

ENROLLMENT CATEGORIES	October 14, 2012 Actual	October 15, 2013 Actual	October 15, 2014 Estimated
Pupils On Roll Regular Full-Time	677	675	710
Pupils On Roll - Special Full-Time	89	91	117
Subtotal - Pupils On Roll	766	766	827
Private School Placements	7	8	9
Pupils Sent to Other Dists-Spec Ed Prog	8	7	8
Pupils Received	1	0	0

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	12,888,592	13,146,056	13,408,977
Total Tuition	10-1300	93,889	79,165	85,000
Unrestricted Miscellaneous Revenues	10-1XXX	36,673	12,000	15,000
Interest Earned On Capital Reserve Funds	10-1XXX	0	300	300
Subtotal - Revenues From Local Sources		13,019,154	13,237,521	13,509,277
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	41,931	40,797	40,797
Extraordinary Aid	10-3131	252,191	220,000	220,000
Categorical Special Education Aid	10-3132	419,470	421,679	421,679
Categorical Security Aid	10-3177	120,323	121,613	121,613
Other State Aids	10-3XXX	0	0	15,300
Subtotal - Revenues From State Sources		833,915	804,089	819,389
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	0	0	14,715
Subtotal - Revenues From Federal Sources		0	0	14,715
Budgeted Fund Balance - Operating Budget	10-303	0	0	447,023
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	530,000	0
Transfers From Other Funds	10-5200	4,632	0	0
Adjustment For Prior Year Encumbrances		0	228,789	0
Actual Revenues (Over)/Under Expenditures		-167,166	0	0
Total Operating Budget		13,690,535	14,800,399	14,790,404
Grants and Entitlements:				
Revenues from Federal Sources:				

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Title I	20-4411-4416	156,601	108,562	92,278
Title II	20-4451-4455	18,851	21,530	18,301
Title III	20-4491-4494	36,874	29,436	25,021
Title IV	20-4471-4474	115	0	0
I.D.E.A. Part B (Handicapped)	20-4420-4429	182,032	150,771	150,771
Other	20-4XXX	0	5,298	5,298
Total Revenues From Federal Sources		394,473	315,597	291,669
Total Grants And Entitlements		394,473	315,597	291,669
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	551,250	741,700	721,866
Total Revenues From Local Sources		551,250	741,700	721,866
Budgeted Fund Balance	40-303	0	3	0
Total Local Repayment Of Debt		551,250	741,703	721,866
Total Repayment Of Debt		551,250	741,703	721,866
Total Revenues/Sources		14,636,258	15,857,699	15,803,939
Total Revenues/Sources Net of Transfers		14,636,258	15,857,699	15,803,939

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	4,795,541	4,960,835	5,054,661
Special Education - Instruction	11-2XX-100-XXX	776,302	855,812	845,137
Basic Skills/Remedial - Instruction	11-230-100-XXX	310,601	332,138	326,687
Bilingual Education - Instruction	11-240-100-XXX	294,276	298,866	306,256
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	31,181	46,500	39,500
Before/After School Programs	11-421-XXX-XXX	64,929	15,000	15,000
Summer School	11-422-XXX-XXX	0	45,000	45,000
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	789,136	937,924	1,213,910
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	43,760	46,092	47,475
Undist. Expenditures - Health Services	11-000-213-XXX	199,610	152,993	163,107
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	273,776	335,597	380,502
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	171,915	225,297	181,217
Undist. Expenditures - Guidance	11-000-218-XXX	174,406	174,275	182,005
Undist. Expenditures - Child Study Teams	11-000-219-XXX	350,593	371,995	380,212
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	62,958	69,000	43,000
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	290,622	296,632	227,699
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	2,286	0	11,000
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	320,204	324,366	263,000
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	520,174	534,644	511,243
Undist. Expend. - Central Services	11-000-251-XXX	227,831	239,870	302,295
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	4,100	63,177	205,750
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,208,264	1,196,496	1,140,500
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	301,680	344,307	412,559
Personal Services - Employee Benefits	11-XXX-XXX-2XX	2,080,745	2,322,495	2,211,515
Total Undistributed Expenditures		7,022,060	7,635,160	7,876,989
Total General Current Expense		13,294,890	14,189,311	14,509,230

