

ENROLLMENT CATEGORIES	10-15-2013 ACTUAL	10-15-2014 ACTUAL	10-15-2015 ESTIMATE
Pupils On Roll Regular Full-Time	626.0	609.0	641.0
Pupils On Roll Special Ed Full-Time	87.0	98.0	98.0
Pupils On Roll SUBTOTAL	713.0	707.0	739.0
Pupils in Private School Placements	2.0	8.0	6.0
Pupils Sent to Other Districts Special Ed	3.0	4.0	5.0
Pupils Received		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	8,480,231	8,658,921	8,832,095
Transportation Fees From Individuals	10-1410	5,440	16,000	0
Unrestricted Miscellaneous Revenues	10-1XXX	40,601	15,000	36,000
Subtotal - Revenues From Local Sources		8,526,272	8,689,921	8,868,095
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	15,980	15,980	15,980
Extraordinary Aid	10-3131	97,911	0	65,677
Categorical Special Education Aid	10-3132	328,563	328,563	328,563
Categorical Security Aid	10-3177	14,359	14,359	14,359
Other State Aids	10-3XXX	43,576	46,040	46,040
Subtotal - Revenues From State Sources		500,389	404,942	470,619
Budgeted Fund Balance - Operating Budget	10-303	0	310,162	44,488
Withdrawal From Maint. Reserve	10-310	0	23,000	30,000
Adjustment For Prior Year Encumbrances		0	124,063	0
Actual Revenues (Over)/Under Expenditures		-26,395	0	0
Total Operating Budget		9,000,266	9,552,088	9,413,202
Grants and Entitlements:				
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	5,827	29,814	0
Total Revenues From State Sources		5,827	29,814	0
Revenues from Federal Sources:				
Title I	20-4411-4416	0	46,306	37,047
Title II	20-4451-4455	13,250	17,562	14,050

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
I.D.E.A. Part B (Handicapped)	20-4420-4429	160,495	188,082	150,466
Total Revenues From Federal Sources		173,745	251,950	201,563
Total Grants And Entitlements		179,572	281,764	201,563
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,565,594	1,570,206	1,471,487
Total Revenues From Local Sources		1,565,594	1,570,206	1,471,487
Total Local Repayment Of Debt		1,565,594	1,570,206	1,471,487
Total Repayment Of Debt		1,565,594	1,570,206	1,471,487
Total Revenues/Sources		10,745,432	11,404,058	11,086,252
Total Revenues/Sources Net of Transfers		10,745,432	11,404,058	11,086,252

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	2,877,181	3,123,159	3,095,951
Special Education - Instruction	11-2XX-100-XXX	1,112,218	1,132,639	1,027,368
Basic Skills/Remedial - Instruction	11-230-100-XXX	268,314	126,865	40,771
Bilingual Education - Instruction	11-240-100-XXX	60	0	100
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	45,624	23,251	20,000
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	247,504	494,576	565,160
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	0	16,543	15,925
Undist. Expenditures - Health Services	11-000-213-XXX	107,401	129,730	137,183
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	157,422	207,212	217,360
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	66,808	124,209	129,513
Undist. Expenditures - Guidance	11-000-218-XXX	0	57,030	61,919
Undist. Expenditures - Child Study Teams	11-000-219-XXX	401,944	253,776	261,045
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	12,716	4,497	78,940
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	167,796	166,739	24,194
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	22,660	9,602	0
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	320,165	321,102	360,608
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	322,519	344,758	347,450
Undist. Expend. - Central Services	11-000-251-XXX	193,134	203,238	195,099
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	60,700	61,750	59,446
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	677,730	631,317	666,404
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	320,392	354,040	346,821
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,531,302	1,679,379	1,675,269
Total Undistributed Expenditures		4,610,193	5,059,498	5,142,336
Total General Current Expense		8,913,590	9,465,412	9,326,526
Capital Expenditures:				

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Facilities Acquisition And Const. Serv.	12-000-400-XXX	86,676	86,676	86,676
Total Capital Outlay		86,676	86,676	86,676
General Fund Grand Total		9,000,266	9,552,088	9,413,202
Special Grants and Entitlements:				
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	0	2,145	0
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	2,739	14,552	0
Nonpublic Handicapped Services	20-XXX-XXX-XXX	3,088	8,550	0
Nonpublic Nursing Services	20-XXX-XXX-XXX	0	3,415	0
Nonpublic Technology Initiative	20-XXX-XXX-XXX	0	1,152	0
Total Other State Projects		5,827	29,814	0
Total State Projects	20-XXX-XXX-XXX	5,827	29,814	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	0	46,306	37,047
Title II	20-XXX-XXX-XXX	13,250	17,562	14,050
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	160,495	188,082	150,466
Total Federal Projects	20-XXX-XXX-XXX	173,745	251,950	201,563
Total Special Revenue Funds		179,572	281,764	201,563
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	1,565,594	1,570,206	1,471,487
Total Debt Service Funds		1,565,594	1,570,206	1,471,487
Total Expenditures/Appropriations		10,745,432	11,404,058	11,086,252
Total Expenditures Net of Transfers		10,745,432	11,404,058	11,086,252

