



November 11, 2024

To: Senior Faculty Members
From: Executive Vice President for Academic Affairs

Dear all,

Subject: New Arrangements Regarding the Allocation of the Scientific Relations Fund and Unused Balances During the Employment Period

In the new salary agreement signed on April 9, 2024, between the Senior Faculty Associations and the Universities/Council of Higher Education, new arrangements were established regarding the allocation of the Scientific Relations Fund (SRF) for senior faculty members. These arrangements concern three main aspects¹:

A. System for Updating Annual Allocation Amounts

Mechanisms have been established to reduce the disparities in SRF allocations between different ranks. By September 2028, the gap between the allocation amount for the Lecturer rank and that for the Full Professor rank will decrease by 30% (Section 18 of the agreement).

B. The Allowed Allocation Amount in the Scientific Relations Fund (SRF) Account

For faculty members who join or have joined the Technion after the signing date of the agreement (April 9, 2024), the accumulation of balances in the SRF account will be permitted up to an amount equivalent to a maximum of three (3) years' worth of allocations. There are no changes to the accumulation arrangements for faculty members employed at the Technion prior to the signing date of the agreement.

C. Provisions for Unused SRF Balances During the Employment Period

- 1. For faculty members who joined or will join the Technion after the signing date of the agreement (April 9, 2024), redemption of unused SRF balances upon retirement or the end of employment will not be permitted (Section 19.4.2 of the agreement).**
- 2. For faculty members who were employed at the Technion as senior faculty members prior to the signing of the agreement, the arrangement will depend on the balance in the SRF account as of June 1, 2023 (“the determining date”) (Section 19.1 of the agreement).**

[For your convenience, a **diagram** summarizing the information provided below is attached to this circular.]

¹ The information provided in this circular is for convenience only; the definitive wording is the one appearing in the agreement.



- 2.1. **If, as of June 1, 2023, the balance in the faculty member's account exceeds \$35,000**, the maximum amount eligible for redemption will be the lower of the following two amounts:
- The balance recorded in the faculty member's account on the determining date (June 1, 2023).
 - The SRF balance at the time of retirement.
- 2.2. **If, as of June 1, 2023, the balance in the faculty member's account is lower than \$35,000**, the maximum amount that can be redeemed will not exceed \$35,000 and will be the lower of the following two amounts:
- The balance recorded in the faculty member's account on June 1, 2023, or the balance that will be credited to their account at the end of three years (June 1, 2026), whichever is higher.
 - The SRF balance at the time of retirement.

3. The "Remainder" Amount

Any portion of the SRF balance that is not redeemable will be referred to as the "Remainder." The use of the remainder, which will be recorded separately, will be strictly for the same purposes as the International Scientific Relations Fund for retirees (Section 19.3 of the agreement).

- 3.1. The use of the remainder will be subject to the retiree's signing of an Active Emeritus Form and meeting the criteria outlined in it, as is customary at the Technion as of the date of signing the agreement.
- 3.2. The remainder may be used concurrently with the allocation from the SRF granted to an Emeritus Professor who is eligible for it.
- 3.3. In the event that the retiree is not recognized as active academically or research-active for two years, according to the declaration mentioned above, the remainder will be cancelled.
- 3.4. In any case, the remainder is non-redeemable.

During the month, the Accounting Division will provide senior academic faculty members with an update on their SRF balance as of June 1, 2023.

For more information, you can contact the Accounting Division, Israela Monastersky via email at travel1@technion.ac.il.

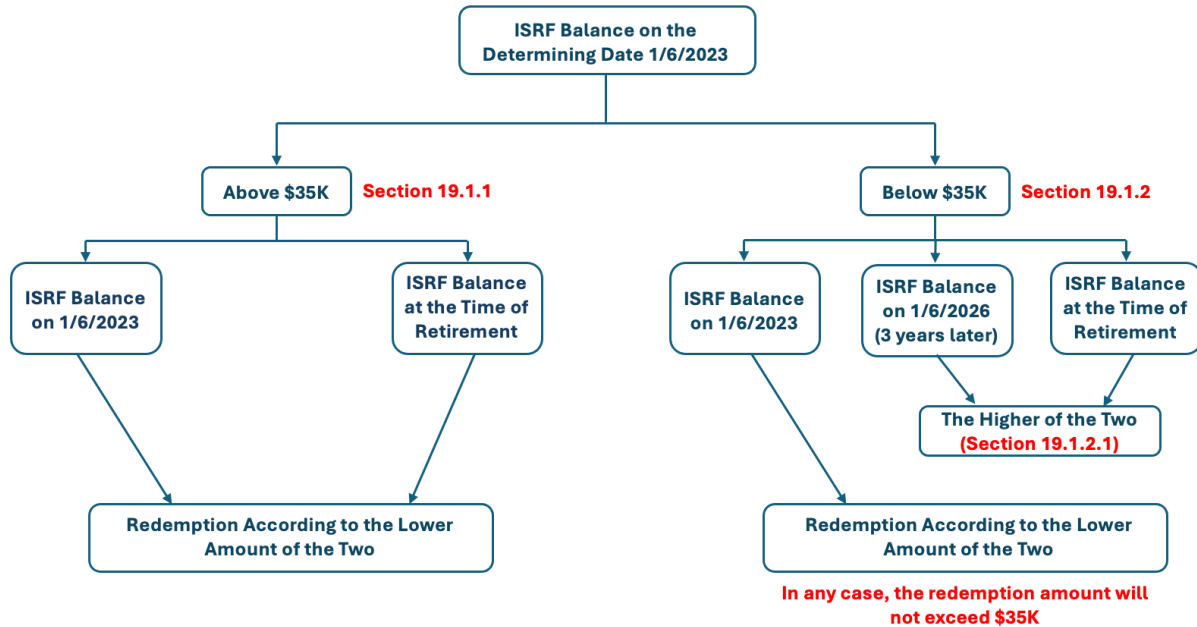
Sincerely,

Professor Naama Brenner



Appendix

The International Scientific Relations Fund (ISRF) Balance Eligible for Redemption Upon Faculty Member Retirement (according to Section 19 of the agreement)



In the event that there is a balance (“remainder”) in the ISRF that cannot be redeemed as stated above (**Section 19.3**), the retiring staff member may utilize it for the purposes defined in this procedure, as long as they are considered active academically or research-active at the Technion.

There is no time limit on the remainder. However, if the retiree is not recognized as active academically or research-active for two years, the remainder will be cancelled.

Note: Senior staff members whose appointments at the Technion began after April 9, 2024, are not entitled to redeem their SRF balance.

*Relevant section in the agreement dated 9/4/24.