

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	1,244.0	1,242.0	1,158.0
Pupils On Roll Special Ed Full-Time	166.0	165.0	214.0
Pupils On Roll SUBTOTAL	1,410.0	1,407.0	1,372.0
Pupils in Private School Placements	8.0	6.0	7.0
Pupils Sent to Other Districts Regular	591.0	572.0	574.0
Pupils Sent to Other Districts Special Ed	83.5	73.5	8.0
Pupils Received	78.0	91.0	0.0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	22,975,000	23,200,000	23,664,000
Total Tuition	10-1300	838,772	735,825	850,364
Transportation Fees From Other LEAs	10-1420-1440	72,973	64,000	64,304
Unrestricted Miscellaneous Revenues	10-1XXX	70,172	55,000	60,000
Interest Earned On Capital Reserve Funds	10-1XXX	0	1,965	1,750
Other Restricted Miscellaneous Revenues	10-1XXX	59,798	12,000	14,000
Subtotal - Revenues From Local Sources		24,016,715	24,068,790	24,654,418
Revenues from State Sources:				
School Choice Aid	10-3116	394,800	417,360	473,760
Categorical Transportation Aid	10-3121	1,445,583	1,445,583	1,445,583
Extraordinary Aid	10-3131	111,896	0	0
Categorical Special Education Aid	10-3132	1,098,835	1,098,835	1,098,835
Equalization Aid	10-3176	4,307,772	4,307,772	4,307,772
Categorical Security Aid	10-3177	164,852	164,852	164,852
Adjustment Aid	10-3178	2,640,282	2,640,282	2,640,282
Parcc Readiness Aid	10-3181		0	19,270
Per Pupil Growth Aid	10-3182		0	19,270
Professional Learning Community Aid	10-3183		0	19,420
Other State Aids	10-3XXX	53,790	38,540	0
Subtotal - Revenues From State Sources		10,217,810	10,113,224	10,189,044
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	43,394	23,056	17,548
Subtotal - Revenues From Federal Sources		43,394	23,056	17,548
Budgeted Fund Balance - Operating Budget	10-303	0	893,056	903,896
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	0	850,000

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Withdrawal From Maint. Reserve	10-310	0	150,000	1,300,000
Adjustment For Prior Year Encumbrances		0	1,646,935	0
Actual Revenues (Over)/Under Expenditures		-491,578	0	0
Total Operating Budget		33,786,341	36,895,061	37,914,906
Grants and Entitlements:				
Revenues from Federal Sources:				
Title I	20-4411-4416	78,495	161,087	136,924
Title II	20-4451-4455	45,175	44,225	37,591
I.D.E.A. Part B (Handicapped)	20-4420-4429	459,260	479,173	407,297
Total Revenues From Federal Sources		582,930	684,485	581,812
Total Grants And Entitlements		582,930	684,485	581,812
Total Revenues/Sources		34,369,271	37,579,546	38,496,718
Total Revenues/Sources Net of Transfers		34,369,271	37,579,546	38,496,718

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	7,220,134	7,778,302	7,655,370
Special Education - Instruction	11-2XX-100-XXX	1,731,056	1,742,043	1,692,173
Basic Skills/Remedial - Instruction	11-230-100-XXX	728,626	801,737	833,352
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	17,766	21,330	21,330
School-Sponsored Athletics - Instruction	11-402-100-XXX	44,508	47,620	46,500
Before/After School Programs	11-421-XXX-XXX	8,144	20,245	21,710
Summer School	11-422-XXX-XXX	47,686	54,410	47,810
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	10,005,740	12,108,475	12,323,371
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	35,786	37,693	83,538
Undist. Expenditures - Health Services	11-000-213-XXX	230,680	234,156	238,437
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	381,902	406,217	390,462
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	437,857	506,339	511,526
Undist. Expenditures - Guidance	11-000-218-XXX	221,503	224,806	230,246
Undist. Expenditures - Child Study Teams	11-000-219-XXX	450,729	504,868	489,874
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	391,475	619,870	627,347
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	171,026	194,085	193,282
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	26,363	48,200	88,200
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	619,012	631,769	578,724
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	755,246	791,694	782,890
Undist. Expend. - Central Services	11-000-251-XXX	364,249	371,590	362,411
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	135,169	188,104	180,684
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,217,623	3,528,684	3,477,013
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,656,126	2,053,465	1,935,874
Personal Services - Employee Benefits	11-XXX-XXX-2XX	3,120,627	3,784,045	4,003,875
Total Undistributed Expenditures		21,221,113	26,234,060	26,497,754
Total General Current Expense		31,019,033	36,699,747	36,815,999

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	86,570	67,786	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	616,420	35,998	887,765
Capital Reserve - Transfer To Capital Projects	12-000-400-931	1,989,740	0	0
Interest Deposit To Capital Reserve	10-604	0	1,965	1,750
Total Capital Outlay		2,692,730	105,749	889,515
Special Schools:				
Adult Education:				
Adult Education-Local-Instruction	13-602-100-XXX	7,380	8,800	8,800
Adult Education-Local-Support Serv.	13-602-200-XXX	2,000	6,000	6,000
Total Adult Education-Local	13-602-X00-XXX	9,380	14,800	14,800
Total Special Schools	13-XXX-XXX-XXX	9,380	14,800	14,800
Transfer Of Funds To Charter Schools	10-000-100-56X	65,198	74,765	194,592
General Fund Grand Total		33,786,341	36,895,061	37,914,906
Special Grants and Entitlements:				
Federal Projects:				
Title I	20-XXX-XXX-XXX	78,495	161,087	136,924
Title II	20-XXX-XXX-XXX	45,175	44,225	37,591
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	459,260	479,173	407,297
Total Federal Projects	20-XXX-XXX-XXX	582,930	684,485	581,812
Total Special Revenue Funds		582,930	684,485	581,812
Total Expenditures/Appropriations		34,369,271	37,579,546	38,496,718
Total Expenditures Net of Transfers		34,369,271	37,579,546	38,496,718

