ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	689.0	662.0	641.0
Pupils On Roll Special Ed Full-Time	58.0	69.0	69.0
Pupils On Roll SUBTOTAL	747.0	731.0	710.0
Pupils in Private School Placements	6.0	5.0	5.0
Pupils Sent to Other Districts Regular	261.0	268.0	292.0
Pupils Sent to Other Districts Special Ed	40.5	45.5	45.5

		2014-15	2015-16	2016-17
Budget Category	Account	Actual	Revised	Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	14,457,484	15,108,033	15,410,193
Total Tuition	10-1300	0	10,000	65,000
Transportation Fees From Individuals	10-1410	53,465	51,000	51,272
Unrestricted Miscellaneous Revenues	10-1XXX	29,669	32,120	21,000
Interest Earned On Capital Reserve Funds	10-1XXX	37,765	0	0
Other Restricted Miscellaneous Revenues	10-1XXX	30,666	32,000	29,000
Subtotal - Revenues From Local Sources		14,609,049	15,233,153	15,576,465
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	65,170	65,170	76,605
Extraordinary Aid	10-3131	142,149	125,595	120,826
Categorical Special Education Aid	10-3132	382,540	382,540	371,542
Categorical Security Aid	10-3177	17,494	17,494	19,731
Under Adequacy Aid	10-3180		0	5,780
Parcc Readiness Aid	10-3181		0	10,690
Per Pupil Growth Aid	10-3182		0	10,690
Professional Learning Community Aid	10-3183		0	10,370
Other State Aids	10-3XXX	51,311	27,160	0
Subtotal - Revenues From State Sources		658,664	617,959	626,234
Budgeted Fund Balance - Operating Budget	10-303	0	376,038	445,585
Withdrawal From Cap Res - Transfer To Debt Svc Fund	10-317	0	200,000	0
Withdrawal From Tuition Reserve-For Tuition Adj.	10-311	0	0	234,798
Adjustment For Prior Year Encumbrances		0	276	0
Actual Revenues (Over)/Under Expenditures		-327,798	0	0
Total Operating Budget		14,939,915	16,427,426	16,883,082
Grants and Entitlements:				

Budget Category	Account	2014-15 Actual	2015-16 Revised	
Revenues from Federal Sources:				
Title I	20-4411-4416	0	76,859	0
Title II	20-4451-4455	0	10,900	9,265
I.D.E.A. Part B (Handicapped)	20-4420-4429	0	166,081	141,169
Total Revenues From Federal Sources		0	253,840	150,434
Total Grants And Entitlements		0	253,840	150,434
Repayment of Debt:				
Other Financing Sources	40-5xxx	100,000	0	0
Transfers From Capital Reserve	40-5210	0	200,000	0
Revenues from Local Sources:				
Local Tax Levy	40-1210	649,800	897,219	1,258,365
Total Revenues From Local Sources		649,800	897,219	1,258,365
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	0	561,150	458,569
Total Local Repayment Of Debt		749,800	1,658,369	1,716,934
Actual Revenues (Over)/Under Expenditures		-18,728	0	0
Total Repayment Of Debt		731,072	1,658,369	1,716,934
Total Revenues/Sources		15,670,987	18,339,635	18,750,450
Deduct Transfer-Transfers From Capital Reserve	40-5210	0	200,000	0
Total Revenues/Sources Net of Transfers		15,670,987	18,139,635	18,750,450

