



Affordable Housing for Teachers





Dr. Sue F. Burgess, Superintendent, Dare County Schools

Introduction

Board of Education Goal:

*Recruit, train and retain quality
teachers and administrators.*



Recruiting challenge for Dare County Schools

High cost of year-round housing

- Difficult for new teachers to commit
- Hard for existing teachers to stay



- High attrition rate for teachers in first three years of teaching
- Moving to other school districts in N.C. or out-of-state



Dare County Board of Education's pursuit of affordable housing for teachers

- Board Committee
- Met 2002 – 2007
- Studied Several Options



State Employees Credit Union Foundation (SECUF)

- Hertford Pointe appeared in newspaper
- Board of Education visit

Dare Education Foundation



Amy Montgomery, Executive Director, Dare Education Foundation

Lynda Wood, Chair, Board of Directors, Dare Education Foundation

The Foundation

- Organization
 - IRS qualified non-profit
 - Established 2002
 - Small staff / volunteers
- Mission

“Promote excellence in education in Dare County Schools through active partnership with the community.”



Foundation Initiatives

- 21st Century Skills
- Passport to Higher Education
- Teacher Academy
 - Affordable housing for teachers
 - Run Hill Ridge



Partnerships

- Dare Education Foundation
- Dare County Board of Education
- State Employees' Credit Union Foundation (SECUF)
- Dare County
- Town of Kill Devil Hills



Key Factors to Success

- Community Support
- Planning Team
- Formal Agreements
- Operational Documents
- Timing



Property Management and Support

- Prospective Tenants
- Lease Documents
- Maintenance / Inspections
- Deposits / Rent Collections



Financial Success

- Remain Affordable
- Budget Development
- Loan Repayment
- Fundraising
- Re-investment

- **Affordable Housing Initiative**
- **Turn-key, Proven Design**
- **Funding**
- **How to Proceed**
 - Quantification of need
 - Education Foundation
 - Application process



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Fifteen Months After Opening

- 24 of 24 apartments occupied
- 20% of affordable housing units are occupied by existing employees who were struggling to stay in our district.
- Affordable housing played a major role in 80% of our new hires in last 18 months.



Tenant Testimonial

Mallory Hopkins, Teacher
Nags Head Elementary School

Manteo High School graduate



DCS and DEF produced a CD of the process for SECUF's use in assisting other school districts in the future.

Questions & Answers





Contact Information

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