

BRYANT SCHOOL REUSE

Teacher Housing Opportunity & Alternatives

April 25, 2024



Today's Discussion...

Welcome/Purpose – Jesse Lange & Tiffany Moore

Recent News & Achievements – Dr. Jennifer Collier, Superintendent of Schools

The Need for Teacher Housing – Dr. Jennifer Collier, Elizabeth Warwick & Gabby Keller

Redevelopment Opportunities at Bryant School – Shannon Jaax & Jesse Lange

Next Steps – Jesse Lange

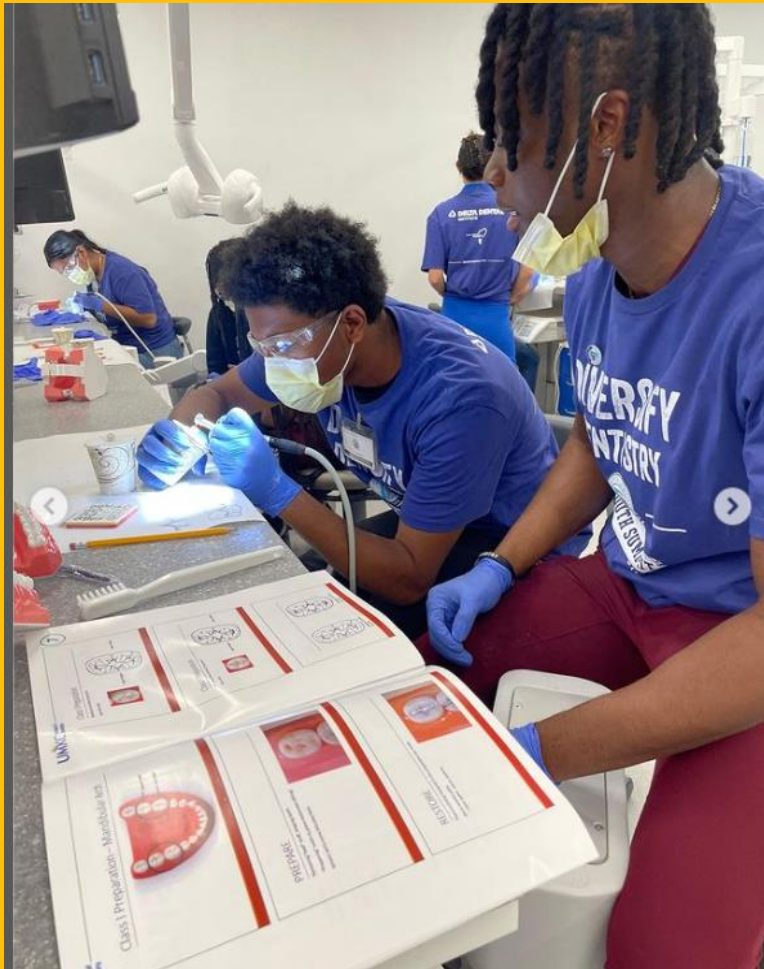
Q/A

Dr. Jennifer Collier
Superintendent,
Kansas City Public Schools



- Born & raised in Kansas City, Kansas
- Graduate of Sumner Academy
- University of Kansas, Bachelors
- Avila University, Masters
- UMKC, Educational Specialist/Doctorate
- 24-year educator in KCPS
 - Teacher (10 years)
 - Assistant Principal (2 years)
 - Principal (3 years)
 - Director of Human Resources/Chief Human Resource Officer (6 years)
 - Deputy Superintendent (1 year)

