

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	1,254.0	1,252.0	1,155.0
Pupils On Roll Special Ed Full-Time	197.0	194.0	266.0
Pupils On Roll SUBTOTAL	1,451.0	1,446.0	1,421.0
Pupils in Private School Placements	14.0	10.0	16.0
Pupils Sent to Contracted Preschool	1.0		0.0
Pupils Sent to Other Districts Regular	0.0	4.0	1.0
Pupils Sent to Other Districts Special Ed	18.0	17.0	9.0
Pupils Received	75.0	71.0	0.0
Pupils in State Facilities	1.0	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	7,960,694	8,221,569	8,439,514
Other Local Governmental Units - Unrestricted	10-12XX	65,638	64,000	66,500
Total Tuition	10-1300	302,426	254,000	175,970
Transportation Fees From Other LEAs	10-1420-1440	50,911	11,546	12,000
Unrestricted Miscellaneous Revenues	10-1XXX	379,597	152,000	305,000
Interest Earned On Capital Reserve Funds	10-1XXX	250	50	100
Other Restricted Miscellaneous Revenues	10-1XXX	2,439	0	0
Subtotal - Revenues From Local Sources		8,761,955	8,703,165	8,999,084
Revenues from State Sources:				
School Choice Aid	10-3116	96,785	141,455	141,455
Categorical Transportation Aid	10-3121	60,696	70,560	70,560
Extraordinary Aid	10-3131	93,064	60,000	60,000
Categorical Special Education Aid	10-3132	728,613	742,641	742,641
Equalization Aid	10-3176	8,683,487	8,722,290	8,722,290
Categorical Security Aid	10-3177	171,822	180,975	180,975
Under Adequacy Aid	10-3180	0	77,145	77,145
Parcc Readiness Aid	10-3181	0	13,055	13,055
Per Pupil Growth Aid	10-3182	0	13,055	13,055
Professional Learning Community Aid	10-3183	0	13,740	13,740
Host District Support Aid	10-3184	0	702	702
Other State Aids	10-3XXX	113,303	0	0
Subtotal - Revenues From State Sources		9,947,770	10,035,618	10,035,618
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	84,465	63,917	38,428
Subtotal - Revenues From Federal Sources		84,465	63,917	38,428

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Budgeted Fund Balance - Operating Budget	10-303	0	896,908	899,808
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	165,000	165,000
Adjustment For Prior Year Encumbrances		0	5,669	0
Actual Revenues (Over)/Under Expenditures		174,963	0	0
Total Operating Budget		18,969,153	19,870,277	20,137,938
Grants and Entitlements:				
Tuition - Preschool	20-1310	27,568	18,000	18,000
Other Revenue From Local Sources	20-1XXX	322,220	286,990	286,990
Total Revenues From Local Sources	20-1XXX	349,788	304,990	304,990
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	13,060	0	15,264
Preschool Education Aid	20-3218	306,875	322,140	322,140
Other Restricted Entitlements	20-32XX	470,698	440,703	486,166
Total Revenues From State Sources		790,633	762,843	823,570
Revenues from Federal Sources:				
Title I	20-4411-4416	445,231	357,785	313,776
Title II	20-4451-4455	47,075	35,061	30,125
Title III	20-4491-4494	9,521	11,292	10,880
I.D.E.A. Part B (Handicapped)	20-4420-4429	410,583	307,971	306,922
Preschool Development Expansion Grant	20-4527	398,527	488,318	524,348
Preschool Development Expansion Grant-Pr Yr C/O	20-4527	0	68,817	15,000
Other	20-4XXX	174,599	250,000	250,000
Total Revenues From Federal Sources		1,485,536	1,519,244	1,451,051
Transfers From Operating Budget-Prek	20-5200	38,308	0	45,260
Transfers From Operating Budget-Prek (Special Education)	20-5200	19,837	58,145	12,885
Total Grants And Entitlements		2,684,102	2,645,222	2,637,756

