

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	3,093.0	3,121.0	3,276.0
Pupils On Roll Special Ed Full-Time	508.0	513.0	400.0
Pupils On Roll SUBTOTAL	3,601.0	3,634.0	3,676.0
Pupils in Private School Placements	16.0	13.0	13.0
Pupils Sent to Other Districts Regular	1.0	3.0	0.0
Pupils Sent to Other Districts Special Ed	19.0	22.0	24.0
Pupils Received	835.0	856.0	847.0
Pupils in State Facilities	1.0	2.0	2.0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	16,506,429	16,506,429	17,224,826
Total Tuition	10-1300	9,854,615	10,058,188	9,785,918
Transportation Fees From Other LEAs	10-1420-1440	72,947	80,000	80,000
Unrestricted Miscellaneous Revenues	10-1XXX	199,114	10,000	100,000
Interest Earned On Capital Reserve Funds	10-1XXX	8,236	3,800	3,800
Subtotal - Revenues From Local Sources		26,641,341	26,658,417	27,194,544
Revenues from State Sources:				
School Choice Aid	10-3116	1,787,422	1,846,348	1,915,095
Categorical Transportation Aid	10-3121	132,393	132,393	151,898
Extraordinary Aid	10-3131	223,223	99,363	150,000
Categorical Special Education Aid	10-3132	1,396,079	1,396,079	1,426,194
Educational Adequacy Aid	10-3175	500,000	0	0
Equalization Aid	10-3176	11,214,703	11,214,703	11,255,855
Categorical Security Aid	10-3177	129,159	129,159	151,790
Under Adequacy Aid	10-3180		0	500,000
Parcc Readiness Aid	10-3181		0	27,340
Per Pupil Growth Aid	10-3182		0	27,340
Professional Learning Community Aid	10-3183		0	27,510
Host District Support Aid	10-3184		0	152
Other State Aids	10-3XXX	59,726	554,680	0
Subtotal - Revenues From State Sources		15,442,705	15,372,725	15,633,174
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	76,222	75,757	86,432
ARRA/SEMI Revenue	10-4210	17,334	0	0
Subtotal - Revenues From Federal Sources		93,556	75,757	86,432

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Budgeted Fund Balance - Operating Budget	10-303	0	300,000	332,306
Withdrawal From Cap Res-For Local Share	10-307	0	163,157	163,157
Withdrawal From Cap Res - Transfer To Debt Svc Fund	10-317	0	0	272,000
Withdrawal From Maint. Reserve	10-310	0	325,000	325,000
Withdrawal From Tuition Reserve-For Tuition Adj.	10-311	0	661,942	800,000
Withdrawal From Tuition Reserve-Excess Over Adj.	10-311	0	138,058	0
Other Financing Sources	10-5XXX	1,763	0	0
Adjustment For Prior Year Encumbrances		0	85,195	0
Actual Revenues (Over)/Under Expenditures		-248,989	0	0
Total Operating Budget		41,930,376	43,780,251	44,806,613
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	44,891	43,574	32,680
Total Revenues From Local Sources	20-1XXX	44,891	43,574	32,680
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	0	78,702	99,693
Preschool Education Aid	20-3218	455,523	447,336	455,184
Other Restricted Entitlements	20-32XX	332,228	447,591	335,693
Total Revenues From State Sources		787,751	973,629	890,570
Revenues from Federal Sources:				
Title I	20-4411-4416	976,004	924,975	693,731
Title II	20-4451-4455	74,080	79,265	59,449
Title III	20-4491-4494	50,563	54,650	40,988
I.D.E.A. Part B (Handicapped)	20-4420-4429	851,811	873,043	654,783
Vocational Education	20-4430	0	31,222	23,417
Other	20-4XXX	182,317	0	0
Total Revenues From Federal Sources		2,134,775	1,963,155	1,472,368
Total Grants And Entitlements		2,967,417	2,980,358	2,395,618

