



### Instructions and emphases for completing the coach agreement form

1. Fill in and complete, in full and accurately, the entire details required in the agreement form.
2. Should a certain item in the agreement form be irrelevant or unnecessary for completion, strike it out with a clear crossing line, making it clear that it is irrelevant.
3. Should the parties entered engagement in the agreement form appendix or reach another agreement that is intended to be added to the coach agreement form, make a note in item 8 that an appendix is enclosed and it is mandatory to enclose it.
4. Either party is required to meticulously review all the provisions of the agreement form in their entirety prior to signing them.
5. The agreement form will be signed in three (3) copies – for the club, the coach and the Budgetary Control Authority.
6. **After approval of the agreement by the Budgetary Control Authority, the club must provide the coach with a copy of the approved agreement. Please note that failure to provide the approved agreement may lead to taking disciplinary action against the club.**

## COACH AGREEMENT FORM FOR THE SEASON OF 2026/2027

Made and entered into on the day \_\_\_\_\_ of the month of in the Year \_\_\_\_\_

- Between -

Team: \_\_\_\_\_

Address: \_\_\_\_\_

E-mail: \_\_\_\_\_

Form of incorporation: \_\_\_\_\_

Corporation number: \_\_\_\_\_

(Hereinafter: the "Club")

- And -

Coach: \_\_\_\_\_

Address: \_\_\_\_\_

E-mail (if such exists): \_\_\_\_\_

I.D. / Passport number: \_\_\_\_\_

(Hereinafter: the "Coach")



**Whereas:** The club constitutes a member of the Israeli Football Association (which shall be called the "**Association**"); and

**Whereas:** The parties have reached an agreement on employing the Coach as the Club's coach; and

**Whereas:** The Club and the Coach wish to set the terms of the Coach's employment by the Club; and

**Whereas:** The parties wish to regulate and specify the rights and obligations of each party towards the other, all subject to the codices of the Association;

**Therefore it has been Agreed, Stipulated and Declared Between the Parties as Follows:**

## **1. The Preamble and Nature of the Agreement**

- 1.1. The preamble to this Agreement comprises an integral part thereof.
- 1.2. The purpose of this Agreement is to set out the terms, obligations and rights of the Parties to this Agreement in all matters relating to the employment of the Coach in the service of the Club during the term of this Agreement, in accordance with the provisions of the Association's regulations, as determined by the Association from time to time.
- 1.3. For the sake of this agreement, the addresses of the parties will be as specified in the heading.

## **2. The Parties' Declarations**

- 2.1. The Parties declare that this Agreement has been arranged in accordance with the Association's Budgetary Control Regulations (hereinafter: the "**Budgetary Control Regulations**") and subject to all of the other regulations of the Association, as shall be determined by the Association from time to time.
- 2.2. The Parties hereby declare that any provision of Clause 8 of this Agreement (or any other provision hereof) that contradicts the provisions of the Budgetary Control Regulations and/or the other provisions of this Agreement and/or deviates from the directives of the Budgetary Control Regulations, shall be deemed null and void.
- 2.3. The Parties hereby declare and confirm that they have signed the full disclosure statement enclosed as appendix A to the agreement form and the said statement constitutes an



integral part to this agreement, binds both parties upon all its implications and applies to anything pertaining to the reciprocal relations and to their relations with the Association.

### 3. The Coach's Obligations

The Coach hereby declares and undertakes as follows:

- 3.1. To devote his best efforts, skills, talent and professional ability to fulfill his position as Coach of the Club, which shall include keeping the Club's secret and confidential, being loyal to the Club and not accepting benefits from any party except the Club in respect of his activities in the Club.
- 3.2. Not to enter into negotiations, during the period of this Agreement, with any other club in Israel or outside of Israel, unless he has received prior written permission from the Club after he has notified the Club, in writing, of his wish to do so.
- 3.3. Not to demand and/or not to receive, during the period of this Agreement, from the Club or from anyone on its behalf, any payment of any kind whatever, whether in money or money equivalent, whether directly or indirectly, in excess of the payment specified in Clause 6 below.
- 3.4. Not to demand and/or not to receive during the period of this Agreement, net payments from the Club.
- 3.5. Not to demand and/or not to receive from the Club during the period of this Agreement and in respect hereof, supplementary Income Tax and other compulsory payments, in excess of the Income Tax and other compulsory payments which are deducted by law from his income by the Club in accordance with the provisions of this Agreement.
- 3.6. Not to sign any additional agreement with the Club in regard to coaching the Club during the period of this Agreement, unless the Budget Control Authority (the "**Authority**") has agreed to and approved such agreement.
- 3.7. To behave in a sportsmanlike manner while taking care to uphold the honor of his profession and the honor of the Club.
- 3.8. To transfer to the Club and/or to the Association all information (including relevant personal information such as the salary and the social conditions of the Coach's salary) which are



required by them for purposes of the implementation of this Agreement and for purposes of the Coach's activities and this shall include this information being stored in the database.

