

ENROLLMENT CATEGORIES	10-15-2013 ACTUAL	10-15-2014 ACTUAL	10-15-2015 ESTIMATE
Pupils On Roll Regular Full-Time	2,211.0	2,169.0	2,167.0
Pupils On Roll Regular Shared-Time		1.0	0.0
Pupils On Roll Special Ed Full-Time	280.0	294.0	291.0
Pupils On Roll Special Ed Shared-Time	3.0	2.0	0.0
Pupils On Roll SUBTOTAL	2,494.0	2,466.0	2,458.0
Pupils in Private School Placements	18.5	22.5	0.0
Pupils Sent to Other Districts Regular	1.0	1.0	0.0
Pupils Sent to Other Districts Special Ed	25.0	23.5	39.5
Pupils Received	21.0	22.0	0.0
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	16,577,579	17,261,493	17,802,181
Total Tuition	10-1300	367,146	369,000	420,405
Transportation Fees From Other LEAS	10-1420-1440	4,287	10,000	10,000
Unrestricted Miscellaneous Revenues	10-1XXX	200,085	155,000	155,000
Interest Earned On Capital Reserve Funds	10-1XXX	3,065	6,000	6,000
Subtotal - Revenues From Local Sources		17,152,162	17,801,493	18,393,586
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	409,464	409,464	409,464
Extraordinary Aid	10-3131	276,711	244,535	244,535
Categorical Special Education Aid	10-3132	1,397,198	1,397,198	1,397,198
Equalization Aid	10-3176	12,725,860	12,725,860	12,725,860
Categorical Security Aid	10-3177	195,116	195,116	195,116
Other State Aids	10-3XXX	188,920	175,097	175,097
Subtotal - Revenues From State Sources		15,193,269	15,147,270	15,147,270
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	541	0	30,010
Subtotal - Revenues From Federal Sources		541	0	30,010
Budgeted Fund Balance - Operating Budget	10-303	0	1,409,034	1,432,071
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	162,075	865,000
Withdrawal From Maint. Reserve	10-310	0	116,603	125,000
Adjustment For Prior Year Encumbrances		0	77,071	0
Actual Revenues (Over)/Under Expenditures		-347,725	0	0
Total Operating Budget		31,998,247	34,713,546	35,992,937
Grants and Entitlements:				

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Other Revenue From Local Sources	20-1XXX	42,486	0	0
Total Revenues From Local Sources	20-1XXX	42,486	0	0
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	81,763	84,738	63,553
Total Revenues From State Sources		81,763	84,738	63,553
Revenues from Federal Sources:				
Title I	20-4411-4416	95,793	79,182	59,386
Title II	20-4451-4455	33,990	25,632	17,942
I.D.E.A. Part B (Handicapped)	20-4420-4429	524,390	497,477	373,107
Vocational Education	20-4430	0	46,793	35,094
Other	20-4XXX	51,115	0	0
Total Revenues From Federal Sources		705,288	649,084	485,529
Total Grants And Entitlements		829,537	733,822	549,082
Repayment of Debt:				
Transfers From Other Funds	40-5200	79,497	80,000	58,421
Revenues from Local Sources:				
Local Tax Levy	40-1210	2,084,598	2,110,817	2,151,766
Total Revenues From Local Sources		2,084,598	2,110,817	2,151,766
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	500,117	475,946	441,272
Budgeted Fund Balance	40-303	0	2	0
Total Local Repayment Of Debt		2,664,212	2,666,765	2,651,459
Total Repayment Of Debt		2,664,212	2,666,765	2,651,459
Total Revenues/Sources		35,491,996	38,114,133	39,193,478
Total Revenues/Sources Net of Transfers		35,491,996	38,114,133	39,193,478

