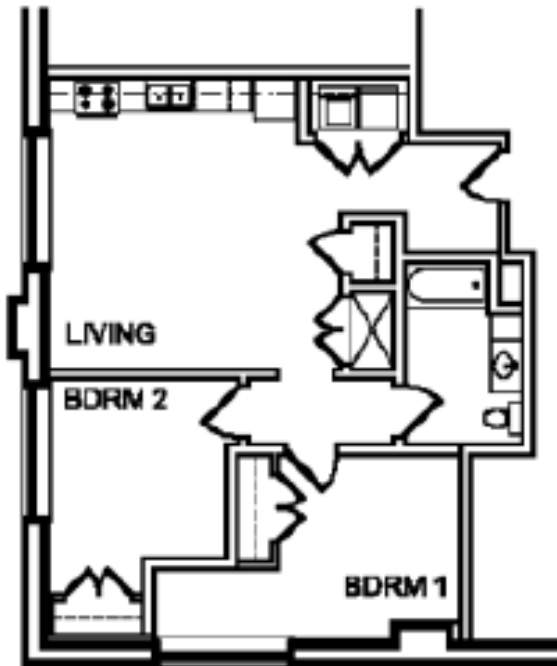
Switzer-West High Market Rate Housing
West Side Lofts
1936 Summit Street

Feasibility of Teacher Housing @ Bryant School

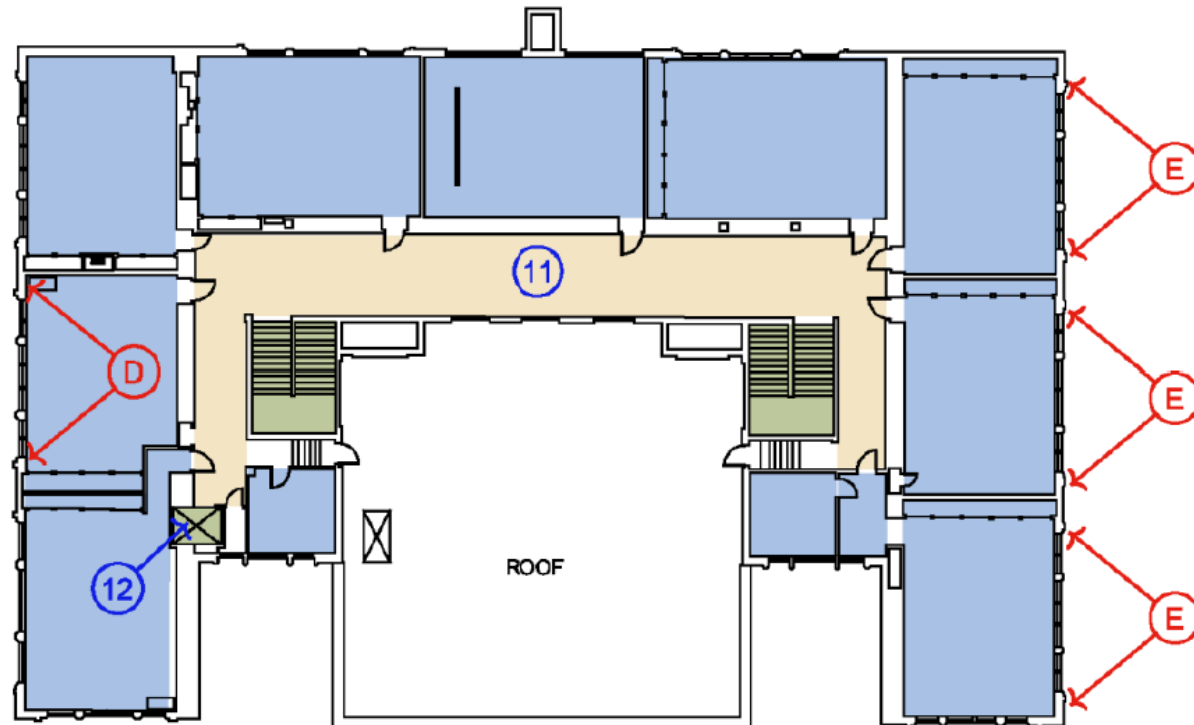
Is Bryant a candidate for conversion to residential? **YES**

