

ENROLLMENT CATEGORIES	October 14, 2012 Actual	October 15, 2013 Actual	October 15, 2014 Estimated
Pupils On Roll Regular Full-Time	3,078.0	3,095.0	3,149.0
Pupils On Roll Regular Shared-Time	3.0	0.0	0.0
Pupils On Roll - Special Full-Time	527.0	534.0	506.0
Pupils On Roll - Special Shared-Time	5.0	3.0	0.0
Subtotal - Pupils On Roll	3,613.0	3,632.0	3,655.0
Private School Placements	14.0	11.0	12.0
Pupils Sent to Other Districts-Reg Prog	3.0	7.0	0.0
Pupils Sent to Other Dists-Spec Ed Prog	17.5	18.0	18.0
Pupils Received	906.5	886.5	871.0
Pupils in State Facilities	1.0	3.0	3.0

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	16,147,974	16,212,385	16,506,429
Total Tuition	10-1300	10,031,406	10,118,051	9,759,101
Transportation Fees From Other LEAS	10-1420-1440	106,688	100,000	100,000
Unrestricted Miscellaneous Revenues	10-1XXX	201,236	10,000	6,200
Interest Earned On Capital Reserve Funds	10-1XXX	22,589	0	3,800
Subtotal - Revenues From Local Sources		26,509,893	26,440,436	26,375,530
Revenues from State Sources:				
School Choice Aid	10-3116	1,027,985	1,630,286	1,807,064
Categorical Transportation Aid	10-3121	116,076	132,393	132,393
Extraordinary Aid	10-3131	154,367	99,363	99,363
Categorical Special Education Aid	10-3132	1,359,560	1,396,079	1,396,079
Equalization Aid	10-3176	11,277,452	11,214,703	11,214,703
Categorical Security Aid	10-3177	119,246	129,159	129,159
Other State Aids	10-3XXX	2,958	500,000	554,680
Subtotal - Revenues From State Sources		14,057,644	15,101,983	15,333,441
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	50,473	57,852	41,906
Education Jobs Fund	18-4522	1,136	0	0
Subtotal - Revenues From Federal Sources		51,609	57,852	41,906
Budgeted Fund Balance - Operating Budget	10-303	0	1,057,814	316,838
Withdrawal From Cap Res-For Local Share	10-307	0	163,157	163,157
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	4,000,000	0
Withdrawal From Cap Res - Transfer To Debt Svc Fund	10-317	0	416,221	417,967
Withdrawal From Maint. Reserve	10-310	0	653,654	138,500
Withdrawal From Tuition Reserve-For Tuition Adj.	10-311	0	554,510	800,000

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Withdrawal From Tuition Reserve-Excess Over Adj.	10-311	0	245,490	0
Withdrawal From Current Expense Emergency Rsv	10-312	0	314,604	0
Adjustment For Prior Year Encumbrances		0	82,586	0
Actual Revenues (Over)/Under Expenditures		-864,426	0	0
Total Operating Budget		39,754,720	49,088,307	43,587,339
Grants and Entitlements:				
Other Revenue From Local Sources	20-1xxx	39,102	45,767	0
Total Revenues From Local Sources	20-1XXX	39,102	45,767	0
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	0	33,081	68,640
Preschool Education Aid	20-3218	545,284	447,336	486,576
Other Restricted Entitlements	20-32XX	278,131	534,117	373,880
Total Revenues From State Sources		823,415	1,014,534	929,096
Revenues from Federal Sources:				
Title I	20-4411-4416	804,721	1,133,332	793,332
Title II	20-4451-4455	76,224	75,777	53,043
Title III	20-4491-4494	59,737	59,471	41,629
I.D.E.A. Part B (Handicapped)	20-4420-4429	688,336	690,978	483,684
Vocational Education	20-4430	36,341	41,186	28,829
Other	20-4XXX	54,472	0	0
Total Revenues From Federal Sources		1,719,831	2,000,744	1,400,517
Total Grants And Entitlements		2,582,348	3,061,045	2,329,613
Repayment of Debt:				
Transfers From Other Funds	40-5200	413,100	0	0
Transfers From Capital Reserve	40-5210	0	416,221	417,967

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,498,206	1,498,206	1,673,376
Total Revenues From Local Sources		1,498,206	1,498,206	1,673,376
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	384,128	395,202	388,868
Budgeted Fund Balance	40-303	0	187,313	0
Total Local Repayment Of Debt		2,295,434	2,496,942	2,480,211
Actual Revenues (Over)/Under Expenditures		161,833	0	0
Total Repayment Of Debt		2,457,267	2,496,942	2,480,211
Total Revenues/Sources		44,794,335	54,646,294	48,397,163
Deduct Transfer-Transfers From Capital Reserve	40-5210	0	416,221	417,967
Total Revenues/Sources Net of Transfers		44,794,335	54,230,073	47,979,196