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Repayment of Debt:				
Transfers From Capital Reserve	40-5210	417,967	0	272,000
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,673,376	2,083,577	1,831,416
Total Revenues From Local Sources		1,673,376	2,083,577	1,831,416
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	388,868	384,285	394,251
Total Local Repayment Of Debt		2,480,211	2,467,862	2,497,667
Total Repayment Of Debt		2,480,211	2,467,862	2,497,667
Total Revenues/Sources		47,378,004	49,228,471	49,699,898
Deduct Transfer-Transfers From Capital Reserve	40-5210	417,967	0	272,000
Total Revenues/Sources Net of Transfers		46,960,037	49,228,471	49,427,898

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	14,532,938	15,377,282	15,499,597
Special Education - Instruction	11-2XX-100-XXX	2,833,375	3,008,315	3,065,365
Bilingual Education - Instruction	11-240-100-XXX	498,675	549,575	566,401
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	258,128	356,336	342,390
School-Sponsored Athletics - Instruction	11-402-100-XXX	554,378	521,194	501,150
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,375,645	1,620,345	1,608,651
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	119,278	125,165	126,981
Undist. Expenditures - Health Services	11-000-213-XXX	338,964	334,650	338,572
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	233,137	265,883	274,029
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	930,447	1,131,658	1,168,221
Undist. Expenditures - Guidance	11-000-218-XXX	953,865	1,001,811	991,846
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,201,241	1,296,943	1,325,101
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	75,096	72,180	72,180
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	214,711	257,441	264,915
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	756,411	760,956	774,794
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	771,690	791,663	798,522
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,686,226	1,957,467	1,883,153
Undist. Expend. - Central Services	11-000-251-XXX	402,479	483,868	493,091
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	323,291	364,473	378,411
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	3,577,016	3,868,244	3,972,918
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,715,234	1,849,123	1,921,863
Personal Services - Employee Benefits	11-XXX-XXX-2XX	6,801,486	7,474,291	7,991,800
Total Undistributed Expenditures		21,476,217	23,656,161	24,385,048
Total General Current Expense		40,153,711	43,468,863	44,359,951
Capital Expenditures:				

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Equipment	12-XXX-XXX-730	433,025	138,008	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	175,673	163,157	163,157
Capital Reserve - Transfer To Capital Projects	12-000-400-931	750,000	0	0
Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	417,967	0	272,000
Interest Deposit To Capital Reserve	10-604	0	3,800	3,800
Total Capital Outlay		1,776,665	304,965	438,957
Transfer Of Funds To Charter Schools	10-000-100-56X	0	6,423	7,705
General Fund Grand Total		41,930,376	43,780,251	44,806,613
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	44,891	43,574	32,680
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	395,088	471,431	464,393
Support Services	20-218-200-XXX	60,435	54,607	90,484
Total Preschool Education Aid	20-218-XXX-XXX	455,523	526,038	554,877
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	21,953	30,149	22,612
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	116,364	236,458	177,343
Nonpublic Handicapped Services	20-XXX-XXX-XXX	120,357	106,536	79,902
Nonpublic Nursing Services	20-XXX-XXX-XXX	54,125	47,520	35,640
Nonpublic Technology Initiative	20-XXX-XXX-XXX	18,311	13,728	10,296
Other	20-XXX-XXX-XXX	1,118	13,200	9,900
Total Other State Projects		332,228	447,591	335,693
Total State Projects	20-XXX-XXX-XXX	787,751	973,629	890,570
Federal Projects:				
Title I	20-XXX-XXX-XXX	976,004	924,975	693,731
Title II	20-XXX-XXX-XXX	74,080	79,265	59,449
Title III	20-XXX-XXX-XXX	50,563	54,650	40,988
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	851,811	873,043	654,783
Vocational Education	20-XXX-XXX-XXX	0	31,222	23,417

