

**LEGALLY REQUIRED BENEFITS**

- 9.1 State Teachers' Retirement System.** All academic management and supervisory employees in the management and supervisory classifications will become members of the State Teachers' Retirement System as required by law, with the exception of those employees who previously held membership in PERS and who have elected to retain that membership. The employee's contribution is prescribed by law and is deducted from the employee's paycheck. Should the employee terminate employment, s/he may apply to the State Teachers' Retirement System to withdraw accumulated funds. The employee may leave funds in the system if s/he has a total of five years of credited service. Legislation provides that all academic employees may retire at age fifty-five or older.
- 9.2 Public Employees' Retirement System.** All classified employees will become members of the Public Employees' Retirement System as required by law, with the exception of those employees who previously held membership in STRS and who have elected to retain that membership. The employee's contribution is prescribed by law and is deducted from the employee's paycheck. Should the employee terminate employment, s/he may apply to the Public Employee's Retirement System to withdraw the accumulated funds. The employee may leave funds in the system if s/he has a total of five years of credited service with one or more employers covered by PERS. Legislation provides that all members of the classified service may retire at age fifty or older.
- 9.2.1 Safety PERS Benefit.** Management and Supervisory employees who are sworn peace officers shall receive the 2% at 50 Safety PERS Plan from the Public Employees' Retirement System. In exchange for going to the 2% at 50 PERS Plan, such employees agree that the impacted sworn peace officers will drop out of Social Security. The District's and the employees' share of Social Security will then be used to help subsidize the costs of this program.
- 9.3 Social Security System.** All classified employees (except as noted above) are required to contribute to the Federal Social Security System. The rate and maximum contributions are established in law, and the District contributes an equal amount.
- 9.4 Unemployment Insurance.** All employees are covered, at District expense, by State Unemployment Insurance.
- 9.5 Workers' Compensation Insurance.** All employees are covered by Workers' Compensation Insurance through a joint powers arrangement with Contra Costa County school districts. Coverage is provided for injuries arising out of or occurring in the course of employment.
- 9.6 Medicare Insurance.** All classified employees are required to contribute to Medicare insurance. All academic employees who were employed after April 1, 1986 are required to contribute to Medicare insurance. The rate is established in law, and the District contributes an equal amount.