

APPROVED

MINUTES OF THE SAN MATEO COUNTY BOARD OF EDUCATION

Meeting Date: April 22, 2026

Meeting Location: San Mateo County Office of Education
101 Twin Dolphin Dr.
Redwood City, California 94065

Board Members Present: Susan Alvaro (remotely), Edith Arias,
Chelsea Bonini, Beverly Gerard, Mike
O’Neill, Patricia Love, Hugo Torres

County Attorney Present: Lisa Cho, Deputy County Attorney

Staff Officials Present: Marco Chávez, Superintendent;
Jennifer Perna, Executive Assistant

Other Staff Present: Ian Bain, Kevin Bultema, Tami Moore,
Sarah Notch, Jae Takahashi, Mary Yung

1. OPENING ITEMS

A. Call to Order

Board President Hugo Torres called the meeting to order at 7:03 p.m.

Board President Torres noted Board Member Alvaro would be attending remotely due to a disability accommodation.

B. Approval of Agenda

After a motion by Board Member Gerard and a second by Board Member Arias, the April 22, 2026, agenda as presented was approved by a vote of six in favor (Alvaro, Arias, Bonini, Gerard, Love, and Torres) and one abstention (O’Neill), by roll call vote.

2. PUBLIC COMMENT

There were no persons wishing to address the Board.

3. **EMPLOYEE OF THE MONTH**

- A. April 2026 Employee of the Month Alma Sandoval, Office Assistant, Human Resources, Office of the Superintendent

Board President Torres recognized the April 2026 Employee of the Month Alma Sandoval, Office Assistant, Human Resources, Office of the Superintendent, and honored her on behalf of the Board.

The following speaker provided live public comment:

- Jennifer Blanco, member of the public

4. **APPROVAL OF MINUTES**

- A. April 8, 2026, Regular Board Meeting

After a motion by Board Member Love and a second by Board Member Gerard, the Minutes of the April 8, 2026, Regular Board Meeting were approved by a vote of six in favor (Alvaro, Arias, Bonini, Gerard, Love, and Torres) and one abstention (O'Neill), by roll call vote.

5. **CONSENT AGENDA**

- B. Receive Staffing Reports
- C. Adopt Joint Resolution No. 26-22 Recognizing April 22, 2026, as Earth Day
- D. Adopt Joint Resolution No. 26-23 Recognizing April 22, 2026, as Administrative Professionals Day
- E. Adopt Joint Resolution No. 26-24 Recognizing May 2026 as Asian American and Pacific Islander Heritage Month
- F. Adopt Joint Resolution No. 26-25 Recognizing May 2026 as Mental Health Awareness Month
- G. Adopt Joint Resolution No. 26-26 Recognizing May 2026 as Jewish American Heritage Month
- H. Adopt Joint Resolution No. 26-27 Recognizing May 2026 as Foster Youth Awareness Month

After a motion by Board Member O'Neill and a second by Board Member Gerard, the Consent Agenda was unanimously (Alvaro, Arias, Bonini, Gerard, O'Neill, Love, and Torres) approved, by roll call vote.

6. **CLOSED SESSION: INTERDISTRICT ATTENDANCE APPEALS 26-4 (IAA-26-4) AND 26-5 (IAA-26-5)**

**CLOSED SESSION: INTERDISTRICT ATTENDANCE APPEALS 26-4 (IAA-26-4)
AND 26-5 (IAA-26-5) (continued)**

- A. Hear Interdistrict Attendance Appeal 26-4 (IAA-26-4) Filed on Behalf of a Student Currently Residing in the San Mateo-Foster City School District, but Requesting to Attend School in the Belmont-Redwood Shores School District
- B. Hear Interdistrict Attendance Appeal 26-5 (IAA-26-5) Filed on Behalf of a Student Currently Residing in the Ravenswood City School District, but Requesting to Attend School in the San Mateo-Foster City School District

At 7:14 p.m., Board President Torres announced the meeting would move into Closed Session to hear Interdistrict Attendance Appeal 26-4 (IAA-26-4), filed on behalf of a student currently residing in the San Mateo-Foster City School District, but requesting to attend school in the Ravenswood City School District, and Interdistrict Attendance Appeal 26-5 (IAA-26-5), filed on behalf of a student currently residing in the Ravenswood City School District, but requesting to attend school in the San Mateo-Foster City School District.

7. OPEN SESSION: REPORT ON CLOSED SESSION

- A. Report on Actions Taken in Closed Session

The Board reconvened in Open Session at 8:43 p.m.