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	971,866	1,113,829	1,148,857
Total Revenues From Local Sources		971,866	1,113,829	1,148,857
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	0	173,229	108,968
Budgeted Fund Balance	40-303	0	5	0
Total Local Repayment Of Debt		971,866	1,287,063	1,257,825
Total Repayment Of Debt		971,866	1,287,063	1,257,825
Total Revenues/Sources		22,625,121	23,802,562	24,033,519
Deduct Transfer-Transfers From Operating Budget-Prek	20-5200	38,308	0	45,260
Deduct Transfer-Transfers From Operating Budget-Prek (Special Education)	20-5200	19,837	58,145	12,885
Total Revenues/Sources Net of Transfers		22,566,976	23,744,417	23,975,374

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	6,126,389	6,225,640	6,403,491
Special Education - Instruction	11-2XX-100-XXX	1,266,713	1,359,938	1,303,214
Basic Skills/Remedial - Instruction	11-230-100-XXX	5,063	39,935	41,259
Bilingual Education - Instruction	11-240-100-XXX	49,795	51,651	77,467
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	111,629	117,163	137,497
School-Sponsored Athletics - Instruction	11-402-100-XXX	332,326	334,662	349,820
Instructional Alternative Ed Program	11-423-XXX-XXX	41,629	31,010	27,400
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,273,380	1,418,664	1,365,030
Undist. Expenditures - Health Services	11-000-213-XXX	126,243	132,517	141,718
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	184,707	215,897	203,216
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	274,327	106,619	107,876
Undist. Expenditures - Guidance	11-000-218-XXX	470,743	528,779	595,723
Undist. Expenditures - Child Study Teams	11-000-219-XXX	402,237	474,563	422,797
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	254,928	245,881	254,708
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	97,922	119,677	126,491
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	12,037	23,000	11,501
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	467,282	531,206	496,755
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	912,954	948,169	932,448
Undist. Expend. - Central Services	11-000-251-XXX	251,160	254,307	259,343
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	91,164	135,697	121,578
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,419,722	1,422,777	1,465,961
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	850,770	994,470	1,026,005
Personal Services - Employee Benefits	11-XXX-XXX-2XX	3,532,737	3,789,187	3,903,473
Total Undistributed Expenditures		10,622,313	11,341,410	11,434,623
Total General Current Expense		18,555,857	19,501,409	19,774,771

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	127,632	12,751	7,000
Facilities Acquisition And Const. Serv.	12-000-400-XXX	228,311	321,872	321,872
Interest Deposit To Capital Reserve	10-604	0	50	100
Total Capital Outlay		355,943	334,673	328,972
Transfer Of Funds To Charter Schools	10-000-100-56X	57,353	34,195	34,195
General Fund Grand Total		18,969,153	19,870,277	20,137,938
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	322,220	286,990	286,990
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	304,443	303,561	331,585
Support Services	20-218-200-XXX	101,205	94,724	81,964
Total Preschool Education Aid	20-218-XXX-XXX	405,648	398,285	413,549
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	12,531	12,790	12,790
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	77,953	82,132	82,132
Nonpublic Handicapped Services	20-XXX-XXX-XXX	66,446	85,493	85,493
Nonpublic Nursing Services	20-XXX-XXX-XXX	20,160	20,160	20,160
Nonpublic Technology Initiative	20-XXX-XXX-XXX	5,799	5,824	5,824
Nonpublic Security Aid	20-XXX-XXX-XXX	5,600	5,600	5,600
Other	20-XXX-XXX-XXX	282,209	228,704	274,167
Total Other State Projects		470,698	440,703	486,166
Total State Projects	20-XXX-XXX-XXX	876,346	838,988	899,715
Preschool Expansion Grant Instruction	20-220-100-XXX	273,326	292,825	303,930
Preschool Expansion Grant Support Services	20-220-200-XXX	113,149	202,310	220,018
Preschool Expansion Grant Fac Acquisition And Constr. Services	20-220-400-XXX	12,052	62,000	15,400
Preschool Expansion Grant	20-220-XXX-XXX	398,527	557,135	539,348
Federal Projects:				
Title I	20-XXX-XXX-XXX	445,231	357,785	313,776

