Morris Mine Hill Twp Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	326.0	336.0	380.0
On Roll Special Ed Full-Time	42.0	44.0	44.0
On Roll Subtotal	368.0	380.0	424.0
In Private School Placements	5.0	5.0	5.0
Sent to Contracted Preschool		26.0	26.0
Sent to Other Districts Regular	107.0	110.5	102.0
Sent to Other Districts Special Ed	23.0	26.5	26.5
Received		2.0	0.0

Morris Advertised Revenues Mine Hill Twp

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Local Tax Levy-Base Budget	10-1210	7,319,507	7,319,507	7,565,897
	Total Tax Levy	10-121x	7,319,507	7,319,507	7,565,897
	Rents and Royalties	10-1910	0	0	10,000
General Fund Revenues from Local Sources	Unrestricted Miscellaneous Revenues	10-1XXX	411,449	10,000	215,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	5,000	5,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	155,000	70,000
	Total Revenues from Local Sources		7,730,956	7,489,507	7,865,897
	School Choice Aid	10-3116	1,258,370	1,323,160	1,522,755
	Categorical Transportation Aid	10-3121	171,868	171,868	152,737
	Extraordinary Aid	10-3131	163,956	75,000	125,000
Consend Francis Devices on State Courses	Categorical Special Education Aid	10-3132	435,874	571,326	597,532
General Fund Revenues from State Sources	Equalization Aid	10-3176	1,774,286	2,306,450	2,182,931
	Categorical Security Aid	10-3177	41,980	129,783	162,597
	Other State Aids	10-3XXX	7,280	0	0
	Total Revenues from State Sources		3,853,614	4,577,587	4,743,552
	Budgeted Fund Balance-Operating Budget	10-303	0	300,000	300,000
	Withdrawal from Capital Reserve for Local Share	10-307	0	0	2,300,000
O	Transfers from Other Funds	10-5200	-105,014	0	0
General Fund Revenues from Other Sources	Other Financing Sources	10-5XXX	91,012	0	0
	Adjustment for Prior Year Encumbrances		0	107,343	0
	Actual Revenues (Over)/Under Expenditures		486,124	0	0
General Fund Revenues	Total Operating Budget		12,056,692	12,474,437	15,209,449
	Student Activity Fund Revenue	20-1760	8,974	8,000	8,000
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	72	0	0
	Total Revenues from Local Sources	20-1XXX	9,046	8,000	8,000

Morris Mine Hill Twp Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Preschool Education Aid-Prior Year Carryover	20-3218	0	254,138	190,603
Charles Devenue Fund Devenues from State Courses	Preschool Education Aid	20-3218	701,782	1,189,365	1,123,626
	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	7,348	7,598	0
	Total Revenues from State Sources		709,130	1,451,101	1,314,229
	Title I	20-4411-4416	70,392	95,317	68,050
	Title II	20-4451-4455	12,647	16,425	18,000
	IDEA Part B (Handicapped)	20-4420-4429	119,220	122,644	116,000
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	27,527	1,260	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	18,774	0	0
Special Revenue Fund Revenues from Federal	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	2,544	7,627	0
Sources	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	20,325	3,712	0
	ARP-ESSER	20-4540	454,459	0	0
	CRRSA Act-ESSER II	20-4534	1,505	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	7,150	0	0
	Other	20-4XXX	49,500	32,733	0
	Total Revenues from Federal Sources		784,043	279,718	202,050
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	208,020	170,514
Special Revenue Fund Revenues	Total Grants and Entitlements		1,501,253	1,946,839	1,694,793
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	207,033	208,634	209,446
Debt Service Fund Revenues IIom Local Sources	Total Revenues from Local Sources		207,033	208,634	209,446
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	95,448	96,185	96,560
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		302,481	304,819	306,006
Debt Service Fund Revenues	Total Repayment of Debt		302,481	304,819	306,006
All Fund Revenues	Total Revenues/Sources			14,726,095	17,210,248
Devenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	208,020	170,514
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		13,860,426	14,518,075	17,039,734