Board President Torres reported that after a motion by Board Member Alvaro and a second by Board Member Arias, IAA-26-4 was unanimously (Alvaro, Arias, Bonini, Gerard, O'Neill, Love, and Torres) denied, by roll call vote.

Board President Torres reported that after a motion by Board Member Gerard and a second by Board Member Love, IAA-26-5 was unanimously (Alvaro, Arias, Bonini, Gerard, O'Neill, Love, and Torres) approved through eighth grade, by roll call vote.

8. OFFICE OF THE SUPERINTENDENT

- A. Receive Report from the San Mateo County Juvenile Justice and Delinquency Prevention Commission (JJDPC)

Johanna Rasmussen, Chair and Commissioner, San Mateo County Juvenile Justice and Delinquency Prevention Commission (JJDPC), provided a presentation from the San Mateo County JJDPC.

Board Member Love agreed with the concerns raised, emphasizing that direct instruction must be prioritized and students being pulled out of class often reflects adult scheduling needs rather than student needs. She discussed how the parent and family engagement policy handbook has not been delivered. Ms. Rasmussen responded that it has been under development for years.

OFFICE OF THE SUPERINTENDENT (continued)

Board Member Love underscored that technology issues have been difficult for students, especially those trying to complete college coursework, and acknowledged that many of the challenges fall under Probation, rather than the County Office, making strong partnerships essential. She discussed how the JJDPC could focus more on prevention. She added although she appreciated the Conference, she was disappointed that County Office staff were not involved in planning, were not presenters, and were invited only after the date had been set, despite the Conference's theme of partnerships. She suggested that next year's Conference be planned collaboratively from the beginning. Ms. Rasmussen explained that the JJDPC wanted the County Office involved, but legal counsel advised them to stay in their lane, which limited collaboration over the past year.

Board President Torres shared that the lack of partnership had specific reasons behind it, but those issues are being addressed. Superintendent Chávez has been open to rebuilding the relationship and ongoing communication shows that the partnership is actively being restored. Ms. Rasmussen indicated that working with Superintendent Chávez has been positive because he is transparent and responsive. She expressed appreciation for his approach.

Superintendent Chávez asked whether there were any positive areas worth highlighting or building on, either strengths observed directly or from feedback shared by students. He hopes to identify what is working well, in addition to the concerns raised. Ms. Rasmussen highlighted the long-term presence of a trusted teacher whose stability has been meaningful for students. Despite significant challenges, students remain resilient, engaged, and academically successful, expressing interest in group projects and different learning approaches. Paraeducators and the teacher on site deserve recognition for their dedication, especially given the difficult circumstances. While acknowledging that the system can cause harm, she stressed the importance of reducing that harm and improving transition planning. She expressed a desire to participate in that planning process, offering her firsthand experience with students and the obstacles they face.

Board Member Arias underscored that it is the responsibility of adults, institutions, and society to support prevention and intervention, so meaningful collaboration among Probation, the JJDPC, the County Office, and school districts is essential. As a newer board member, she is unsure why this collaboration has not happened consistently over the past 5–10 years. She expressed appreciation that transition planning is underway but reflected on how many adults went through the system without support. She asked about the barriers which prevented these partnerships from forming earlier.

Ms. Rasmussen explained that the JJDPC is made up of concerned citizens with a large responsibility but no budget, which makes partnerships essential. She described how the parties have different explanations for why collaboration has broken down. Some say updates are in progress, others say the County Office's legal direction has limited cooperation, and school districts say they have repeatedly asked for communication without success. She emphasized that blaming is not productive and everyone needs to take responsibility. She affirmed that any youth in the facility for 20 days or more will receive a transition plan and ensuring this happens is a shared obligation across all agencies.

Board Member Arias raised concerns about special education compliance, noting that 90% of the 30–35 students served in 2025 had Individualized Education Plans (IEPs). She asked how the program is ensuring that all federally required IEP services are being provided.

OFFICE OF THE SUPERINTENDENT (continued)

Ms. Rasmussen discussed how they have not yet been able to fully examine compliance issues but they share significant concerns. Many students at Hillcrest qualify under Emotional Disturbance, yet the program lacks the behavioral supports their IEPs require. Some accommodations available at a student's home school are not possible in a secure facility, which makes collaboration with Probation essential. She stressed that Probation must understand students' educational rights and adults must ensure accommodations are implemented. Students are graduating and going on to college, where accommodations are provided, so the system should be able to meet those needs, as well.

