

**MEMORANDUM OF UNDERSTANDING
REGARDING
RECRUITMENT INCENTIVE FOR TEACHERS**

The San Mateo Union High School District (District) and the San Mateo Union High School District Teachers Association (Association), collectively referred to as “the Parties”, hereby agree to this Memorandum of Understanding to pilot a program under which the District pays a recruitment incentive to certificated employees who are newly employed by the District in the 2022-2023 school year and whose current residence is outside of the San Francisco Bay Area. The program shall operate in the following manner:

1. This pilot program shall be applicable only to certificated employees initially employed by the District on or after July 1, 2022 through June 30, 2023, and shall expire on June 30, 2023, unless extended in writing by the Parties.
2. To be eligible for this recruitment incentive payment, the employee must have relocated from outside of the San Francisco Bay Area, California to the San Francisco Bay Area. The San Francisco Bay Area shall be defined as the counties of San Francisco, San Mateo, Santa Clara, Alameda, Marin, Solano, Sonoma, Napa, and Contra Costa.
3. The incentive shall be five thousand dollars (\$5,000) which will be paid in the following manner: two thousand five hundred dollars (\$2,500) will be paid with the first payroll period after the first day of service in the first year of employment with the District and two thousand five hundred dollars (\$2,500) will be paid with the first payroll period after the first day of service in the second year of employment.
4. The employee shall commit to providing at least two (2) years of actual service to the District. In the event the employee voluntarily leaves the employment of the District prior to completing two (2) years of service, the employee shall reimburse the District in an amount that is proportional to the actual time of service. For example, if the employee completes only one year of service to the District and then voluntarily separates from District employment, s/he shall reimburse the District for 50% of the amount paid to the employee for relocation expenses. If the employee is released by the District during the probationary period, the employee shall not be required to reimburse the District for any of the recruitment incentive the employee received.
5. The signing recruitment incentive shall not constitute creditable compensation, and therefore, withholdings for CalSTRS will not be made.

Dated: _____

ASSOCIATION

DISTRICT