Recent Achievements



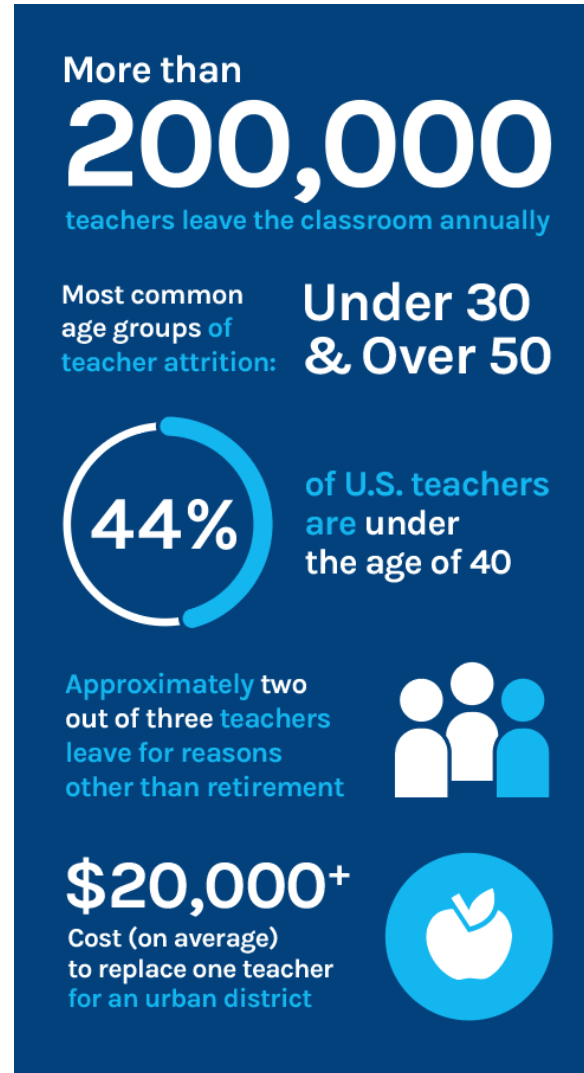
- Adopted and implementing BP2030 Strategic Plan
 - Elementary instrumental music
 - Elementary STEM labs
 - Graduates with a Market Value Asset(s)
 - Beyond the 4 Walls (field trips)
- Increased enrollment in SY24
- Approved new CBA in SY23- was the highest starting teacher salary amongst surrounding Missouri districts
 - Increased again in SY24 to \$48,150

Teacher Attraction/Retention Challenges

Nationally,
teacher turnover
is high



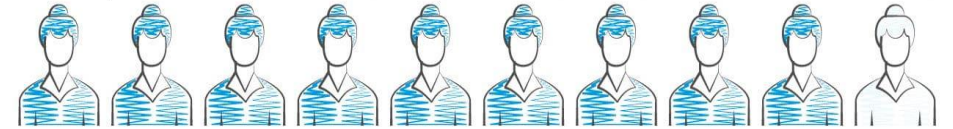
Thank you to CC+S sharing resources



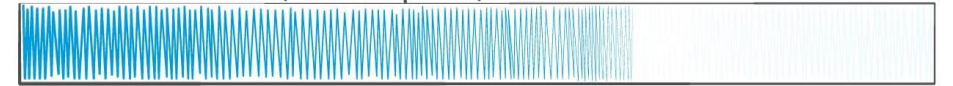
PowerSchool

The facts about teacher turnover

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



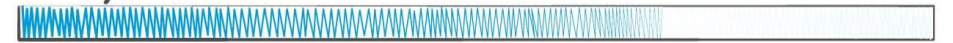
More than two-thirds of teachers quit before retirement¹



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>

KCPS' Teacher Attraction/Retention Challenges

130

Approx. # of annual
KCPS teaching vacancies

80%

Teacher retention rate
(3 Year Avg)

45%

KCPS' goal is to increase
our teachers of
color to 45% by 2030
(2024 = 39%).