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Title II	20-XXX-XXX-XXX	47,075	35,061	30,125
Title III	20-XXX-XXX-XXX	9,521	11,292	10,880
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	410,583	307,971	306,922
Other	20-XXX-XXX-XXX	174,599	250,000	250,000
Total Federal Projects	20-XXX-XXX-XXX	1,485,536	1,519,244	1,451,051
Total Special Revenue Funds		2,684,102	2,645,222	2,637,756
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	971,866	1,287,063	1,257,825
Total Debt Service Funds		971,866	1,287,063	1,257,825
Total Expenditures/Appropriations		22,625,121	23,802,562	24,033,519
Deduct Transfer-Local Contrib. - Trans To Special Rev- Regular	11-105-100-935	38,308	0	45,260
Deduct Transfer-Local Contrib. - Trans To Special Rev- Inclusion	11-105-100-936	19,837	58,145	12,885
Total Expenditures Net of Transfers		22,566,976	23,744,417	23,975,374

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	900,590	1,050,477	1,075,933	397,292
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	166,229	166,479	166,529	1,629
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	766,655	504,755	221,167	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	\$11,904	\$11,612	\$11,670	\$12,078	\$12,510
Total Classroom Instruction	\$7,275	\$6,945	\$6,852	\$7,172	\$7,471
Classroom-Salaries and Benefits	\$6,879	\$6,163	\$6,065	\$6,292	\$6,567
Classroom-General Supplies and Textbooks	\$319	\$314	\$322	\$328	\$336
Classroom-Purchased Services	\$77	\$468	\$465	\$552	\$568
Total Support Services	\$1,507	\$1,584	\$1,666	\$1,659	\$1,721
Support Services-Salaries and Benefits	\$1,289	\$1,247	\$1,403	\$1,392	\$1,424
Total Administrative Costs	\$1,553	\$1,531	\$1,597	\$1,656	\$1,641
Administration Salaries and Benefits	\$1,314	\$1,313	\$1,321	\$1,368	\$1,376
Total Operations and Maintenance of Plant	\$1,144	\$1,116	\$1,112	\$1,124	\$1,174
Operations and Maintenance-Salaries and Benefits	\$584	\$518	\$534	\$523	\$531
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$365	\$383	\$377	\$391	\$429
Total Equipment Costs	\$47	\$88	\$9	\$9	\$5
Legal Costs	\$13	\$10	\$17	\$17	\$17
Employee Benefits as a percentage of salaries*	35.81%	34.81%	35.98%	35.83%	36.06%

*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)
Business Services	Transportation Coordinator - Share with Delsea	0
Municipal/Public Works	Snow removal	0

A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	8,439,514
(B) Estimated Net Taxable Valuation (as of 10/01/16)	462,838,565
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	1.8234
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	9,588,371
(E) Estimated Net Taxable Valuation (as of 10/01/16)	462,838,565
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	2.0716

B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	8,439,514
(H) Estimated Equalized Valuation (as of 10/01/16)	462,055,056
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	1.8265
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	9,588,371
(K) Estimated Equalized Valuation (as of 10/01/16)	462,055,056
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	2.0752

NAME=Charles Schriver III

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Facilities
Base Annual Salary Amount	\$75,000
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	12/19/16
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	\$1,020
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	\$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	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

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	
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=Daniel Marakowski Jr

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$77,500
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	07/01/16
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	\$624
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,831
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	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Daniel 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	
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=Frances Adler

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$113,024
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	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	\$6,344
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	\$28,041
Contractual Post-Employment Benefit Description of Payout of Sick days	Per Diem (1/260th) up to Max
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	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

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	
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=Nikolaos Koutsogiannis

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$140,000
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	01/01/17
End Date of Contract	07/01/20
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	
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 (1/260)
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=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	
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	