

2019-20 Adopted Budget Benefits Rates 7-11-19

	Job Group	Discretionary Benefit Rate	Regulatory Benefit Rate	Total	
A1	Executive	4.9%	21.00%	25.934%	A1
A2	Certificated Contract Manager	8.2%	21.00%	29.184%	A2
A3	Noncertificated Contract Manager	8.5%	29.41%	37.908%	A3
B1	Board of Trustees Member	138.0%	8.95%	99.900%	B1
C1	Noncertif. Contract Classif. Unit 1-ACE	17.0%	29.83%	46.803%	C1
C2	Classified less than 50%		19.96%	19.965%	C2
C3	Noncertif. Contract Classif. Unit A-CSEA	19.5%	29.83%	49.306%	C3
C4	Supervisors	11.9%	29.52%	41.418%	C4
C5	Noncertificated Confidential Staff	13.7%	29.83%	43.498%	C5
C6	Police Officers Association (POA)	13.1%	29.83%	42.897%	C6
F1,F2	Certificated Instructor	12.3%	20.25%	32.539%	F1,F2
F3	Certificated Contract Childcare Instructor	35.8%	20.25%	56.009%	F3
F4	Certificated Contract Quarterly Instructor	3.4%	9.74%	13.160%	F4
F7	Certificated Contract Early Retiree	0.4%	2.90%	3.344%	F7
F4 *	Certificated Contract Summer Instructor		20.00%	13.160%	F4 *
F5, F6,F8	Certifi. Hourly Instructor (no sick leave)		9.74%	9.744%	F5, F6,F8
F4	Paid Office Hour		9.74%	13.160%	F4
F6	Certificated Non-teaching Instructor		9.74%	9.744%	F6
S1	Noncertificated Hourly Student		1.30%	1.300%	S1
S2	Noncertificated Hourly College Workstudy		1.30%	1.300%	S2
T1	Casual/Empl. Perform. Casual Work (Except.)		9.10%	9.104%	T1
T2	Noncertificated Hourly/Vacancies		9.10%	9.104%	T2
T3	Noncertificated Hourly Short-Term		9.10%	9.104%	T3
T4	Noncertificated Hourly Substitute		9.10%	9.104%	T4
T5	Noncertificated Hourly Intermittent		9.10%	9.104%	T5
T6	Noncertificated Hourly Retiree		2.90%	2.904%	T6
T7	Noncertificated Hourly Seasonal		9.10%	9.104%	T7
	Certificated Hourly Instructor (Sick Leaves)		9.74%	9.744%	
	Noncertificated Hourly Flint Center		9.10%	9.104%	
	Noncertificated Hourly Short Course		9.10%	9.104%	