

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	3,139.0	3,060.0	2,917.0
Pupils On Roll Special Ed Full-Time	436.0	472.0	467.0
Pupils On Roll Special Ed Shared-Time	6.0	3.0	0.0
Pupils On Roll SUBTOTAL	3,581.0	3,535.0	3,384.0
Pupils in Private School Placements	16.0	14.0	0.0
Pupils Sent to Other Districts Regular	0.0	1.0	0.0
Pupils Sent to Other Districts Special Ed	20.0	20.0	41.0
Pupils Received	128.0	127.0	0.0
Pupils in State Facilities		1.0	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	43,653,001	44,942,061	46,390,086
Transportation Fees From Individuals	10-1410	198,711	0	0
Transportation Fees From Other LEAs	10-1420-1440	0	150,000	100,000
Unrestricted Miscellaneous Revenues	10-1XXX	136,703	99,999	41,895
Subtotal - Revenues From Local Sources		43,988,415	45,192,060	46,531,981
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	100,859	100,859	121,052
Extraordinary Aid	10-3131	246,674	127,500	108,375
Categorical Special Education Aid	10-3132	2,204,418	2,204,418	2,227,684
Equalization Aid	10-3176	6,660,858	6,660,858	6,636,433
Categorical Security Aid	10-3177	97,143	97,143	112,479
Parcc Readiness Aid	10-3181		0	34,410
Per Pupil Growth Aid	10-3182		0	34,410
Professional Learning Community Aid	10-3183		0	33,710
Other State Aids	10-3XXX	94,920	68,820	0
Subtotal - Revenues From State Sources		9,404,872	9,259,598	9,308,553
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	68,769	42,088	48,675
Subtotal - Revenues From Federal Sources		68,769	42,088	48,675
Budgeted Fund Balance - Operating Budget	10-303	0	1,225,000	1,322,363
Withdrawal From Current Expense Emergency Rsv	10-312	0	0	100,000
Other Financing Sources	10-5XXX	400,000	0	0
Adjustment For Prior Year Encumbrances		0	459,512	0
Actual Revenues (Over)/Under Expenditures		716,058	0	0
Total Operating Budget		54,578,114	56,178,258	57,311,572

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Grants and Entitlements:				
Revenues from State Sources:				
Preschool Education Aid	20-3218	0	52,800	52,800
Other Restricted Entitlements	20-32XX	0	104,700	0
Total Revenues From State Sources		0	157,500	52,800
Revenues from Federal Sources:				
Title I	20-4411-4416	0	267,258	247,855
Title II	20-4451-4455	0	86,599	56,963
Title III	20-4491-4494	0	28,253	27,588
I.D.E.A. Part B (Handicapped)	20-4420-4429	0	759,663	784,797
Total Revenues From Federal Sources		0	1,141,773	1,117,203
Total Grants And Entitlements		0	1,299,273	1,170,003
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	0	1,218,589	1,223,625
Total Revenues From Local Sources		0	1,218,589	1,223,625
Total Local Repayment Of Debt		0	1,218,589	1,223,625
Total Repayment Of Debt		0	1,218,589	1,223,625
Total Revenues/Sources		54,578,114	58,696,120	59,705,200
Total Revenues/Sources Net of Transfers		54,578,114	58,696,120	59,705,200

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	17,495,134	17,517,277	18,419,179
Special Education - Instruction	11-2XX-100-XXX	4,575,135	4,673,427	4,549,941
Basic Skills/Remedial - Instruction	11-230-100-XXX	481,966	126,262	369,031
Bilingual Education - Instruction	11-240-100-XXX	249,569	253,665	257,196
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	151,651	190,528	99,170
School-Sponsored Athletics - Instruction	11-402-100-XXX	805,204	858,150	865,416
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,529,463	1,633,929	1,305,149
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	102,723	105,983	120,474
Undist. Expenditures - Health Services	11-000-213-XXX	695,962	730,337	756,357
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	1,083,709	1,022,113	960,827
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	352,946	465,957	395,397
Undist. Expenditures - Guidance	11-000-218-XXX	1,163,098	1,165,565	1,172,166
Undist. Expenditures - Child Study Teams	11-000-219-XXX	928,204	934,397	1,028,547
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	842,001	567,817	698,150
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	539,327	552,120	531,068
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	298,380	331,846	330,251
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	882,710	1,123,046	1,109,060
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	2,629,627	2,772,092	2,492,273
Undist. Expend. - Central Services	11-000-251-XXX	728,928	946,084	819,186
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	667,405	785,949	706,072
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	4,742,031	5,546,730	5,243,435
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,891,233	2,084,650	2,200,228
Personal Services - Employee Benefits	11-XXX-XXX-2XX	9,806,341	11,422,492	12,704,742
Total Undistributed Expenditures		28,884,088	32,191,107	32,573,382
Total General Current Expense		52,642,747	55,810,416	57,133,315