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"



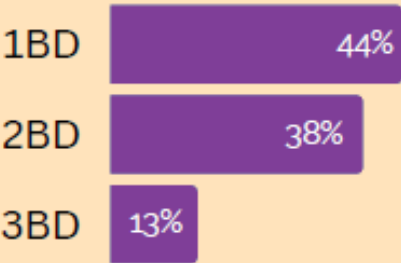
75%

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

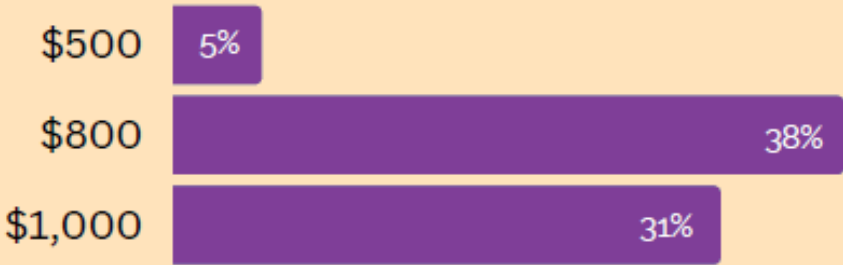
91% for 25-34; 94% for under 25

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

DESIRED APT SIZE



DESIRED RENT RATES (BELOW FAIR MARKET RATE)