Board Member Arias asked if the 30 – 35 students served were under age 18. Ms. Rasmussen said during their visit, there were 20 Hillcrest students – 18 with IEPs, one with a 504 plan, and one student asking how to get support, underscoring the high level of need.

Board Member Arias asked what programs and resources Hillcrest provides to engage and support families. Ms. Rasmussen responded that the parent group is run independently and the facility can feel unwelcoming, especially for undocumented families, so outreach must be thoughtful and accessible. She emphasized that families need education on IEPs and other supports.

Board Member Arias asked for clarification on what prevention would look like. Ms. Rasmussen explained that true prevention begins early in a child's schooling by identifying family needs such as poverty, housing insecurity, domestic violence, or mental-health concerns, since many offenses stem from unmet basic needs. Early referrals, special-education assessments, resource guides in multiple languages, and restoring school-based support roles are essential. Barriers to sports participation, bullying, and a lack of resources can push students toward harmful paths, and stronger early supports and anti-bullying initiatives could significantly reduce later justice involvement.

Board Member Arias asked whether there is truly no budget to support this need. Ms. Rasmussen clarified that because so much money was being spent out of pocket to help youth, she and Commissioner Bocanegra created a nonprofit to collect donations and provide clothing. They previously had a grant from the Chan-Zuckerberg Initiative (CZI), but funding ended when the organization stopped supporting social-justice work. Now the nonprofit and community donations help meet the need.

Board Member Arias described the Conference as humbling and emotionally powerful. Hearing a 14-year-old share his story deeply affected her, especially as a parent, and made her think about how adults and institutions have allowed such harm to occur. She emphasized that the focus should be on what can be done moving forward rather than assigning blame for the past. Board Member Arias expressed a desire for board members to have more opportunities to support the JJDPC's work, since the youth served are the same youth the Board is responsible for. She expressed gratitude for the Commission's efforts and said she looks forward to future collaboration.

Board Member Bonini explained that the reason she joined the Board was her concern about how many incarcerated youth have disabilities and IEPs. She discussed her long-standing involvement in disability and behavioral-health advocacy and her commitment to breaking the school-to-prison pipeline. Board Member Bonini highlighted ongoing efforts, including literacy initiatives, partnerships with community organizations, and cross-agency collaboration, and stressed that these

OFFICE OF THE SUPERINTENDENT (continued)

systems cannot work in isolation. She reflected on the emotional impact of the Conference, especially seeing students express gratitude and witnessing the compassion between youth and commissioners. Board Member Bonini emphasized that systems are imperfect, and deeper collaboration is needed. She praised Superintendent Chávez for understanding the issues, being open about future partnership, and for acknowledging gaps like the missing transition plan.

Ms. Rasmussen described how the transition plan issue has been a long-standing problem. For years, the JJDPC believed the plan was being updated, but they discovered it didn't actually exist. They recognized the missing plan as a major systemic weakness which no one had taken responsibility for it until Superintendent Chávez openly acknowledged the gap. She emphasized that real progress begins with transparency, setting aside egos, and focusing solely on what is best for the children. Board Member Bonini said she was confident that was going to happen and she was excited.

Board Member Alvaro discussed being a former long-serving JJDPC member and past chair and reflected on how the work is difficult, cyclical, and slow, but does lead to real progress over time. She recalled that when she first joined in the 1990s, Probation and the County Office didn't communicate, and the JJDPC helped change that by bringing key system partners into the room at every meeting. The constant dialogue broke down barriers and helped push for the construction of a new juvenile hall. She encouraged the current commissioners to keep pushing and emphasized that there is hope. Board Member Alvaro also urged them to approach the Board of Supervisors for a small budget to support basic needs. She expressed appreciation for Superintendent Chávez's openness and honesty and encouraged continued collaboration with the Board.

Ms. Rasmussen indicated they will submit another request for funding and noted that all key system partners are still participating in the collaborative meetings. She added that a new representative from the County Office will be joining, which may strengthen the group's work.

Board Member Gerard expressed gratitude to the commissioners and highlighted their perseverance. Drawing on her long history visiting Hillcrest, she acknowledged the significant improvements made over time and the hard work involved. She emphasized how valuable it is that the commissioners speak directly with students, because that is where the most authentic understanding of their needs comes from.

Board President Torres offered heartfelt appreciation for the commissioners' daily, hands-on commitment to youth. He shared a recent example of Commissioner Bocanegra personally bringing a young person to Samaritan House, helping them access services and temporary shelter until stable housing could be arranged, which happens often. He thanked the commissioners for that level of care and expressed strong optimism about the growing collaboration under Superintendent Chávez.

