Advertised Enrollments

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	1,044.0	1,090.0	1,118.0
Pupils On Roll Regular Shared-Time		3.0	4.0
Pupils On Roll Special Ed Full-Time	142.0	147.0	148.0
Pupils On Roll Special Ed Shared-Time	6.0	8.0	0.0
Pupils On Roll SUBTOTAL	1,192.0	1,248.0	1,270.0
Pupils in Private School Placements	17.0	15.0	17.0
Pupils Sent to Other Districts Regular	0.0	1.0	0.0
Pupils Sent to Other Districts Special Ed	24.0	25.0	35.0
Pupils Received	97.0	94.5	100.0

Advertised Revenues

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	15,875,422	16,304,930	17,220,119
Total Tuition	10-1300	1,763,160	1,941,026	2,106,775
Rents And Royalties	10-1910	41,100	0	0
Unrestricted Miscellaneous Revenues	10-1XXX	63,150	40,100	41,000
Interest Earned On Capital Reserve Funds	10-1XXX	0	100	100
Subtotal - Revenues From Local Sources		17,742,832	18,286,156	19,367,994
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	32,013	36,887	36,887
Extraordinary Aid	10-3131	226,887	200,000	200,000
Categorical Special Education Aid	10-3132	663,039	662,355	662,355
Equalization Aid	10-3176	42,210	40,733	40,733
Categorical Security Aid	10-3177	18,978	22,479	22,479
Parcc Readiness Aid	10-3181	0	10,940	10,940
Per Pupil Growth Aid	10-3182	0	10,940	10,940
Professional Learning Community Aid	10-3183	0	10,980	10,980
Other State Aids	10-3XXX	21,880	0	0
Subtotal - Revenues From State Sources		1,005,007	995,314	995,314
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	0	16,835	21,227
Subtotal - Revenues From Federal Sources		0	16,835	21,227
Budgeted Fund Balance - Operating Budget	10-303	0	498,086	254,594
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	500,000	300,000
Withdrawal From Current Expense Emergency Rsv	10-312	0	100,000	0
Transfers From Other Funds	10-5200	1,950,190	0	0
Adjustment For Prior Year Encumbrances		0	105,520	0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Actual Revenues (Over)/Under Expenditures		-1,239,615	0	0
Total Operating Budget		19,458,414	20,501,911	20,939,129
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	26,994	49,171	4,000
Total Revenues From Local Sources	20-1XXX	26,994	49,171	4,000
Revenues from Federal Sources:				
Title I	20-4411-4416	88,184	95,830	76,664
Title II	20-4451-4455	16,088	14,316	11,453
Title III	20-4491-4494	2,935	3,387	2,710
I.D.E.A. Part B (Handicapped)	20-4420-4429	276,708	263,167	210,534
Total Revenues From Federal Sources		383,915	376,700	301,361
Total Grants And Entitlements		410,909	425,871	305,361
Repayment of Debt:				
Transfers From Other Funds	40-5200	247,681	0	0
Transfers From Capital Reserve	40-5210	82,319	0	0
Revenues from Local Sources:				
Local Tax Levy	40-1210	127,200	522,679	448,097
Total Revenues From Local Sources		127,200	522,679	448,097
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	0	9,201	18,403
Budgeted Fund Balance	40-303	0	1	0
Total Local Repayment Of Debt		457,200	531,881	466,500
Total Repayment Of Debt		457,200	531,881	466,500
Total Revenues/Sources		20,326,523	21,459,663	21,710,990

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Deduct Transfer-Transfers From Capital Reserve	40-5210	82,319	0	0
Total Revenues/Sources Net of Transfers		20,244,204	21,459,663	21,710,990

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	5,354,517	5,404,219	5,446,009
Special Education - Instruction	11-2XX-100-XXX	1,208,477	1,219,041	1,341,062
Basic Skills/Remedial - Instruction	11-230-100-XXX	61,086	63,591	64,839
Bilingual Education - Instruction	11-240-100-XXX	101,900	104,050	105,648
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	94,723	89,725	110,979
School-Sponsored Athletics - Instruction	11-402-100-XXX	307,010	345,610	337,663
Before/After School Programs	11-421-XXX-XXX	99,530	106,700	106,700
Summer School	11-422-XXX-XXX	7,399	17,385	0
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,881,322	3,297,595	3,276,597
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	5,305	5,050	5,250
Undist. Expenditures - Health Services	11-000-213-XXX	206,526	210,110	208,174
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	582,993	704,086	773,900
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	248,484	201,629	220,085
Undist. Expenditures - Guidance	11-000-218-XXX	284,434	306,361	303,854
Undist. Expenditures - Child Study Teams	11-000-219-XXX	528,156	526,413	541,066
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	111,416	109,844	124,768
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	175,217	177,106	185,945
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	6,403	20,143	5,500
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	585,072	593,897	562,579
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	733,876	814,291	834,802
Undist. Expend. - Central Services	11-000-251-XXX	350,472	373,605	497,624
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	136,612	162,951	154,207
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,532,169	1,484,506	1,451,407
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	587,691	629,438	639,354
Personal Services - Employee Benefits	11-XXX-XXX-2XX	2,614,659	2,964,307	3,291,644
Total Undistributed Expenditures		11,570,807	12,581,332	13,076,756