- 3.9. To undergo all the medical examinations, as shall be requested by the Club and/or by any other holder of office who may be appointed by the Club's management, on all aspects connected with his activities at the Club, in general, and not to make use of performance enhancing preparations, in particular.

#### 4. **The Club's Obligations and additional obligations of the Coach**

The Club hereby undertakes, and the Coach undertakes pursuant to Clauses 2 and 3 above, as follows:

- 4.1. To pay the Coach the amounts set out in the Consideration Clause of this Agreement as gross payments only, from which income tax, National Insurance contributions and any other mandatory payment required by law shall be deducted, in accordance with the directives of the Income Tax Authority and the National Insurance Institute and/or applicable law and/or according to written arrangements that the Club may have with the Income Tax Authority and/or the National Insurance Institute, and to provide the Coach with confirmation of such deductions.
- 4.2. Not to pay the Coach, whether directly or through any person on its behalf, during the term of this Agreement, any payment of any kind whatsoever, whether in money or money equivalent, whether directly or indirectly, beyond the payment specified in Clause 6 below, except with the approval of the Authority.
- 4.3. Not to undertake and not to pay the Coach during the period of this Agreement, any net payments.
- 4.4. To insure the Coach, commencing on the effective date of this Agreement and until the date of termination of its validity, including during the official off-season following the end of the term of this Agreement, against personal accidents causing death and/or disability and/or loss of the Coach's ability to work, in adequate amounts no less than those prescribed by the Sports Law, 5748-1988 (hereinafter: the "**Sports Law**") and the regulations promulgated thereunder (and subject thereto), and to cover all of the Coach's activities in Israel and abroad, within the framework of the Club, subject to the provisions of Section 7 of the



Sports Law. The Coach confirms that the terms and amounts of the insurance coverage offered to him by the Club, as stated above, and presented to him, are to his full satisfaction, and that he shall have no claims and/or demands whatsoever against the Club and/or against the Association in this regard. The Coach further confirms that it has been explained to him that, to the extent he deems it appropriate to increase the amount of the insurance coverage beyond the coverage obtained for him by the Club, as stated above, he shall do so himself, at his own expense and on his own responsibility.

- 4.5. Not to undertake a commitment to supplement income tax, beyond legal deductions of withholding tax by law.
- 4.6. In regard to the Coach, to act in accordance with the applicable extension order regarding pension insurance, as in force from time to time.

## 5. The Term of the Agreement

- 5.1. This Agreement is being made for the \_\_\_\_\_ season from \_\_\_\_\_ until \_\_\_\_\_.
- 5.2. At the end of the Agreement the directives of the IFA Registration Regulations will apply to the Coach.

## 6. Consideration

- 6.1. In consideration for the Coach's fulfillment of all of his obligations under this Agreement, the Club undertakes, during the term of this Agreement, to pay the Coach the following:
  - 6.1.1. Total monthly wage payments, including convalescence pay due to the Coach under the applicable extension order, in a gross amount of ILS \_\_\_\_\_ (hereinafter, the "**Base Salary**").<sup>1</sup>
  - 6.1.2. Global remuneration for work during the weekly rest days in a gross amount of ILS \_\_\_\_\_ (hereinafter: the "**Global Remuneration**"),<sup>2</sup> determined in accordance with the estimated scope of working hours during the \_\_\_\_\_

<sup>1</sup> The Base Salary will be equal to an amount of 80% of the monthly

<sup>2</sup> The Global Remuneration will be equal to the Monthly Salary with the subtraction of the Base Salary component.



weekly rest days. It is agreed that the Coach will not be entitled to any additional salary or remuneration for work during the weekly rest days.

It is agreed that the Coach's weekly rest day shall be Friday / Saturday / Sunday [strike out the irrelevant].<sup>3</sup>

Beyond the strict requirements of law, the entire Monthly Salary, as defined above, shall constitute the basis for payment of social benefits and all rights to which the Coach is entitled under the employment agreement and applicable law.

