

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	544.0	569.0	592.0
Pupils On Roll Special Ed Full-Time	82.0	86.0	86.0
Pupils On Roll SUBTOTAL	626.0	655.0	678.0
Pupils in Private School Placements	5.0	4.0	4.0
Pupils Received		1.0	1.0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	10,487,978	10,708,159	11,102,556
Total Tuition	10-1300	25,000	50,000	50,000
Rents And Royalties	10-1910	40,109	32,500	9,350
Unrestricted Miscellaneous Revenues	10-1XXX	4,378	18,000	0
Subtotal - Revenues From Local Sources		10,557,465	10,808,659	11,161,906
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	17,428	21,731	21,731
Extraordinary Aid	10-3131	132,420	135,000	114,750
Categorical Special Education Aid	10-3132	268,309	264,242	264,242
Categorical Security Aid	10-3177	11,083	12,368	12,368
Adjustment Aid	10-3178	1	1	1
Parcc Readiness Aid	10-3181	0	6,260	6,260
Per Pupil Growth Aid	10-3182	0	6,260	6,260
Professional Learning Community Aid	10-3183	0	6,020	6,020
Other State Aids	10-3XXX	12,520	0	0
Subtotal - Revenues From State Sources		441,761	451,882	431,632
Revenues from Federal Sources:				
Impact Aid	10-4100	1,145	0	0
Medicaid Reimbursement	10-4200	0	0	2,196
Subtotal - Revenues From Federal Sources		1,145	0	2,196
Budgeted Fund Balance - Operating Budget	10-303	0	34,431	52,687
Transfers From Other Funds	10-5200	119,813	0	0
Actual Revenues (Over)/Under Expenditures		-36,309	0	0
Total Operating Budget		11,083,875	11,294,972	11,648,421

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	2,500	2,500	3,038
Total Revenues From Local Sources	20-1XXX	2,500	2,500	3,038
Revenues from Federal Sources:				
Title I	20-4411-4416	40,244	31,839	27,063
Title II	20-4451-4455	8,677	7,375	6,269
I.D.E.A. Part B (Handicapped)	20-4420-4429	140,732	119,623	101,680
Total Revenues From Federal Sources		189,653	158,837	135,012
Total Grants And Entitlements		192,153	161,337	138,050
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	147,447	141,772	145,801
Total Revenues From Local Sources		147,447	141,772	145,801
Total Local Repayment Of Debt		147,447	141,772	145,801
Actual Revenues (Over)/Under Expenditures		1	0	0
Total Repayment Of Debt		147,448	141,772	145,801
Total Revenues/Sources		11,423,476	11,598,081	11,932,272
Total Revenues/Sources Net of Transfers		11,423,476	11,598,081	11,932,272

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	3,596,475	3,267,307	3,482,582
Special Education - Instruction	11-2XX-100-XXX	1,198,020	1,281,743	1,299,592
Basic Skills/Remedial - Instruction	11-230-100-XXX	265,046	211,732	288,705
Bilingual Education - Instruction	11-240-100-XXX	40,589	53,924	110,348
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	0	28,286	30,574
Summer School	11-422-XXX-XXX	53,070	36,770	58,980
Other Supplemental/At-Risk Programs	11-424-XXX-XXX	62,083	149,067	216,276
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	228,441	350,079	179,985
Undist. Expenditures - Health Services	11-000-213-XXX	154,948	159,095	171,150
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	141,314	149,532	168,541
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	267,194	164,827	154,581
Undist. Expenditures - Guidance	11-000-218-XXX	51,372	101,874	111,499
Undist. Expenditures - Child Study Teams	11-000-219-XXX	293,501	320,546	345,079
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	226,682	233,107	206,297
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	28,817	12,125	15,125
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	381,594	368,018	400,336
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	381,192	369,666	320,741
Undist. Expend. - Central Services	11-000-251-XXX	246,833	190,542	250,271
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	0	10,022	0
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	824,979	997,614	1,026,257
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	590,271	576,536	552,874
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,958,775	2,134,163	2,220,773
Undistributed Expenditures-Food Services	11-000-310-930	0	10,000	10,000
Total Undistributed Expenditures		5,775,913	6,147,746	6,133,509
Total General Current Expense		10,991,196	11,176,575	11,620,566

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	61,716	106,542	16,000
Facilities Acquisition And Const. Serv.	12-000-400-XXX	30,963	11,855	11,855
Total Capital Outlay		92,679	118,397	27,855
General Fund Grand Total		11,083,875	11,294,972	11,648,421
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	2,500	2,500	3,038
Federal Projects:				
Title I	20-XXX-XXX-XXX	40,244	31,839	27,063
Title II	20-XXX-XXX-XXX	8,677	7,375	6,269
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	140,732	119,623	101,680
Total Federal Projects	20-XXX-XXX-XXX	189,653	158,837	135,012
Total Special Revenue Funds		192,153	161,337	138,050
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	147,448	141,772	145,801
Total Debt Service Funds		147,448	141,772	145,801
Total Expenditures/Appropriations		11,423,476	11,598,081	11,932,272
Total Expenditures Net of Transfers		11,423,476	11,598,081	11,932,272