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	13,727	0	200,000
Facilities Acquisition And Const. Serv.	12-000-400-XXX	108,609	45,817	45,817
Capital Reserve - Transfer To Capital Projects	12-000-400-931	268,790	530,000	0
Interest Deposit To Capital Reserve	10-604	0	300	300
Total Capital Outlay		391,126	576,117	246,117
Transfer Of Funds To Charter Schools	10-000-100-56X	4,519	34,971	35,057
General Fund Grand Total		13,690,535	14,800,399	14,790,404
Special Grants and Entitlements:				
Federal Projects:				
Title I	20-XXX-XXX-XXX	156,601	108,562	92,278
Title II	20-XXX-XXX-XXX	18,851	21,530	18,301
Title III	20-XXX-XXX-XXX	36,874	29,436	25,021
Title IV	20-XXX-XXX-XXX	115	0	0
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	182,032	150,771	150,771
Other	20-XXX-XXX-XXX	0	5,298	5,298
Total Federal Projects	20-XXX-XXX-XXX	394,473	315,597	291,669
Total Special Revenue Funds		394,473	315,597	291,669
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	551,250	741,703	721,866
Total Debt Service Funds		551,250	741,703	721,866
Total Expenditures/Appropriations		14,636,258	15,857,699	15,803,939
Total Expenditures Net of Transfers		14,636,258	15,857,699	15,803,939

Budget Category	Audited Balance 6-30-2012	Audited Balance 6-30-2013	Estimated Balance 6-30-2014	Estimated Balance 6-30-2015
Unrestricted:				
--General Operating Budget	306,809	343,285	493,285	269,421
--Repayment of Debt	3	3	0	0
Restricted for Specific Purposes- General Operating Budget:				
--Capital Reserve	873,576	604,786	75,086	75,386
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	100,000	400,000	400,000	400,000
--Legal Reserve	0	223,159	245,170	22,011
--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	2011-12 Actual Costs	2012-13 Actual Costs	2013-14 Original Budget	2013-14 Revised Budget	2014-15 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,519	\$15,964	\$16,298	\$16,916	\$15,578
Total Classroom Instruction	\$10,373	\$10,044	\$10,372	\$10,645	\$9,806
Classroom-Salaries and Benefits	\$10,030	\$9,654	\$9,980	\$10,222	\$9,248
Classroom-General Supplies and Textbooks	\$280	\$307	\$297	\$310	\$470
Classroom-Purchased Services	\$63	\$83	\$95	\$112	\$88
Total Support Services	\$1,856	\$2,437	\$2,498	\$2,602	\$2,318
Support Services-Salaries and Benefits	\$1,352	\$1,967	\$1,939	\$1,986	\$1,834
Total Administrative Costs	\$1,439	\$1,658	\$1,659	\$1,807	\$1,803
Administration Salaries and Benefits	\$1,230	\$1,313	\$1,338	\$1,370	\$1,273
Total Operations and Maintenance of Plant	\$1,813	\$1,734	\$1,649	\$1,740	\$1,542
Operations and Maintenance-Salaries and Benefits	\$604	\$787	\$811	\$831	\$821
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$39	\$49	\$73	\$75	\$58
Total Equipment Costs	\$0	\$18	\$0	\$0	\$242
Legal Costs	\$59	\$109	\$49	\$50	\$50
Employee Benefits as a percentage of salaries*	25.30%	24.18%	26.03%	26.10%	24.74%

