

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	443.0	425.0	419.0
Pupils On Roll Special Ed Full-Time	82.0	79.0	78.0
Pupils On Roll SUBTOTAL	525.0	504.0	497.0
Pupils in Private School Placements	1.0	1.0	1.0
Pupils Sent to Other Districts Special Ed	2.0	5.0	4.0
Pupils Received	2.0	1.0	0.0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	6,520,000	6,520,000	6,650,000
Total Tuition	10-1300	59,727	20,000	10,000
Unrestricted Miscellaneous Revenues	10-1XXX	63,759	28,853	19,253
Subtotal - Revenues From Local Sources		6,643,486	6,568,853	6,679,253
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	70,649	70,649	70,649
Extraordinary Aid	10-3131	19,520	0	0
Categorical Special Education Aid	10-3132	351,956	351,956	351,956
Equalization Aid	10-3176	1,333,417	1,333,417	1,333,417
Categorical Security Aid	10-3177	52,071	52,071	52,071
Adjustment Aid	10-3178	155,204	155,204	155,204
Parcc Readiness Aid	10-3181	0	5,230	5,230
Per Pupil Growth Aid	10-3182	0	5,230	5,230
Professional Learning Community Aid	10-3183	0	4,990	4,990
Other State Aids	10-3XXX	10,460	0	0
Subtotal - Revenues From State Sources		1,993,277	1,978,747	1,978,747
Revenues from Federal Sources:				
Impact Aid	10-4100	37,802	0	0
Impact Aid - 8002 Or 8003 General	10-4101	0	35,000	35,000
Subtotal - Revenues From Federal Sources		37,802	35,000	35,000
Budgeted Fund Balance - Operating Budget	10-303	0	250,000	250,000
Withdrawal From Cap Res-For Local Share	10-307	0	667,400	275,000
Adjustment For Prior Year Encumbrances		0	126,821	0
Actual Revenues (Over)/Under Expenditures		-184,950	0	0
Total Operating Budget		8,489,615	9,626,821	9,218,000

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	5,579	0	0
Total Revenues From Local Sources	20-1XXX	5,579	0	0
Revenues from Federal Sources:				
Title I	20-4411-4416	46,178	39,000	37,000
Title II	20-4451-4455	19,384	16,000	15,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	151,174	140,000	130,000
Other	20-4XXX	53,209	0	0
Total Revenues From Federal Sources		269,945	195,000	182,000
Total Grants And Entitlements		275,524	195,000	182,000
Total Revenues/Sources		8,765,139	9,821,821	9,400,000
Total Revenues/Sources Net of Transfers		8,765,139	9,821,821	9,400,000

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	2,579,862	2,587,914	2,568,123
Special Education - Instruction	11-2XX-100-XXX	860,090	900,100	943,800
Basic Skills/Remedial - Instruction	11-230-100-XXX	201,519	207,500	172,500
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	23,878	30,000	31,000
Before/After School Programs	11-421-XXX-XXX	0	81,000	87,400
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	49,369	160,000	107,500
Undist. Expenditures - Health Services	11-000-213-XXX	99,472	72,763	70,700
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	117,747	159,000	199,000
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	258,074	289,000	301,000
Undist. Expenditures - Guidance	11-000-218-XXX	44,070	46,700	50,300
Undist. Expenditures - Child Study Teams	11-000-219-XXX	355,201	413,100	417,500
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	91,454	103,700	94,000
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	71,701	73,200	71,300
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	22,184	18,500	10,750
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	308,764	338,326	308,700
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	163,325	168,100	170,700
Undist. Expend. - Central Services	11-000-251-XXX	134,350	138,200	142,200
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	854,055	718,181	704,800
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	462,494	544,600	544,600
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,314,676	1,504,500	1,549,000
Total Undistributed Expenditures		4,346,936	4,747,870	4,742,050
Total General Current Expense		8,012,285	8,554,384	8,544,873
Capital Expenditures:				
Equipment	12-XXX-XXX-730	67,449	16,000	22,000
Facilities Acquisition And Const. Serv.	12-000-400-XXX	74,281	679,719	276,127

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Increase In Capital Reserve	10-604	0	35,718	0
Total Capital Outlay		141,730	731,437	298,127
Transfer Of Funds To Charter Schools	10-000-100-56X	335,600	341,000	375,000
General Fund Grand Total		8,489,615	9,626,821	9,218,000
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	5,579	0	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	46,178	39,000	37,000
Title II	20-XXX-XXX-XXX	19,384	16,000	15,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	151,174	140,000	130,000
Other	20-XXX-XXX-XXX	53,209	0	0
Total Federal Projects	20-XXX-XXX-XXX	269,945	195,000	182,000
Total Special Revenue Funds		275,524	195,000	182,000
Total Expenditures/Appropriations		8,765,139	9,821,821	9,400,000
Total Expenditures Net of Transfers		8,765,139	9,821,821	9,400,000