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	828,675	814,050	764,173	704,963
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	850,003	1,056,803	1,058,768	210,518
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	1,375,000	1,530,000	1,680,000	380,000
--Legal Reserve	1,770,961	1,726,565	844,686	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	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	\$13,446	\$13,745	\$15,067	\$16,064	\$16,489
Total Classroom Instruction	\$8,216	\$8,423	\$9,102	\$9,213	\$9,450
Classroom-Salaries and Benefits	\$7,632	\$7,863	\$8,406	\$8,324	\$8,756
Classroom-General Supplies and Textbooks	\$478	\$552	\$531	\$785	\$544
Classroom-Purchased Services	\$105	\$8	\$166	\$105	\$150
Total Support Services	\$1,956	\$1,967	\$2,304	\$2,360	\$2,507
Support Services-Salaries and Benefits	\$1,538	\$1,564	\$1,744	\$1,759	\$1,887
Total Administrative Costs	\$1,448	\$1,562	\$1,669	\$1,695	\$1,694
Administration Salaries and Benefits	\$1,120	\$1,207	\$1,311	\$1,301	\$1,351
Total Operations and Maintenance of Plant	\$1,739	\$1,705	\$1,883	\$2,688	\$2,735
Operations and Maintenance-Salaries and Benefits	\$697	\$679	\$809	\$801	\$864
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$54	\$53	\$62	\$60	\$61
Total Equipment Costs	\$66	\$61	\$12	\$48	\$0
Legal Costs	\$32	\$44	\$53	\$65	\$53
Employee Benefits as a percentage of salaries*	25.29%	23.77%	28.27%	27.65%	28.78%

*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.

Unusual Revenues and Appropriations

Item	Line Number	Source	Amount	Explanation
1	300	Use of Facilities	5,000	Facility usage
1	350	Interest	14,000	Interest on accounts
2	300	CEUT	12,000	Continuing education
3	300	Miscellaneous	38,000	Miscellaneous fees/Govdeals

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Transportation Services, including Fuel	Utilize Township fuel pump to fuel up District buses	0
Transportation Services, including Fuel	Transport students through consortium with Atlantic County Special Services and Cape May County Special Services	0
Transportation Services, including Fuel	Enter into jointures with surrounding schools to transport students	0
Purchasing	Members of ACES for the purchase of electrical services	0
Purchasing	Member of Educational Data Services for the purchase of custodial/classroom supplies	0
Purchasing	Township utilizes District purchasing power to purchase copy paper	0
Municipal/Public Works	Township maintains school vehicles and makes necessary repairs	0
Municipal/Public Works	Township and District allow for the exchange of tools/machinery when needed to complete a project	0
Municipal/Public Works	Township handles snow removal, trash pick up and groundskeeping of athletic fields	0
Municipal/Public Works	Township loans labor to handle small construction projects	0
Municipal/Public Works	School district loans labor to clean community center and provide floor maintenance to Township buildings	0
Professional Staff Development	Participation in professional development with Cape May County Schools	0
Insurance Coverages and Benefits	Member of the Cape Atlantic Insurance Pool	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	23,664,000
(B) Estimated Net Taxable Valuation (as of 10/01/15)	1,786,193,417
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	1.3248
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	23,664,000
(E) Estimated Net Taxable Valuation (as of 10/01/15)	1,786,193,417
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	1.3248

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	23,664,000
(H) Estimated Equalized Valuation (as of 10/01/15)	1,934,627,003
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	1.2232
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	23,664,000
(K) Estimated Equalized Valuation (as of 10/01/15)	1,934,627,003
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	1.2232

NAME=Allen Matthews

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	B&G Supervisor
Base Annual Salary Amount	\$84,660
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	15
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	\$3,119
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	\$1,954
Contractual Post-Employment Benefit Description of Payout of Sick days	Not eligible - must have 12 years of service
Contractual Post-Employment Benefit Description of Payout of Vacation days	6 days @ per diem
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=Allen Matthews

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$5,000
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	Health Insurance Waiver
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=Donna Young

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Human Resource Manager
Base Annual Salary Amount	\$79,494
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	240
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	\$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	\$6,790
Contractual Post-Employment Benefit Description of Payout of Sick days	Not allowable per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	20.5 days @ per diem
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=Donna Young

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$4,750
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	Health Insurance Waiver
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=Glen Stewart

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	Technology Supervisor
Base Annual Salary Amount	\$84,099
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	240
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	2
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	\$7,293
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	\$15,256
Contractual Post-Employment Benefit Description of Payout of Sick days	205.5 days @ \$50/day; \$10,000 max
Contractual Post-Employment Benefit Description of Payout of Vacation days	15 @ per diem
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=Glen Stewart

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$4,750
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	Health Insurance Waiver
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=Laurie A. Ryan

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$106,600
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	18
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	\$4,902
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,250
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$5,330
Contractual Post-Employment Benefit Description of Payout of Sick days	Not eligible - Need 12 yrs service in district
Contractual Post-Employment Benefit Description of Payout of Vacation days	13 days @ per diem
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=Laurie A. Ryan

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=Vincent J. Palmieri, Jr.

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$145,000
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	07/01/14
End Date of Contract	06/30/18
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	\$5,762
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,750
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$32,627
Contractual Post-Employment Benefit Description of Payout of Sick days	\$100/day; \$15,000 max
Contractual Post-Employment Benefit Description of Payout of Vacation days	36 days @ per diem
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=Vincent J. Palmieri, Jr.

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	