*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 2013-14 revised appropriations and the 2014-15 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 Spent (Optional)
Superintendent and Assistant Sup.	Shared Superintendent	75000.00
Others	Carlstadt and East Rutherford share OT/PT Therapist	40000.00
Technology Services	Carlstadt and East Rutherford contract with Bergen Tech. Vocational for technology services	72000.00

A. Estimated 14-15 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	13,408,977
(B) Estimated Net Taxable Valuation (as of 10/01/13)	1,973,272,359
(C) Estimated 14-15 General Fund School Tax Rate=(A)/(B)x100	0.6795
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	14,130,843
(E) Estimated Net Taxable Valuation (as of 10/01/13)	1,973,272,359
(F) Estimated 14-15 Total School Tax Rate=(D)/(E)x100	0.7161

B. Estimated 14-15 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	13,408,977
(H) Estimated Equalized Valuation (as of 10/01/13)	1,927,869,994
(I) Estimated 14-15 Equalized General Fund School Tax Rate=(G)/(H)x100	0.6955
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	14,130,843
(K) Estimated Equalized Valuation (as of 10/01/13)	1,927,869,994
(L) Estimated 14-15 Equalized Total School Tax Rate=(J)/(K)x100	0.7330

NAME=Brian Barrow

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$106,900
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	20
Contracted Number of Annual Sick Days	10
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	1415
Total Bonuses Amount	0
Total Stipends Amount	0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	24109
District Contributions Above Teacher Contract for Retirement Plans	0
Total Contractual Post-Employment Benefit Amount	8723
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	20 vacation days
Contractual Post-Employment Benefit Description of Payout of Personal days	none
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=Brian Barrow

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=Jessica Ballester

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Special Education
Base Annual Salary Amount	\$110,659
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	20
Contracted Number of Annual Sick Days	10
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14

NAME=Jessica Ballester

CATEGORY	MEASURE
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	1415
Total Bonuses Amount	0
Total Stipends Amount	0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	2136
District Contributions Above Teacher Contract for Retirement Plans	0
Total Contractual Post-Employment Benefit Amount	9012
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	20 Vacation Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	None
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=Lynne Evans

CATEGORY	MEASURE
Job Title	Secretary
Job Title II	
Base Annual Salary Amount	\$80,282
Full-Time Equivalent (FTE)	1.0

NAME=Lynne Evans

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	20
Contracted Number of Annual Sick Days	10
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	0
Total Bonuses Amount	0
Total Stipends Amount	0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	17681
District Contributions Above Teacher Contract for Retirement Plans	0
Total Contractual Post-Employment Benefit Amount	6676
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	20 vacation days
Contractual Post-Employment Benefit Description of Payout of Personal days	none
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=Lynne Evans

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=Mr. James Olobardi

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$138,000
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	06/30/15
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	10
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	2700
Total Bonuses Amount	0
Total Stipends Amount	0

NAME=Mr. James Olobardi

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	0
Contractual Post-Employment Benefit Description of Payout of Sick days	Not to exceed \$500 upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	20 Vacation Days
Contractual Post-Employment Benefit Description of Payout of Personal days	No payment of Personnel 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	
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=Rich Caruso

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Facilities
Base Annual Salary Amount	\$92,025
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	

NAME=Rich Caruso

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	20
Contracted Number of Annual Sick Days	10
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	0
Total Bonuses Amount	0
Total Stipends Amount	0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	25079
District Contributions Above Teacher Contract for Retirement Plans	0
Total Contractual Post-Employment Benefit Amount	7579
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	20 days
Contractual Post-Employment Benefit Description of Payout of Personal days	None
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=Rich Caruso

CATEGORY	MEASURE
Additional Comment 2	
Additional Comment 3	

NAME=Shared Services

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$0
Full-Time Equivalent (FTE)	0.0
Shared with Another District?	Y
Shared County	03
Shared District	0745
Job Title Other District	Superintendent
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	20
Contracted Number of Annual Sick Days	10
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	0
Contractual Post-Employment Benefit Description of Payout of Sick days	

NAME=Shared Services

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