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	354,618	43,948	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	79,697	279,477	64,257
Capital Reserve - Transfer To Capital Projects	12-000-400-931	1,481,600	0	0
Total Capital Outlay		1,915,915	323,425	64,257
Transfer Of Funds To Charter Schools	10-000-100-56X	19,452	44,417	114,000
General Fund Grand Total		54,578,114	56,178,258	57,311,572
Special Grants and Entitlements:				
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	0	52,800	52,800
Total Preschool Education Aid	20-218-XXX-XXX	0	52,800	52,800
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	0	27,803	0
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	0	27,610	0
Nonpublic Handicapped Services	20-XXX-XXX-XXX	0	33,150	0
Nonpublic Nursing Services	20-XXX-XXX-XXX	0	1,205	0
Nonpublic Technology Initiative	20-XXX-XXX-XXX	0	14,932	0
Total Other State Projects		0	104,700	0
Total State Projects	20-XXX-XXX-XXX	0	157,500	52,800
Federal Projects:				
Title I	20-XXX-XXX-XXX	0	267,258	247,855
Title II	20-XXX-XXX-XXX	0	86,599	56,963
Title III	20-XXX-XXX-XXX	0	28,253	27,588
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	0	759,663	784,797
Total Federal Projects	20-XXX-XXX-XXX	0	1,141,773	1,117,203
Total Special Revenue Funds		0	1,299,273	1,170,003
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	0	1,218,589	1,223,625

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Total Debt Service Funds		0	1,218,589	1,223,625
Total Expenditures/Appropriations		54,578,114	58,696,120	59,705,200
Total Expenditures Net of Transfers		54,578,114	58,696,120	59,705,200

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	1,453,294	1,520,600	1,222,479	1,114,375
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	2,098,479	1,033,879	1,033,879	1,033,879
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	449,481	449,481	449,481	449,481
--Legal Reserve	1,833,624	2,141,138	1,214,259	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	196,533	196,533	196,533	96,533
--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	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	\$14,150	\$13,764	\$14,483	\$14,778	\$15,887
Total Classroom Instruction	\$8,571	\$8,190	\$8,712	\$8,588	\$9,543
Classroom-Salaries and Benefits	\$8,080	\$7,732	\$8,393	\$8,269	\$9,218
Classroom-General Supplies and Textbooks	\$314	\$195	\$214	\$229	\$214
Classroom-Purchased Services	\$176	\$263	\$105	\$91	\$112
Total Support Services	\$2,075	\$2,094	\$2,081	\$2,125	\$2,311
Support Services-Salaries and Benefits	\$1,731	\$1,767	\$1,724	\$1,746	\$1,945
Total Administrative Costs	\$1,548	\$1,706	\$1,774	\$1,975	\$1,946
Administration Salaries and Benefits	\$1,208	\$1,422	\$1,430	\$1,444	\$1,551
Total Operations and Maintenance of Plant	\$1,462	\$1,352	\$1,437	\$1,605	\$1,588
Operations and Maintenance-Salaries and Benefits	\$114	\$109	\$118	\$127	\$133
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$397	\$329	\$371	\$375	\$367
Total Equipment Costs	\$65	\$99	\$0	\$12	\$0
Legal Costs	\$32	\$21	\$34	\$32	\$33
Employee Benefits as a percentage of salaries*	29.64%	30.66%	35.80%	35.73%	38.13%

