ENROLLMENT CATEGORIES	10-15-2013 ACTUAL	10-15-2014 ACTUAL	10-15-2015 ESTIMATE
Pupils On Roll Regular Full-Time	583.0	539.0	530.0
Pupils On Roll Special Ed Full-Time	61.0	84.0	87.0
Pupils On Roll SUBTOTAL	644.0	623.0	617.0
Pupils in Private School Placements	5.0	2.0	5.0
Pupils Sent to Other Districts Special Ed		1.0	0.0

		2013-14	2014-15	2015-16
Budget Category	Account	Actual	Revised	Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	10,056,071	10,257,192	10,462,335
Total Tuition	10-1300	25,000	25,000	25,000
Rents And Royalties	10-1910	30,329	31,076	32,630
Unrestricted Miscellaneous Revenues	10-1XXX	9,244	2,000	475
Subtotal - Revenues From Local Sources		10,120,644	10,315,268	10,520,440
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	17,428	17,428	17,428
Extraordinary Aid	10-3131	147,728	33,740	138,542
Categorical Special Education Aid	10-3132	268,309	268,309	268,309
Categorical Security Aid	10-3177	11,083	11,083	11,083
Adjustment Aid	10-3178	1	0	0
Other State Aids	10-3XXX	0	12,521	12,521
Subtotal - Revenues From State Sources		444,549	343,081	447,883
Budgeted Fund Balance - Operating Budget	10-303	0	120,803	31,677
Adjustment For Prior Year Encumbrances		0	73,612	0
Actual Revenues (Over)/Under Expenditures		154,370	0	0
Total Operating Budget		10,719,563	10,852,764	11,000,000
0 15 33				
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	1,284	0	0
Total Revenues From Local Sources	20-1XXX	1,284	0	0
Revenues from Federal Sources:				
Title I	20-4411-4416	11,035	0	0
Title II	20-4451-4455	8,722	8,818	9,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	140,691	144,997	136,000

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Total Revenues From Federal Sources		160,448	153,815	145,000
Total Grants And Entitlements		161,732	153,815	145,000
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	142,873	142,867	147,447
Total Revenues From Local Sources		142,873	142,867	147,447
Total Local Repayment Of Debt		142,873	142,867	147,447
Total Repayment Of Debt		142,873	142,867	147,447
Total Revenues/Sources		11,024,168	11,149,446	11,292,447
Total Revenues/Sources Net of Transfers		11,024,168	11,149,446	11,292,447

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	3,689,574	3,754,631	3,301,955
Special Education - Instruction	11-2XX-100-XXX	880,842	890,484	1,365,992
Basic Skills/Remedial - Instruction	11-230-100-XXX	261,308	265,212	264,181
Bilingual Education - Instruction	11-240-100-XXX	19,685	32,792	34,492
Summer School	11-422-XXX-XXX	65,500	66,000	60,179
Other Supplemental/At-Risk Programs	11-424-XXX-XXX	0	60,178	62,083
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	302,446	98,447	242,315
Undist. Expenditures - Health Services	11-000-213-XXX	177,189	178,704	156,515
Undist. ExpendSpeech, OT, PT And Related Svcs	11-000-216-XXX	143,509	120,513	141,534
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	358,486	338,715	233,649
Undist. Expenditures - Guidance	11-000-218-XXX	0	49,256	50,874
Undist. Expenditures - Child Study Teams	11-000-219-XXX	274,484	290,459	320,794
Undist. ExpendEdu. Media Serv./Library	11-000-222-XXX	188,417	197,569	245,281
Undist. ExpendInstr. Staff Training Serv.	11-000-223-XXX	25,918	56,958	36,300
Undist. ExpendSupport ServGen. Admin.	11-000-230-XXX	369,016	375,481	362,128
Undist. ExpendSupport ServSchool Admin.	11-000-240-XXX	349,325	379,373	369,814
Undist. Expend Central Services	11-000-251-XXX	178,320	193,678	188,162
Undist. ExpendOper. And Maint. Of Plant Serv.	11-000-26X-XXX	792,917	817,940	834,178
Undist. ExpendStudent Transportation Serv.	11-000-270-XXX	671,582	651,061	531,786
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,933,705	1,905,399	2,168,302
Total Undistributed Expenditures		5,765,314	5,653,553	5,881,632
Total General Current Expense		10,682,223	10,722,850	10,970,514
Capital Expenditures:				
Equipment	12-XXX-XXX-730	25,485	118,059	17,631
Facilities Acquisition And Const. Serv.	12-000-400-XXX	11,855	11,855	11,855