	2014-15	2015-16	2016-17
Account	Actual	Revised	Anticipated
44 420/ 400 200/		0.00= 400	0.700.404
			3,786,194
	·		727,254
11-401-100-XXX	48,349	·	53,742
11-402-100-XXX	32,210	31,275	32,148
11-422-XXX-XXX	0	0	15,835
11-000-100-XXX	5,124,050	5,994,313	6,745,395
11-000-211-XXX	59,944	55,772	57,166
11-000-213-XXX	143,817	144,735	149,622
11-000-216-XXX	130,520	155,356	156,923
11-000-217-XXX	73,819	106,148	82,908
11-000-218-XXX	58,672	61,046	62,072
11-000-219-XXX	230,748	233,609	237,488
11-000-221-XXX	125,410	129,916	128,083
11-000-222-XXX	244,436	231,607	314,188
11-000-223-XXX	1,964	0	2,000
11-000-230-XXX	318,300	320,503	289,078
11-000-240-XXX	379,177	423,577	395,168
11-000-251-XXX	195,052	203,024	193,069
11-000-26X-XXX	978,127	1,043,216	1,032,448
11-000-270-XXX	618,252	652,621	724,848
11-XXX-XXX-2XX	1,680,014	1,780,969	1,675,984
	10,362,302	11,536,412	12,246,440
			16,861,613
12 VVV VVV 720	2 202	^	0
	11-422-XXX-XXX  11-000-100-XXX  11-000-211-XXX  11-000-213-XXX  11-000-216-XXX  11-000-217-XXX  11-000-219-XXX  11-000-221-XXX  11-000-223-XXX  11-000-230-XXX  11-000-240-XXX  11-000-251-XXX  11-000-26X-XXX  11-000-270-XXX	Account	Account   Actual   Revised

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Facilities Acquisition And Const. Serv.	12-000-400-XXX	21,469	21,469	21,469
Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	100,000	200,000	0
Total Capital Outlay		124,862	221,469	21,469
General Fund Grand Total		14,939,915	16,427,426	16,883,082
Special Grants and Entitlements:				
Federal Projects:				
Title I	20-XXX-XXX-XXX	0	76,859	0
Title II	20-XXX-XXX-XXX	0	10,900	9,265
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	0	166,081	141,169
Total Federal Projects	20-XXX-XXX-XXX	0	253,840	150,434
Total Special Revenue Funds		0	253,840	150,434
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	731,072	1,658,369	1,716,934
Total Debt Service Funds		731,072	1,658,369	1,716,934
Total Expenditures/Appropriations		15,670,987	18,339,635	18,750,450
Deduct Transfer-Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	100,000	200,000	0
Total Expenditures Net of Transfers		15,570,987	18,139,635	18,750,450

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	326,204	514,327	520,963	328,543
Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
Capital Reserve	779,500	679,500	479,500	479,500
Adult Education Programs	0	0	0	0
Maintenance Reserve	35,333	0	0	0
Legal Reserve	379,801	435,839	253,165	0
Tuition Reserve	0	234,798	234,798	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	18,728	18,728	18,728

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	\$11,843	\$12,239	\$12,670	\$13,077	\$13,227
Total Classroom Instruction	\$7,181	\$7,438	\$7,686	\$7,947	\$7,976
Classroom-Salaries and Benefits	\$6,937	\$7,160	\$7,429	\$7,685	\$7,704
Classroom-General Supplies and Textbooks	\$219	\$261	\$237	\$242	\$246
Classroom-Purchased Services	\$26	\$17	\$19	\$20	\$26
Total Support Services	\$1,727	\$1,738	\$1,775	\$1,819	\$1,990
Support Services-Salaries and Benefits	\$1,312	\$1,375	\$1,362	\$1,325	\$1,511
Total Administrative Costs	\$1,373	\$1,451	\$1,430	\$1,566	\$1,490
Administration Salaries and Benefits	\$1,115	\$1,146	\$1,141	\$1,242	\$1,228
Total Operations and Maintenance of Plant	\$1,434	\$1,482	\$1,639	\$1,603	\$1,625
Operations and Maintenance-Salaries and Benefits	\$660	\$754	\$809	\$808	\$825
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$126	\$130	\$140	\$141	\$146
Total Equipment Costs	\$4	\$5	\$0	\$0	\$0
Legal Costs	\$43	\$49	\$44	\$49	\$63
Employee Benefits as a percentage of salaries*	27.07%	27.41%	31.76%	27.88%	26.15%

<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 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.