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	13,886,760	15,492,482	15,347,035
Special Education - Instruction	11-2XX-100-XXX	3,114,831	3,258,275	2,929,693
Bilingual Education - Instruction	11-240-100-XXX	506,311	571,390	556,303
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	203,440	255,603	217,700
School-Sponsored Athletics - Instruction	11-402-100-XXX	387,181	406,775	437,600
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,064,516	1,359,101	1,371,997
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	107,477	117,213	118,753
Undist. Expenditures - Health Services	11-000-213-XXX	278,938	277,413	275,467
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	253,553	331,417	294,127
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	856,980	960,688	1,019,124
Undist. Expenditures - Guidance	11-000-218-XXX	969,553	1,049,106	1,019,344
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,262,687	1,256,807	1,200,400
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	34,316	7,076	7,076
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	206,510	235,728	247,338
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	829,757	922,457	749,140
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	659,991	744,770	727,804
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,610,567	1,931,244	1,833,193
Undist. Expend. - Central Services	11-000-251-XXX	432,291	502,451	486,208
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	290,047	429,887	427,825
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	3,172,144	3,973,635	3,489,596
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,738,395	1,955,722	1,780,863
Personal Services - Employee Benefits	11-XXX-XXX-2XX	6,993,716	8,208,215	8,433,567
Total Undistributed Expenditures		20,761,438	24,262,930	23,481,822
Total General Current Expense		38,859,961	44,247,455	42,970,153
Capital Expenditures:				

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Equipment	12-XXX-XXX-730	343,088	244,560	16,600
Facilities Acquisition And Const. Serv.	12-000-400-XXX	138,571	2,625,528	163,157
Capital Reserve - Transfer To Capital Projects	12-000-400-931	0	1,537,629	0
Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	413,100	416,221	417,967
Interest Deposit To Capital Reserve	10-604	0	0	3,800
Total Capital Outlay		894,759	4,823,938	601,524
Transfer Of Funds To Charter Schools	10-000-100-56X	0	16,914	15,662
General Fund Grand Total		39,754,720	49,088,307	43,587,339
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	39,102	45,767	0
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	492,858	441,043	455,573
Support Services	20-218-200-XXX	52,426	39,374	99,643
Total Preschool Education Aid	20-218-XXX-XXX	545,284	480,417	555,216
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	34,629	37,134	25,993
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	115,381	235,240	164,668
Nonpublic Handicapped Services	20-XXX-XXX-XXX	66,623	195,939	137,157
Nonpublic Nursing Services	20-XXX-XXX-XXX	47,700	52,264	36,584
Nonpublic Technology Initiative	20-XXX-XXX-XXX	9,863	13,540	9,478
Other	20-XXX-XXX-XXX	3,935	0	0
Total Other State Projects		278,131	534,117	373,880
Total State Projects	20-XXX-XXX-XXX	823,415	1,014,534	929,096
Federal Projects:				
Title I	20-XXX-XXX-XXX	804,721	1,133,332	793,332
Title II	20-XXX-XXX-XXX	76,224	75,777	53,043
Title III	20-XXX-XXX-XXX	59,737	59,471	41,629
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	688,336	690,978	483,684
Vocational Education	20-XXX-XXX-XXX	36,341	41,186	28,829

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Other	20-XXX-XXX-XXX	54,472	0	0
Total Federal Projects	20-XXX-XXX-XXX	1,719,831	2,000,744	1,400,517
Total Special Revenue Funds		2,582,348	3,061,045	2,329,613
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	2,457,267	2,496,942	2,480,211
Total Debt Service Funds		2,457,267	2,496,942	2,480,211
Total Expenditures/Appropriations		44,794,335	54,646,294	48,397,163
Deduct Transfer-Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	413,100	416,221	417,967
Total Expenditures Net of Transfers		44,381,235	54,230,073	47,979,196