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	10,415,660	10,726,072	10,983,631
Special Education - Instruction	11-2XX-100-XXX	2,075,759	2,455,389	2,580,751
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	176,762	204,923	215,018
School-Sponsored Athletics - Instruction	11-402-100-XXX	740,472	816,007	845,597
Summer School	11-422-XXX-XXX	21,693	32,924	42,850
Instructional Alternative Ed Program	11-423-XXX-XXX	97,661	107,664	112,000
Other Supplemental/At-Risk Programs	11-424-XXX-XXX	0	6,000	6,000
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,546,942	2,970,006	2,650,960
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	78,543	80,572	82,828
Undist. Expenditures - Health Services	11-000-213-XXX	250,426	254,957	268,760
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	132,162	138,534	136,608
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	173,828	232,080	293,080
Undist. Expenditures - Guidance	11-000-218-XXX	903,111	908,531	961,752
Undist. Expenditures - Child Study Teams	11-000-219-XXX	375,410	391,546	419,315
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	529,487	571,453	582,495
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	257,703	267,795	268,483
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	69,266	103,339	123,878
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	449,579	510,668	481,366
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,440,069	1,743,935	1,602,971
Undist. Expend. - Central Services	11-000-251-XXX	380,167	433,523	401,634
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	337,575	449,396	406,066
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,837,111	3,123,540	3,158,325
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,682,403	1,825,158	2,171,995
Personal Services - Employee Benefits	11-XXX-XXX-2XX	5,571,225	5,497,425	5,905,894
Total Undistributed Expenditures		18,015,007	19,502,458	19,916,410
Total General Current Expense		31,543,014	33,851,437	34,702,257

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	165,295	401,414	127,060
Facilities Acquisition And Const. Serv.	12-000-400-XXX	217,620	379,695	1,082,620
Interest Deposit To Capital Reserve	10-604	0	6,000	6,000
Total Capital Outlay		382,915	787,109	1,215,680
Special Schools:				
Adult Education:				
Adult Education-Local-Instruction	13-602-100-XXX	4,440	3,000	4,000
Adult Education-Local-Support Serv.	13-602-200-XXX	67,878	72,000	71,000
Total Adult Education-Local	13-602-X00-XXX	72,318	75,000	75,000
Total Special Schools	13-XXX-XXX-XXX	72,318	75,000	75,000
General Fund Grand Total		31,998,247	34,713,546	35,992,937
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	42,486	0	0
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	9,382	14,001	10,500
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	18,892	19,708	14,781
Nonpublic Handicapped Services	20-XXX-XXX-XXX	1,562	9,371	7,028
Nonpublic Nursing Services	20-XXX-XXX-XXX	19,840	22,384	16,788
Nonpublic Technology Initiative	20-XXX-XXX-XXX	5,115	7,520	5,640
Other	20-XXX-XXX-XXX	26,972	11,754	8,816
Total Other State Projects		81,763	84,738	63,553
Total State Projects	20-XXX-XXX-XXX	81,763	84,738	63,553
Federal Projects:				
Title I	20-XXX-XXX-XXX	95,793	79,182	59,386
Title II	20-XXX-XXX-XXX	33,990	25,632	17,942
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	524,390	497,477	373,107

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Vocational Education	20-XXX-XXX-XXX	0	46,793	35,094
Other	20-XXX-XXX-XXX	51,115	0	0
Total Federal Projects	20-XXX-XXX-XXX	705,288	649,084	485,529
Total Special Revenue Funds		829,537	733,822	549,082
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	2,664,212	2,666,765	2,651,459
Total Debt Service Funds		2,664,212	2,666,765	2,651,459
Total Expenditures/Appropriations		35,491,996	38,114,133	39,193,478
Total Expenditures Net of Transfers		35,491,996	38,114,133	39,193,478

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	950,979	938,732	834,770	684,656
--Repayment of Debt	2	2	0	0
Restricted for Specific Purposes- General Operating Budget:				
--Capital Reserve	1,483,254	1,826,318	1,670,243	811,243
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	177,880	277,880	161,277	36,277
--Legal Reserve	2,578,556	2,587,029	1,281,957	0
--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	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	\$10,826	\$11,084	\$11,668	\$11,789	\$12,156
Total Classroom Instruction	\$6,379	\$6,518	\$6,784	\$6,759	\$7,061
Classroom-Salaries and Benefits	\$6,115	\$6,252	\$6,381	\$6,257	\$6,546
Classroom-General Supplies and Textbooks	\$233	\$198	\$327	\$319	\$298
Classroom-Purchased Services	\$31	\$67	\$76	\$183	\$217
Total Support Services	\$1,359	\$1,431	\$1,525	\$1,500	\$1,608
Support Services-Salaries and Benefits	\$1,229	\$1,283	\$1,278	\$1,300	\$1,372
Total Administrative Costs	\$1,261	\$1,303	\$1,392	\$1,550	\$1,444
Administration Salaries and Benefits	\$1,027	\$1,080	\$1,120	\$1,267	\$1,173
Total Operations and Maintenance of Plant	\$1,295	\$1,285	\$1,373	\$1,396	\$1,424
Operations and Maintenance-Salaries and Benefits	\$565	\$592	\$595	\$590	\$610
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$443	\$451	\$490	\$495	\$518
Total Equipment Costs	\$121	\$67	\$114	\$163	\$52
Legal Costs	\$12	\$6	\$8	\$8	\$8
Employee Benefits as a percentage of salaries*	26.45%	29.28%	28.30%	28.02%	29.62%

*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.

