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**Fringe Benefit Rate Estimates for Proposals and Contracts**

Indiana State University consistently calculates fringe benefits in proposals, contracts, and other agreements at the following percentages:

Faculty or staff with salary less than \$50,000	45%
Faculty or staff with salary equal or greater than \$50,000	40%
Summer pay for faculty	12%
Supplemental academic year or fiscal year pay	12%
Support staff overtime pay*	20%
Student academic year pay	2%
Student summer pay	10%

\*Overtime pay for support staff must be budgeted at 1 ½ times the normal pay rate.

Actual fringe benefit costs will be charged to the proposal or contract, which may be higher or lower than the averages provided above.

Upon agency request, and in other very selected cases, ISU calculates benefits at actual rates.

When Indiana State University provides fringe benefits as match or cost-share, the rate of 20% is used for all faculty or staff.