“size and layout are readily adaptable for multi-family housing” - Bryant Site Assessment

estimated 27-40+ units



POSSIBLE UNIT LAYOUT

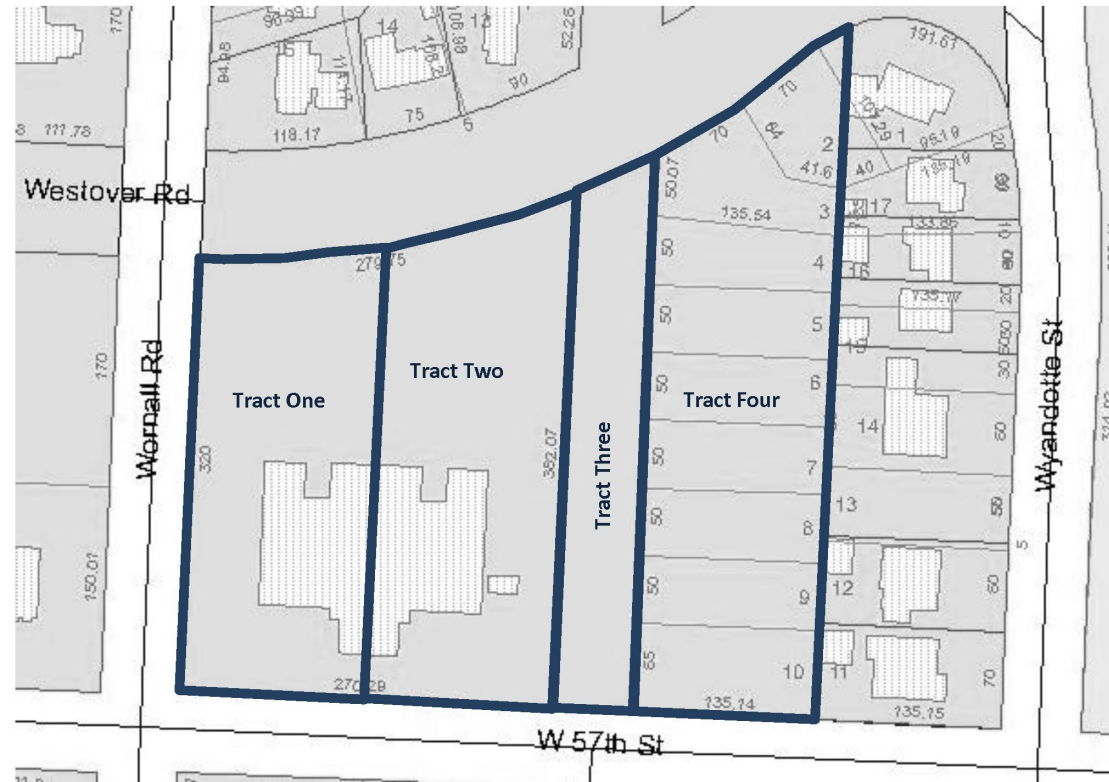


Feasibility of Teacher Housing @ Bryant School

Can the restrictive covenants be released to allow for teacher housing? YES

Tract 2 Deed Restriction – No building could ever be erected on the Property other than **single family residences**, specifically no plat, apartment house or business house could be erected.

Tract 4 Plat Restriction – None of the said lots shall be “improved, used or occupied for other than private residence purpose, and no flat nor apartment house, though intended for residence purposes, may be erected thereon. Each residence shall be designated for occupancy by a single family.”