6.2. In addition to the aforementioned Monthly Salary, the Club undertakes, during the term of the Agreement, to make the following payments to Coach:

Payment	Overall amount	Currency
Signature fee		ILS
Living/ travel expenses		ILS
Premium payments for _____ points		ILS
Championship bonus		ILS
National Cup bonus		ILS
UEFA match participation bonus		ILS
Other payments _____ _____ _____		ILS
Total for the term of the Agreement		ILS

6.3. The provisions of the law as are in force from time to time, shall also apply to the Coach's

<sup>3</sup> For Jewish players, the rest day will be exclusively Saturday.



employment, and included in this, the laws relating to the following subjects shall apply to his employment:

- 6.3.1. **Annual leave** – the Annual Leave Law, 5711-1951. The annual leave days due to the Coach shall be taken by him in full during the period in which there are no activities, unless the Club specifies otherwise. Annual leave days may not be accumulated and carried forward to a subsequent year.
- 6.3.2. **Sick leave** – the Sick Leave Pay Law, 5736-1976 and the additional statutes in this regard.
- 6.3.3. **Convalescence pay** – the Coach shall be entitled to convalescence pay in accordance with the provisions of the Extension Order regarding convalescence pay in the private sector. The Parties hereby expressly agree that convalescence pay is included in the Coach's Monthly Salary.
- 6.3.4. **Pension insurance** – The Club will insure the employee in a pension settlement in accordance with the provisions of the relevant extension orders that apply in the Israeli marketplace to the matter of pension insurance, as these may be in force from time to time, including, inter alia, the Extension Order [Consolidated Version] for Mandatory Pension and the Extension Order for increasing allocations for Pension Insurance in the Israeli Marketplace (at present as published in Publication Docket 6302, 5771, on page 6938 and in Publication Docket 7287, 5776, on page 7974.)

With respect to the pension insurance the following additional provisions shall apply:

- A. Coach is informing that as of the date of his acceptance to employment, he is:
  - Insured in some pension insurance.
  - Not insured in any pension insurance.
- B. Coach will inform within the time set in the order (within 60 days pursuant to the commencement of his employment) to which pension provident fund he wishes to make pension deposits on his behalf. Should Coach fail to inform Club, upon the stipulated dates, to which pension provident fund he wishes to



make the said pension deposits on his behalf, Club will insure Coach in a default comprehensive pension fund by any applicable law:

- 1) \_\_\_\_\_.
- 2) \_\_\_\_\_.

Nothing in the aforesaid may derogate the right of any coach to choose, at any given time, the provident fund in which he wishes to be insured.

- 6.4. In relevant cases that meet the terms of article 28 of the Severance Pay Law, 5723–1963 (hereinafter, the "**Severance Pay Law**"), and the instructions of the Ministry of Labor, the parties may agree in writing to appeal for an approval of a "Salary Inclusive of Severance Pay" by the Minister of Labor or any one empowered by the latter, in accordance with Section 28 of the Severance Pay Law, 5723 – 1963, as those may be from time to time (hereinafter – the "**Ministry of Labor Approval**"; the "**Ministry of Labor's Instructions**", respectively). If the Ministry of Labor Approval is received, the approval will apply only to the part of the salary for which it was issued and only for the period for which it was issued.
- 6.5. It is further agreed that if the Club's payments to pension insurance and/or for additional pension insurance will not, for any reason, be in lieu of severance pay under the Extension Order referred to in Clause 6.3.4 above, such payments shall be in lieu of severance pay pursuant to Section 14 of the Severance Pay Law, 5723-1963, in accordance with the general approval published by the Minister of Labor in Publication Docket 4659 on June 30, 1998, and the two amendments thereto published in Publication Docket 4803 on September 19, 1999 and in Publication Docket 4970 on March 12, 2001, as in force from time to time (an updated copy of the aforesaid approval is attached as Appendix B to this Agreement), or in accordance with any other approval that may be requested by the Club from the competent authority under Section 14 of the Severance Pay Law, and the Coach expressly agrees thereto in advance. The Coach undertakes to perform any act and to sign any document required in order for the Club to obtain the aforesaid approvals.
- 6.6. All the amounts and the benefits under this Agreement are gross amounts, from which the Club shall make a deduction, according to the provisions of the law of: income tax, national insurance payments, health tax and other compulsory payments and all the other deductions that require to be deducted under this Agreement and/or according to the



Association's regulations, as these may be specified by the Association from time to time.

