

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	1,426.0	1,368.0	1,375.0
Pupils On Roll Special Ed Full-Time	259.0	266.0	288.0
Pupils On Roll SUBTOTAL	1,685.0	1,634.0	1,663.0
Pupils in Private School Placements	10.0	11.5	14.0
Pupils Sent to Other Districts Special Ed	2.0	3.0	0.0
Pupils Received	6.0	16.0	0.0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	26,318,000	27,266,482	28,390,548
Total Tuition	10-1300	237,466	118,000	93,150
Unrestricted Miscellaneous Revenues	10-1XXX	67,940	1,500	1,500
Interest Earned On Capital Reserve Funds	10-1XXX	100	100	100
Other Restricted Miscellaneous Revenues	10-1XXX	44,914	85,040	70,000
Subtotal - Revenues From Local Sources		26,668,420	27,471,122	28,555,298
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	108,847	108,847	123,304
Extraordinary Aid	10-3131	179,016	79,263	132,686
Categorical Special Education Aid	10-3132	1,026,841	1,026,841	1,014,243
Categorical Security Aid	10-3177	25,734	25,734	29,235
Parcc Readiness Aid	10-3181		0	16,820
Per Pupil Growth Aid	10-3182		0	16,820
Professional Learning Community Aid	10-3183		0	15,790
Other State Aids	10-3XXX	51,214	33,640	0
Subtotal - Revenues From State Sources		1,391,652	1,274,325	1,348,898
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	0	15,737	14,639
Subtotal - Revenues From Federal Sources		0	15,737	14,639
Budgeted Fund Balance - Operating Budget	10-303	0	217,996	300,271
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	85,000	0
Withdrawal From Maint. Reserve	10-310	0	75,000	0
Transfers From Other Funds	10-5200	434,182	0	0
Adjustment For Prior Year Encumbrances		0	138,419	0
Actual Revenues (Over)/Under Expenditures		-815,223	0	0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Total Operating Budget		27,679,031	29,277,599	30,219,106
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	10,760	0	0
Total Revenues From Local Sources	20-1XXX	10,760	0	0
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	90,771	94,858	76,337
Total Revenues From State Sources		90,771	94,858	76,337
Revenues from Federal Sources:				
Title I	20-4411-4416	58,855	54,476	41,034
Title II	20-4451-4455	35,301	43,613	25,048
Title III	20-4491-4494	8,712	12,399	0
I.D.E.A. Part B (Handicapped)	20-4420-4429	384,159	418,613	348,966
Total Revenues From Federal Sources		487,027	529,101	415,048
Total Grants And Entitlements		588,558	623,959	491,385
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	429,737	411,550	397,176
Total Revenues From Local Sources		429,737	411,550	397,176
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	156,263	149,650	144,424
Total Local Repayment Of Debt		586,000	561,200	541,600
Total Repayment Of Debt		586,000	561,200	541,600
Total Revenues/Sources		28,853,589	30,462,758	31,252,091
Total Revenues/Sources Net of Transfers		28,853,589	30,462,758	31,252,091

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	8,549,141	8,392,932	8,697,035
Special Education - Instruction	11-2XX-100-XXX	3,015,140	3,028,338	3,055,378
Basic Skills/Remedial - Instruction	11-230-100-XXX	289,371	293,562	269,176
Bilingual Education - Instruction	11-240-100-XXX	59,322	63,262	72,761
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	108,100	108,242	130,270
School-Sponsored Athletics - Instruction	11-402-100-XXX	45,028	54,185	57,500
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	681,191	795,353	1,046,274
Undist. Expenditures - Health Services	11-000-213-XXX	303,601	310,051	324,490
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	518,214	543,318	540,050
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	515,713	568,081	586,040
Undist. Expenditures - Guidance	11-000-218-XXX	458,800	473,678	481,057
Undist. Expenditures - Child Study Teams	11-000-219-XXX	772,637	821,370	883,021
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	37,725	26,735	5,000
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	360,031	341,190	368,467
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	161,816	237,245	245,354
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	611,344	831,880	655,242
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,028,167	1,051,141	1,101,446
Undist. Expend. - Central Services	11-000-251-XXX	286,382	318,394	331,420
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	281,249	319,185	308,187
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,912,041	2,133,824	2,203,455
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,605,048	1,685,456	1,686,465
Personal Services - Employee Benefits	11-XXX-XXX-2XX	5,235,703	6,166,176	6,425,780
Total Undistributed Expenditures		14,769,662	16,623,077	17,191,748
Total General Current Expense		26,835,764	28,563,598	29,473,868
Capital Expenditures:				

