

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	1,329.0	1,304.0	1,217.0
Pupils On Roll Regular Shared-Time	7.0	5.0	18.0
Pupils On Roll Special Ed Full-Time	226.0	238.0	254.0
Pupils On Roll Special Ed Shared-Time	30.0	31.0	23.0
Pupils On Roll SUBTOTAL	1,592.0	1,578.0	1,512.0
Pupils in Private School Placements	10.0	8.0	14.0
Pupils Sent to Other Districts Special Ed	4.0	4.0	0.0
Pupils Received	652.0	657.0	620.5

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	12,952,283	14,153,618	14,698,690
Other Local Governmental Units - Restricted	10-12XX	17,000	17,000	17,000
Total Tuition	10-1300	8,722,074	8,848,133	9,365,838
Unrestricted Miscellaneous Revenues	10-1XXX	44,276	48,669	48,669
Interest Earned On Capital Reserve Funds	10-1XXX	0	50	50
Other Restricted Miscellaneous Revenues	10-1XXX	0	0	30,000
Subtotal - Revenues From Local Sources		21,735,633	23,067,470	24,160,247
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	23,093	26,032	26,032
Extraordinary Aid	10-3131	138,040	200,000	150,000
Categorical Special Education Aid	10-3132	505,972	515,757	515,757
Categorical Security Aid	10-3177	17,267	20,069	20,069
Adjustment Aid	10-3178	20,596	20,596	20,596
Parcc Readiness Aid	10-3181	0	9,560	9,560
Per Pupil Growth Aid	10-3182	0	9,560	9,560
Professional Learning Community Aid	10-3183	0	9,300	9,300
Other State Aids	10-3XXX	20,686	0	0
Subtotal - Revenues From State Sources		725,654	810,874	760,874
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	0	27,448	21,593
Subtotal - Revenues From Federal Sources		0	27,448	21,593
Budgeted Fund Balance - Operating Budget	10-303	0	258,374	216,738
Withdrawal From Cap Res-For Local Share	10-307	0	284,542	2,361
Withdrawal From Tuition Reserve-For Tuition Adj.	10-311	0	200,000	135,000
Other Financing Sources - CDL Property Tax Offset - Superstorm Sandy	10-5405	839,651	0	0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Adjustment For Prior Year Encumbrances		0	8,379	0
Actual Revenues (Over)/Under Expenditures		111,446	0	0
Total Operating Budget		23,412,384	24,657,087	25,296,813
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	46,417	47,461	0
Total Revenues From Local Sources	20-1XXX	46,417	47,461	0
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	178,298	1,413	1,201
Total Revenues From State Sources		178,298	1,413	1,201
Revenues from Federal Sources:				
Title I	20-4411-4416	86,166	86,472	73,502
Title II	20-4451-4455	18,015	21,844	18,568
Title III	20-4491-4494	4,737	0	0
I.D.E.A. Part B (Handicapped)	20-4420-4429	286,413	295,440	251,124
Total Revenues From Federal Sources		395,331	403,756	343,194
Total Grants And Entitlements		620,046	452,630	344,395
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	988,325	666,351	667,100
Total Revenues From Local Sources		988,325	666,351	667,100
Total Local Repayment Of Debt		988,325	666,351	667,100
Total Repayment Of Debt		988,325	666,351	667,100
Total Revenues/Sources		25,020,755	25,776,068	26,308,308
Total Revenues/Sources Net of Transfers		25,020,755	25,776,068	26,308,308