Jennifer Blanco, Commissioner, JJDPC, informed that Mason Henricks, Coordinator, School Safety and Risk Prevention, Educational Services Division is committed to helping plan next year's conference. She expressed appreciation for the Board's support and optimism about the work ahead.

The following speaker provided live public comment:

OFFICE OF THE SUPERINTENDENT (continued)

- Paul Bocanegra, Commissioner, JJDPC

B. Receive Report and Updates on the Status of the Rollins Road Property

Kevin Bultema, Deputy Superintendent, Business Services Division, provided a report and updates on the status of the Rollins Road property.

Superintendent Chávez added that one of the goals was to gather initial guidance from the Board about possible future uses for the property. No decisions need to be made now, but he hoped to surface ideas the team can research further and later bring back as formal recommendations.

Board Member O'Neill indicated that he requested this item be added to the agenda because, with a Facilities Master Plan underway, this is the moment to consider future possibilities for the property. If the Board wants to explore options beyond simply listing it for sale, discussing it now allows those ideas to be incorporated into long-term planning.

Board Member Alvaro provided background on the property's history, explaining that the building was originally leased for the Regional Occupational Program (ROP), and only later purchased, which required significant upgrades once it became County Office-owned. When the state eliminated ROP funding, the building no longer had an internal use, prompting years of debate about its future. Although some leaders wanted to keep it available for potential programs, those ideas never materialized. Since then, the building has been used through leases to the high school district, a charter school, and later to Meta, which generated revenue but did not create a long-term purpose. She reiterated her question from years earlier about why the County Office is holding on to an industrial building near the freeway that is not a school and has no defined educational use.

Deputy Superintendent Bultema explained that the property is valuable and its long-term use is open for discussion. Because the County Office already pays for long-term leases for the Anne Campbell Center and Gateway, owning this building could provide flexibility to house programs without taking on another lease. At the same time, selling the property remains a viable option, and inquiries from potential buyers are regularly received. Another possibility is pursuing a long-term land lease through the 7-Eleven Committee to create steady revenue. He noted that past agreements, such as the Meta lease, brought in nearly \$1.5 million per year, underscoring the building's financial potential.

Board Member Alvaro clarified that the 7-11 Committee had already completed its required role to formally declare the property as surplus so the County Office is legally allowed to lease, sell, or otherwise dispose of it. She indicated there was no need to reconvene the 7-11 Committee unless the County Office plans to repurpose the building for its own programs again. She added that if a new program were to move into the site, that would be a different conversation, but letting a valuable building sit vacant for long stretches does not make sense.

Board Member Bonini suggested expanding Career Technical Education (CTE) opportunities. The Board has had many recent conversations about CTE and the building might be a chance to support that work in a meaningful way. Another idea was that existing county programs, such as Fortitude Careers, which helps students learn trades but has no permanent home, could use the space. The

OFFICE OF THE SUPERINTENDENT (continued)

building could also serve districts that want to offer CTE pathways but lack facilities or infrastructure. A shared site would allow districts to collaborate, share equipment, and invest jointly in specialized spaces for trades, healthcare, or other high-demand fields. Lastly, because the building previously housed ROP, its purpose could come full circle, perhaps even bringing back programs like Auto Shop. She emphasized that the county needs more robust CTE options, and this property might be an opportunity to create a centralized, collaborative hub.

Board Member O’Neill discussed how a centrally located, transit-accessible property could become a major workforce-training hub, noting interest from community colleges, adult-education programs, and organizations like JobTrain, NOVAworks, and the Silicon Valley Community Foundation. He highlighted regional challenges such as limited entry-level opportunities for Gen Z and rising unemployment among mid-career workers and noted that the site’s blank slate condition makes it ideal for classrooms, culinary training, biotech partnerships, or other career-technical uses. He urged the Board to begin coordinated outreach to potential partners, emphasizing that government agencies must break out of siloed thinking and developing a collaborative plan might take several months.

Board Member Love stated that the property is worth keeping because it is a valuable asset, either financially or as a shared space that could support districts and local youth. She liked the idea of gathering partner organizations to identify real needs, especially around youth-focused programs.

Board Member O’Neill emphasized that the building’s size allows for multiple uses rather than a single all-or-nothing purpose. He noted the zoning is for light manufacturing, which is increasingly rare in the county, and pointed out that commercial vacancy rates are high, meaning the property could be more useful as a collaborative community resource. Board Member Love acknowledged that city planning rules will need to be addressed but those issues are manageable.

