

Pupil Enrollment Categories	10-14-2016 Actual	10-13-2017 Actual	10-15-2018 Estimate
On Roll Regular Full-Time	1,252.0	1,233.0	1,253.0
On Roll Special Ed Full-Time	194.0	203.0	199.0
On Roll Subtotal	1,446.0	1,436.0	1,452.0
In Private School Placements	10.0	11.0	13.0
Sent to Other Districts Regular	4.0	0.0	0.0
Sent to Other Districts Special Ed	17.0	18.0	18.0
Received	71.0	65.0	35.0
In State Facilities	1.0	2.0	2.0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	8,221,569	8,439,514	8,608,304
Other Local Governmental Units - Unrestricted	10-12XX	68,198	66,500	69,450
Total Tuition	10-1300	185,006	175,970	175,970
Transportation Fees From Other LEAs	10-1420-1440	12,834	12,000	5,001
Unrestricted Miscellaneous Revenues	10-1XXX	116,797	305,000	390,000
Interest Earned On Capital Reserve Funds	10-1XXX	250	100	100
Other Restricted Miscellaneous Revenues	10-1XXX	2,451	0	0
Subtotal - Revenues From Local Sources		8,607,105	8,999,084	9,248,825
Revenues from State Sources:				
School Choice Aid	10-3116	141,455	141,455	128,465
Categorical Transportation Aid	10-3121	70,560	70,560	289,926
Extraordinary Aid	10-3131	43,081	60,000	60,000
Categorical Special Education Aid	10-3132	742,641	742,641	1,061,043
Equalization Aid	10-3176	8,722,290	9,055,079	9,055,079
Categorical Security Aid	10-3177	180,975	180,975	269,252
Under Adequacy Aid	10-3180	77,145	77,145	0
Parcc Readiness Aid	10-3181	13,055	13,055	0
Per Pupil Growth Aid	10-3182	13,055	13,055	0
Professional Learning Community Aid	10-3183	13,740	13,740	0
Host District Support Aid	10-3184	702	702	0
Other State Aids	10-3XXX	8,469	0	0
Subtotal - Revenues From State Sources		10,027,168	10,368,407	10,863,765
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	84,648	38,428	46,114
Subtotal - Revenues From Federal Sources		84,648	38,428	46,114

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Budgeted Fund Balance - Operating Budget	10-303	0	899,808	1,247,467
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	165,000	0
Adjustment For Prior Year Encumbrances		0	64,792	0
Actual Revenues (Over)/Under Expenditures		-380,264	0	0
Total Operating Budget		18,338,657	20,535,519	21,406,171
Grants and Entitlements:				
Tuition - Preschool	20-1310	26,225	18,000	10,852
Other Revenue From Local Sources	20-1XXX	286,989	286,990	286,990
Total Revenues From Local Sources	20-1XXX	313,214	304,990	297,842
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	15,265	15,264	30,000
Preschool Education Aid	20-3218	216,516	322,140	322,140
Other Restricted Entitlements	20-32XX	471,341	486,166	486,166
Total Revenues From State Sources		703,122	823,570	838,306
Revenues from Federal Sources:				
Title I	20-4411-4416	446,468	313,776	266,905
Title II	20-4451-4455	47,619	30,125	30,125
Title III	20-4491-4494	8,989	10,880	10,880
I.D.E.A. Part B (Handicapped)	20-4420-4429	423,698	306,922	303,026
Preschool Development Expansion Grant	20-4527	512,501	524,348	488,318
Preschool Development Expansion Grant-Pr Yr C/O	20-4527	0	65,642	23,885
Other	20-4XXX	263,003	250,000	250,000
Total Revenues From Federal Sources		1,702,278	1,501,693	1,373,139
Transfers From Operating Budget-Prek	20-5200	0	45,260	4,361
Transfers From Operating Budget-Prek (Special Education)	20-5200	58,145	12,885	53,784
Total Grants And Entitlements		2,776,759	2,688,398	2,567,432

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,113,829	1,148,857	1,158,224
Total Revenues From Local Sources		1,113,829	1,148,857	1,158,224
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	173,229	108,968	110,270
Total Local Repayment Of Debt		1,287,058	1,257,825	1,268,494
Total Repayment Of Debt		1,287,058	1,257,825	1,268,494
Total Revenues/Sources		22,402,474	24,481,742	25,242,097
Deduct Transfer-Transfers From Operating Budget-Prek	20-5200	0	45,260	4,361
Deduct Transfer-Transfers From Operating Budget-Prek (Special Education)	20-5200	58,145	12,885	53,784
Total Revenues/Sources Net of Transfers		22,344,329	24,423,597	25,183,952