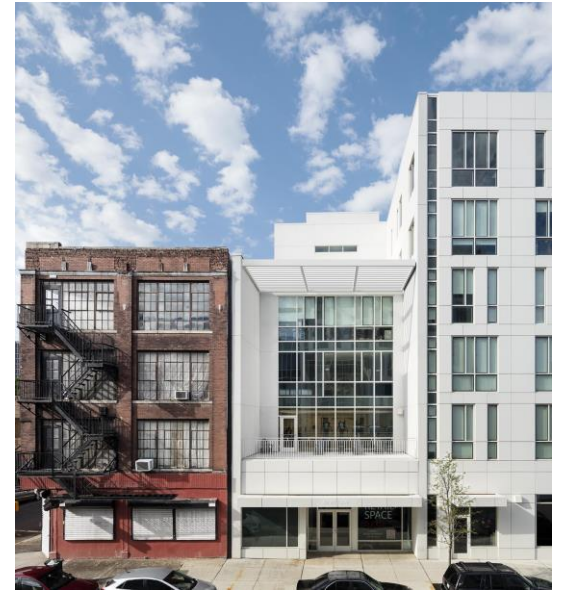
Teacher Housing Examples



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

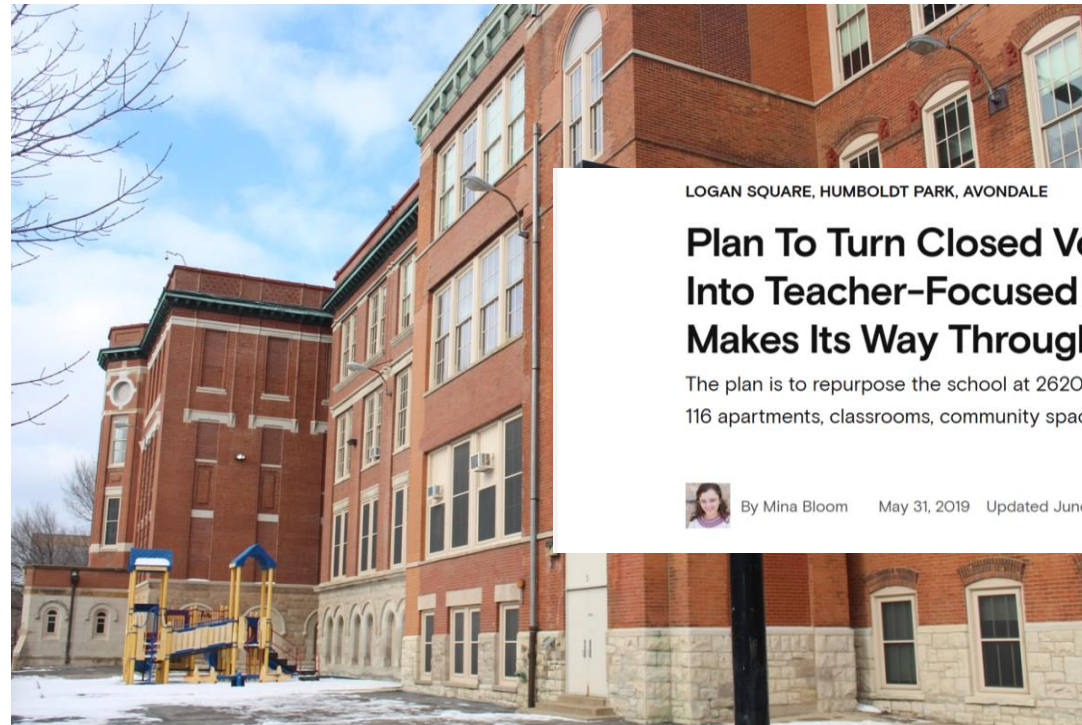


Teachers Village, Newark



705 Serramonte

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



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



Key Dates

- 2009** Bryant School closed & designated Surplus during right-sizing
- 2011** Repurposing process begins for Bryant School, site tours held, proposals solicited
- 2011-12** Title report reveals deed restrictions associated with the site, limiting reuse opportunities
- 2016** Master Plan moves Bryant from Surplus to Mothballed for future KCPS use
- 2022-23** The Inventory Assessment conducted as part of Blueprint 2030 Strategic Plan did not identify a need to use the Bryant site as an elementary school and **recommended assessing the feasibility of redevelopment as teacher housing**



Feasibility of Teacher Housing @ Bryant School

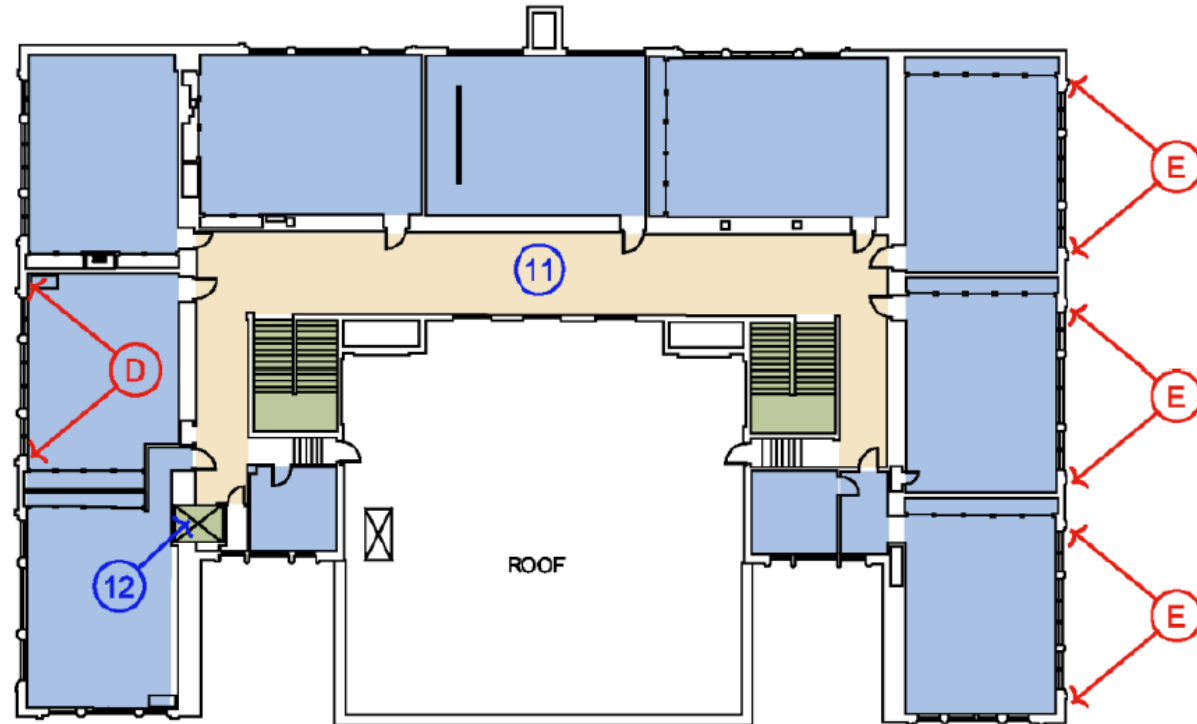
- 1. Is Bryant a candidate for conversion to residential?**
- 2. Can the restrictive covenants be released to allow for teacher housing?**
- 3. Is teacher housing financially feasible at Bryant?**
- 4. Is there developer interest in partnering with KCPS?**
- 5. Is there a viable path for City land use approvals?**