Item	Line Number	Source	Amount	Explanation
1	300	Interest	10,000	Interest
2	300	Adult School	75,000	Community Adult School Receipts
3	300	Gate Receipts	15,000	Athletic Gate Receipts
4	300	Solar Renewable Energy Credits	25,000	Sale of SREC's
5	300	Miscellaneous	30,000	Miscellaneous Revenue

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Special Education Services	Clearview uses GCSSSD for OT, PT and BD services for students	0
Staffing - Other	Clearview has a shared service agreement with Harrison Elementary to provide ELS services as needed	0
Transportation Services, including Fuel	Clearview shares busses, provides jointures and sells fuel to Harrison Elementary District	0
Transportation Services, including Fuel	Clearview provides bussing services for all Mantua Elementary Students	0
Purchasing	Clearview is the lead LEA with Harrison for the Custodial Supply Bid	0
Purchasing	Clearview participates in several purchasing consortiums	0
Insurance Coverages and Benefits	Clearview participates in a joint insurance group for property and workers compensation insurances	0

HARRISON	
A. Estimated 15-16 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	8,655,378
(B) Estimated Net Taxable Valuation (as of 01/10/15)	1,392,670,506
(C) Estimated 15-16 General Fund School Tax Rate=(A)/(B)x100	0.6215
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	9,701,561
(E) Estimated Net Taxable Valuation (as of 01/10/15)	1,392,670,506
(F) Estimated 15-16 Total School Tax Rate=(D)/(E)x100	0.6966

B. Estimated 15-16 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	8,655,378
(H) Estimated Equalized Valuation (as of 10/01/14)	1,420,709,930
(I) Estimated 15-16 Equalized General Fund School Tax Rate=(G)/(H)x100	0.6092
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	9,701,561
(K) Estimated Equalized Valuation (as of 10/01/14)	1,420,709,930
(L) Estimated 15-16 Equalized Total School Tax Rate=(J)/(K)x100	0.6829

MANTUA TWP	
A. Estimated 15-16 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	9,146,803
(B) Estimated Net Taxable Valuation (as of 01/10/15)	1,330,480,059
(C) Estimated 15-16 General Fund School Tax Rate=(A)/(B)x100	0.6875
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	10,252,386
(E) Estimated Net Taxable Valuation (as of 01/10/15)	1,330,480,059

(F) Estimated 15-16 Total School Tax Rate=(D)/(E)x100	0.7706

B. Estimated 15-16 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	9,146,803
(H) Estimated Equalized Valuation (as of 10/01/14)	1,378,285,389
(I) Estimated 15-16 Equalized General Fund School Tax Rate=(G)/(H)x100	0.6636
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	10,252,386
(K) Estimated Equalized Valuation (as of 10/01/14)	1,378,285,389
(L) Estimated 15-16 Equalized Total School Tax Rate=(J)/(K)x100	0.7439

NAME=Dennis Spence

CATEGORY	MEASURE
Job Title	Other
Job Title II	Facilities Director
Base Annual Salary Amount	\$80,000
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	245
Contracted Number of Annual Vacation Days	15
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	\$300
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	\$7,375
Contractual Post-Employment Benefit Description of Payout of Sick days	Payout Upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Eligible for 12.5 Vacation Days on 1/1/15
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=Dennis Spence

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=Diane Cummins

CATEGORY	MEASURE
Job Title	Assistant Superintendent
Job Title II	
Base Annual Salary Amount	\$139,196
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	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	\$1,619
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,108
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$21,424
Contractual Post-Employment Benefit Description of Payout of Sick days	Payout upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Eligible for 12 Vacation Days as of 1/1/15
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=Diane Cummins

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=Esther Pennell

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$127,140
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	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	\$4,507
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,986
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$17,024
Contractual Post-Employment Benefit Description of Payout of Sick days	Payout upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Eligible for 16 Vacation Days on 1/1/15
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=Esther Pennell

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=John Horchak III

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	07/01/12
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	\$3,171
Total Bonuses Amount	\$2,756
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,486
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$25,600
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	17.5 Vacation Days Eligible at 1/1/15
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=John Horchak 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	