

Fringe/ Benefit Description	District Assigned Object Code	2020-21 Fringe Rate
PERS - District		
<i>Tier I & II</i>	0211	23.92%
<i>ORSRP</i>	0211	18.47%
<i>BLENDED based on STAFFING for FY 20-21</i>	0211	20.11%
PERS - Employee 6% - District Pickup		
	0212	6.00%
COMBINED BLENDED PERS & PICKUP		26.11%
FICA - Federal Insurance Contribution Act		
Social Security	0220	6.20%
Medicare	0221	1.45%
Total FICA - Federal Insurance Contribution Act		7.65%
Workers Compensation <i>(assigned based on job classification - change yearly - 90% of salaries under class 8868)</i>		
<i>School Bus Drivers - W/C Class 7380</i>	0231	4.26%
School - Professional Emp & Clerical - W/C Class 8868	0231	0.42%
<i>School - All Other Employees - W/C Class 9101</i>	0231	3.20%
<i>School - Cafeteria / Kitchen Employee - W/C Class 9349</i>	0231	3.02%
<i>Vol Teacher VOL@ \$9.25 / HR - W/C Class 8868</i>	0231	0.42%
Oregon Family Medical Leave		0.00%
Unemployment		0.30%
TOTAL BENEFIT / FRINGE RATE WITHOUT INSURANCE		34.48%
(this total is based on using blended PERS rates & W/C class 8868 as the most frequent rate usage)		
Health Insurance		0241
(this amount is based on each individual union contract and what the member qualifies for)		