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	301,478	501,039	500,000	250,000
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	476,353	926,353	294,671	19,671
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	169,367	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	\$13,449	\$14,754	\$15,296	\$16,320	\$16,722
Total Classroom Instruction	\$8,133	\$8,886	\$9,232	\$9,935	\$10,142
Classroom-Salaries and Benefits	\$7,510	\$8,129	\$8,462	\$9,093	\$9,253
Classroom-General Supplies and Textbooks	\$528	\$582	\$562	\$620	\$645
Classroom-Purchased Services	\$95	\$175	\$207	\$222	\$244
Total Support Services	\$2,528	\$2,567	\$2,902	\$3,030	\$3,202
Support Services-Salaries and Benefits	\$2,183	\$2,297	\$2,517	\$2,606	\$2,749
Total Administrative Costs	\$1,322	\$1,437	\$1,497	\$1,630	\$1,628
Administration Salaries and Benefits	\$1,056	\$1,162	\$1,200	\$1,290	\$1,357
Total Operations and Maintenance of Plant	\$1,358	\$1,773	\$1,554	\$1,606	\$1,623
Operations and Maintenance-Salaries and Benefits	\$388	\$444	\$468	\$503	\$565
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$77	\$59	\$75	\$80	\$85
Total Equipment Costs	\$428	\$133	\$31	\$33	\$47
Legal Costs	\$36	\$46	\$39	\$62	\$32
Employee Benefits as a percentage of salaries*	24.69%	26.78%	29.25%	29.46%	30.08%

\*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)
Special Education Services	Blairstown Township BOE will host three self-contained classes in 2017-18, which are available to receive tuition students from local districts.	0
Special Education Services	Blairstown Township BOE will host a Preschool program for its PSD students, which also accepts tuition-paying regular-education students, generating tuition income and saving the District money by not having to send our PSD students to other regular-education programs in the afternoon.	0
Transportation Services, including Fuel	Blairstown Township BOE will participate in coordinated transportation services for its students with special needs with the Sussex County Regional Cooperative and/or Warren County Special Services School District.	0
Transportation Services, including Fuel	Blairstown Township BOE will have a transportation contract with North Warren Regional for the added costs of transporting students to the Ridge & Valley Charter School as well as the coordination of transportation for students attending private schools (AILO).	0
Transportation Services, including Fuel	Blairstown Township BOE will purchase gasoline for its school buses and maintenance truck through the municipality of Blairstown.	0
Purchasing	Blairstown Township BOE will participate in the coordination of purchasing school supplies and heating oil through the Hunterdon County Educational Services, which annually saves in excess of \$50,000.	0



BLAIRSTOWN	
A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	5,491,759
(B) Estimated Net Taxable Valuation (as of 10/01/16)	714,464,226
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	0.7687
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	5,491,759
(E) Estimated Net Taxable Valuation (as of 10/01/16)	714,464,226
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	0.7687
-----	
B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	5,491,759
(H) Estimated Equalized Valuation (as of 10/01/16)	708,741,880
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	0.7749
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	5,491,759
(K) Estimated Equalized Valuation (as of 10/01/16)	708,741,880
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	0.7749
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HARDWICK TWP	
A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	1,158,241
(B) Estimated Net Taxable Valuation (as of 10/01/16)	157,965,094
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	0.7332
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	1,158,241
(E) Estimated Net Taxable Valuation (as of 10/01/16)	157,965,094

(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	0.7332
-----	
B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	1,158,241
(H) Estimated Equalized Valuation (as of 10/01/16)	184,901,835
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	0.6264
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	1,158,241
(K) Estimated Equalized Valuation (as of 10/01/16)	184,901,835
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	0.6264
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NAME=Bruce Leal

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$127,100
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	\$1,400
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	\$9,777
Contractual Post-Employment Benefit Description of Payout of Sick days	No provision in contract for pay-out of unused sick days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out for 20 unused vacation days.
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused personal 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=Bruce Leal

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=Kathleen Welsh

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	CST Supervisor
Base Annual Salary Amount	\$90,000
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	\$450
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	\$6,923
Contractual Post-Employment Benefit Description of Payout of Sick days	No provision in contract for pay-out of unused sick days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out for u to 20 unused vacation days.
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused personal 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=Kathleen Welsh

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=Mark Saalfield

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
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	07/01/16
End Date of Contract	06/30/20
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	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	\$4,000
Total Bonuses Amount	\$5,000
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	\$27,981
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum pay-out of \$15,000 upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out of \$12,981 for up to 25 days
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused personal 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=Mark Saalfield

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=Molly Petty

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$102,558
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	\$3,733
Total Bonuses Amount	\$1,400
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	\$9,986
Contractual Post-Employment Benefit Description of Payout of Sick days	No provision in contract for pay-out of unused sick days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out for 25 unused vacation days
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused personal 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=Molly Petty

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=Susan Elias

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Curriculum & Instruction
Base Annual Salary Amount	\$85,650
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	\$1,000
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	\$6,588
Contractual Post-Employment Benefit Description of Payout of Sick days	No provision in contract for pay-out of unused sick days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out for up to 20 unused vacation days.
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused personal 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=Susan Elias

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	