

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	3,366.0	3,327.0	3,324.0
Pupils On Roll Regular Shared-Time	0.0	0.0	1.0
Pupils On Roll Special Ed Full-Time	340.0	357.0	356.0
Pupils On Roll Special Ed Shared-Time	7.0	7.0	7.0
Pupils On Roll SUBTOTAL	3,713.0	3,691.0	3,688.0
Pupils in Private School Placements	33.0	24.0	79.0
Pupils Sent to Other Districts Regular	0.0	1.0	0.0
Pupils Sent to Other Districts Special Ed	42.0	46.5	0.0
Pupils in State Facilities	7.0	4.0	4.0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	24,940,515	25,230,391	26,527,244
Rents And Royalties	10-1910	3,010	5,000	5,000
Unrestricted Miscellaneous Revenues	10-1XXX	75,437	45,000	43,375
Interest Earned On Capital Reserve Funds	10-1XXX	0	0	1,625
Subtotal - Revenues From Local Sources		25,018,962	25,280,391	26,577,244
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	120,856	137,540	137,540
Extraordinary Aid	10-3131	659,952	350,000	600,000
Categorical Special Education Aid	10-3132	2,257,589	2,287,579	2,287,579
Equalization Aid	10-3176	23,509,312	23,633,042	23,633,042
Categorical Security Aid	10-3177	382,501	420,092	420,092
Under Adequacy Aid	10-3180	0	500,000	500,000
Parcc Readiness Aid	10-3181	0	36,940	36,940
Per Pupil Growth Aid	10-3182	0	36,940	36,940
Professional Learning Community Aid	10-3183	0	36,610	36,610
Other State Aids	10-3XXX	595,055	0	0
Subtotal - Revenues From State Sources		27,525,265	27,438,743	27,688,743
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	92,494	42,848	73,014
Subtotal - Revenues From Federal Sources		92,494	42,848	73,014
Budgeted Fund Balance - Operating Budget	10-303	0	1,900,107	1,893,228
Transfers From Other Funds	10-5200	964	0	0
Adjustment For Prior Year Encumbrances		0	463,977	0
Actual Revenues (Over)/Under Expenditures		-947,175	0	0
Total Operating Budget		51,690,510	55,126,066	56,232,229

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	21,081	0	0
Total Revenues From Local Sources	20-1XXX	21,081	0	0
Revenues from State Sources:				
Preschool Education Aid	20-3218	735,910	630,780	672,832
Other Restricted Entitlements	20-32XX	398,385	405,168	385,078
Total Revenues From State Sources		1,134,295	1,035,948	1,057,910
Revenues from Federal Sources:				
Title I	20-4411-4416	1,016,481	1,001,850	800,000
Title II	20-4451-4455	163,684	157,149	130,000
Title III	20-4491-4494	114,812	132,012	100,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	968,931	1,063,195	870,000
Total Revenues From Federal Sources		2,263,908	2,354,206	1,900,000
Total Grants And Entitlements		3,419,284	3,390,154	2,957,910
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,392,490	1,433,812	1,388,324
Total Revenues From Local Sources		1,392,490	1,433,812	1,388,324
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	661,960	644,900	661,020
Budgeted Fund Balance	40-303	0	1	500
Total Local Repayment Of Debt		2,054,450	2,078,713	2,049,844
Actual Revenues (Over)/Under Expenditures		-409	0	0
Total Repayment Of Debt		2,054,041	2,078,713	2,049,844

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Total Revenues/Sources		57,163,835	60,594,933	61,239,983
Total Revenues/Sources Net of Transfers		57,163,835	60,594,933	61,239,983

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	17,621,795	17,485,267	17,558,497
Special Education - Instruction	11-2XX-100-XXX	5,028,140	5,132,020	6,027,507
Bilingual Education - Instruction	11-240-100-XXX	1,299,341	1,503,517	1,576,469
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	46,106	58,487	66,161
School-Sponsored Athletics - Instruction	11-402-100-XXX	347,690	369,123	356,453
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	4,122,131	4,175,483	4,128,724
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	363,620	375,904	355,491
Undist. Expenditures - Health Services	11-000-213-XXX	424,341	479,053	473,063
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	436,434	429,059	405,248
Undist. Expenditures - Guidance	11-000-218-XXX	1,194,279	1,028,912	922,023
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,592,646	2,275,930	1,925,414
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	548,264	565,632	501,554
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	46,246	49,096	49,784
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	7,824	34,625	58,200
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	842,201	1,093,340	1,049,585
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	2,024,506	2,228,848	2,222,481
Undist. Expend. - Central Services	11-000-251-XXX	582,562	582,088	510,841
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	319,366	333,869	353,282
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	3,890,097	4,688,446	4,531,785
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	2,702,230	2,926,818	2,915,751
Personal Services - Employee Benefits	11-XXX-XXX-2XX	7,877,977	8,964,700	10,015,593
Total Undistributed Expenditures		26,974,724	30,231,803	30,418,819
Total General Current Expense		51,317,796	54,780,217	56,003,906
Capital Expenditures:				
Equipment	12-XXX-XXX-730	287,195	217,282	100,000