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Total General Current Expense		18,805,449	19,931,653	20,589,656
Capital Expenditures:				
Equipment	12-XXX-XXX-730	1,475	0	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	29,575	29,575	29,575
Capital Reserve - Transfer To Capital Projects	12-000-400-931	500,000	500,000	300,000
Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	82,319	0	0
Interest Deposit To Capital Reserve	10-604	0	100	100
Total Capital Outlay		613,369	529,675	329,675
Transfer Of Funds To Charter Schools	10-000-100-56X	39,596	40,583	19,798
General Fund Grand Total		19,458,414	20,501,911	20,939,129
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	26,994	49,171	4,000
Federal Projects:				
Title I	20-XXX-XXX-XXX	88,184	95,830	76,664
Title II	20-XXX-XXX-XXX	16,088	14,316	11,453
Title III	20-XXX-XXX-XXX	2,935	3,387	2,710
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	276,708	263,167	210,534
Total Federal Projects	20-XXX-XXX-XXX	383,915	376,700	301,361
Total Special Revenue Funds		410,909	425,871	305,361
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	457,200	531,881	466,500
Total Debt Service Funds		457,200	531,881	466,500
Total Expenditures/Appropriations		20,326,523	21,459,663	21,710,990
Deduct Transfer-Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	82,319	0	0
Total Expenditures Net of Transfers		20,244,204	21,459,663	21,710,990

Advertised Recapitulation of Balances

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	456,072	783,468	662,522	407,928
--Repayment of Debt	1	1	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	188,234	1,608,973	1,109,073	809,173
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	220,717	102,140	0	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	100,000	100,000	0	0
--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

Advertised Per Pupil Cost Calculations

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	$12,420	$12,986	$12,639	$12,866	$13,043
Total Classroom Instruction	$6,968	$7,211	$7,198	$7,102	$7,239
Classroom-Salaries and Benefits	$6,583	$6,864	$6,849	$6,760	$6,971
Classroom-General Supplies and Textbooks	$314	$272	$312	$301	$211
Classroom-Purchased Services	$72	$75	$37	$41	$56
Total Support Services	$1,958	$2,029	$1,852	$2,078	$2,157
Support Services-Salaries and Benefits	$1,199	$1,138	$993	$1,125	$1,196
Total Administrative Costs	$1,692	$1,835	$1,748	$1,855	$1,832
Administration Salaries and Benefits	$1,367	$1,468	$1,425	$1,518	$1,518
Total Operations and Maintenance of Plant	$1,460	$1,496	$1,419	$1,400	$1,367
Operations and Maintenance-Salaries and Benefits	$903	$949	$893	$897	$924
Board Contribution to Food Services	$0	$0	$0	$0	$0
Total Extracurricular Costs	$333	$407	$413	$424	$439
Total Equipment Costs	$36	$1	$0	$0	$0
Legal Costs	$35	$37	$40	$50	$36
Employee Benefits as a percentage of salaries*	24.04%	25.91%	29.24%	28.97%	31.00%

*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	Agreement with ACES for natural gas and electric purchases	0
Others	Agreement with the Borough of Wood-Ridge to share services in the following areas: landscaping, snow removal, use of fuel pumps at no charge for gasoline, use of facilities for recreation programs, use of school bus for recreation programs and use of district reverse 911 system for Borough emergency announcements.	0
Others	Member of SOBER and SAIF which allows the district to pool with other school districts in an effort to maintain/control insurance costs.	0
Others	Membership in South Bergen Jointure Commission which allows for the pooling of costs for speech, physical therapy, occupational therapy and transition conseling for special education students.	0
Others	Member in South Bergen Jointure Commission which allows for the pooling of transportation costs	0
Others	Membership in the Middlesex Regional Education Services Commission an Hunterdon County Educational Services Commission for co-op purchasing	0
Others	Agreement with Educational Data Services for bidding services with other school districts on the purchase of supplies and various services	0

Estimated Tax Rate Information

A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	16,762,525
(B) Estimated Net Taxable Valuation (as of 10/01/16)	813,870,034
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	2.0596
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	17,509,253
(E) Estimated Net Taxable Valuation (as of 10/01/16)	813,870,034
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	2.1514

B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	16,762,525
(H) Estimated Equalized Valuation (as of 10/01/16)	1,172,444,735
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	1.4297
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	17,509,253
(K) Estimated Equalized Valuation (as of 10/01/16)	1,172,444,735
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	1.4934

Employee Contract List for District

NAME=Dr. Sue Duardo-Denobile

CATEGORY	MEASURE
Job Title	Assistant Superintendent
Job Title II	
Base Annual Salary Amount	$140,425
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	12
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	$5,149
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	$28,500
Contractual Post-Employment Benefit Description of Payout of Sick days	Max sick days upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Vacation upon Retirement or Separation
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
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. Sue Duardo-Denobile

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	

Employee Contract List for District

NAME=Jenine Murray

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	$110,160
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	12
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	$4,000
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	$25,592
Contractual Post-Employment Benefit Description of Payout of Sick days	Max sick days upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Vacation days upon retirement or separation
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
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=Jenine Murray

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	

Employee Contract List for District

NAME=Nicholas Cipriano

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	$147,500
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	07/01/15
End Date of Contract	06/30/18
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	12
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	$19,000
Total Bonuses Amount	$22,110
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	$29,175
Contractual Post-Employment Benefit Description of Payout of Sick days	Max upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max upon retirement or separation
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
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=Nicholas Cipriano

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=Peter Catania

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Ed Facilities Mgr
Base Annual Salary Amount	$80,392
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	240
Contracted Number of Annual Vacation Days	22
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	12
Description of Other Contracted Non-Working Days	Holidays
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	$0
Contractual Post-Employment Benefit Description of Payout of Sick days	N/A
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
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=Peter Catania

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	

Employee Contract List for District

NAME=Scott Hughes

CATEGORY	MEASURE
Job Title	Other
Job Title II	District Tech Specialist
Base Annual Salary Amount	$111,009
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	240
Contracted Number of Annual Vacation Days	22
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	12
Description of Other Contracted Non-Working Days	Holidays
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	$10,000
Contractual Post-Employment Benefit Description of Payout of Sick days	max upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
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=Scott Hughes

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	