Board Member Gerard expressed support for using the property as an educational facility, ideally in partnership with outside organizations. She discussed how the site was highly successful when it housed ROP programs and she believes it can become a shining star once more. She strongly favored finding partners to build programs that educate both students and adults, emphasizing that this aligns with the building’s past purpose and should be its future direction.

Board Member Arias described a model from the San Diego County Office of Education in which a dedicated building is used to create innovative, hands-on learning opportunities for districts, especially in Science, Technology, Engineering, and Math (STEM) and CTE. The facility hosts student tours, training experiences, and career-mapping activities supported by counselors, helping youth explore career pathways from elementary through high school. She highlighted how regions must invest strategically in CTE, not as an alternative to college but as a practical way to prepare students for immediate employment and expose them to careers they may not encounter at home. Board Member Gerard added that the Board was invited to visit the San Diego facility in September.

Board Member Arias referenced Orange County’s “OC Pathways” program, which offers apprenticeships and paid work experiences to help students discover strengths and future options. She sees strong parallels to the property under discussion, suggesting it could similarly become a county-run hub for career exploration and workforce development.

OFFICE OF THE SUPERINTENDENT (continued)

Board President Torres summarized that there are multiple uses for the property, including partnering with community colleges, supporting local nonprofits that need space, expanding after-school program capacity, or collaborating with nearby companies. He also suggested creating a green space or a community garden and adding a kitchen to support culinary programs.

Board Member O'Neill discussed workforce needs, especially in healthcare, where partners like the Silicon Valley Community Foundation see rising demand and are seeking training space.

Superintendent Chávez proposed drafting a roadmap that outlines possible uses, required actions, and budget implications, and reconnecting with the Silicon Valley Community Foundation to explore facilitation and funding support.

Board President Torres suggested forming a temporary subcommittee to help with outreach and reduce the workload on County Office staff as they explore how to best utilize the space.

Board Member Love cautioned that subcommittees can sometimes create extra work for staff and suggested the Board could assist when specific tasks arise.

Superintendent Chávez responded that the team will consider whether a subcommittee makes sense and possibly bring that option to the Board. He also proposed reconnecting with the facilitators from the Facilities Master Plan process, since that plan included evaluating this property. Revisiting that work could help determine next steps and present structured options to the Board.

Board President Torres advocated for the approach which places the least burden on County Office staff.

Deputy Superintendent Bultema emphasized that the program should drive the facility's design and use, so the Board should decide what educational or community purpose the building will serve before bringing in facilities planners. He also noted that given the Board's interest in using the property, he will notify the real-estate broker. If a prospective tenant emerges in the meantime, that opportunity would still be brought to the Board for discussion.

Board Member Bonini agreed that more clarity is needed before taking formal steps and the Board should first define the building's purpose. She underscored that she prefers prioritizing current County Office students first, then students across the county.

Board Member Arias said it would be helpful to understand zoning and legal constraints for the building, since that will shape what programs can be offered. She imagines a flexible, multi-use model in which the facility could serve younger students during the day and older youth or adults in the evening, creating a full pathway from early exposure to careers through post-high-school training. This kind of continuous course pathway sequence could support both youth and young adults in developing skills and economic mobility, all provided through the County Office.

OFFICE OF THE SUPERINTENDENT (continued)

C. Public Disclosure of the Classification and Compensation Study Negotiations Agreement Between the San Mateo County Superintendent of Schools and the Unrepresented Group – Management Employees

Kevin Bultema, Deputy Superintendent, Business Services Division, and Tami Moore, Associate Superintendent, Human Resources presented the public disclosure of the Classification and Compensation Study negotiations agreement between the San Mateo County Superintendent of Schools and the Unrepresented Group – Management Employees.

There were no comments or questions from the Board.

D. Superintendent’s Comments

Superintendent Chávez expressed heartfelt appreciation for the administrative professionals across the County Office, emphasizing that their dedication, professionalism, and support for students, families, staff, district partners, the Board, and the broader community make them the backbone of the organization. He extended warm wishes in honor of Administrative Professionals Day.

Superintendent Chávez invited the Board to a ribbon-cutting ceremony celebrating the completion of the solar panel project, scheduled for April 29 at 1:00 p.m. He shared that the project reflects the County Office’s commitment to sustainability and the responsible stewardship of resources.