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	6,154,903	6,350,497	6,674,150
Special Education - Instruction	11-2XX-100-XXX	1,310,038	1,390,985	1,359,443
Basic Skills/Remedial - Instruction	11-230-100-XXX	23,318	40,779	24,678
Bilingual Education - Instruction	11-240-100-XXX	51,660	66,161	107,765
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	112,645	137,497	152,579
School-Sponsored Athletics - Instruction	11-402-100-XXX	340,208	347,148	372,250
Instructional Alternative Ed Program	11-423-XXX-XXX	36,960	27,400	35,000
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	898,431	1,369,355	2,014,212
Undist. Expenditures - Health Services	11-000-213-XXX	125,612	140,018	140,775
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	227,329	204,916	243,434
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	114,898	107,876	109,169
Undist. Expenditures - Guidance	11-000-218-XXX	521,307	595,723	592,810
Undist. Expenditures - Child Study Teams	11-000-219-XXX	398,849	466,977	499,970
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	237,959	276,455	413,076
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	112,258	129,425	185,987
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	16,847	11,501	12,500
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	466,160	553,471	506,114
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	919,611	990,182	985,550
Undist. Expend. - Central Services	11-000-251-XXX	253,527	284,643	287,058
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	113,944	121,772	118,106
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,367,159	1,513,752	1,514,688
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	887,879	1,008,180	979,034
Personal Services - Employee Benefits	11-XXX-XXX-2XX	3,435,168	3,641,703	3,886,656
Total Undistributed Expenditures		10,096,938	11,415,949	12,489,139
Total General Current Expense		18,126,670	19,776,416	21,215,004

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Capital Expenditures:				
Equipment	12-XXX-XXX-730	28,481	402,936	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	156,872	321,872	156,872
Interest Deposit To Capital Reserve	10-604	0	100	100
Total Capital Outlay		185,353	724,908	156,972
Transfer Of Funds To Charter Schools	10-000-100-56X	26,634	34,195	34,195
General Fund Grand Total		18,338,657	20,535,519	21,406,171
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	286,989	286,990	286,990
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	264,002	331,585	334,724
Support Services	20-218-200-XXX	52,149	81,964	86,413
Total Preschool Education Aid	20-218-XXX-XXX	316,151	413,549	421,137
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	12,775	12,790	12,790
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	76,418	82,132	82,132
Nonpublic Handicapped Services	20-XXX-XXX-XXX	70,551	85,493	85,493
Nonpublic Nursing Services	20-XXX-XXX-XXX	19,980	20,160	20,160
Nonpublic Technology Initiative	20-XXX-XXX-XXX	5,751	5,824	5,824
Nonpublic Security Aid	20-XXX-XXX-XXX	11,100	5,600	5,600
Other	20-XXX-XXX-XXX	274,766	274,167	274,167
Total Other State Projects		471,341	486,166	486,166
Total State Projects	20-XXX-XXX-XXX	787,492	899,715	907,303
Preschool Expansion Grant Instruction	20-220-100-XXX	251,988	303,930	319,632
Preschool Expansion Grant Support Services	20-220-200-XXX	198,240	256,310	192,571
Preschool Expansion Grant Fac Acquisition And Constr. Services	20-220-400-XXX	62,273	29,750	0
Preschool Expansion Grant	20-220-XXX-XXX	512,501	589,990	512,203
Federal Projects:				
Title I	20-XXX-XXX-XXX	446,468	313,776	266,905

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Title II	20-XXX-XXX-XXX	47,619	30,125	30,125
Title III	20-XXX-XXX-XXX	8,989	10,880	10,880
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	423,698	306,922	303,026
Other	20-XXX-XXX-XXX	263,003	250,000	250,000
Total Federal Projects	20-XXX-XXX-XXX	1,702,278	1,501,693	1,373,139
Total Special Revenue Funds		2,776,759	2,688,398	2,567,432
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	1,287,058	1,257,825	1,268,494
Total Debt Service Funds		1,287,058	1,257,825	1,268,494
Total Expenditures/Appropriations		22,402,474	24,481,742	25,242,097
Deduct Transfer-Local Contrib. - Trans To Special Rev- Regular	11-105-100-935	0	45,260	4,361
Deduct Transfer-Local Contrib. - Trans To Special Rev- Inclusion	11-105-100-936	58,145	12,885	53,784
Total Expenditures Net of Transfers		22,344,329	24,423,597	25,183,952