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	7,669,345	7,553,061	7,678,356
Special Education - Instruction	11-2XX-100-XXX	1,979,082	2,117,156	2,174,363
Basic Skills/Remedial - Instruction	11-230-100-XXX	108,141	99,908	141,848
Bilingual Education - Instruction	11-240-100-XXX	142,884	116,874	117,045
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	185,577	191,244	196,299
School-Sponsored Athletics - Instruction	11-402-100-XXX	557,485	549,422	569,890
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	920,639	871,077	975,285
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	36,103	37,514	39,021
Undist. Expenditures - Health Services	11-000-213-XXX	198,749	212,520	229,080
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	307,620	301,196	309,209
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	136,241	325,559	364,938
Undist. Expenditures - Guidance	11-000-218-XXX	730,874	766,056	758,621
Undist. Expenditures - Child Study Teams	11-000-219-XXX	663,147	647,962	701,371
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	427,477	490,955	527,827
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	396,179	512,944	517,434
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	28,813	22,997	25,400
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	634,576	654,068	635,914
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,334,184	1,499,865	1,275,434
Undist. Expend. - Central Services	11-000-251-XXX	424,500	464,277	510,380
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,029,373	2,059,489	2,192,838
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	554,515	501,273	531,462
Personal Services - Employee Benefits	11-XXX-XXX-2XX	3,899,135	3,831,614	4,382,639
Total Undistributed Expenditures		12,722,125	13,199,366	13,976,853
Total General Current Expense		23,364,639	23,827,031	24,854,654
Capital Expenditures:				

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Equipment	12-XXX-XXX-730	20,636	98,570	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	27,109	731,436	442,109
Interest Deposit To Capital Reserve	10-604	0	50	50
Total Capital Outlay		47,745	830,056	442,159
General Fund Grand Total		23,412,384	24,657,087	25,296,813
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	46,417	47,461	0
Other State Projects:				
Nonpublic Handicapped Services	20-XXX-XXX-XXX	669	1,413	1,201
Other	20-XXX-XXX-XXX	177,629	0	0
Total Other State Projects		178,298	1,413	1,201
Total State Projects	20-XXX-XXX-XXX	178,298	1,413	1,201
Federal Projects:				
Title I	20-XXX-XXX-XXX	86,166	86,472	73,502
Title II	20-XXX-XXX-XXX	18,015	21,844	18,568
Title III	20-XXX-XXX-XXX	4,737	0	0
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	286,413	295,440	251,124
Total Federal Projects	20-XXX-XXX-XXX	395,331	403,756	343,194
Total Special Revenue Funds		620,046	452,630	344,395
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	988,325	666,351	667,100
Total Debt Service Funds		988,325	666,351	667,100
Total Expenditures/Appropriations		25,020,755	25,776,068	26,308,308
Total Expenditures Net of Transfers		25,020,755	25,776,068	26,308,308

Budget Category	Audited Balance 6-30-2015	Audited Balance 6-30-2016	Estimated Balance 6-30-2017	Estimated Balance 6-30-2018
Unrestricted:				
--General Operating Budget	468,024	469,815	469,815	469,815
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	781,127	781,291	496,799	494,488
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	10,000	10,000	10,000	10,000
--Legal Reserve	631,877	475,112	216,738	0
--Tuition Reserve	300,000	335,000	135,000	0
--Current Expense Emergency Reserve	50,000	50,000	50,000	50,000
--Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
--Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2014-15 Actual Costs	2015-16 Actual Costs	2016-17 Original Budget	2016-17 Revised Budget	2017-18 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$13,739	\$13,856	\$14,593	\$14,372	\$15,631
Total Classroom Instruction	\$7,820	\$7,751	\$8,057	\$7,767	\$8,497
Classroom-Salaries and Benefits	\$7,118	\$7,315	\$7,759	\$7,422	\$8,136
Classroom-General Supplies and Textbooks	\$589	\$334	\$196	\$242	\$256
Classroom-Purchased Services	\$113	\$102	\$102	\$102	\$105
Total Support Services	\$2,139	\$2,279	\$2,463	\$2,603	\$2,914
Support Services-Salaries and Benefits	\$1,962	\$2,107	\$2,334	\$2,473	\$2,775
Total Administrative Costs	\$1,751	\$1,816	\$1,888	\$1,969	\$1,945
Administration Salaries and Benefits	\$1,424	\$1,485	\$1,570	\$1,625	\$1,632
Total Operations and Maintenance of Plant	\$1,488	\$1,451	\$1,596	\$1,475	\$1,657
Operations and Maintenance-Salaries and Benefits	\$758	\$817	\$865	\$804	\$885
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$540	\$559	\$588	\$558	\$618
Total Equipment Costs	\$50	\$13	\$25	\$63	\$0
Legal Costs	\$55	\$51	\$54	\$69	\$69
Employee Benefits as a percentage of salaries*	24.69%	25.47%	25.92%	23.85%	26.76%

