



Abba Hillel Silver Collection Digitization Project

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MS-4787: Abba Hillel Silver Papers, 1902-1989.

Series I: General Correspondence, 1914-1969, undated.

Sub-series A: Alphabetical, 1914-1965, undated.

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Central Conference of American Rabbis, rabbinical contract,
1945-1946.

CONFIDENTIAL

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**PRELIMINARY DRAFT
SUBJECT TO CORRECTION
AND AMENDMENT**

בעזרת השם

OFFICIAL RABBINICAL CONTRACT

**For use in Orthodox, Conservative and Reform Synagogues
in the United States and Canada**

ENDORSED BY

The Synagogue Council of America;

*Hebrew Theological College; Hebrew Union College; Jewish Institute
of Religion; Jewish Theological Seminary; Yeshiva University;*

*The Central Conference of American Rabbis; Rabbinical Assembly
of America; Rabbinical Council of America;*

*The Union of Orthodox Jewish Congregations of America; The Union
of American Hebrew Congregations; The United Synagogue of
America.*

Date of endorsement: August 31, 1946

Agreement made this

day of

, between

NAME OF CONGREGATION

ADDRESS

hereinafter referred to as the "Congregation", and

NAME OF RABBI

ADDRESS

hereinafter referred to as the "Rabbi".

WHEREAS, the Congregation is desirous of conforming with Jewish Law and Custom of calling a Rabbi; and

WHEREAS, the Congregation requires the services of a person qualified to act as Rabbi, teacher, and spiritual leader; and

WHEREAS, the Rabbi, a graduate of, and ordained at, , is qualified, willing and able to assume the duties of Rabbi, teacher, and spiritual leader of the Congregation.

NOW, THEREFORE, it is mutually agreed as follows:

1. The Congregation hereby engages the Rabbi for the term beginning to

2. The parties agree to conform to the following formula in determining the term of service of the Rabbi. When the Rabbi is first called by the Congregation, he shall be engaged for a minimum period of one year; the next succeeding term shall be for a minimum period of three years; the next succeeding term shall be for a minimum period of five years; the next succeeding term shall be for the remainder of the life of the Rabbi. In any case, the Rabbi shall be granted a life contract at the first election following nine (9) years of his service to the Congregation.

3. The duties of the Rabbi shall be as follows:

(Strike out provisions which do not apply)

(a) To preach the sermons on such Sabbaths and Holidays as is customary in the Congregation. The Rabbi shall have the exclusive right to the pulpit during his incumbency, and no other person, rabbi or layman, shall occupy the said pulpit during religious worship without the Rabbi's consent.

(b) The Rabbi shall be in charge of religious services at the Synagogue.

(c) The Rabbi shall chant the religious service on Sabbaths and Holidays.

(d) The Rabbi shall supervise the religious school which is conducted by the Congregation.

(e) The Rabbi shall teach in the religious school which is conducted by the Congregation.

(f) The Rabbi shall attend to and perform all the necessary schechitah (ritual slaughtering of fowl and cattle).

(g) In addition to the foregoing, it is understood that the Rabbi will perform all the usual and customary duties connected with such position as Rabbi.

4. The Congregation agrees to pay to the Rabbi for his services as his annual salary, the sum of \$....., payable in installments on of each in the amount of \$.....

5. It is agreed by and between the parties hereto that the Rabbi shall be entitled to officiate at all weddings and bar mitzvohs held in the synagogue of the Congregation, and at all funerals and unveilings which take place on the cemetery owned by the Congregation, and that he shall be entitled to receive and retain the customary rabbinical fees derived from such services.

6. It is agreed by the parties hereto that the Rabbi shall be entitled to and receive a vacation and that he shall be permitted to absent himself from the Synagogue during the following period: *(Select one)*

(a) From the close of the festival of Shavuoth until the Sabbath preceding Rosh Hashanah; or

(b) From July 1st through August 31st; or

(c) For the period of one month from..... to.....

RETIREMENT AND INSURANCE

7. The Congregation agrees to enroll the Rabbi in the Retirement Plan to which he is eligible, and agrees to pay its share of the cost based upon the Rabbi's salary. The Congregation agrees that the Rabbi's normal retirement date should be as specified in said plan.

DISABILITY

8. The Congregation agrees to pay the premium on a disability policy for the Rabbi's benefit, in sufficient amount to protect the Rabbi for the amount of his salary in the event of the Rabbi's disability.

SEVERANCE

9. If the Congregation fails to renew the Rabbi's contract on or before its expiration, it agrees to pay the Rabbi the equivalent of seven (7%) per cent of the salary provided for in the current contract multiplied by the number of years the Rabbi has served the Congregation under its current and previous contracts.

ARBITRATION

10. It is further agreed by the parties hereto that if any dispute or disagreement shall arise in connection with either any interpretation of this agreement or the performance or non-performance thereof, then and in such event, the matter in controversy shall be settled by arbitration, by three (3) arbitrators, one of whom shall be selected by each of the parties hereto, and the third by the two arbitrators so selected.

DEFINITION OF "LIFE" CONTRACT

11. It is understood by the parties hereto that the term "life" of the Rabbi wherever employed in this agreement shall mean service by the Rabbi until the age of sixty-five (65), unless such service shall have commenced after the Rabbi has attained the age of fifty-five (55), in which event it shall mean ten (10) years of service on the part of the Rabbi.

In Witness Whereof the parties hereto have hereunto set their hands and affixed their seals, the day and year first above written.

.....
NAME OF CONGREGATION

By: (L. S.)
OFFICER

..... (L. S.)
RABBI