**Based upon current restrictions, site must be used for
a school or single-family homes**

Feasibility of Teacher Housing @ Bryant School

Can the restrictive covenants be released to allow for teacher housing? **YES**

- KCPS has condemnation authority under MO Rev Statute 177.041 to release the restrictive covenants on the Bryant site as teacher housing serves a **public purpose**
- Condemnation process is approx. 8-9 months
- Prior to filing petition for condemnation, KCPS would:
 - Submit the proposed use to the City Plan Commission
 - Provide written notice to and participate in good faith negotiations with impacted property owners at least 60 days prior to filing petition

Feasibility of Teacher Housing @ Bryant School

Is teacher housing financially feasible at Bryant? **YES**



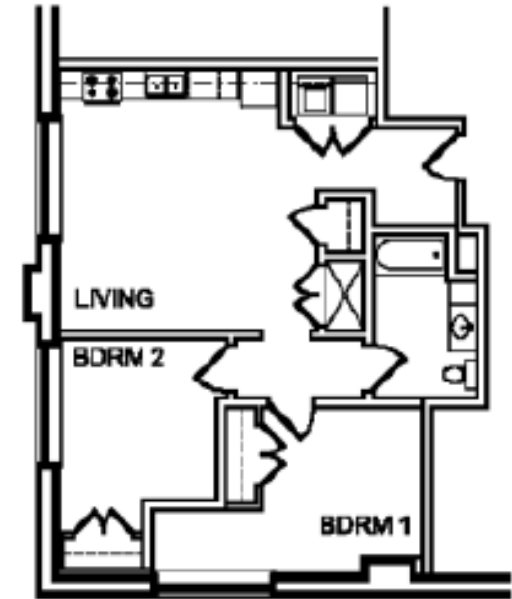
Two critical components:

- 1) Allocation of Historic Tax Credits (will need to apply for listing in the National Register of Historic Places)
KCPS has contracted Heritage Consulting to provide an initial historic eligibility assessment of the site
- 2) Philanthropic support to help reduce the rent rates

Feasibility of Teacher Housing @ Bryant School

Is there developer interest in partnering with KCPS? **YES**

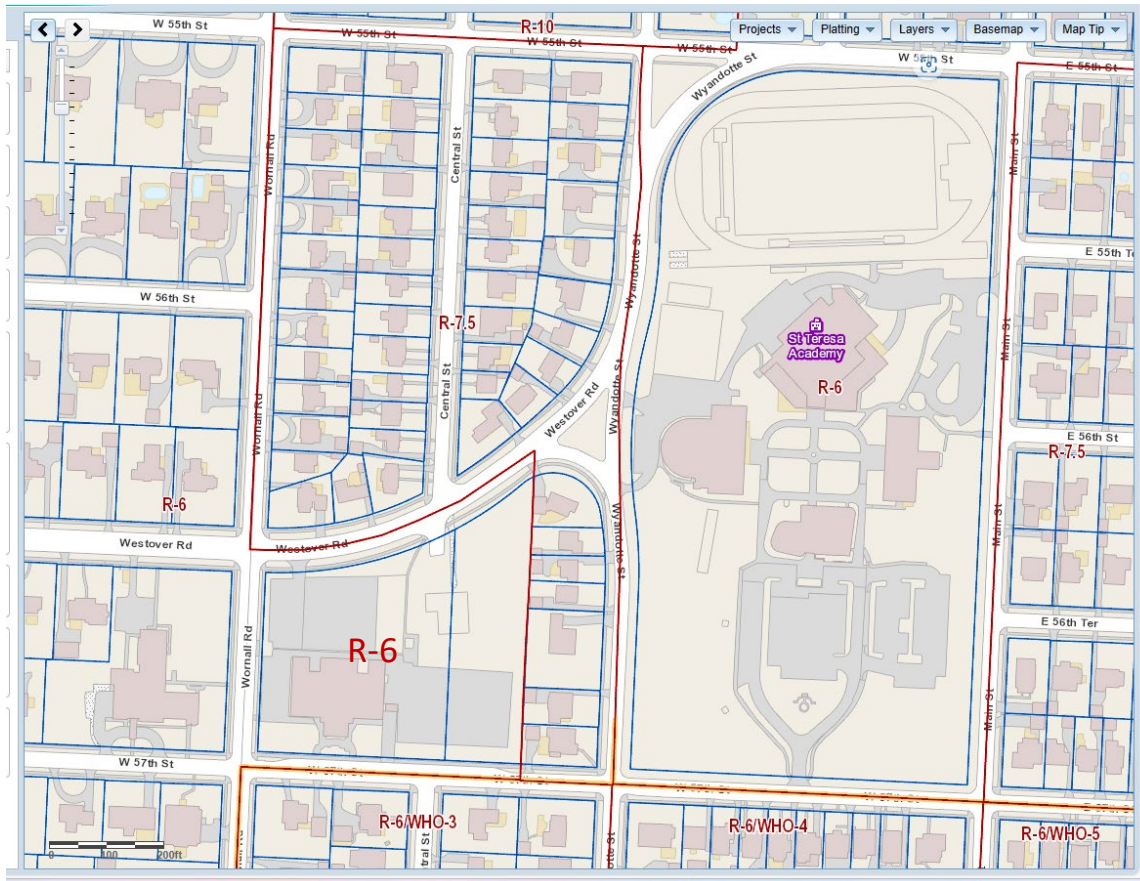
- Several developers have expressed interest
- KCPS could formally solicit interest through an RFP process
- KCPS would continue engagement after developers respond to an RFP to share developer feedback/responses with the community



