

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	428.0	407.0	499.0
Pupils On Roll Regular Shared-Time	7.0	12.0	12.0
Pupils On Roll Special Ed Full-Time	56.0	49.0	43.0
Pupils On Roll Special Ed Shared-Time	7.0	3.0	6.0
Pupils On Roll SUBTOTAL	498.0	471.0	560.0
Pupils in Private School Placements	13.0	12.0	21.0
Pupils Sent to Other Districts Special Ed	24.0	26.0	25.0
Pupils in State Facilities	1.0	1.0	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	12,069,351	12,310,738	12,556,953
Unrestricted Miscellaneous Revenues	10-1XXX	0	260,000	185,460
Interest Earned On Capital Reserve Funds	10-1XXX	0	1,000	1,000
Other Restricted Miscellaneous Revenues	10-1XXX	377,862	0	0
Subtotal - Revenues From Local Sources		12,447,213	12,571,738	12,743,413
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	28,233	28,233	33,623
Extraordinary Aid	10-3131	58,428	0	0
Categorical Special Education Aid	10-3132	305,342	305,342	299,321
Categorical Security Aid	10-3177	16,537	16,537	18,800
PARCC Readiness Aid	10-3181		0	5,280
Per Pupil Growth Aid	10-3182		0	5,280
Professional Learning Community Aid	10-3183		0	5,010
Other State Aids	10-3XXX	10,560	10,560	0
Subtotal - Revenues From State Sources		419,100	360,672	367,314
Budgeted Fund Balance - Operating Budget	10-303	0	546,608	551,859
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	180,000	180,000
Adjustment For Prior Year Encumbrances		0	59,413	0
Actual Revenues (Over)/Under Expenditures		459,234	0	0
Total Operating Budget		13,325,547	13,718,431	13,842,586
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	15,774	0	0
Total Revenues From Local Sources	20-1XXX	15,774	0	0
Revenues from Federal Sources:				

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Title I	20-4411-4416	50,843	40,000	55,000
Title II	20-4451-4455	4,280	0	0
Title III	20-4491-4494	1,533	0	0
I.D.E.A. Part B (Handicapped)	20-4420-4429	113,330	90,000	100,000
Total Revenues From Federal Sources		169,986	130,000	155,000
Total Grants And Entitlements		185,760	130,000	155,000
Total Revenues/Sources		13,511,307	13,848,431	13,997,586
Total Revenues/Sources Net of Transfers		13,511,307	13,848,431	13,997,586

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	3,330,328	3,431,829	3,569,445
Special Education - Instruction	11-2XX-100-XXX	347,808	387,341	456,735
Basic Skills/Remedial - Instruction	11-230-100-XXX	150	39,915	38,524
Bilingual Education - Instruction	11-240-100-XXX	117,853	120,964	122,164
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	35,938	52,324	53,000
School-Sponsored Athletics - Instruction	11-402-100-XXX	297,694	342,682	357,150
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,748,044	2,959,931	2,465,919
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	63,079	66,785	68,835
Undist. Expenditures - Health Services	11-000-213-XXX	126,733	127,883	139,831
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	52,243	45,000	45,000
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	51,060	62,825	62,000
Undist. Expenditures - Guidance	11-000-218-XXX	346,473	353,860	348,046
Undist. Expenditures - Child Study Teams	11-000-219-XXX	404,424	431,900	731,693
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	31,317	51,000	40,000
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	142,290	233,089	245,105
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	6,044	20,265	20,000
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	451,494	470,586	487,937
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	214,914	188,000	201,000
Undist. Expend. - Central Services	11-000-251-XXX	287,590	288,426	292,626
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	111,136	27,000	27,000
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,072,670	1,466,142	1,455,962
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	508,420	501,700	571,700
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,609,007	1,821,809	1,792,967
Undistributed Expenditures-Food Services	11-000-310-930	0	5,000	5,000
Total Undistributed Expenditures		8,226,938	9,121,201	9,000,621
Total General Current Expense		12,356,709	13,496,256	13,597,639

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	7,112	0	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	161,726	180,000	180,000
Capital Reserve - Transfer To Capital Projects	12-000-400-931	800,000	0	0
Interest Deposit To Capital Reserve	10-604	0	1,000	1,000
Total Capital Outlay		968,838	181,000	181,000
Transfer Of Funds To Charter Schools	10-000-100-56X	0	41,175	63,947
General Fund Grand Total		13,325,547	13,718,431	13,842,586
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	15,774	0	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	50,843	40,000	55,000
Title II	20-XXX-XXX-XXX	4,280	0	0
Title III	20-XXX-XXX-XXX	1,533	0	0
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	113,330	90,000	100,000
Total Federal Projects	20-XXX-XXX-XXX	169,986	130,000	155,000
Total Special Revenue Funds		185,760	130,000	155,000
Total Expenditures/Appropriations		13,511,307	13,848,431	13,997,586
Total Expenditures Net of Transfers		13,511,307	13,848,431	13,997,586