Superintendent Chávez wished happy upcoming birthdays to Board President Torres on April 25 and Lisa Cho, Deputy County Attorney, on April 30.

9. **BOARD MEMBERS**

A. Discuss/Act on Workforce Housing: Priority in Rental of Units and Public Benefit Agreement between the Housing Endowment and Regional Trust (HEART) and the San Mateo County Board of Education, San Mateo County Office of Education, and the San Mateo County Superintendent of Schools (collectively, “SMCOE”)

Kevin Bultema, Deputy Superintendent, Business Services Division, and Armando Sanchez, Executive Director, Housing Endowment and Regional Trust (HEART), provided information on the Workforce Housing: Priority in Rental of Units and Public Benefit Agreement between the Housing Endowment and Regional Trust (HEART) and the San Mateo County Board of Education, San Mateo County Office of Education, and the San Mateo County Superintendent of Schools (collectively, “SMCOE”).

Board President Torres reminded the Board to stay focused on the Memorandum of Understanding (MOU) and asked that any broader questions be directed to the Subcommittee or Superintendent Chávez.

BOARD MEMBERS (continued)

Board Member Love asked what would happen if future revenue was insufficient to cover the bond payments. Executive Director Sanchez explained that two major safeguards are built into the structure. First, the conversion of units into educator units would automatically slow down, reducing financial pressure until revenue stabilizes. Second, the bonds require substantial reserve funds be set aside specifically to cover any temporary cash shortfalls. Together, these mechanisms ensure that even if rents dipped, there are strong protections in place to prevent nonpayment.

Board Member O'Neill discussed whether employees could afford the educator-housing units, even with the discounts that have been shown in financial models. He noted that the scenarios presented assume a \$1,000–\$2,000 monthly subsidy, but if market rent is roughly \$5,000, a \$2,000 discount still leaves a \$3,000 payment. Using common affordability standards, he worries that many County Office employees would still not qualify.

Board Member O'Neill shared that he requested median salaries for different employee groups. For paraprofessionals, the median income is \$47,890. Based on that income, a subsidy closer to \$3,000–\$3,500 per month would be needed for a paraprofessional to afford a unit. He pointed out that affordability should be based on household income, not just the individual employee's salary and reiterated his concern that even with subsidies, many staff may still be priced out.

Executive Director Sanchez clarified that affordability would be based on total household income.

Board Member O'Neill described how offering very large subsidies, such as \$3,000 per month, would slow down how quickly units could be converted from market-rate to educator-rate housing.

Executive Director Sanchez shared that the planned 20% rent discount is an average across all units. Some units could be rented to employees with higher incomes, which would be easy to accommodate financially. Units offered to low-income employees would require deeper subsidies. That means the heavily discounted units would need to be offset by keeping other units at full market rent for a longer period of time.

Board Member O'Neill discussed the timeline implications of offering deeper rent subsidies. While the plan currently assumes a six-year transition to full educator occupancy, that timeline could stretch to seven or eight years depending on who is allowed to move in and how the Board structures its eligibility policies. Serving lower-income employees with larger subsidies would slow the conversion process, and the Board should set expectations accordingly.

Board Member Bonini recalled earlier committee discussions where it was made clear that the Board would have the ability to adjust subsidy levels based on employee income. She acknowledged that doing so could affect the overall project timeline, but she wants to understand where those decisions will ultimately be documented. She ask whether the flexibility to set subsidy levels and eligibility criteria will be spelled out in later policy documents the Board will create.

Executive Director Sanchez confirmed that the subsidy-policy details will be set in Board-created documents. After touring the units, many people felt the apartments were so high-quality that employees might choose to stretch their budgets to live there. Even if a unit costs more than

BOARD MEMBERS (continued)

comparable rentals in the community, the appeal of the building, along with predictable, fixed annual rent increases, could make it very attractive. He felt that once employees see the units, demand may remain strong even at higher rent levels.

Board Member Love asked if a \$2,000 monthly discount for an employee would be treated like income and taxed. Executive Director Sanchez explained that educator housing has different rules than general public-agency employee housing.

Board Member Love asked whether housing on district-owned property is treated differently from housing in a regular, off-site building in a city.

Board Member O'Neill recalled older guidance about how rent discounts might be treated for tax purposes, explaining that in a past housing proposal, a discount given to employees of the owning school district was not considered taxable income, but if employees from another district lived there, the discount might have been taxable. In the Jefferson Union High School District, the housing benefit is not taxed because the district owns the property and provides it to its own employees. He suggested that the discount would likely be non-taxable for County Office of Education employees, but it might be taxable for school-district employees since the land is owned by the County Office.