Morris Mine Hill Twp Advertised Appropriations

General Fund Current Expenses for Instruction Special Education-Instruction 11-2XX-100-XXX	2,351,098 586,984 34,612	2,681,846 721,486	2,800,719
General Fund Current Expenses for Instruction		721,486	
General Funo Content Expenses for instruction	34,612	,	759,623
Billingual Education-Instruction 11-240-100-XXX		59,970	60,475
School-Sponsored Cocurricular or Extracurricular Activities-Instruction 11-401-100-XXX	15,816	22,600	23,600
Undistributed Expenditures-Instruction (Tuition) 11-000-100-XXX 2	2,575,664	3,636,920	3,726,561
Undistributed Expenditures-Attendance and Social Work 11-000-211-XXX	11,724	13,300	18,000
Undistributed Expenditures-Health Services 11-000-213-XXX	70,050	81,967	90,180
Undistributed Expenditures-Speech, OT, PT and Related Services 11-000-216-XXX	37,796	264,714	221,195
Undistributed Expenditures—Other Support Services, Students—Extraordinary Services 11-000-217-XXX	173,876	311,852	145,000
Undistributed Expenditures-Guidance 11-000-218-XXX	58,452	62,580	80,275
Undistributed Expenditures-Child Study Teams 11-000-219-XXX	169,150	317,574	382,624
Undistributed Expenditures-Improvement of Instruction Services 11-000-221-XXX	64,307	85,492	88,032
General Fund Current Expenses for Support Services Undistributed Expenditures-Education Media Services/Library 11-000-222-XXX	153,818	170,482	172,853
Undistributed Expenditures-Instructional Staff Training Services 11-000-223-XXX	39,861	39,274	33,554
Undistributed Expenditures-Support Services-General Administration 11-000-230-XXX	292,674	346,444	371,623
Undistributed Expenditures-Support Services-School Administration 11-000-240-XXX	124,081	134,590	145,205
Undistributed Expenditures-Central Services 11-000-251-XXX	242,284	282,678	295,020
Undistributed Expenditures-Operation and Maintenance of Plant Services 11-000-26X-XXX	521,876	802,506	838,179
Undistributed Expenditures-Student Transportation Services 11-000-270-XXX	634,261	747,486	803,620
Personal Services-Employee Benefits 11-XXX-XXX-2XX 1	1,252,795	1,505,690	1,753,125
Total Undistributed Expenditures 6	6,422,669	8,803,549	9,165,046
General Fund Current Expenses for Increased Reserves Interest Earned on Maintenance Reserve 10-606	0	5,000	5,000
General Fund Current Expenses Total General Current Expense 9	9,411,179	12,294,451	12,814,463
Equipment 12-XXX-XXX-730	17,052	0	0
Facilities Acquisition and Construction Services 12-000-400-XXX	203,682	11,821	11,821
Capital Outlay Capital Reserve-Transfer to Capital Projects 12-000-400-931 2	2,397,000	0	2,300,000
Interest Deposit to Capital Reserve 10-604	0	155,000	70,000
Total Capital Outlay 2	2,617,734	166,821	2,381,821

Morris Mine Hill Twp Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	27,779	13,165	13,165
General Fund Expenses and Translers	General Fund Grand Total		12,056,692	12,474,437	15,209,449
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	72	0	0
	Preschool Education Aid Instruction	20-218-100-XXX	214,041	319,876	378,000
Special Revenue Fund Expenses for Preschool Education Aid	Support Services	20-218-200-XXX	478,138	1,056,509	950,907
Education Aid	Facility Acquisition and Construction Services	20-218-400-XXX	9,603	275,138	155,836
	Total Preschool Education Aid	20-218-XXX-XXX	701,782	1,651,523	1,484,743
Special Revenue Fund Expenses for Other State Projects SDA Emergent Needs and Capital Maintenance In School Districts 20-492-XXX-XXX		7,348	7,598	0	
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	709,130	1,659,121	1,484,743
	Title I	20-XXX-XXX-XXX	70,392	95,317	68,050
	Title II	20-XXX-XXX-XXX	12,647	16,425	18,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	119,220	122,644	116,000
	Other	20-XXX-XXX-XXX	49,500	32,733	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	1,505	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	7,150	0	0
Special Revenue Fund Expenses for Federal Projects	ARP-ESSER Grant Program	20-487-xxx-xxx	454,459	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	27,527	1,260	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	18,774	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	2,544	7,627	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	20,325	3,712	0
	Total Federal Projects	20-XXX-XXX-XXX	784,043	279,718	202,050
Special Revenue Fund Expenses	Total Special Revenue Funds		1,501,253	1,946,839	1,694,793
Dobt Saniga Fund Evnance	Total Regular Debt Service	40-701-510-XXX	302,481	304,819	306,006
Debt Service Fund Expenses	Total Debt Service Funds		302,481	304,819	306,006
All Fund Expenses	Total Expenditures/Appropriations		13,860,426	14,726,095	17,210,248

Morris Mine Hill Twp Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Expanses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	208,020	170,514
Expenses Net of Transfers	Total Expenditures Net of Transfers		13,860,426	14,518,075	17,039,734

Morris Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2023	Audited Balance 06/30/2024	Estimated Balance 06/30/2025	Estimated Balance 06/30/2026
Unrestricted	General Operating Budget	277,144	296,236	250,000	250,000
Offiestricted	Repayment of Debt	0	0	0	0
	Capital Reserve	6,396,347	5,857,499	6,058,735	3,828,735
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	350,470	350,470	355,470	360,470
	Legal Reserve	550,000	600,000	300,000	0
Restricted for General Operating Budget	Unemployment Fund	79,275	82,689	82,689	82,689
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	250,000	250,000	250,000	250,000
	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
Restricted for Special Revenue Fund	Student Activity Fund	33,773	34,739	34,739	34,739
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Morris

