

ENROLLMENT CATEGORIES	10-15-2013 ACTUAL	10-15-2014 ACTUAL	10-15-2015 ESTIMATE
Pupils On Roll Regular Full-Time	2,165.0	2,184.0	2,196.0
Pupils On Roll Regular Shared-Time	2.0	4.0	4.0
Pupils On Roll Special Ed Full-Time	338.0	340.0	332.0
Pupils On Roll Special Ed Shared-Time	4.0	7.0	7.0
Pupils On Roll SUBTOTAL	2,509.0	2,535.0	2,539.0
Pupils in Private School Placements	12.0	12.0	12.0
Pupils Sent to Other Districts Special Ed	4.0	6.0	6.0
Pupils Received	125.5	123.0	126.0
Pupils in State Facilities	1.0		0.0

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	33,979,228	36,110,120	37,961,408
Total Tuition	10-1300	1,805,518	1,807,390	1,690,500
Unrestricted Miscellaneous Revenues	10-1XXX	397,639	334,600	343,000
Other Restricted Miscellaneous Revenues	10-1XXX	0	32,000	32,000
Subtotal - Revenues From Local Sources		36,182,385	38,284,110	40,026,908
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	52,188	52,188	52,188
Extraordinary Aid	10-3131	53,724	0	0
Categorical Special Education Aid	10-3132	849,970	849,970	849,970
Categorical Security Aid	10-3177	37,986	37,986	37,986
Other State Aids	10-3XXX	29,277	47,600	47,600
Subtotal - Revenues From State Sources		1,023,145	987,744	987,744
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	0	0	17,201
Subtotal - Revenues From Federal Sources		0	0	17,201
Budgeted Fund Balance - Operating Budget				
Transfers From Other Funds	10-5200	0	0	249,750
Adjustment For Prior Year Encumbrances		0	2,040,244	0
Actual Revenues (Over)/Under Expenditures		-676,249	0	0
Total Operating Budget		36,529,281	41,502,940	41,431,603
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	85,546	70,199	65,000
Total Revenues From Local Sources	20-1XXX	85,546	70,199	65,000

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	135,029	140,870	119,741
Total Revenues From State Sources		135,029	140,870	119,741
Revenues from Federal Sources:				
Title I	20-4411-4416	72,825	67,496	57,372
Title II	20-4451-4455	49,657	41,941	35,650
Title III	20-4491-4494	17,308	39,041	33,185
I.D.E.A. Part B (Handicapped)	20-4420-4429	592,422	572,282	486,440
Other	20-4XXX	1,602	0	0
Total Revenues From Federal Sources		733,814	720,760	612,647
Total Grants And Entitlements		954,389	931,829	797,388
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	2,425,545	2,404,748	2,397,198
Total Revenues From Local Sources		2,425,545	2,404,748	2,397,198
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	546,088	546,288	546,245
Total Local Repayment Of Debt		2,971,633	2,951,036	2,943,443
Actual Revenues (Over)/Under Expenditures		-3,833	0	0
Total Repayment Of Debt		2,967,800	2,951,036	2,943,443
Total Revenues/Sources		40,451,470	45,385,805	45,172,434
Total Revenues/Sources Net of Transfers		40,451,470	45,385,805	45,172,434

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	12,290,319	13,456,690	13,418,528
Special Education - Instruction	11-2XX-100-XXX	2,395,910	2,786,048	2,916,147
Basic Skills/Remedial - Instruction	11-230-100-XXX	379,647	527,744	527,286
Bilingual Education - Instruction	11-240-100-XXX	196,260	157,994	158,650
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	265,746	250,135	286,871
School-Sponsored Athletics - Instruction	11-402-100-XXX	858,853	976,252	949,036
Before/After School Programs	11-421-XXX-XXX	6,670	18,032	18,539
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	820,619	1,181,459	1,336,731
Undist. Expenditures - Health Services	11-000-213-XXX	348,828	384,663	412,400
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	604,293	585,321	601,722
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	928,049	1,090,991	1,072,276
Undist. Expenditures - Guidance	11-000-218-XXX	719,440	771,147	776,993
Undist. Expenditures - Child Study Teams	11-000-219-XXX	973,057	1,114,006	1,096,566
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	73,899	167,274	118,538
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	624,824	673,690	643,251
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	820,120	686,639	693,055
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	996,607	1,392,635	1,244,507
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,431,167	1,498,601	1,525,710
Undist. Expend. - Central Services	11-000-251-XXX	519,845	555,809	578,833
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	139,044	170,181	155,100
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	3,033,566	4,196,270	3,607,533
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	981,635	1,471,035	1,382,389
Personal Services - Employee Benefits	11-XXX-XXX-2XX	6,211,822	7,056,867	7,559,370
Total Undistributed Expenditures		19,226,815	22,996,588	22,804,974
Total General Current Expense		35,620,220	41,169,483	41,080,031