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

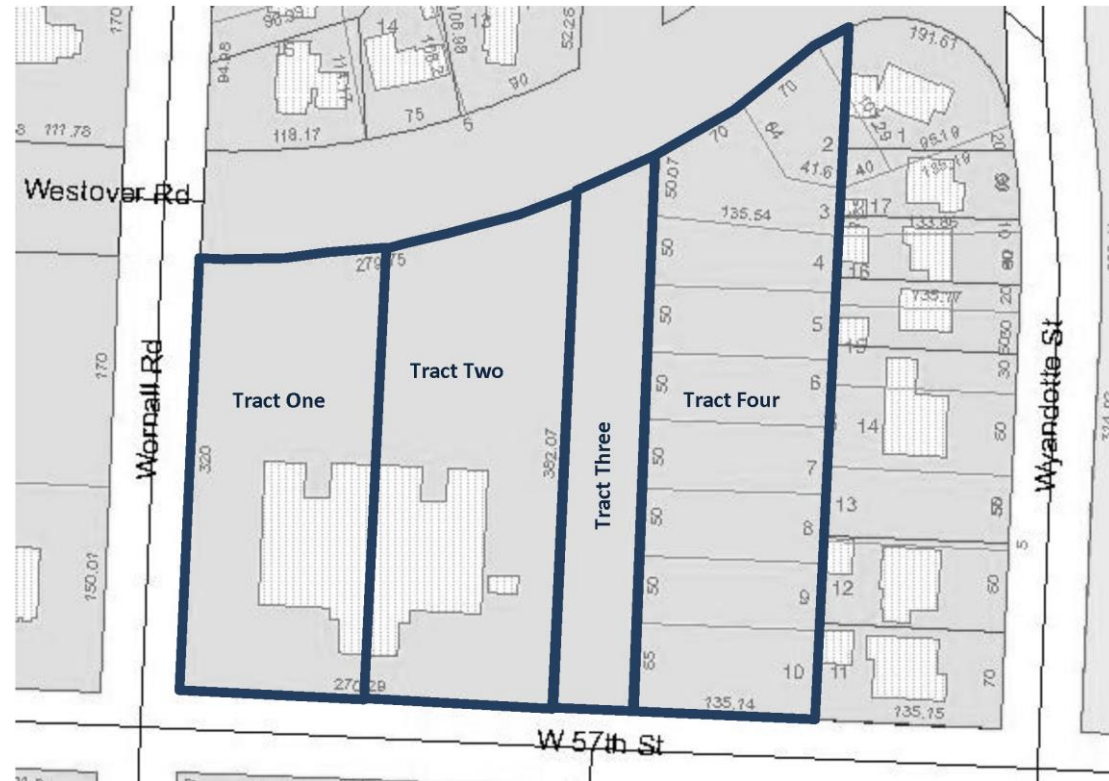


Feasibility of Teacher Housing @ Bryant School

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)
- 2) Philanthropic support to help reduce the rent rates

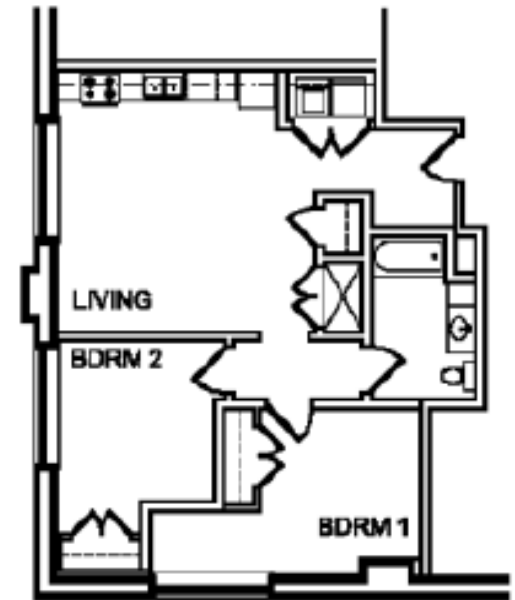
Feasibility of Teacher Housing @ Bryant School