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Equipment	12-XXX-XXX-730	35,349	0	17,562
Facilities Acquisition And Const. Serv.	12-000-400-XXX	661,854	563,922	646,813
Interest Deposit To Capital Reserve	10-604	0	100	100
Total Capital Outlay		697,203	564,022	664,475
Transfer Of Funds To Charter Schools	10-000-100-56X	146,064	149,979	80,763
General Fund Grand Total		27,679,031	29,277,599	30,219,106
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	10,760	0	0
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	13,644	11,535	9,805
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	16,204	11,844	10,067
Nonpublic Handicapped Services	20-XXX-XXX-XXX	31,874	42,997	36,547
Nonpublic Nursing Services	20-XXX-XXX-XXX	21,721	18,180	15,453
Nonpublic Technology Initiative	20-XXX-XXX-XXX	7,328	5,252	4,465
Nonpublic Security Aid	20-XXX-XXX-XXX	0	5,050	0
Total Other State Projects		90,771	94,858	76,337
Total State Projects	20-XXX-XXX-XXX	90,771	94,858	76,337
Federal Projects:				
Title I	20-XXX-XXX-XXX	58,855	54,476	41,034
Title II	20-XXX-XXX-XXX	35,301	43,613	25,048
Title III	20-XXX-XXX-XXX	8,712	12,399	0
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	384,159	418,613	348,966
Total Federal Projects	20-XXX-XXX-XXX	487,027	529,101	415,048
Total Special Revenue Funds		588,558	623,959	491,385
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	586,000	561,200	541,600
Total Debt Service Funds		586,000	561,200	541,600

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Total Expenditures/Appropriations		28,853,589	30,462,758	31,252,091
Total Expenditures Net of Transfers		28,853,589	30,462,758	31,252,091

Budget Category	Audited Balance 6-30-2014	Audited Balance 6-30-2015	Estimated Balance 6-30-2016	Estimated Balance 6-30-2017
Unrestricted:				
--General Operating Budget	764,906	655,171	553,581	553,581
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	762,707	1,379,066	1,294,166	1,294,266
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	700,000	815,440	740,440	740,440
--Legal Reserve	320,907	518,267	300,271	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	0	0	0	0
--Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0		0	0
--Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0		0	0
Repayment of Debt:				
--Restricted for Repayment of Debt	1	1	1	1

Per Pupil Cost Calculations	2013-14 Actual Costs	2014-15 Actual Costs	2015-16 Original Budget	2015-16 Revised Budget	2016-17 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$13,703	\$14,613	\$15,511	\$15,943	\$16,129
Total Classroom Instruction	\$8,527	\$9,054	\$9,392	\$9,569	\$9,668
Classroom-Salaries and Benefits	\$7,969	\$8,457	\$8,656	\$8,892	\$8,964
Classroom-General Supplies and Textbooks	\$266	\$282	\$411	\$352	\$438
Classroom-Purchased Services	\$292	\$315	\$326	\$324	\$266
Total Support Services	\$2,216	\$2,314	\$2,578	\$2,610	\$2,647
Support Services-Salaries and Benefits	\$1,942	\$1,946	\$2,137	\$2,171	\$2,175
Total Administrative Costs	\$1,418	\$1,654	\$1,711	\$1,900	\$1,896
Administration Salaries and Benefits	\$1,221	\$1,466	\$1,565	\$1,673	\$1,703
Total Operations and Maintenance of Plant	\$1,285	\$1,306	\$1,491	\$1,517	\$1,549
Operations and Maintenance-Salaries and Benefits	\$686	\$722	\$756	\$785	\$831
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$96	\$113	\$124	\$127	\$146
Total Equipment Costs	\$14	\$21	\$0	\$0	\$11
Legal Costs	\$32	\$47	\$33	\$81	\$51
Employee Benefits as a percentage of salaries*	29.94%	30.22%	35.62%	35.50%	36.01%

\*Does not include pension and social security paid by the State on-behalf of the district.