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	40,997	195,789	76,000
Facilities Acquisition And Const. Serv.	12-000-400-XXX	816,510	137,668	253,339
Capital Reserve - Transfer To Capital Projects	12-000-400-931	51,554	0	0
Total Capital Outlay		909,061	333,457	329,339
Transfer Of Funds To Charter Schools	10-000-100-56X	0	0	22,233
General Fund Grand Total		36,529,281	41,502,940	41,431,603
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	85,546	70,199	65,000
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	23,531	23,415	19,903
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	6,880	9,416	8,004
Nonpublic Handicapped Services	20-XXX-XXX-XXX	62,919	58,187	49,459
Nonpublic Nursing Services	20-XXX-XXX-XXX	33,119	37,276	31,685
Nonpublic Technology Initiative	20-XXX-XXX-XXX	8,580	12,576	10,690
Total Other State Projects		135,029	140,870	119,741
Total State Projects	20-XXX-XXX-XXX	135,029	140,870	119,741
Federal Projects:				
Title I	20-XXX-XXX-XXX	72,825	67,496	57,372
Title II	20-XXX-XXX-XXX	49,657	41,941	35,650
Title III	20-XXX-XXX-XXX	17,308	39,041	33,185
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	592,422	572,282	486,440
Other	20-XXX-XXX-XXX	1,602	0	0
Total Federal Projects	20-XXX-XXX-XXX	733,814	720,760	612,647
Total Special Revenue Funds		954,389	931,829	797,388
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	2,967,800	2,951,036	2,943,443
Total Debt Service Funds		2,967,800	2,951,036	2,943,443

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Total Expenditures/Appropriations		40,451,470	45,385,805	45,172,434
Total Expenditures Net of Transfers		40,451,470	45,385,805	45,172,434

Budget Category	Audited Balance 6-30-2013	Audited Balance 6-30-2014	Estimated Balance 6-30-2015	Estimated Balance 6-30-2016
Unrestricted:				
--General Operating Budget	1,076,183	1,004,429	813,587	663,587
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes- General Operating Budget:				
--Capital Reserve	627,087	223,341	1,223,341	1,223,341
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	472,081	274,889	274,889	274,889
--Legal Reserve	0	0	0	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	0	0	0	0
Repayment of Debt:				
--Restricted for Repayment of Debt	0	3,833	3,833	3,833

Per Pupil Cost Calculations	2012-13 Actual Costs	2013-14 Actual Costs	2014-15 Original Budget	2014-15 Revised Budget	2015-16 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$14,140	\$13,478	\$14,317	\$15,207	\$15,153
Total Classroom Instruction	\$8,059	\$7,578	\$8,049	\$8,400	\$8,559
Classroom-Salaries and Benefits	\$7,340	\$7,213	\$7,686	\$7,811	\$8,179
Classroom-General Supplies and Textbooks	\$644	\$251	\$298	\$465	\$311
Classroom-Purchased Services	\$75	\$114	\$65	\$124	\$69
Total Support Services	\$2,499	\$2,517	\$2,616	\$2,702	\$2,698
Support Services-Salaries and Benefits	\$2,328	\$2,355	\$2,428	\$2,473	\$2,502
Total Administrative Costs	\$1,544	\$1,479	\$1,581	\$1,687	\$1,677
Administration Salaries and Benefits	\$1,239	\$1,207	\$1,249	\$1,272	\$1,310
Total Operations and Maintenance of Plant	\$1,485	\$1,357	\$1,498	\$1,826	\$1,617
Operations and Maintenance-Salaries and Benefits	\$736	\$713	\$754	\$768	\$857
Board Contribution to Food Services	\$4	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$542	\$541	\$567	\$584	\$595
Total Equipment Costs	\$101	\$16	\$45	\$77	\$30
Legal Costs	\$80	\$53	\$43	\$52	\$50
Employee Benefits as a percentage of salaries*	25.41%	26.08%	27.59%	27.84%	28.79%