*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 2016-17 revised appropriations and the 2017-18 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)
Others	MRESC Cooperative Bidding & Non Public	0
Others	Tennis Courts with the Boro	0
Others	Recreation Facility for Boro	0
Others	Joint Team with Pt. Beach for Ice Hockey, Swimming, Bowling & Gymnastics	0
Others	Curriculum Articulation with the Sending Districts	0
Others	Shared Professional Development with the Sending Districts	0
Others	Shared Athletic Trainer's Vehicle with the Boro	0
Others	HRESC Cooperative Purchasing	0
Others	Salting of Parking Lots with the Boro	0
Others	Crossing Guard with the Boro	0
Others	ACES For Utility Purchases	0
Others	ACT For Telecommunication Purchases	0
Others	Ed Data for Puchasing Consortium	0
Others	School Alliance Insurance Fund (SAIF) for Insurance	0
Others	Monmouth Ocean County Share Service Insurance Fund (MOCCSSIF) for Insurance	0
Others	ETTC (Stockton University) for Strategic Planning	0
Others	MOESC Transportation	0

A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	14,698,690
(B) Estimated Net Taxable Valuation (as of 02/07/17)	1,979,465,275
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	0.7426
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	15,365,790
(E) Estimated Net Taxable Valuation (as of 02/07/17)	1,979,465,275
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	0.7763

B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	14,698,690
(H) Estimated Equalized Valuation (as of 10/01/16)	2,052,135,202
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	0.7163
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	15,365,790
(K) Estimated Equalized Valuation (as of 10/01/16)	2,052,135,202
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	0.7488

NAME=Barbara Kerensky

CATEGORY	MEASURE
Job Title	Other
Job Title II	Director of Curr & Instr
Base Annual Salary Amount	\$123,922
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
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	13
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	\$17,150
Contractual Post-Employment Benefit Description of Payout of Sick days	\$150 per day of unused sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout for Vacation Days
Contractual Post-Employment Benefit Description of Payout of Personal days	\$125 per day of unused personal days
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=Barbara Kerensky

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=Dr. Frank Kasyan

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$157,500
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
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	13
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$0
Total Bonuses Amount	\$23,610
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,000
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$47,711
Contractual Post-Employment Benefit Description of Payout of Sick days	Sick Days Capped at \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped @ 54 days @ 1/260th of Salary
Contractual Post-Employment Benefit Description of Payout of Personal days	Unused Personal days Carried to Sick Days
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=Dr. Frank Kasyan

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=Frank Scott

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$100,512
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	248
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	13
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	\$16,846
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$8,500 for Sick Days
Contractual Post-Employment Benefit Description of Payout of Vacation days	20 days @ per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	4 days @ \$60 per day
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=Frank Scott

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=Jesse Place

CATEGORY	MEASURE
Job Title	Other
Job Title II	Director of Tech/HR
Base Annual Salary Amount	\$120,824
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
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	13
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	\$10,700
Contractual Post-Employment Benefit Description of Payout of Sick days	\$150 per day of unused sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout for Vacation Days
Contractual Post-Employment Benefit Description of Payout of Personal days	\$125 per day of unused personal days
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=Jesse Place

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=Lynn Coates

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$151,600
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
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	13
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)	\$2,000
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$29,577
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15,000 for Sick Days
Contractual Post-Employment Benefit Description of Payout of Vacation days	25 Days at Per Diem - 1/260th of Salary
Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
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=Lynn Coates

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	