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

- Several developers have expressed interest
- KCPS would formally solicit interest through an RFQ p that could be issued in late summer/early fall

RFQ Option: To include single-family development on Tract 4 in addition to Teacher Housing in Bryant

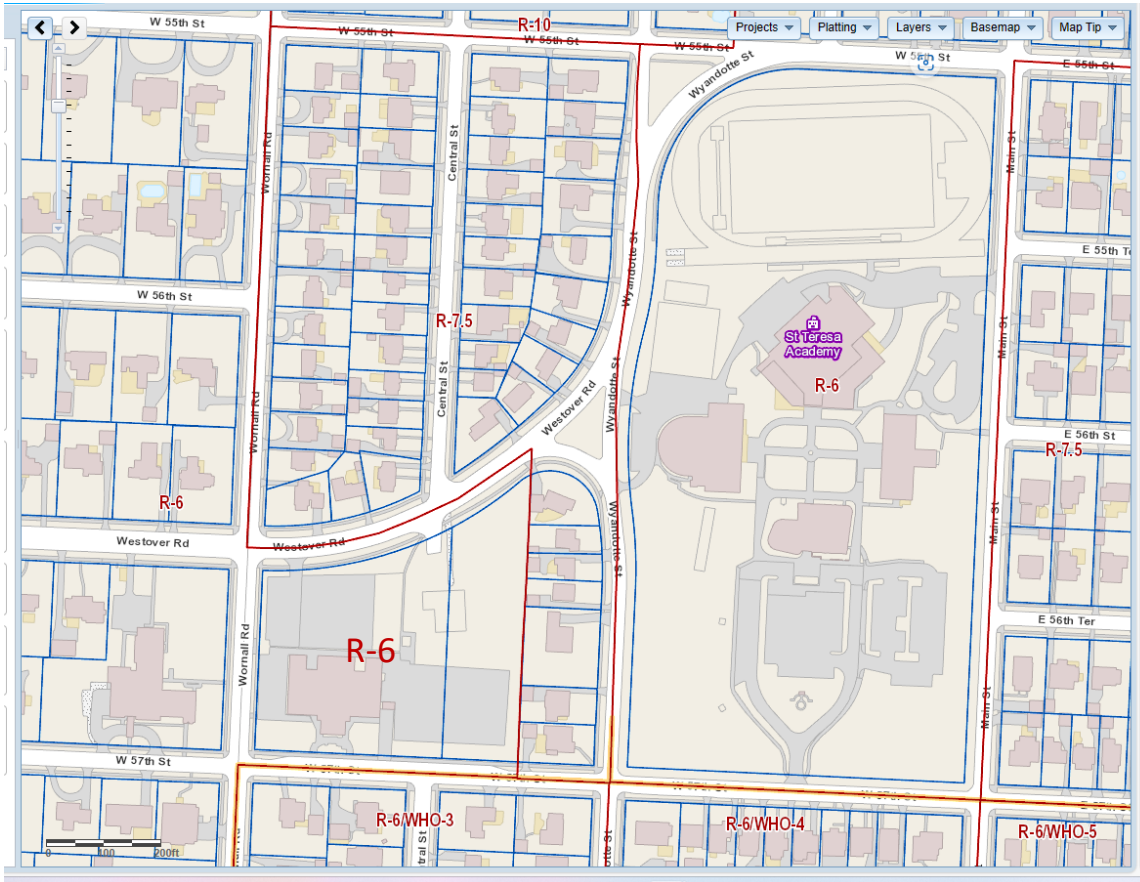
- KCPS would solicit community feedback prior to selec developer



