

## **SALARY DATA – SENIOR ACADEMIC STAFF IN THE REGULAR TRACK**

### Regular Monthly Salary

The salary of a staff member shall be paid beginning with the month of July of that year, three months before the beginning of the school year, subject to his academic rank.

Total average monthly salary	Recreation	Differential grants, average monthly	Monthly salary	Rank
22,085	712	5,010	16,363	Lecturer
23,467	712	5,624	18,131	Senior Lecturer
26,253	712	5,856	20,685	Associate Professor
31,486	712	6,943	24,381	Full Professor

Differential grants are paid eight times a year subject to declarations. The average monthly payment is calculated in the following manner: The total of the sum of eight payments divided by twelve months.

A member of the staff is entitled to additional payment of monthly refund of travel expenses from home to work.

A staff member with children under five years old is entitled to a supplement for a day care center subject to the agreement.

The payment is carried out according to the beginning salary seniority. At the end of each year the salary increases by 2.5% until the ceiling of the seniority in the rank.

### Absorption basket

The University makes available an absorption basket for a new member of the staff in the regular track (that did not serve in the past as a senior member of the academic staff in an

institution of higher education in Israel). The “absorption basket” is NIS 356,171 which is meant to cover various expenses/services in accordance with the agreement. It is possible to use the entire basket during the first six years of work, that is from the beginning of each year of work one-sixth of the amount will be defrosted (NIS 59,362). The balance which is not used will be transferred from year to year. The basket is considered a standing loan, at the end of each year of work one-twelfth of the loan will become a grant, at the end of twelve years of work the entire basket will become a grant.

#### Accompanying Conditions

1. Accumulation of two months of sabbatical for each year of work.
2. Accumulation in the Science Ties Fund annually of between \$5,362 and \$13,298 for each year dependent on rank.
3. Entitlement to a Shekel amount in the Advanced Training Fund from the beginning of employment, in the scope of 10% of the monthly salary (excluding travel and absorption basket) of this 7.5% at the expense of the employer.
4. Eligibility to a pension fund which was carefully chosen by the senior academic staff organization and the administration of the institution while placing emphasis on particularly low administrative fees.
5. Ensuring payment of excess compensation relative to what is customary in Israel, at a rate of 125% of the month’s salary (higher by 25%). Of this 97% is paid in the event of the employee’s choosing to leave.
6. A unique basket of benefits that is administered by the senior academic staff organization.

Updated to January 2020