Fund Balance Category	Budget Category	Audited Balance 06/30/2016	Audited Balance 06/30/2017	Estimated Balance 06/30/2018	Estimated Balance 06/30/2019
Unrestricted	General Operating Budget	1,050,477	1,053,883	1,055,809	409,415
Unrestricted	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	166,479	166,729	184,618	184,718
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	0	0	0	0
Restricted for General Operating Budget	Legal Reserve	504,755	822,240	601,073	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0



Per Pupil Cost Calculations	2015-16 Actual Costs	2016-17 Actual Costs	2017-18 Original Budget	2017-18 Revised Budget	2018-19 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$11,612	\$11,110	\$12,510	\$12,364	\$12,799
Total Classroom Instruction	\$6,945	\$6,665	\$7,471	\$7,256	\$7,492
Classroom-Salaries and Benefits	\$6,163	\$5,888	\$6,567	\$6,306	\$6,536
Classroom-General Supplies and Textbooks	\$314	\$256	\$336	\$332	\$332
Classroom-Purchased Services	\$468	\$521	\$568	\$617	\$623
Total Support Services	\$1,584	\$1,495	\$1,721	\$1,728	\$1,945
Support Services-Salaries and Benefits	\$1,247	\$1,249	\$1,424	\$1,409	\$1,594
Total Administrative Costs	\$1,531	\$1,483	\$1,641	\$1,712	\$1,663
Administration Salaries and Benefits	\$1,313	\$1,251	\$1,376	\$1,411	\$1,408
Total Operations and Maintenance of Plant	\$1,116	\$1,034	\$1,174	\$1,183	\$1,184
Operations and Maintenance-Salaries and Benefits	\$518	\$479	\$531	\$515	\$558
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$383	\$373	\$429	\$416	\$446
Total Equipment Costs	\$88	\$19	\$5	\$281	\$0
Legal Costs	\$10	\$12	\$17	\$45	\$17
Employee Benefits as a percentage of salaries*	34.81%	32.85%	36.06%	33.46%	33.85%

\*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 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 2017-18 revised appropriations and the 2018-19 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	Fund Balance from Health Insurance Fund	200,000	Request Fund Balance from HIF
2	300	Various	35,000	PAC rentals

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Business Services	Transportation - Management/Coordination	0
Purchasing	Middlesex, Hunterdon, Camden County Ed Services Commission	0
Municipal/Public Works	Fuel, snow removal, security	0

ID=Clayton Borough

Category	Amount
(A) General Fund School Levy	8,608,304
(D) Total School Levy	9,766,528
(B) Estimated Net Taxable Valuation (as of 10/01/17)	466,392,308
(H) Estimated Equalized Valuation (as of 01/10/18)	466,254,207
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.8457
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	2.0941
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.8463
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	2.0947

Name=Charles Schriver III

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Facilities
Base Annual Salary Amount	\$77,250
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$1,020
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	Per Diem at 1/260 up to MAX of \$15000
Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Charles Schriver III

Category	Measure
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Additional Comment 1	None Reported
Additional Comment 2	None Reported
Additional Comment 3	None Reported

Name=Dan Marakowski Jr.

Category	Measure
Job Title	Information Technology
Job Title II	Coordinator
Base Annual Salary Amount	\$79,825
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$624
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,024
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	n/a
Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Dan Marakowski Jr.

Category	Measure
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Additional Comment 1	None Reported
Additional Comment 2	None Reported
Additional Comment 3	None Reported



Name=Frances Adler

Category	Measure
Job Title	Business Administrator
Job Title II	None Reported
Base Annual Salary Amount	\$116,326
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$6,594
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	\$28,400
Contractual Post-Employment Benefit Description of Payout of Sick days	\$100 per day
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 30 days at per diem of 1/250th
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Frances Adler

Category	Measure
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Additional Comment 1	None Reported
Additional Comment 2	None Reported
Additional Comment 3	None Reported

Name=Nikolaos Koutsogiannis

Category	Measure
Job Title	Superintendent
Job Title II	None Reported
Base Annual Salary Amount	\$140,000
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	01/01/17
End Date of Contract	06/01/20
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$7,094
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	\$31,154
Contractual Post-Employment Benefit Description of Payout of Sick days	Per diem 1/260 upto max of \$15000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 30 days at per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Nikolaos Koutsogiannis

Category	Measure
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Additional Comment 1	None Reported
Additional Comment 2	None Reported
Additional Comment 3	None Reported