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Total Capital Outlay		37,340	129,914	29,486
General Fund Grand Total		10,719,563	10,852,764	11,000,000
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	1,284	0	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	11,035	0	0
Title II	20-XXX-XXX-XXX	8,722	8,818	9,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	140,691	144,997	136,000
Total Federal Projects	20-XXX-XXX-XXX	160,448	153,815	145,000
Total Special Revenue Funds		161,732	153,815	145,000
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	142,873	142,867	147,447
Total Debt Service Funds		142,873	142,867	147,447
Total Expenditures/Appropriations		11,024,168	11,149,446	11,292,447
Total Expenditures Net of Transfers		11,024,168	11,149,446	11,292,447

Budget Category	Audited Balance 6-30-2013	Audited Balance 6-30-2014	Estimated Balance 6-30-2015	Estimated Balance 6-30-2016
Unrestricted:				
General Operating Budget	250,000	251,526	251,526	250,000
Repayment of Debt	0	0	0	0
Restricted for Specific Purposes- General Operating Budget:				
Capital Reserve	256,422	256,161	256,161	256,161
Adult Education Programs	0	0	0	0
Maintenance Reserve	0	0	0	0
Legal Reserve	349,120	150,954	30,151	0
Tuition Reserve	0	0	0	0
Current Expense Emergency Reserve	0	0	0	0
Repayment of Debt:				
Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2012-13 Actual Costs	2013-14 Actual Costs	2014-15 Original Budget	2014-15 Revised Budget	2015-16 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$14,039	\$15,093	\$15,003	\$16,082	\$16,605
Total Classroom Instruction	\$8,917	\$9,768	\$9,648	\$10,280	\$10,664
Classroom-Salaries and Benefits	\$8,404	\$9,246	\$9,162	\$9,636	\$10,087
Classroom-General Supplies and Textbooks	\$331	\$350	\$220	\$357	\$343
Classroom-Purchased Services	\$181	\$172	\$266	\$287	\$233
Total Support Services	\$2,174	\$2,198	\$2,132	\$2,370	\$2,411
Support Services-Salaries and Benefits	\$1,607	\$1,666	\$1,575	\$1,763	\$2,047
Total Administrative Costs	\$1,566	\$1,719	\$1,767	\$1,862	\$1,862
Administration Salaries and Benefits	\$1,277	\$1,415	\$1,493	\$1,525	\$1,548
Total Operations and Maintenance of Plant	\$1,366	\$1,388	\$1,369	\$1,478	\$1,568
Operations and Maintenance-Salaries and Benefits	\$645	\$677	\$726	\$743	\$902
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$61	\$40	\$178	\$190	\$29
Legal Costs	\$72	\$55	\$68	\$73	\$50
Employee Benefits as a percentage of salaries*	29.93%	29.82%	32.22%	28.61%	31.49%

<sup>\*</sup>Does not include pension and social security paid by the State on-behalf of the district.

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 2014-15 revised appropriations and the 2015-16 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.

<sup>\*\*</sup>Federal and State funds in the blended resource school-based budgets.

Ite	em	Line Number	Source	Amount	Explanation
	1	500	State Aid	12,521	PARCC Readiness at \$6,260.50 per building. (we have 2 schools)

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Others	The Fairfield Board of Education and the Township of Fairfield have, for many years, helped each other hand in hand to accomplish various similar duties: lawn cutting, ball field maintenance, field cutting, snow plowing, putting down ice melt, and having school district trucks and mechanical equipment serviced by the town garage, all resulting in reduced costs to the district. In turn, the Board of Education allows the Township Recreation Commission to utilize its baseball fields and other amenities at no cost. The Board and Township also bulk bid the garbage removal at all schools. The Board also shares teacher professional development with the a??West Essex Consortiuma?? which includes the a??sending districtsa?? of the West Essex Regional High School; Roseland, North Caldwell, Essex Fells, and of course, Fairfield. The Board also participates in the NJACES natural gas and electrical co-op with over 300 other NJ school districts, also participates in the ACT telecommunications bulk-bid, and participates in the Federal E-Rate Program.	0