POSSIBLE UNIT LAYOUT

Feasibility of Teacher Housing @ Bryant School

Is there a viable path for City land use approvals? **YES**



KCMO Zoning Map

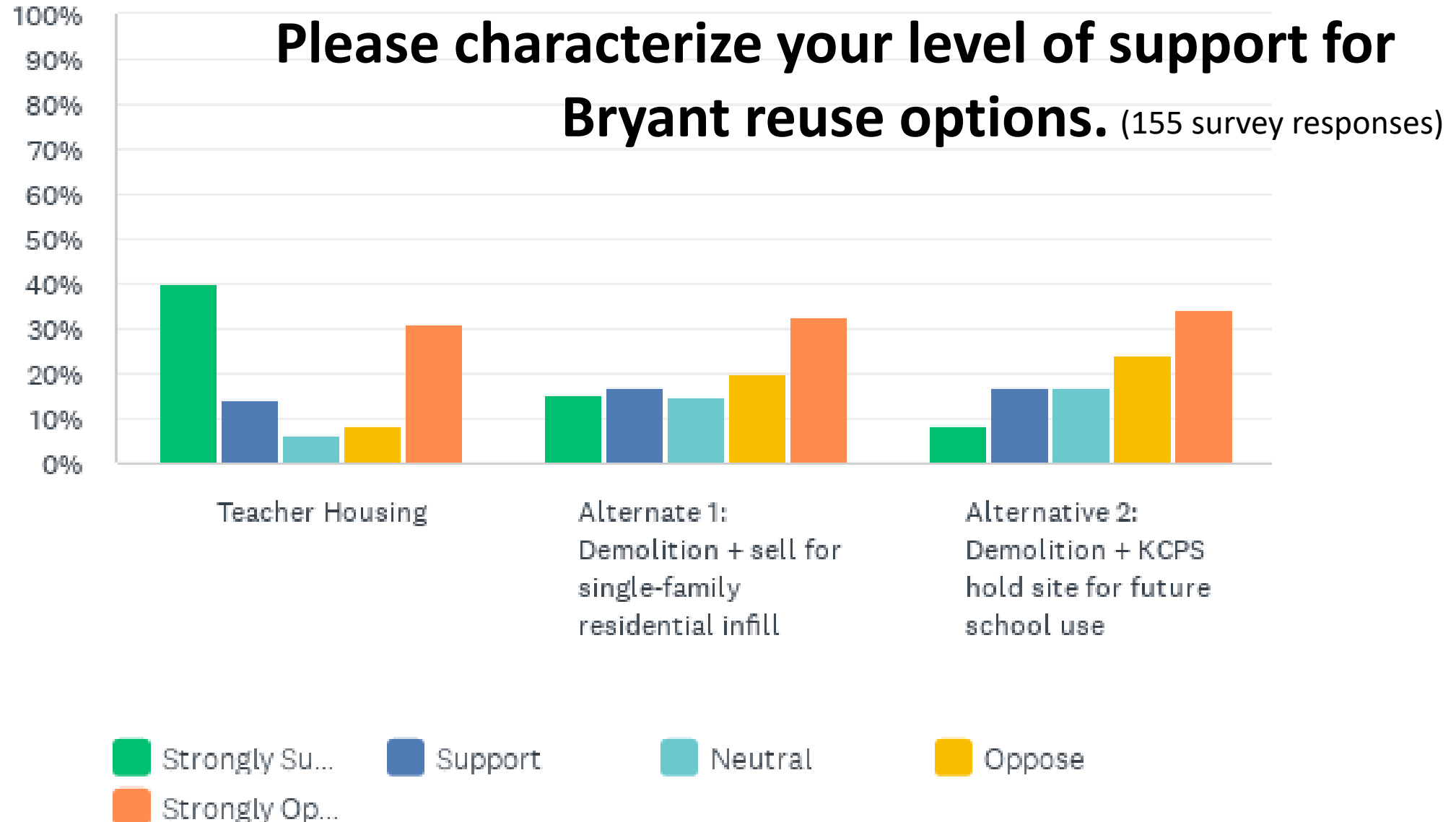
Site is Zoned R-6 (SF residential)