Advertised Per Pupil Cost Calculations

Mine Hill Twp

Per Pupil Cost Calculations	2022-23 Actual Costs	2023-24 Actual Costs	2024-25 Original Budget	2024-25 Revised Budget	2025-26 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$17,529	\$18,480	\$18,177	\$22,419	\$21,279
Total Classroom Instruction	\$9,842	\$11,142	\$10,060	\$12,268	\$12,063
Classroom-Salaries and Benefits	\$8,916	\$9,874	\$8,946	\$10,903	\$10,702
Classroom-General Supplies and Textbooks	\$657	\$830	\$651	\$800	\$761
Classroom-Purchased Services	\$269	\$438	\$463	\$566	\$601
Total Support Services	\$3,074	\$3,429	\$4,004	\$5,139	\$4,432
Support Services-Salaries and Benefits	\$1,165	\$2,529	\$2,187	\$2,880	\$2,864
Total Administrative Costs	\$2,776	\$2,272	\$2,060	\$2,561	\$2,494
Administration Salaries and Benefits	\$2,309	\$1,909	\$1,727	\$2,098	\$2,042
Total Operations and Maintenance of Plant	\$1,781	\$1,580	\$1,988	\$2,372	\$2,214
Operations and Maintenance-Salaries and Benefits	\$89	\$612	\$810	\$979	\$825
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$57	\$57	\$66	\$80	\$76
Total Equipment Costs	\$145	\$73	\$43	\$726	\$368
Legal Costs	\$51	\$23	\$33	\$40	\$59
Employee Benefits as a percentage of salaries*	29.52%	32.23%	35.91%	35.14%	39.18%

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

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 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 2024-25 revised appropriations and the 2025-26 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.

^{**}Federal and State funds in the blended resource school-based budgets.

Morris Unusual Revenues and Appropriations Mine Hill Twp

Line Number	Source	Amount	Explanation
200	INTEREST	200,000	INTEREST BASED ON ACTUALS AND RECLASSIFICATION
300	MISC REVENUE	15,000	MISELLANEOUS ITEMS INCLUDED PY TUITION RECONCILIATION REIMB

Morris Mine Hill Twp Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	DISTRICT PARTIVIPATES IN CONSORTIUMS WITH MORRIS ESSEX INSURANCE (MEIG) AND SCHOOL ALLIANCE INSURANCE FUND (SAIF)	0
Others	SHARED SERVICES WITH THE MINE HILL TOWNSHIP FOR SNOW PLOWING FOR THE USE OF OUR FACILITIES	0
Others	DISTRICT PARTICIPATES IN THE ACES PROGRAM FOR GAS AND ELECTRICITY PURCHASE	0
Purchasing	DISTRICT PARTICIPATES IN ED-DATA, MIDDLESEX PURCHASING COOP, HUNTERTON COOP, BERGEN COOP, ESC AND NATIONAL COOPS	0
Transportation Services, including Fuel	SHARED SERVICES WITH ESC, SUSSEX AND ROXBURY FOR OUR SPECIAL EDUCATION ROUTES, MIDDLE SCHOOL, HIGH SCHOOL AND ANY OTHER REQUIRED TRANSPORTATIONS	0

Morris Mine Hill Twp Estimated Tax Rates

Municipality	Category			
	(A) General Fund School Levy	7,442,702		
	(D) Total School Levy	7,651,742		
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	463,455,700		
Mine Hill Terrockin	(H) Estimated Equalized Valuation (as of 10/01/24)	463,455,700		
Mine Hill Township	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.6059		
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.6510		
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.6059		
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.6510		

Name	Category	Measure
	Job Title	Principal
	Job Title II	Curriculum Supervisor
	Base Annual Salary Amount	\$159,080
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/24
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
Adam Zygmunt	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	None Reported
	Total Allowances Amount	\$450
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,751
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$19,150
	Contractual Post-Employment Benefit Description of Payout of Sick days	Payout at \$60 per day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout of days based on 1/260 per day
	Contractual Post-Employment Benefit Description of Payout of Personal days	Payout at \$60 per day
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Adam Zygmunt	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$163,105
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
Carolina Badriguaz	Member of Collective Bargaining Unit (CBU)?	N
Carolina Rodriguez	Beginning Date of Contract	07/01/24
	End Date of Contract	06/30/25
	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	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported

Name	Category	Measure
	Total Allowances Amount	\$7,450
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,751
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$28,174
	Contractual Post-Employment Benefit Description of Payout of Sick days	Payout 1/26th of annual salary # of unused sick up to max of \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout of days based on 1/260 per day of annual salary
	Contractual Post-Employment Benefit Description of Payout of Personal days	Payout of days at \$60 per day
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Carolina Rodriguez	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Carolina Rounguez	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$176,795
Lee S. Nittel	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/23
	End Date of Contract	06/30/28
	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	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$11,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Lee S. Nittel	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,751
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$26,680
	Contractual Post-Employment Benefit Description of Payout of Sick days	Payout of 1/26th salary # of unused sick up to a max of \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout of days based on 1/260 per day
	Contractual Post-Employment Benefit Description of Payout of Personal days	Payout at \$60 per day
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported

	Name	Category	Measure
		Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Las C. Nittal	Additional Comment 1	None Reported
	Lee S. Nittel	Additional Comment 2	None Reported
		Additional Comment 3	None Reported