6.7. Times for payment:

Fixed Payments		Payments that are not fixed	
<u>Type of payment</u>	<u>Time for payment</u>	<u>Type of payment</u>	<u>Time for payment</u>
Convalescence pay	Included in the Monthly Salary – upon payment of wage	Monthly Salary	According to law (up to (including) 9th of following month)
		Holiday vacation pay	According to law (upon payment of wage)
		Sick pay	According to law (upon payment of wage)

**7. Arbitration**

7.1. The Parties hereby agree that any dispute between the Club and the Coach, in connection with this Agreement or its implementation, shall be brought exclusively before the Institute for Arbitration and Mediation in accordance with the regulations of the Association's Dispute Resolution Institute, and before no other forum.

7.2. The arbitration shall be conducted in accordance with the directives of the Association's Dispute Resolution Institution Regulations.

**8. Supplementary Provisions**

In addition to all of the provisions set out above, the parties have agreed as follows:

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## 9. Protection of privacy

Upon signing this Agreement, and for the purpose of registration and activity within the Israeli Football Association, the Coach confirms, agrees and accepts the Association's privacy policy as published on the Association's website, \_\_\_\_\_, and as updated from time to time.

Coach confirms that he is aware of the fact that he does not bear a legal obligation to serve the Association personal information or agree to its processing, however, it should be clarified that without serving the required information and without his consent to it being processed in accordance with the privacy policy, it would not be possible to register him in the Association and allow his participation in the Association's activity.

## 10. General Provisions

- 10.1. The provisions of this Agreement shall become valid and binding upon the Parties only after this Agreement has been presented to the Budgetary Control Authority and approved by it. The Club undertakes to submit this Agreement to the Authority for approval, once signed by both Parties, no later than 14 days after it has been signed by the Coach on the date set out in the preamble to this Agreement.
- 10.2. The parties are entitled to cancel this Agreement before the end of its term of validity, provided that the cancellation is mutually agreed by the parties and approved by the Chairperson of the Authority.
- 10.3. The parties are entitled to amend the terms of this Agreement before the end of its term of validity, subject to the condition that the change shall receive the prior approval of the Authority. Every change and/or addition to this Agreement will be signed by the parties separately next to each change.
- 10.4. The Parties expressly agree that this Agreement, as submitted to and approved by the Authority, is the sole binding agreement between them, and any other agreement that is not submitted to and approved by the Authority shall be null and void, of no force or effect, and the Parties shall not act in accordance with its provisions.



10.5. The Club and Coach confirm that they have read the provisions and the terms of the Agreement and that they are understood by them and agreed upon by them and that it is agreed that the Authority's approval of this Agreement is solely for purposes of the Codex and not for any other purpose.

10.6. This Agreement also constitutes notice according to law to an employee in accordance with the Notice to Employee and to Candidate for Employment Law (Terms of Employment and Classification and Acceptance for Employment Proceedings), 5762-2002.

#### 11. Representation by Football Agent

(Please mark in circle the correct option):

- A Football Agent was involved in signing this contract.
- A Football Agent wasn't involved in signing this contract.

If this contract was signed using a Football Agent, please indicate which of the sides signing this contract was engaging with a Football Agent:  Coach /  Club

Agent's name: \_\_\_\_\_ ; FIFA Agent license No. \_\_\_\_\_

**In Witness Whereof the Parties have Set Their Signatures:**

\_\_\_\_\_  
**Coach**

\_\_\_\_\_  
**Club**

**Approved by the Budgetary Control Authority**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Signature and Stamp**



## Appendix A

### **Statement of full and proper disclosure of the Agreement's details**

The Parties declare, confirm and warrant, separately and jointly, that this Agreement, together with all of its provisions, appendices and supplements, including Clause 8 of the Agreement, constitutes a final, complete, exhaustive, clear and accurate reflection of all agreements, terms, understandings, representations, obligations and arrangements of every kind and type, whether in writing or oral, express or implied, direct or indirect, between the Parties.

The parties declare that they do not have, nor will they will ever have any agreement, document, memorandum of understanding, promise, representation, secondary agreement or another settlement, either enclosed to this Agreement, or not, according to which they operate or will be obligated to operate beyond whatever is explicitly contained in this Agreement and its appendices.

Without derogating the aforesaid, the parties declare that as part of this Agreement all the details pertaining to the engagement between them as well as to any consideration, payment, compensation, right, benefit, reimbursement, expense, grant, bonus, salary or supplement, either in money or in equivalence, either conditional, or unconditional, either directly, or indirectly were delivered, specified and included, including, inter alia, signing fees, salary, grants of any kind, premiums, bonuses, fuel, travel, vehicle expenses, reimbursement, rent, accommodations, lodging, catering, airfare, insurances and payments to any third party in relation with Coach.