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Facilities Acquisition And Const. Serv.	12-000-400-XXX	354	348	348
Interest Deposit To Capital Reserve	10-604	0	0	1,625
Total Capital Outlay		287,549	217,630	101,973
Special Schools:				
Summer School:				
Summer School - Instruction	13-422-100-XXX	77,888	72,100	80,000
Total Summer School	13-422-X00-XXX	77,888	72,100	80,000
Total Special Schools	13-XXX-XXX-XXX	77,888	72,100	80,000
Transfer Of Funds To Charter Schools	10-000-100-56X	7,277	56,119	46,350
General Fund Grand Total		51,690,510	55,126,066	56,232,229
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	21,081	0	0
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	605,258	421,444	672,832
Support Services	20-218-200-XXX	130,652	209,336	0
Total Preschool Education Aid	20-218-XXX-XXX	735,910	630,780	672,832
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	11,249	11,355	9,700
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	52,329	55,356	47,100
Nonpublic Handicapped Services	20-XXX-XXX-XXX	33,502	35,277	29,900
Nonpublic Nursing Services	20-XXX-XXX-XXX	17,730	17,730	15,100
Nonpublic Technology Initiative	20-XXX-XXX-XXX	5,122	5,122	4,400
Nonpublic Security Aid	20-XXX-XXX-XXX	4,925	9,850	8,400
Other	20-XXX-XXX-XXX	273,528	270,478	270,478
Total Other State Projects		398,385	405,168	385,078
Total State Projects	20-XXX-XXX-XXX	1,134,295	1,035,948	1,057,910
Federal Projects:				
Title I	20-XXX-XXX-XXX	1,016,481	1,001,850	800,000

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Title II	20-XXX-XXX-XXX	163,684	157,149	130,000
Title III	20-XXX-XXX-XXX	114,812	132,012	100,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	968,931	1,063,195	870,000
Total Federal Projects	20-XXX-XXX-XXX	2,263,908	2,354,206	1,900,000
Total Special Revenue Funds		3,419,284	3,390,154	2,957,910
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	2,054,041	2,078,713	2,049,844
Total Debt Service Funds		2,054,041	2,078,713	2,049,844
Total Expenditures/Appropriations		57,163,835	60,594,933	61,239,983
Total Expenditures Net of Transfers		57,163,835	60,594,933	61,239,983

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	1,796,410	1,986,577	1,986,470	93,242
--Repayment of Debt	92	501	500	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	0	650,000	650,000	651,625
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	0	0	0	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	\$11,573	\$12,228	\$12,992	\$13,169	\$13,559
Total Classroom Instruction	\$7,630	\$8,134	\$8,333	\$8,392	\$8,950
Classroom-Salaries and Benefits	\$7,259	\$7,532	\$7,890	\$7,961	\$8,318
Classroom-General Supplies and Textbooks	\$86	\$125	\$98	\$98	\$96
Classroom-Purchased Services	\$284	\$477	\$345	\$333	\$536
Total Support Services	\$1,341	\$1,484	\$1,708	\$1,709	\$1,575
Support Services-Salaries and Benefits	\$1,134	\$1,143	\$1,315	\$1,297	\$1,291
Total Administrative Costs	\$1,168	\$1,230	\$1,332	\$1,408	\$1,402
Administration Salaries and Benefits	\$1,028	\$1,093	\$1,141	\$1,198	\$1,208
Total Operations and Maintenance of Plant	\$1,266	\$1,192	\$1,419	\$1,458	\$1,428
Operations and Maintenance-Salaries and Benefits	\$730	\$714	\$826	\$854	\$843
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$114	\$124	\$135	\$136	\$137
Total Equipment Costs	\$15	\$77	\$34	\$59	\$27
Legal Costs	\$14	\$19	\$34	\$34	\$34
Employee Benefits as a percentage of salaries*	25.68%	25.35%	27.94%	27.74%	30.02%

\*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.