Deputy County Attorney Cho assured she would research the tax issue and report back.

Board Member O'Neill discussed how leases are private documents, so discounts would not be publicly disclosed unless tenants chose to share themselves.

Board Member Love asked whether a rent discount would count as income, since public-employee salaries are publicly disclosable. Deputy County Attorney Cho responded that whether the subsidy becomes taxable or publicly reportable depends on how it is treated under tax law. She reiterated that she would research the specifics and report back.

Board Member O'Neill reported that when he checked Covered California's income listings for Jefferson Union High School District employees, there was no column showing rental discounts.

Executive Director Sanchez explained that because the property is privately owned by HEART rather than a school district, the tax and disclosure rules may differ, and he will work with Deputy County Attorney Cho to research the issue.

Board Member O'Neill requested that the agreement language be updated to indicate "San Mateo County Office of Education or its successors," noting that state law can change over time and our name or structure might be different decades from now.

Board Member Alvaro referred to the clause stating the owner will use "best efforts" to lease one-third of units to low-income households, noting that is not a firm requirement. She asked whether "low-income households" refers to the general public or to low-income employees. Executive Director Sanchez explained that the "best efforts" language is intentional. A strict "shall"

BOARD MEMBERS (continued)

would require filling one-third of units immediately, which is impossible when acquiring an already-occupied building. This language also protects both bondholders and the County Office in case of economic downturns or occupancy challenges, ensuring the project never risks default. As for who qualifies, the term “low-income” is used because it is required for the tax-exempt bond structure, but in practice it refers to the County Office’s own employees, with the exception of the six units that are below market rate (BMR) units.

Board Member Alvaro asked whether the six BMR units will always remain. Executive Director Sanchez confirmed that those units are required for 55 years. Because the project is about five years into that term, the restrictions would lift around year 30 if the bonds are paid on the normal schedule.

Board Member Alvaro asked whether the County Office could place a low-income employee into one of those units. Executive Director Sanchez informed that the City of San Mateo would likely object, because those six BMR units are designated for the general public.

Board Member Bonini asked whether there were any updates from conversations with local districts or cities about the project. Deputy Superintendent Bultema shared that the chief business officials for the San Mateo Union High School District and the San Mateo–Foster City School District were notified, as well as local superintendents. Once acquired, the property would come off the tax rolls, meaning nearby taxing entities, including school districts, would lose some property-tax revenue, and those districts have been informed of that impact.

Superintendent Chávez noted that a letter was received from San Mateo Union High School District Superintendent Randall Booker. Additionally, the district’s Associate Superintendent Chief Business Officer, Yancy Hawkins, had submitted a speaker card for public comment.

Board President Torres asked for an analysis of the estimated property-tax revenue loss, noting that the letter from the San Mateo Union High School District included its own estimate and he wanted to see if it matched the County Office’s projections. Deputy Superintendent Bultema indicated that the rough estimate is a loss of \$130,000 to \$160,000, depending on whether the district is the San Mateo Union High School District or the San Mateo–Foster City School District.

Board Member Love asked whether the county faced similar pushback when it bought hotels for unhoused residents, specifically regarding losing property-tax revenue and hotel-occupancy taxes. Executive Director Sanchez informed that the main issue in those cases was about housing formerly homeless families, not the tax impacts. Cities disliked losing revenue, but the City of San Mateo ultimately accepted the public purpose and did not object, although they asked the county not to do another project there. They were more resistant to losing the real-estate transfer tax, so the county agreed to pay half of that tax by adjusting the project’s financing, in order to maintain positive partnerships with local governments.

Board Member Love asked whether in past cases where the county or cities purchased hotels for housing, there were similar concerns about losing property-tax revenue or hotel-occupancy taxes. Executive Director Sanchez said that HEART was not involved in those specific transactions.

BOARD MEMBERS (continued)

Board Member O'Neill added that cities accepted the loss because the projects helped them meet their affordable-housing requirements. Millbrae was the only city that strongly objected. The current property generates about \$500,000 in annual property taxes, roughly half of which goes to school districts. Eliminating that tax would reduce funds available for employee housing subsidies, although the project would still pay certain ongoing charges like bonded indebtedness and utility-related fees.