The Coach declares and confirms that he has personally read the Agreement, including all of its clauses and appendices, and has not relied solely on its reading by his agent, attorney, consultant or any other person acting on his behalf. The Coach confirms that he understood the content, significance and consequences of the Agreement, and that he personally verified that the Agreement, together with its appendices and all additional terms agreed between the Parties, fully and accurately reflects all agreements between him and the Club.

The parties declare that they will not make any claim according to which they failed to know, understand, were required or obligated to deliver, enclose, attach or report the full details, understandings, documents or terms pertaining to the engagement between them.

The full responsibility to ensure that the Agreement upon its appendices fully, accurately and exhaustively reflect the overall agreements jointly and severally apply to the parties.



The parties are aware of the fact that any missing, partial, misleading or false representation as well as any omission of a significant item, consideration, obligation, benefit, document or agreement would constitute an extremely severe violation of the Association's by laws, with all the ensuing implications, and may lead to imposing harsh sanctions on the Club, Coach and any officer who was involved, either directly, or indirectly, in the misrepresentation, concealment of the information or failure to report this.

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**Coach**

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**Club**



## Appendix B

### **General approval regarding employer's payments to pension and insurance funds in lieu of severance pay pursuant to the Severance Pay Law, 5723-1963**

"Pursuant to my powers under Section 14 of the Severance Pay Law, 5723-1963 (1) (hereinafter, the "**Law**"), I approve that payments which an employer paid commencing from the date of publication of this approval, for his employee for a comprehensive pension in an annuity provident fund for which is not an insurance fund within the meaning thereof under the Income Tax Regulations (Rules for Approval and Management of Provident Fund), 5724-1964 (2) (hereinafter, the "**Pension Fund**"), or to managers insurance that includes a possibility for an annuity or a combination of payments to an annuity and for a plan that is not for an annuity at such insurance fund (hereinafter, the "**Insurance Fund**"), including payments it paid in the course of combining payments to a Pension Fund to an Insurance Fund, whether or not there is an annuity plan within the Insurance Fund (hereinafter, the "**Employer's Payments**"), shall be in lieu of the severance pay that is due to the employee in respect of the salary from which the abovementioned payments were paid and for the period they were paid (hereinafter, the "**Exempted Salary**"), provided that all the following conditions are met:

- a. The Employer's Payments:
  - a.1 To a Pension Fund not less than 14.33% of the Exempted Salary or 12% of the Exempted Salary if, in addition thereto, the employer is also paying payments for his employee for the supplementing of severance pay to a severance provident fund or to an Insurance Fund in the name of the employee at a rate of 2.33% of the Exempted Salary. If the employer did not pay in addition to the 12% also 2.33% as aforesaid, his payments shall be in substitution of only 72% of the employee's severance pay;
  - a.2 To an Insurance Fund not less than one of the following:
    - a.2.a 13.33% of the Exempted Salary, if the employer is, in addition thereto, also paying payments for his employee for the insurance of monthly income in the event of a loss of ability to work, in a program which the Commissioner of the Capital, Insurance and Savings Market at the Ministry of Finance has approved, at a percentage required for insuring at least 75% of the Exempted Salary or a percentage of 2.5% of the Exempted Salary, whichever is the lower (hereinafter – Payment for Loss of Ability to Work Insurance);



a.2.b 11% of the Exempted Salary, if the employer has, in addition, also paid a Payment for Loss of Ability to Work Insurance and in such case the employer's payment shall come in substitution of only 72% of the employee's severance pay;

If in addition to these the employer has also paid payments for supplementing of severance pay to a severance provident fund or to an Insurance Fund in the name of the employee at a percentage of 2.33% of the Exempted Salary, the Employer's Payments shall come in substitution of 100% of the employee's severance pay.

b. Not later than three months after the start of the making of the Employer's Payments a written agreement has been drawn up between the employer and the employee, in which:

b.1 The employee's consent to the arrangement pursuant to this approval in a text giving details of the Employer's Payments and the Pension Fund and the Insurance Fund, as the case may be; the text of this approval shall also be included in the abovementioned agreement;

b.2 The employer's waiver in advance of any right it may have for a refund of monies out of its payments, unless the employee's right to severance pay has been nullified by way of a judgement pursuant to Sections 16 or 17 of the law and if it has been nullified, or in respect of a withdrawal of money from the Pension Fund or from the Insurance Fund which is not by virtue of an entitling event; For these purposes, "entitling event" – death, disability or retirement at age sixty or more.

b.3 This approval does not derogate from the employer's right to severance pay according to the law, a collective agreement, extension order or labor contract, in respect of salary in excess of the Exempted Salary".

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**Coach**

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**Club**