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Other	20-XXX-XXX-XXX	182,317	0	0
Total Federal Projects	20-XXX-XXX-XXX	2,134,775	1,963,155	1,472,368
Total Special Revenue Funds		2,967,417	2,980,358	2,395,618
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	2,480,211	2,467,862	2,497,667
Total Debt Service Funds		2,480,211	2,467,862	2,497,667
Total Expenditures/Appropriations		47,378,004	49,228,471	49,699,898
Deduct Transfer-Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	417,967	0	272,000
Total Expenditures Net of Transfers		46,960,037	49,228,471	49,427,898

Budget Category	Audited Balance 6-30-2014	Audited Balance 6-30-2015	Estimated Balance 6-30-2016	Estimated Balance 6-30-2017
Unrestricted:				
--General Operating Budget	933,723	1,258,437	758,437	426,131
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	5,460,199	4,126,111	4,466,754	4,035,397
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	653,659	1,908,839	2,083,839	1,758,839
--Legal Reserve	0	0	0	0
--Tuition Reserve	1,600,000	1,600,000	800,000	0
--Current Expense Emergency Reserve	315,986	316,618	316,618	316,618
--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	2013-14 Actual Costs	2014-15 Actual Costs	2015-16 Original Budget	2015-16 Revised Budget	2016-17 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$10,370	\$10,465	\$11,149	\$11,152	\$11,261
Total Classroom Instruction	\$6,350	\$6,328	\$6,792	\$6,665	\$6,736
Classroom-Salaries and Benefits	\$5,948	\$6,001	\$6,327	\$6,296	\$6,422
Classroom-General Supplies and Textbooks	\$341	\$290	\$412	\$325	\$273
Classroom-Purchased Services	\$60	\$37	\$54	\$44	\$41
Total Support Services	\$1,634	\$1,640	\$1,734	\$1,764	\$1,794
Support Services-Salaries and Benefits	\$1,462	\$1,432	\$1,492	\$1,508	\$1,552
Total Administrative Costs	\$1,045	\$1,060	\$1,098	\$1,185	\$1,172
Administration Salaries and Benefits	\$848	\$834	\$883	\$935	\$927
Total Operations and Maintenance of Plant	\$1,057	\$1,094	\$1,204	\$1,168	\$1,192
Operations and Maintenance-Salaries and Benefits	\$470	\$470	\$498	\$494	\$516
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$201	\$263	\$231	\$281	\$273
Total Equipment Costs	\$64	\$121	\$0	\$38	\$0
Legal Costs	\$35	\$39	\$33	\$33	\$33
Employee Benefits as a percentage of salaries*	28.64%	25.89%	27.91%	26.65%	27.85%

*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 2015-16 revised appropriations and the 2016-17 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	Jointures with other LEAs	0
Purchasing	Supplies and paper with MRESC and Ed-Data	0
Purchasing	Trades with MRESC and Ed-Data	0
Municipal/Public Works	Use of various district fields and facilities	0
Technology Services	Email hosting with other LEAs	0
Insurance Coverages and Benefits	New Jersey Schools Insurance Group	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	17,224,826
(B) Estimated Net Taxable Valuation (as of 01/10/16)	1,357,131,700
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	1.2692
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	19,056,242
(E) Estimated Net Taxable Valuation (as of 01/10/16)	1,357,131,700
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	1.4042

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	17,224,826
(H) Estimated Equalized Valuation (as of 10/01/15)	1,339,593,769
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	1.2858
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	19,056,242
(K) Estimated Equalized Valuation (as of 10/01/15)	1,339,593,769
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	1.4225

NAME=Barbara Prettyman

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$143,936
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	06/30/16
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	\$8,500
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	\$31,608
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped @ \$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 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	

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	\$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	06/30/16
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	\$2,669
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	\$34,327
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	

NAME=C. Dan Blachford

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$2,856
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	Insurance Waiver 25% cost of medical/rx
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	\$122,247
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	06/30/16
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	\$12,000
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	\$29,105
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 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	

NAME=Robin Chieco

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=Steve Minchak

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$99,261
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	06/30/16
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	\$3,775
Total Bonuses Amount	\$0
Total Stipends Amount	\$9,458
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$50
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$24,586
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped @ \$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 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	

NAME=Steve Minchak

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	