\*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 2014-15 revised appropriations and the 2015-16 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)
Transportation Services, including Fuel	Morris Union Jointure Commission, bus routes	0
Transportation Services, including Fuel	Use of neighboring districts for use of buses, field trips, bus repair, etc.	0
Purchasing	ACT - Alliance for Competitive Telecommunications	0
Purchasing	Educational Data Services, Educational Services Commission of Morris County, WSCA, Hunterton Educational Services Commission, Monmouth-Ocean Educational Cooperative Pricing	0
Municipal/Public Works	Off-set of garbage fees for use of school facilities with Borough	0
Municipal/Public Works	Various informal cooperative efforts with the Borough regarding grounds, i.e. salt, brine, equipment, etc. Various informal cooperative efforts with the Borough regarding grounds, i.e. salt, brine, equipment, etc. Various informal cooperative efforts with the Borough regarding grounds, i.e. salt, brine, equipment, etc.	0
Technology Services	RoseNet computer network with Borough	0
Insurance Coverages and Benefits	MEIG - Morris Essex Insurance Group; SAIF - School Alliance Insurance Fund	0

A. Estimated 15-16 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	37,035,764
(B) Estimated Net Taxable Valuation (as of 10/01/14)	3,430,124,400
(C) Estimated 15-16 General Fund School Tax Rate=(A)/(B)x100	1.0797
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	39,457,861
(E) Estimated Net Taxable Valuation (as of 10/01/14)	3,430,124,400
(F) Estimated 15-16 Total School Tax Rate=(D)/(E)x100	1.1503
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B. Estimated 15-16 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	37,035,764
(H) Estimated Equalized Valuation (as of 10/01/14)	3,807,019,312
(I) Estimated 15-16 Equalized General Fund School Tax Rate=(G)/(H)x100	0.9728
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	39,457,861
(K) Estimated Equalized Valuation (as of 10/01/14)	3,807,019,312
(L) Estimated 15-16 Equalized Total School Tax Rate=(J)/(K)x100	1.0365
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NAME=G. Lane

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$180,357
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	30
Contracted Number of Annual Sick Days	15
Contracted Number of Annual Personal Days	6
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	18
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	\$20,200
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	Max amount
Contractual Post-Employment Benefit Description of Payout of Vacation days	unused days pd at 1/260
Contractual Post-Employment Benefit Description of Payout of Personal days	no 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=G. Lane

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=J. LaPierre

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$111,865
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	240
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	17

NAME=J. LaPierre

CATEGORY	MEASURE
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	\$3,600
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	Max amount
Contractual Post-Employment Benefit Description of Payout of Vacation days	no payout
Contractual Post-Employment Benefit Description of Payout of Personal days	no 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	
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=M. Mingle

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Dir. of Curriculum
Base Annual Salary Amount	\$133,250
Full-Time Equivalent (FTE)	1.0

NAME=M. Mingle

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	240
Contracted Number of Annual Vacation Days	25
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	17
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	\$18,500
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	Max payout
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No 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	
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=M. Mingle

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=M. Rossi

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$157,500
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	07/01/14
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
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	15
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	\$6,151
Total Bonuses Amount	\$23,625
Total Stipends Amount	\$0

NAME=M. Rossi

CATEGORY	MEASURE
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$58
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$36,202
Contractual Post-Employment Benefit Description of Payout of Sick days	Max. Payout
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max. Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No 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	
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=W. DesJadon

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Supervisor of B&G
Base Annual Salary Amount	\$87,925
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	



NAME=W. DesJadon

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	240
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	17
Description of Other Contracted Non-Working Days	Holidays
Total Allowances Amount	\$3,200
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	\$23,900
Contractual Post-Employment Benefit Description of Payout of Sick days	Max amount
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No 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	
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=W. DesJadon

CATEGORY	MEASURE
Additional Comment 2	
Additional Comment 3	