A. Estimated 15-16 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	10,462,335
(B) Estimated Net Taxable Valuation (as of 10/01/14)	2,629,496,403
(C) Estimated 15-16 General Fund School Tax Rate=(A)/(B)x100	0.3979
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	10,609,782
(E) Estimated Net Taxable Valuation (as of 10/01/14)	2,629,496,403
(F) Estimated 15-16 Total School Tax Rate=(D)/(E)x100	0.4035
B. Estimated 15-16 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	10,462,335
(H) Estimated Equalized Valuation (as of 10/01/14)	2,632,646,696
(I) Estimated 15-16 Equalized General Fund School Tax Rate=(G)/(H)x100	0.3974
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	10,609,782
(K) Estimated Equalized Valuation (as of 10/01/14)	2,632,646,696
(L) Estimated 15-16 Equalized Total School Tax Rate=(J)/(K)x100	0.4030

## NAME=Dr. Michael Trabucco

CATEGORY	MEASURE
Job Title	Principal
Job Title II	None
Base Annual Salary Amount	\$125,972
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	06/30/15
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	Federal Holidays
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	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	At Retirement only from District
Contractual Post-Employment Benefit Description of Payout of Vacation days	X
Contractual Post-Employment Benefit Description of Payout of Personal days	Х
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 Trabucco

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. John Smatla

CATEGORY	MEASURE
Job Title	Principal
Job Title II	None
Base Annual Salary Amount	\$130,147
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	07/31/15
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

### NAME=Mr. John Smatla

CATEGORY	MEASURE
Description of Other Contracted Non-Working Days	Federal Holidays
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	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	At Retirement only from District
Contractual Post-Employment Benefit Description of Payout of Vacation days	х
Contractual Post-Employment Benefit Description of Payout of Personal days	х
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	
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. William Stepka

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	Board Secretary
Base Annual Salary Amount	\$124,500
Full-Time Equivalent (FTE)	1.0

# NAME=Mr. William Stepka

CATEGORY	MEASURE
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	06/30/15
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	Federal Holidays
Total Allowances Amount	\$1,300
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
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 from District
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	
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	

## NAME=Mr. William Stepka

CATEGORY	MEASURE
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=Mrs. Erica Cerelli-Levine

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	CST Supervisor
Base Annual Salary Amount	\$87,500
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	07/01/14
End Date of Contract	06/30/15
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	Federal Holidays
Total Allowances Amount	\$1,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0

### NAME=Mrs. Erica Cerelli-Levine

CATEGORY	MEASURE
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	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	At Retirement only from District
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	
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=Mrs. Sonal Chauhan

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	IT Supervisor
Base Annual Salary Amount	\$82,473
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	

## NAME=Mrs. Sonal Chauhan

CATEGORY	MEASURE
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/14
End Date of Contract	06/30/15
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	Federal Holidays
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	\$0
Contractual Post-Employment Benefit Description of Payout of Sick days	0
Contractual Post-Employment Benefit Description of Payout of Vacation days	0
Contractual Post-Employment Benefit Description of Payout of Personal days	0
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	
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	

### NAME=Mrs. Sonal Chauhan

CATEGORY	MEASURE
Additional Comment 2	
Additional Comment 3	

#### NAME=Ms. Susan Ciccotelli

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	None
Base Annual Salary Amount	\$134,000
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	Federal Holidays
Total Allowances Amount	\$3,500
Total Bonuses Amount	\$15,625
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	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	At Retirement only from District

## NAME=Ms. Susan Ciccotelli

CATEGORY	MEASURE
Contractual Post-Employment Benefit Description of Payout of Vacation days	х
Contractual Post-Employment Benefit Description of Payout of Personal days	Х
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	
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	