\*\*Federal and State funds in the blended resource school-based budgets.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending (formerly the Comparative Spending Guide) and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2015-16 revised appropriations and the 2016-17 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.



Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Banking	Morris County Development Authority For Bus Lease	0
Others	Ed-Data Cooperative Purchasing	0
Others	Shared Transportation Services with Mendham Township and Randolph Township	0
Transportation Services, including Fuel	Morris County Educational Services-Transportation routes	0
Purchasing	Utilize State Sponsored ACES Program for Natural Gas & Electricity	0
Purchasing	Midlesex Regional Cooperative Purchasing-School Supplies	0
Municipal/Public Works	Town utilizes Schools for Recreation & Camps	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	27,828,515
(B) Estimated Net Taxable Valuation (as of 10/01/15)	3,065,556,000
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.9078
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	28,232,878
(E) Estimated Net Taxable Valuation (as of 10/01/15)	3,065,556,000
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.9210
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B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	27,828,515
(H) Estimated Equalized Valuation (as of 10/01/15)	3,065,556,000
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.9078
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	28,232,878
(K) Estimated Equalized Valuation (as of 10/01/15)	3,065,556,000
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.9210
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NAME=Cynthia Costanza

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Technology
Base Annual Salary Amount	\$91,800
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$1,100
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$9,563
Contractual Post-Employment Benefit Description of Payout of Sick days	none
Contractual Post-Employment Benefit Description of Payout of Vacation days	\$382.50 per day at termination - max 25 days
Contractual Post-Employment Benefit Description of Payout of Personal days	None
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Cynthia Costanza

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$5,000
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	Waiver of medical benefits
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Damaris Gurowsky

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$107,500
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/13/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$4,760
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,313
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$26,990
Contractual Post-Employment Benefit Description of Payout of Sick days	\$413.86 per day at retirement-max \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	\$413.46 per day at termination-max 29 days
Contractual Post-Employment Benefit Description of Payout of Personal days	None
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Damaris Gurowsky

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Gerald Rolph

CATEGORY	MEASURE
Job Title	Other
Job Title II	Buildings Grounds
Base Annual Salary Amount	\$81,501
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$0
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$13,490
Contractual Post-Employment Benefit Description of Payout of Sick days	\$20 per day not to exceed \$5,000 at retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	\$339.59 per day max 25 days at termination
Contractual Post-Employment Benefit Description of Payout of Personal days	None
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Gerald Rolph

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	



NAME=Sandra Cullis

CATEGORY	MEASURE
Job Title	Assistant Superintendent
Job Title II	
Base Annual Salary Amount	\$147,900
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	10
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$4,200
Total Bonuses Amount	\$14,790
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,313
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$29,200
Contractual Post-Employment Benefit Description of Payout of Sick days	\$568.85 per day at retirement-max \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	\$568 per day at termination-max 25 days
Contractual Post-Employment Benefit Description of Payout of Personal days	None
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Sandra Cullis

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$5,000
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	Waiver of medical benefits
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Steve Forte

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$155,000
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/14
End Date of Contract	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	10
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$7,270
Total Bonuses Amount	\$15,500
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,313
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$16,092
Contractual Post-Employment Benefit Description of Payout of Sick days	None
Contractual Post-Employment Benefit Description of Payout of Vacation days	\$596 per day at termination only max 27 days
Contractual Post-Employment Benefit Description of Payout of Personal days	None
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Steve Forte

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$5,000
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	Waiver of Medical Benefits
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	