- KCMO Development Code allows for reuse of designated historic structures through the Special Use Permit approval process (note: this would not rezone the property)
- Special use permit application would be specific to teacher/employee housing and would be subject to revocation if permit terms not followed. **KCMO has confirmed the SUP would not require renewals but could be reconsidered if terms aren't followed**

Alternatives to Teacher Housing

1. Solicit proposals through repurposing process for the development of **single-family homes** (would most likely involve demolition of building by developer)
 - KCPS has been approached by developer(s) interested in single-family development
 - Several local HOA boards have requested that KCPS consider this option
 - KCPS would solicit community feedback on proposals
2. Demolish the building and hold onto the site for future KCPS use

Survey Feedback/Themes Following 4/24 Meeting



Survey Feedback/Themes Following 4/24 Meeting

What do you like about the teacher housing proposal?

- Teacher recruitment and retention
- Saves historic building
- Nothing

What concerns/questions do you have about teacher housing?

- Parking/traffic
- Project cost creates uncertainty for viability
- Building management and long-term maintenance
- Desired to be reserved just for teachers
- Zoning/density

Survey Feedback/Themes Following 4/24 Meeting

Additional feedback for KCPS?

- Do not demo the building
- Want park, pool or playground (neighborhood amenity)
- Want a school or school-based use (KCPS or STA)

Representation by neighborhood/geography:

- | | |
|----------------------|-----|
| • Countryside | 35% |
| • Wornall Homestead | 23% |
| • Brookside | 14% |
| • Country Club Homes | 7% |
| • Other | 21% |

Proposed Next Steps

Oct 2024: 2nd community meeting, start historic eligibility assessment on the site

Nov/Dec 2024: Finalize Request for Proposals (RFP) based upon community feedback received

Jan 2025: Issue RFP

April/May 2025: RFP responses due

Summer 2025: Meet with community, share RFP responses

Note: Condemnation process subject to RFP responses and additional engagement with the community.



Request for Proposal (RFP) Background

Resources/References:

- County of Santa Clara, CA resources for 231 Grant Avenue - Palo Alto Educator Workforce Housing Development (in partnership with four school districts and one community college district)
 - RFP
 - Exclusive Negotiating Agreement
 - Ground Lease
- Austin (TX) Independent School District's RFP for Master Developer Partner for Anita F. Coy Site (issued through Cushman Wakefield)
- Jefferson Union's Educational Housing Eligibility and Priority Policy Guidelines




Key Components of Draft Request for Proposals (RFP)

Purpose of the RFP/Project Opportunity -

- KCPS is seeking a development partner for the Bryant School Teacher Housing Redevelopment
- KCPS is inviting development teams to respond to the RFP to creating rental housing in the existing Bryant School building that is designated for and affordable to KCPS teachers and staff.

