

## **Technion – Israel Institute of Technology**

Office of the Academic Staff

September 14, 2020

### **Wages of Adjunct Staff Members**

The academic appointment that was offered to you does not constitute a financial commitment.

The payment will be made in each case according to the scope of employment as was approved by the Vice President for Academic Affairs. The complete information and the forms to be submitted to the faculty secretariat are concentrated on the website of the Human Resources Department at the Technion, at: <https://hr.technion.ac.il>

### **The terms of employment of the faculty members are in accordance with the national wage agreements (up to date as of October 2020)**

The teachers in the teaching staff are divided into 3 groups.

1. Students who receive training at the Technion.
2. External teachers – teachers whose main occupation is outside the Technion or who do not meet the definition of a teaching fellow.
3. Teaching fellows – teachers whose entire occupation is teaching in institutions of higher education but are not senior faculty members, as well as persons whose wages outside the Technion do not exceed NIS 18,464 per month on average.

Below is the amount paid for a **full-time** salary (2200 Technion employment units).

Seniority supplement – the salary is supplemented by a seniority supplement that is accrued in respect of years of regular military service, in respect of years that have elapsed from the date of receipt of the person's bachelor's degree, as well as a partial seniority supplement for holders of a master's degree. In principle, the amounts specified below do not include seniority supplements, except for the calculation of doctoral students' salaries, which takes into account two years of seniority at the time of commencement of doctoral studies. The amounts are for a full-time position.

#### **Students who receive training at the Technion**

- Assistant A (doctoral student before review of candidacy) – NIS 9,526 (maximal seniority supplement – 15 years).
- Assistant B (doctoral student after review of candidacy) – NIS 10,285 (maximal seniority supplement – 20 years).
- Instructor (doctoral student after 3 years of doctoral studies or two years after they received the rank of sub-teacher – NIS 10,968 (maximal seniority supplement – 25 years).
- Teaching assistant (a master's degree student) – NIS 6,576 (maximal seniority supplement – 15 years). In addition, in each quarter, in November, February, May, and August, a payment of NIS 454 for a full-

time position for each of the months of the quarter – a total of NIS 1,362 per quarter of full-time position.

- Teaching assistant (a bachelor's degree student) – NIS 4,751 (maximal seniority supplement – 15 years). In addition, in each quarter, in November, February, May, and August, a payment of NIS 1,260 for a full-time position for each of the months of the quarter – a total of NIS 3,780 per quarter of full-time position.

#### External teachers

##### **No eligibility to seniority supplement**

- Adjunct sub-teacher – NIS 4,517. In addition, in each quarter, in November, February, May, and August, a payment of NIS 1,680 for a full-time position for each of the months of the quarter – a total of NIS 5,040 per quarter of full-time position.
- Adjunct teacher – NIS 7,867. In addition, in each quarter, in November, February, May, and August, a payment of NIS 20 for a full-time position for each of the months of the quarter – a total of NIS 60 per quarter of full-time position.
- Adjunct lecturer / senior lecturer – NIS 9,118. In addition, in each quarter, in November, February, May, and August, a payment of NIS 850 for a full-time position for each of the months of the quarter – a total of NIS 2,550 per quarter of full-time position.
- Adjunct senior teaching fellow – NIS 10,567.

#### Teaching fellows (teachers who meet the criteria for this track)

- Teaching fellow B (the ranks of adjunct lecturer, adjunct senior lecturer, adjunct senior teaching fellow) with 10 years of professional seniority – NIS 10,248 (maximal seniority supplement – 30 years). In addition, in each quarter, in November, February, May, and August, a payment of NIS 720 for a full-time position for each of the months of the quarter – a total of NIS 2,160 per quarter of full-time position.
- Teaching fellow A (the rank of adjunct teacher) with 5 years of professional seniority – NIS 8,237 (maximal seniority supplement – 15 years).
- Teaching fellow 1 (the rank of adjunct sub-teacher) without seniority – NIS 4,747 (maximal seniority supplement – 15 years). In addition, in each quarter, in November, February, May, and August, a payment of NIS 1,135 for a full-time position for each of the months of the quarter – a total of NIS 3,405 per quarter of full-time position.

Wage update – wages will be updated in accordance with the provisions of the collective agreement.

Calculation of the scope of employment – the calculation of the scope of employment is carried out according to the teachers' employment index of 2018 (attached below). The table defines the allocation

of employment units for each type of academic employment. A full-time position of an associate faculty member is 2,200 employment units (an average weekly working hour per semester will constitute 100 employment units). For an appointment of one semester (semester A or B of the academic year) the employment period will be six months.

Payment execution procedure – the salaries of the adjunct faculty members for each semester will be paid for 6 months. For the first semester, the salary will be paid for the months of October to March. For the second semester, the salary will be paid for the months of April to September.

An adjunct faculty member is entitled to the employer's participation in their travel expenses to and from the workplace. The amount of participation is derived from the scope of employment, according to the rate of a 1-month public transport ticket as specified in the appendix to the 2009 Collective Agreement.

#### **Social provisions:**

**Pension fund** – the deposit rates in the pension fund for trainee students and for teaching fellows are: 7% deduction from the faculty member for remunerations, 7.5% provision by the Technion for remunerations and another 8.33% provision by the Technion for compensation. External teachers are entitled to deposit in their pension fund at the rates specified in the extension order – 6% provision for remuneration, 6.5% deduction from the employee, 8.33% provision for severance pay.

Each employee has to choose the pension fund in which the deposit money from their salary will be deposited. Should an employee fail to notify the Technion of the pension fund they have chosen, the funds will be provisioned for them in a default pension fund. The default fund is the Halman Aldubi pension fund.

**Study Fund** – the adjunct faculty members, **who are research fellows or trainee students at the Technion**, are eligible to join a study fund. The deposit rates in the study fund are: 2.5% deduction from the faculty member, 7.5% Technion provision.

Each of the adjunct faculty members as aforementioned has to choose the study fund in which the deposit money from their salary will be deposited. The teaching staff organization has reached an agreement on reduced management fees with the "Migdal Hishtalmut" fund.

If a teaching faculty member who is eligible for a study fund does not notify the fund they have chosen up to one month prior to the start of their employment, their funds will be deposited for them in the default study fund "Omega Hishtalmut" which is managed by Menora Mivtachim.

An adjunct faculty member who is interested in a study fund that is not "Omega Hishtalmut" will contact the payroll department in writing, and enclose the forms that attest to their joining the study fund they have chosen (including the name of the fund, the treasury number and the member's ID number in the fund).