\*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)
Recycling	Shared service with Borough of South Plainfield	0
Others	Snow removal with Borough of South Plainfield	0
Others	Facility use with Borough of South Plainfield Recreation	0
Others	Fuel purchase through Piscataway BOE	0
Others	Purchasing with Middlesex Regional Educational Services Commission	0
Others	Transportation jointure with Dunellen	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	45,675,906
(B) Estimated Net Taxable Valuation (as of 10/01/15)	1,391,076,957
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	3.2835
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	46,897,014
(E) Estimated Net Taxable Valuation (as of 10/01/15)	1,391,076,957
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	3.3713
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B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	45,675,906
(H) Estimated Equalized Valuation (as of 10/01/15)	3,770,777,387
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	1.2113
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	46,897,014
(K) Estimated Equalized Valuation (as of 10/01/15)	3,770,777,387
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	1.2437
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NAME=Adele Veirs

CATEGORY	MEASURE
Job Title	Other
Job Title II	Executive Secretary
Base Annual Salary Amount	\$81,674
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	22
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	5
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	\$22,487
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum 100 days @ \$150 per day
Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem x vacation days
Contractual Post-Employment Benefit Description of Payout of Personal days	not applicable
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=Adele Veirs

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=Alexandre Ferreir

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$139,995
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	22
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	5
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	\$1,812
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	\$27,833
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum 100 days @ \$150 per day
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	not applicable
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=Alexandre Ferreir

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=Marlene Steele

CATEGORY	MEASURE
Job Title	Other
Job Title II	Transportation Supervisor
Base Annual Salary Amount	\$78,780
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	22
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	5
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	\$750
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	\$19,222
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum 100 days @ \$120 per day
Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem x vacation days
Contractual Post-Employment Benefit Description of Payout of Personal days	not applicable
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=Marlene Steele

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=TBD

CATEGORY	MEASURE
Job Title	Assistant Superintendent
Job Title	Assistant Business Administrator
Job Title	Superintendent
Job Title II	
Job Title II	
Job Title II	
Base Annual Salary Amount	\$143,000
Base Annual Salary Amount	\$80,616
Base Annual Salary Amount	\$165,000
Full-Time Equivalent (FTE)	1.0
Full-Time Equivalent (FTE)	1.0
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared with Another District?	N
Shared with Another District?	N
Shared County	
Shared County	
Shared County	
Shared District	
Shared District	
Shared District	
Job Title Other District	
Job Title Other District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Member of Collective Bargaining Unit (CBU)?	N
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/16
Beginning Date of Contract	07/01/16
Beginning Date of Contract	07/01/16

NAME=TBD

CATEGORY	MEASURE
End Date of Contract	06/30/17
End Date of Contract	06/30/17
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Work Days	260
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Contracted Number of Annual Consulting Days	0
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Number of Other Contracted Non-Working Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Description of Other Contracted Non-Working Days	
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$0
Total Allowances Amount	\$0
Total Allowances Amount	\$0
Total Bonuses Amount	\$0
Total Bonuses Amount	\$0
Total Bonuses Amount	\$0

NAME=TBD

CATEGORY	MEASURE
Total Stipends Amount	\$0
Total Stipends Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$0
Total Contractual Post-Employment Benefit Amount	\$0
Total Contractual Post-Employment Benefit Amount	\$0
Contractual Post-Employment Benefit Description of Payout of Sick days	TBD
Contractual Post-Employment Benefit Description of Payout of Sick days	TBD
Contractual Post-Employment Benefit Description of Payout of Sick days	TBD
Contractual Post-Employment Benefit Description of Payout of Vacation days	TBD
Contractual Post-Employment Benefit Description of Payout of Vacation days	TBD
Contractual Post-Employment Benefit Description of Payout of Vacation days	TBD
Contractual Post-Employment Benefit Description of Payout of Personal days	TBD
Contractual Post-Employment Benefit Description of Payout of Personal days	TBD
Contractual Post-Employment Benefit Description of Payout of Personal days	TBD
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 1	
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 2	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=TBD

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