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7.2	Selection Process
7.3	Presentation Requirements
7.4	Schedule
8.0	RESPONSE CERTIFICATION

Key Components of Draft Request for Proposals (RFP)

Site Information Section -

- References intent to use the Special Use Permit process in lieu of rezoning
- Outlines Land Use Restrictions and the necessity for KCPS to undertake the condemnation process to remove the restrictive covenants to permit the development of teacher housing

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Key Components of Request for Proposals (RFP)

Project Requirements Section -

- **KCPS Teacher/Employee Housing Program**
 - All units within existing school building to be restricted to and with rents affordable to KCPS teachers and/or other KCPS employees
 - KCPS is open to exploring partnerships with other schools/school districts for units not filled by KCPS teachers/employees.
 - KCPS will work with selected Development Team to establish occupancy eligibility standards and verification systems prior to any marketing and lease-up



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Key Components of Request for Proposals (RFP)

Project Requirements Section, cont.

- **Affordability**
 - Project must provide below-market rent rates over the life of the development
 - KCPS intends to contribute the value of the land through a long-term ground lease to support desired below-market rent rates
 - KCPS is committed to working with selected Development team to identify additional philanthropic support
- **Mix of Units**
 - Project must include a mix of unit sizes
 - Staff surveys indicate an interest in studios, 1 BDR, 2 BDR, 3 BDR

Key Components of Request for Proposals (RFP)

Project Requirements Section, cont.

- **Historic Preservation of school building**
- **Community Engagement**
 - Public proposal presentation required prior to selection of a Development Team
 - Development team/KCPS shall host public meeting(s) prior to the Special Use Permit hearing
 - Execution of a Benefits Agreement
 - To include notes, survey feedback from April and October 2024 meetings



Key Components of Request for Proposals (RFP)

Submission Requirements Section -

- **Project Team/Development Experience**
 - Including Teacher Housing, historic conversions, use of long-term ground leases and public/private partnerships
 - Community engagement experiences
 - MBE/WBE status and/or experience working with MBE/WBE firms

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Key Components of Request for Proposals (RFP)

Submission Requirements Section, cont.

- **Development Program**

- Site plan/floor plan including # and mix of units/shared space
- Target rent rates for affordable teacher housing
- Identification of any new construction on site (# of residential units, target market, type of units (SF, MF, rental, sale) and rent rates/sales prices. Note: new construction does not need to be designated for teacher housing
- Proposed use of Tract 4 (and whether it complies with existing Plat Restrictions)
- Parking and infrastructure strategy
- Anticipated approach to property management



Key Components of Request for Proposals (RFP)

Submission Requirements Section, cont.

- **Financial Plan & Schedule**
 - Sources/uses budget
 - Desired term of Ground Lease
 - Anticipated local/state/federal programs (tax credits, abatements, etc)
 - Identification of financial gap, if applicable, and proposed strategy to address gap (including expectations for KCPS)

Key Components of Request for Proposals (RFP)

Evaluation Process -

- Internal KCPS team/brokerage team conducts initial vetting of proposals
- Qualifying development teams will be invited to present their proposals to the community
- Community feedback will be evaluated prior to final selection

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Proposed Next Steps

Dec 2024: Post draft RFP to KCPS Repurposing website for community review & comment (30 days)

Jan 2025: Issue RFP (through Block Real Estate)

April/May 2025: RFP responses due from development teams

Summer 2025: Meet with community, share RFP responses

Note: Condemnation process subject to RFP responses and additional engagement with the community.



Questions For Consideration

Any general questions/concerns regarding next steps?

What questions would you like to be addressed in the responses from development teams?



Bond Open House

at the KC Plaza Library

We're once again heading out into the community!

Drop by anytime to learn about our 2025 General Obligation Bond and our plans for addressing school building repairs and enhancing our learning environments.

The main focus on this open house will be the creation of a new South Middle School.



Did you know?



1967

last time voters approved a KCPS bond issue



KCPS is the only Missouri school district in this region **without voter-approved bond funding**



\$1.25B in repairs and improvements
\$650M in unfunded repairs + \$600M to improve learning environments

MONDAY, NOV. 11

5:30PM - 7:00PM

KC PUBLIC LIBRARY - PLAZA BRANCH
4801 MAIN ST.
KANSAS CITY, MO 64124

Refreshments, interpretation, and childcare will be provided.

We have a draft plan, but now we need input from students, parents, staff, and community members to make it even better.

Check out the plan, weigh in, and tell us what you think!



RSVP HERE



bit.ly/47Y6zuA