Item	Line Number	Source	Amount	Explanation
1	300	Interest	45,000	Bank Interest
1	765	SBYSP	270,478	Youth Counselling
1	260	Various	5,000	Rental of Facilities
2	300	Misc	25,000	Misc
2	765	Non Public State Aid	114,600	Non Public State Aid

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Special Education Services	The district participates with Rutgers University incorporating an in-district behavioral program for our district students.	0
Special Education Services	The district participates with Educational Services Commission of NJ by sending our students to Commission schools.	0
Nursing Services	The Educational Services Commission of NJ provides non-public nursing services.	0
Social Worker/Psychologist	The district has entered into an agreement to hire part-time staff such as social workers and paraprofessionals. The Educational Services Commission of NJ provides various evaluation services for Child Study Team.	0
Recycling	The district participates with the Borough of Carteret in the recycling program.	0
Staffing - Other	Educational Services Commission of NJ provides the district paraprofessionals at a substantial savings to the district.	0
Transportation Services, including Fuel	The district participates in joint transportation for special education students with the Educational Services Commission of NJ. The district has a ten year agreement with ESCNJ. The district has a shared services agreement with Woodbridge Township for fuel.	0
Purchasing	The district utilizes State contracts for purchasing.	0
Purchasing	Supplies - The district participates in consortiums with Education Data Services and Educational Services Commission of NJ for teaching/technology/custodial/maintenance supplies and time and material bids.	0
Purchasing	Power/Utilities - The district is part of the cooperative for Natural Gas with Educational Services Commission of NJ. The district is part of the Demand Response Program for Electric usage with Educational Services Commission of NJ.	0
Municipal/Public Works	The district has a shared services agreement with Woodbridge Township to provide fuel for the district vehicles.	0
Insurance Coverages and Benefits	The district participates in the Joint Insurance Program for the property, liability, worker's compensation, etc. administered by NJSBAIG and ERIC North.	0

A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	25,878,817
(B) Estimated Net Taxable Valuation (as of 10/01/16)	1,900,760,624
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	1.3615
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	27,289,885
(E) Estimated Net Taxable Valuation (as of 10/01/16)	1,900,760,624
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	1.4357
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B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	25,878,817
(H) Estimated Equalized Valuation (as of 10/01/16)	2,141,144,938
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	1.2086
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	27,289,885
(K) Estimated Equalized Valuation (as of 10/01/16)	2,141,144,938
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	1.2745
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NAME=Ahearn, Kevin

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$167,500
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	07/01/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	30
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
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$19,440
Total Bonuses Amount	\$11,725
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,701
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$20,235
Contractual Post-Employment Benefit Description of Payout of Sick days	As Per NJSA 18A
Contractual Post-Employment Benefit Description of Payout of Vacation days	None
Contractual Post-Employment Benefit Description of Payout of Personal days	None
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=Ahearn, Kevin

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=Diaz, Rosa

CATEGORY	MEASURE
Job Title	Assistant Superintendent
Job Title II	
Base Annual Salary Amount	\$151,700
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	3
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	\$5,138
Total Bonuses Amount	\$3,034
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,662
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	Per NJSA 18 A
Contractual Post-Employment Benefit Description of Payout of Vacation days	None
Contractual Post-Employment Benefit Description of Payout of Personal days	None
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=Diaz, Rosa

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=Patel, Nilkanth

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$193,272
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	30
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
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$2,642
Total Bonuses Amount	\$9,200
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,032
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$25,409
Contractual Post-Employment Benefit Description of Payout of Sick days	Sick days as of June 7, 2007
Contractual Post-Employment Benefit Description of Payout of Vacation days	None
Contractual Post-Employment Benefit Description of Payout of Personal days	None
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=Patel, Nilkanth

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$21,275
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	Tax Sheltered Annuity
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=Toth, Jonathan

CATEGORY	MEASURE
Job Title	Assistant Business Administrator
Job Title II	
Base Annual Salary Amount	\$104,000
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	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
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$1,290
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,031
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	None
Contractual Post-Employment Benefit Description of Payout of Vacation days	None
Contractual Post-Employment Benefit Description of Payout of Personal days	None
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=Toth, Jonathan

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	