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	482,890	422,101	159,867	159,867
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes- General Operating Budget:				
--Capital Reserve	50,103	50,103	50,103	50,103
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	75,000	98,000	75,000	45,000
--Legal Reserve	327,272	292,416	44,488	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	\$11,029	\$11,628	\$10,902	\$12,188	\$11,386
Total Classroom Instruction	\$7,086	\$7,457	\$7,006	\$7,846	\$7,173
Classroom-Salaries and Benefits	\$6,749	\$7,089	\$6,819	\$7,536	\$6,847
Classroom-General Supplies and Textbooks	\$195	\$212	\$89	\$192	\$118
Classroom-Purchased Services	\$142	\$157	\$97	\$118	\$208
Total Support Services	\$1,576	\$1,582	\$1,538	\$1,702	\$1,556
Support Services-Salaries and Benefits	\$1,370	\$1,286	\$1,372	\$1,515	\$1,347
Total Administrative Costs	\$1,369	\$1,471	\$1,434	\$1,590	\$1,580
Administration Salaries and Benefits	\$1,021	\$1,030	\$1,133	\$1,253	\$1,236
Total Operations and Maintenance of Plant	\$940	\$1,037	\$870	\$985	\$1,013
Operations and Maintenance-Salaries and Benefits	\$382	\$430	\$383	\$423	\$495
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$35	\$81	\$33	\$42	\$35
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$66	\$106	\$51	\$57	\$54
Employee Benefits as a percentage of salaries*	27.87%	27.42%	28.93%	27.96%	28.97%

*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.

Unusual Revenues and Appropriations

Item	Line Number	Source	Amount	Explanation
1	300	Erate	13,000	Erate refund on telecommunications
2	300	Lease of Space	17,500	Lease Agreement w New Beginings School
3	300	Rental Income	10,000	Rental of district gyms to sports camp/clinics

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Special Education Services	Contract with Essex Regional Services Comm for non-Public Services	0
Others	Contract w PCESC for sub calling services	0
Others	participate in E Rate	0
Others	participate in ACES	0
Others	PCESC places our nutrition advertisement	0
Transportation Services, including Fuel	contract transportation through PCESC	0
Purchasing	Members of MRESC	0
Municipal/Public Works	Plowing, salting, trash/recycling removal, traffic facilitation and DARE instruction	0
Technology Services	contract services with PCTI	0
Insurance Coverages and Benefits	We belong to an insurance fund	0

A. Estimated 15-16 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	8,832,095
(B) Estimated Net Taxable Valuation (as of 10/01/14)	1,180,936,108
(C) Estimated 15-16 General Fund School Tax Rate=(A)/(B)x100	0.7479
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	10,303,582
(E) Estimated Net Taxable Valuation (as of 10/01/14)	1,180,936,108
(F) Estimated 15-16 Total School Tax Rate=(D)/(E)x100	0.8725

B. Estimated 15-16 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	8,832,095
(H) Estimated Equalized Valuation (as of 10/01/14)	1,300,741,578
(I) Estimated 15-16 Equalized General Fund School Tax Rate=(G)/(H)x100	0.6790
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	10,303,582
(K) Estimated Equalized Valuation (as of 10/01/14)	1,300,741,578
(L) Estimated 15-16 Equalized Total School Tax Rate=(J)/(K)x100	0.7921

NAME=Audrey Mioli

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$116,300
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	4
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	\$3,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,279
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$32,800
Contractual Post-Employment Benefit Description of Payout of Sick days	max of \$15,000 upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	max of 40 days paid out
Contractual Post-Employment Benefit Description of Payout of Personal days	no provision
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=Audrey Mioli

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=Giovanni Giancaspro

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$120,000
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	12
Contracted Number of Annual Personal Days	4
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	\$1,200
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,279
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	No provision for a payout
Contractual Post-Employment Benefit Description of Payout of Vacation days	No provision for a payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for a 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=Giovanni Giancaspro

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=Melissa Tait

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$117,900
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	12
Contracted Number of Annual Personal Days	4
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	\$1,200
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,279
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	No provision for a payout
Contractual Post-Employment Benefit Description of Payout of Vacation days	No provision for a payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for a 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=Melissa Tait

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=Nicholas Coffaro

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$135,000
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	01/01/15
End Date of Contract	06/30/18
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	4
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	\$7,161
Total Bonuses Amount	\$20,237
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,279
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$35,769
Contractual Post-Employment Benefit Description of Payout of Sick days	payable upon retirement from district
Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260th of annual salary max of 40 days
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
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 Coffaro

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=Sean Bowe

CATEGORY	MEASURE
Job Title	Vice Principal
Job Title II	
Base Annual Salary Amount	\$90,000
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	12
Contracted Number of Annual Personal Days	4
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	\$1,200
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,279
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	No provision for a payout
Contractual Post-Employment Benefit Description of Payout of Vacation days	No provision for a payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for a 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=Sean Bowe

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=Sharon Cubicciotti

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	LDTC
Base Annual Salary Amount	\$109,300
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	4
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	\$1,300
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,279
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	No provision for a payout
Contractual Post-Employment Benefit Description of Payout of Vacation days	No provision for a payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for a 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=Sharon Cubicciotti

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	