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	310,598	371,547	324,939	273,080
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	2,151,663	1,599,992	1,420,992	1,241,992
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	1,000,000	1,000,000	500,000	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	\$20,409	\$18,754	\$18,679	\$21,765	\$19,144
Total Classroom Instruction	\$11,071	\$9,872	\$9,552	\$11,076	\$9,614
Classroom-Salaries and Benefits	\$10,325	\$9,314	\$9,131	\$10,584	\$9,113
Classroom-General Supplies and Textbooks	\$644	\$516	\$321	\$376	\$406
Classroom-Purchased Services	\$102	\$42	\$99	\$115	\$95
Total Support Services	\$3,237	\$2,908	\$3,067	\$3,557	\$3,506
Support Services-Salaries and Benefits	\$2,165	\$1,749	\$2,002	\$2,320	\$1,906
Total Administrative Costs	\$2,420	\$2,574	\$2,086	\$2,475	\$2,136
Administration Salaries and Benefits	\$1,865	\$1,873	\$1,470	\$1,703	\$1,502
Total Operations and Maintenance of Plant	\$2,704	\$2,491	\$2,967	\$3,490	\$2,890
Operations and Maintenance-Salaries and Benefits	\$1,536	\$1,265	\$1,151	\$1,334	\$1,126
Board Contribution to Food Services	\$0	\$0	\$9	\$11	\$9
Total Extracurricular Costs	\$899	\$834	\$901	\$1,044	\$899
Total Equipment Costs	\$3	\$15	\$0	\$0	\$0
Legal Costs	\$130	\$218	\$56	\$65	\$54
Employee Benefits as a percentage of salaries*	27.66%	27.98%	29.78%	29.84%	28.33%

*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.

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Food Services	Participate in shared food service with neighboring districts.	0
Transportation Services, including Fuel	Use South Bergen Jointure for transportation services.	0
Transportation Services, including Fuel	Participate in shared busing with neighboring districts.	0
Purchasing	Member of ACES bulk energy purchasing.	0
Purchasing	Member of ED Data purchasing consortium.	0
Municipal/Public Works	Shared services with the Boroughs of Carlstadt and East Rutherford, snow removal, garbage removal, etc.	0
Insurance Coverages and Benefits	Member of NESBIG joint insurance and workers comp pool.	0

CARLSTADT	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	7,200,310
(B) Estimated Net Taxable Valuation (as of 10/01/15)	2,007,198,551
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.3587
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	7,200,310
(E) Estimated Net Taxable Valuation (as of 10/01/15)	2,007,198,551
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.3587

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	7,200,310
(H) Estimated Equalized Valuation (as of 10/01/15)	2,198,107,301
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.3276
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	7,200,310
(K) Estimated Equalized Valuation (as of 10/01/15)	2,198,107,301
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.3276

E RUTHERFORD	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	5,356,643
(B) Estimated Net Taxable Valuation (as of 10/01/15)	1,849,548,746
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.2896
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	5,356,643
(E) Estimated Net Taxable Valuation (as of 10/01/15)	1,849,548,746

(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.2896

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	5,356,643
(H) Estimated Equalized Valuation (as of 10/01/15)	1,976,393,748
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.2710
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	5,356,643
(K) Estimated Equalized Valuation (as of 10/01/15)	1,976,393,748
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.2710

NAME=Dario Sforza

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$130,000
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	07/01/16
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	14
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$5,840
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	\$20,424
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum of 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	no payment of unused 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	

NAME=Dario Sforza

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	up to \$5000 waiver of health benefits
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=Louise Clarke

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	Superintendent
Base Annual Salary Amount	\$137,500
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	5
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	\$4,840
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	\$21,867
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum of 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	no payment 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	

NAME=Louise Clarke

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	up to \$5000 waiver of health benefits
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=Nicholas Annitti

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$154,312
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	5
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	\$4,840
Total Bonuses Amount	\$5,000
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	\$23,200
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	no payout of sick 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	

NAME=Nicholas Annitti

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	up to \$5000 wiaver of health benefits
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=Phil Caputo

CATEGORY	MEASURE
Job Title	Other
Job Title II	B&G Supervisor
Base Annual Salary Amount	\$93,636
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	15
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	14
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$4,840
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	\$16,600
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum of unused sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum of 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	no payout of unused 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	

NAME=Phil Caputo

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	up to \$5000 waiver of health benefits
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=Richard Gbaguidi

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$91,106
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	15
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	14
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$4,840
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	\$12,462
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum of 20 days
Contractual Post-Employment Benefit Description of Payout of Personal days	no payment of unused 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	

NAME=Richard Gbaguidi

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	up to \$5000 waiver of health benefits
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	