Budget Category	Audited Balance 6-30-2012	Audited Balance 6-30-2013	Estimated Balance 6-30-2014	Estimated Balance 6-30-2015
Unrestricted:				
--General Operating Budget	457,814	1,374,652	316,838	0
--Repayment of Debt	349,146	187,313	0	0
Restricted for Specific Purposes- General Operating Budget:				
--Capital Reserve	5,652,859	5,507,535	3,806,749	3,229,425
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	752,654	656,526	653,654	515,154
--Legal Reserve	0	0	0	0
--Tuition Reserve	1,300,000	1,600,000	800,000	0
--Current Expense Emergency Reserve	313,604	315,984	315,984	315,984
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2011-12 Actual Costs	2012-13 Actual Costs	2013-14 Original Budget	2013-14 Revised Budget	2014-15 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$10,139	\$10,179	\$11,195	\$11,407	\$11,046
Total Classroom Instruction	\$6,938	\$6,962	\$6,866	\$6,898	\$6,784
Classroom-Salaries and Benefits	\$6,552	\$6,540	\$6,194	\$6,259	\$6,225
Classroom-General Supplies and Textbooks	\$346	\$384	\$623	\$565	\$512
Classroom-Purchased Services	\$39	\$38	\$49	\$74	\$47
Total Support Services	\$1,246	\$1,338	\$1,697	\$1,785	\$1,712
Support Services-Salaries and Benefits	\$1,031	\$1,144	\$1,476	\$1,570	\$1,501
Total Administrative Costs	\$856	\$831	\$1,186	\$1,207	\$1,169
Administration Salaries and Benefits	\$649	\$642	\$908	\$917	\$901
Total Operations and Maintenance of Plant	\$937	\$883	\$1,142	\$1,207	\$1,071
Operations and Maintenance-Salaries and Benefits	\$351	\$352	\$477	\$486	\$479
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$162	\$165	\$208	\$219	\$217
Total Equipment Costs	\$169	\$95	\$27	\$67	\$5
Legal Costs	\$32	\$27	\$30	\$31	\$31
Employee Benefits as a percentage of salaries*	28.00%	27.52%	32.32%	30.26%	31.92%

*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 2013-14 revised appropriations and the 2014-15 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)
Special Education Services	Special Education Director shared with Waterford Township School District	0
Transportation Services, including Fuel	Cooperative purchasing with Atlantic County	0
Transportation Services, including Fuel	Jointures with other LEAs	0
Transportation Services, including Fuel	Maintenance of fuel dispensing system shared with Town of Hammonton	0
Purchasing	Cooperative purchasing for paper and supplies with MRESC and Ed-Data	0
Purchasing	Cooperative purchasing for trades with MRESC and Ed-Data	0
Municipal/Public Works	Maintenance and use of various recreational fields and facilities	0
Technology Services	Shared services with other LEAs for comprehensive server monitoring and technology administration	0
Insurance Coverages and Benefits	New Jersey School Boards Insurance Group	0

A. Estimated 14-15 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	16,506,429
(B) Estimated Net Taxable Valuation (as of 10/01/13)	873,354,808
(C) Estimated 14-15 General Fund School Tax Rate=(A)/(B)x100	1.8900
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	18,179,805
(E) Estimated Net Taxable Valuation (as of 10/01/13)	873,354,808
(F) Estimated 14-15 Total School Tax Rate=(D)/(E)x100	2.0816

B. Estimated 14-15 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	16,506,429
(H) Estimated Equalized Valuation (as of 10/01/13)	1,315,007,267
(I) Estimated 14-15 Equalized General Fund School Tax Rate=(G)/(H)x100	1.2552
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	18,179,805
(K) Estimated Equalized Valuation (as of 10/01/13)	1,315,007,267
(L) Estimated 14-15 Equalized Total School Tax Rate=(J)/(K)x100	1.3825

NAME=Barbara Prettyman

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$141,600
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	07/01/13
End Date of Contract	06/30/14
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	15
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	\$7,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,400
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$31,019
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped at 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	Included in 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=Barbara Prettyman

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=C. Dan Blachford

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$168,826
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	07/01/09
End Date of Contract	06/30/14
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	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0

NAME=C. Dan Blachford

CATEGORY	MEASURE
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	\$34,480
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped at 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	Included in payout of 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	
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=Robin Chieco

CATEGORY	MEASURE
Job Title	Assistant Superintendent
Job Title II	
Base Annual Salary Amount	\$117,500
Full-Time Equivalent (FTE)	1.0

NAME=Robin Chieco

CATEGORY	MEASURE
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/13
End Date of Contract	06/30/14
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	15
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	\$9,500
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$12,750
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$28,560
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped @ 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	Included in 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	
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	

NAME=Robin Chieco

CATEGORY	MEASURE
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=Steve Minchak

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$94,018
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	07/01/13
End Date of Contract	06/30/14
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	15
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	\$9,167
Total Bonuses Amount	\$0
Total Stipends Amount	\$4,161

NAME=Steve Minchak

CATEGORY	MEASURE
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$6,006
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$24,040
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped at 25 days
Contractual Post-Employment Benefit Description of Payout of Personal days	Included in 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	
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	