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	251,526	250,000	250,000	250,000
--Repayment of Debt	1	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	376,161	391,262	391,262	391,262
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	64,582	87,118	52,687	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	0	0	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

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	\$15,749	\$15,690	\$16,113	\$15,720	\$16,131
Total Classroom Instruction	\$10,243	\$10,129	\$10,063	\$9,817	\$10,274
Classroom-Salaries and Benefits	\$9,660	\$9,484	\$9,677	\$9,440	\$9,682
Classroom-General Supplies and Textbooks	\$302	\$328	\$247	\$241	\$429
Classroom-Purchased Services	\$281	\$317	\$139	\$135	\$164
Total Support Services	\$2,312	\$2,192	\$2,268	\$2,213	\$2,178
Support Services-Salaries and Benefits	\$1,748	\$1,805	\$2,086	\$2,035	\$1,955
Total Administrative Costs	\$1,802	\$1,899	\$1,809	\$1,765	\$1,755
Administration Salaries and Benefits	\$1,513	\$1,554	\$1,475	\$1,439	\$1,401
Total Operations and Maintenance of Plant	\$1,373	\$1,453	\$1,810	\$1,766	\$1,761
Operations and Maintenance-Salaries and Benefits	\$730	\$820	\$1,077	\$1,050	\$1,077
Board Contribution to Food Services	\$0	\$0	\$16	\$15	\$15
Total Extracurricular Costs	\$0	\$0	\$57	\$56	\$58
Total Equipment Costs	\$158	\$95	\$167	\$163	\$24
Legal Costs	\$53	\$75	\$61	\$59	\$57
Employee Benefits as a percentage of salaries*	28.56%	28.18%	30.07%	30.07%	29.86%

\*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	The Fairfield Board of Education and the Township of Fairfield work together to accomplish mutually beneficial tasks that include mowing the lawn, athletic and field maintenance, snow removal and vehicle maintenance. The District allows the township Recreation Commission to utilize athletic fields for its programs and also all gyms in both schools. Both the District and the Township jointly bid for waste removal. The District participates in Professional Development consortium along with other districts and the West Essex Regional District. This year the Fairfield School District will work in tandem with surrounding district and West Essex Regional to jointly bid for School Busing Transportation through the Essex Educational Services Commission. The district also participates in the NJACES energy co-op and the ACES telecommunication joint bid.	0



A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	11,102,556
(B) Estimated Net Taxable Valuation (as of 01/01/17)	2,569,147,480
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	0.4321
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	11,248,357
(E) Estimated Net Taxable Valuation (as of 01/01/17)	2,569,147,480
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	0.4378
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B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	11,102,556
(H) Estimated Equalized Valuation (as of 10/01/16)	2,569,147,480
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	0.4321
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	11,248,357
(K) Estimated Equalized Valuation (as of 10/01/16)	2,569,147,480
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	0.4378
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NAME=Dr. Michael Trabuco

CATEGORY	MEASURE
Job Title	Principal
Job Title II	Dir. Curriculum/Instructi
Base Annual Salary Amount	\$135,913
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	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	10
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$1,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,728
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	At retirement only
Contractual Post-Employment Benefit Description of Payout of Vacation days	X
Contractual Post-Employment Benefit Description of Payout of Personal days	X
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. Michael Trabuco

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=Mr. Michael Ludwig

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	None
Base Annual Salary Amount	\$87,835
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	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	10
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)	\$180
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Retirement from district only
Contractual Post-Employment Benefit Description of Payout of Vacation days	X
Contractual Post-Employment Benefit Description of Payout of Personal days	X
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=Mr. Michael Ludwig

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=Mr. Ray Santana

CATEGORY	MEASURE
Job Title	Principal
Job Title II	Dir. Special Services
Base Annual Salary Amount	\$120,000
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	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	10
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$1,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,728
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement only
Contractual Post-Employment Benefit Description of Payout of Vacation days	X
Contractual Post-Employment Benefit Description of Payout of Personal days	X
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=Mr. Ray Santana

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=Ms. Megan Cafone

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	None
Base Annual Salary Amount	\$75,000
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	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	10
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$1,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$504
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement from district only
Contractual Post-Employment Benefit Description of Payout of Vacation days	X
Contractual Post-Employment Benefit Description of Payout of Personal days	X
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=Ms. Megan Cafone

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=Ms. Susan Ciccotelli

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	None
Base Annual Salary Amount	\$135,000
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	08/01/13
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	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	10
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$3,500
Total Bonuses Amount	\$22,237
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,228
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	At retirement from District only
Contractual Post-Employment Benefit Description of Payout of Vacation days	X
Contractual Post-Employment Benefit Description of Payout of Personal days	X
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=Ms. Susan Ciccotelli

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	
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Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Ms. Yvonne Hellwig

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	Board Secretary
Base Annual Salary Amount	\$114,125
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	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	10
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$1,300
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$504
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Retirement from District only
Contractual Post-Employment Benefit Description of Payout of Vacation days	X
Contractual Post-Employment Benefit Description of Payout of Personal days	X
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=Ms. Yvonne Hellwig

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	
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