POSSIBLE UNIT LAYOUT

Feasibility of Teacher Housing @ Bryant School

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



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

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

Next Steps

Spring/Summer 2024

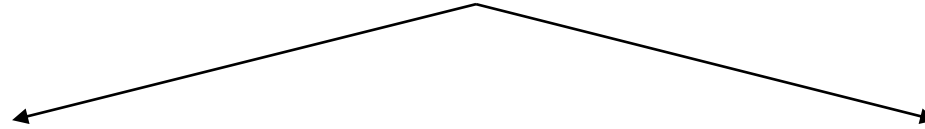
Gather feedback/address community questions

Summer 2024

Bring recommendation to School Board

Late Summer/Fall 2024

Proceed with critical actions



If teacher housing:

- Prepare nomination for listing in National Register
- Issue RFQ to select a developer
- Commence condemnation process
- Continue discussions with potential philanthropy partners to secure

Est. 9-12 month process to complete condemnation and contract with a development partner

If single-family residential development:

- Solicit proposals through KCPS' broker, Block
- Est. 6-9 month process to select and contract with a development team

If holding site for future KCPS use:

- Conduct environmental assessment
- Solicit bids for abatement & demolition
- Est. 6 month process to complete

Did You Know?

KCPS is the only MO district in our region without voter-approved GO Bond funding to support facility improvements.

Without this crucial funding, our school buildings are in urgent need of updates to provide our students and staff with safe, welcoming and up-to-date learning spaces.

By the Numbers



\$650M+
amount of deferred
building maintenance



60 Years
average age of our buildings



1967
last time voters approved
a KCPS bond issue

BUILDING THE BLUEPRINT MILESTONES



Ways to Engage with Team KCPS



Mentor/Volunteer

- Contact: mentoring@kcpublicschools.org

Support the Bond Initiative & 10 Year Capital Funding Plan

- Contact: bond@kcpublicschools.org

Financially Support Strategic Plan Initiatives

- Contact: smckay@kcpublicschools.org



Become a
Community Ambassador
for the Bond Initiative

Questions?

Two ways to share your feedback (by 5/17):



On-line form

A screenshot of a printed feedback form titled 'BRYANT SCHOOL REUSE PROPOSAL STAKEHOLDER FEEDBACK'. The form includes sections for personal information, neighborhood selection, open-ended feedback, and a level of support scale. A red box on the right side of the form contains the text 'SHARE YOUR FEEDBACK ONLINE' and a QR code. At the bottom, contact information for the Repurposing Initiative Office is provided.

BRYANT SCHOOL REUSE PROPOSAL
STAKEHOLDER FEEDBACK

1. Name _____ Contact Info. (Email/Phone) _____

I ☐ live / ☐ work in the following neighborhood:

☐ Countryside ☐ ~~Worral~~ Homestead
☐ Country Club Homes ☐ Other _____

Please indicate which of the following applies to you/your family:

I have a child(ren) who attends a KCPS school: Y N
I have a child(ren) who attends a charter school: Y N
I have a child(ren) who attends a private school: Y N

2. What do you like about the teacher housing proposal?

3. What concerns or questions do you have about the teacher housing proposal?

4. Please characterize your level of support for the teacher housing reuse proposal and alternatives (X) below:

	Strongly Support	Support	Neutral	Opposed	Strongly Opposed
Teacher Housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alt 1: Demo + sell for single-family isfill	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alt 2: Demo + KCPS hold site for future school use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SHARE YOUR FEEDBACK ONLINE

Don't want to fill out the form? Submit your feedback on-line instead. Use the QR code or this link: www.surveymonkey.com/ty/BryantKCPS

REPURPOSING INITIATIVE OFFICE: 2901 Trost (phone) 816.418.7567 (e-mail) repurposing@kcpublicschools.org
Return form to KCPS or complete on-line feedback by Fri, May 17, 2024

Hard copy form

A copy of the SlideDeck & link to feedback form will be available: www.kcpublicschools.org/repurposing