Board Member Bonini emphasized that the Subcommittee recognized the need to notify nearby school districts about the tax-revenue impact of acquiring a property. She suggested the Board think proactively about how to frame that conversation so it is not simply about taking their money. She discussed exploring ways to offset or soften the impact, since those districts serve the county's students and the revenue loss is meaningful. Deputy Superintendent Bultema noted that districts often do not speak up on similar issues because they aren't getting clear information from the assessor and controller about countywide property-tax changes. In this case, the Board is trying to be transparent, although the fast timeline may lead districts to say they wish they'd been informed earlier.

Superintendent Chávez informed that the San Mateo Union High School District is asking for open dialogue, a full fiscal-impact analysis, and discussion of possible mitigation strategies to offset the lost property-tax revenue.

Board Member O'Neill pointed out that earlier examples in places like Half Moon Bay and Millbrae were different because those districts were funded under the Local Control Funding Formula (LCFF), so losing property-tax revenue did not affect them as much.

The following speaker provided live public comment:

- Yancy Hawkins, San Mateo Union High School District

After a motion by Board Member O'Neill and a second by Board Member Alvaro, the Board unanimously (Alvaro, Arias, Bonini, Gerard, O'Neill, Love, and Torres) voted to approve the MOU, by roll call vote.

- B. Second Reading of Updated Board Policy 0460: Local Control and Accountability Plan, Board Policy 3100: Budget Adoption and Revision, Board Bylaw 9224: Oath or Affirmation, Board Bylaw 9260: Legal Protection, and Board Bylaw 9270: Conflict of Interest

Superintendent Chávez provided information on the second reading of updated Board Policy 0460: Local Control and Accountability Plan, Board Policy 3100: Budget Adoption and Revision, Board Bylaw 9224: Oath or Affirmation, Board Bylaw 9260: Legal Protection, and Board Bylaw 9270: Conflict of Interest.

There were no comments or questions from the Board.

BOARD MEMBERS (continued)

After a motion by Board Member Bonini and a second by Board Member Gerard, updated Board Policy 0460, Board Policy 3100, Board Bylaw 9224, Board Bylaw 9260, and Board Bylaw 9270 were unanimously (Alvaro, Arias, Bonini, Gerard, Love, O’Neill, and Torres) approved, by roll call vote.

C. Discuss/Act on 2026-2027 Board Meeting Calendar

Board President Torres requested moving the proposed July 15 meeting to July 22. The July 15 date conflicts with a conference two board members will be attending. Moving the board meeting up would mean having a board packet over the July 4 holiday weekend, so it was requested to move the meeting to July 22.

After a motion by Board Member Bonini and a second by Board Member Arias, the 2026-2027 Board Meeting Calendar as amended was unanimously (Alvaro, Arias, Bonini, Gerard, Love, O’Neill, and Torres) approved, by roll call vote.

D. Receive Reports from the Board Ad Hoc Subcommittees and Representatives

There were no reports from the Board Ad Hoc Subcommittees or Representatives.

E. Board Member Comments

Board Member Love

Board Member Love had no comments.

Board Member O’Neill

Board Member O’Neill had no comments.

Board Member Alvaro

Board Member Alvaro had no comments.

Board Member Arias

Board Member Arias reported on her attendance at the April 10–11 Association of California County Boards of Education (ACCBE) regional conference, the April 13 Family-Engagement Conference at the Riverside County Office of Education, and the April 20 San Mateo County School Boards Association (SMCSBA) quarterly meeting.

Board Member Bonini

Board Member Bonini reminded everyone to register for the May 8 Kent Awards and noted that the registration link is active.

Board Member Bonini emphasized that the Consent Agenda included many important recognitions and she wanted to acknowledge them since they aren’t discussed individually.

Board Member Bonini noted that the Court and Community Schools Teacher Appreciation Lunch for the 17th District PTA will take place on May 6. She encouraged everyone to attend.

BOARD MEMBERS (continued)

Board Member Gerard

Board Member Gerard shared that she attended the ACCBE conference and noted a recurring message was the importance of listening to and talking with students.

Board Member Gerard discussed attending the SMCSBA dinner, which was excellent.

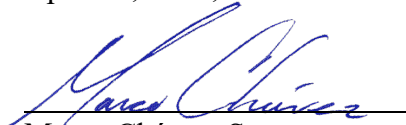
Board Member Gerard informed that she has been visiting sites for the Kent Awards and is impressed with the programs.

Board President Torres

Board President Torres offered gratitude and appreciation to County Office staff for all of their efforts and hard work.

10. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 11:11 p.m. Board President Torres announced the next regular meeting would be the Study Session on Friday, April 24, 2026, at 12 noon.


Marco Chávez, Secretary
jlp