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

Item	Line Number	Source	Amount	Explanation
1	300	Interest on Capital Projects Fund	5,000	Decrease from prior year due to lower funds
1	140	Implementation of Full Day PreK	65,000	Anticipating a minimum of 13 students at \$500/month
1	20180	Salaries for ESY staff	12,619	Implement ESY program

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Custodial and Maintenance Services	Borough of Mountainside shared services for grounds maintenance	0
Custodial and Maintenance Services	Borough of Mountainside shared services for snow removal	0
Others	Shared Business Administrator/Board Secretary with Garwood BOE	0
Transportation Services, including Fuel	UCES Shared transportation services with other County BOE'S	0
Transportation Services, including Fuel	MUJC - Consortium of transportation routes	0
Purchasing	ACES COOP - Consortium for purchase of energy services	0
Purchasing	ED DATA Consortium for purchase of educational supplies	0
Insurance Coverages and Benefits	SAIF - School Alliance Insurance Fund - Consortium for purchase of property and casualty insurance	0
Insurance Coverages and Benefits	Health Benefits - State Health Plan	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	15,259,113
(B) Estimated Net Taxable Valuation (as of 10/01/15)	478,426,658
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	3.1894
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	16,304,972
(E) Estimated Net Taxable Valuation (as of 10/01/15)	478,426,658
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	3.4080
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	15,259,113
(H) Estimated Equalized Valuation (as of 10/01/15)	1,753,763,409
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.8701
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	16,304,972
(K) Estimated Equalized Valuation (as of 10/01/15)	1,753,763,409
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.9297

## NAME=Eric Larson

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$112,750
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Υ
Shared County	39
Shared District	1710
Job Title Other District	Business Administrator
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
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	\$6,250
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	\$10,841
Contractual Post-Employment Benefit Description of Payout of Sick days	not eligible for payout
Contractual Post-Employment Benefit Description of Payout of Vacation days	Based on accrued days = not to exceed 25
Contractual Post-Employment Benefit Description of Payout of Personal days	not eligible for payout
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=Eric Larson

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=Jamie Koransky

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Special Services.Psycholo
Base Annual Salary Amount	\$77,000
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	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	220
Contracted Number of Annual Vacation Days	0
Contracted Number of Annual Sick Days	11
Contracted Number of Annual Personal Days	2
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	\$1,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$458
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 eligible
Contractual Post-Employment Benefit Description of Payout of Vacation days	not eligible
Contractual Post-Employment Benefit Description of Payout of Personal days	not eligible
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=Jamie Koransky

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=Joy Blom

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Curriculum & Instruction
Base Annual Salary Amount	\$111,840
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	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
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	\$6,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$458
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 eligible
Contractual Post-Employment Benefit Description of Payout of Vacation days	not eligible
Contractual Post-Employment Benefit Description of Payout of Personal days	not eligible
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=Joy Blom

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=Kimberly Richards

CATEGORY	
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$135,812
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	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
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	
Total Bonuses Amount	
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	not eligible
Contractual Post-Employment Benefit Description of Payout of Vacation days	not eligible
Contractual Post-Employment Benefit Description of Payout of Personal days	not eligible
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	

# **Employee Contract List for District**

## **NAME=Kimberly Richards**

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=Nancy Lubarsky

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$145,000
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	07/01/15
End Date of Contract	06/30/20
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	13
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	\$6,500
Total Bonuses Amount	\$21,736
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	\$30,058
Contractual Post-Employment Benefit Description of Payout of Sick days	\$557/day to a maximum of \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	\$557/day for a maximum 27 days
Contractual Post-Employment Benefit Description of Payout of Personal days	not eligible
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=Nancy Lubarsky

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$2,500
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	Waiver of Benefits if eligible
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=Wayne DeVico

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Buildings and Grounds
Base Annual Salary Amount	\$90,597
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	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
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	\$900
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$5,115
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 eligible for payout
Contractual Post-Employment Benefit Description of Payout of Vacation days	not eligible for payout
Contractual Post-Employment Benefit Description of Payout of Personal days	not eligible for payout
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=Wayne DeVico

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	