ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	312.0	326.0	329.0
Pupils On Roll Special Ed Full-Time	66.0	66.0	77.0
Pupils On Roll SUBTOTAL	378.0	392.0	406.0
Pupils Sent to Other Districts Regular	0.0	1.0	0.0
Pupils Sent to Other Districts Special Ed	1.0		0.0
Pupils Received	4.0	2.0	2.0
Pupils in State Facilities	1.0	1.0	0.0

		2015-16	2016-17	2017-18
Budget Category	Account	Actual	Revised	Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	5,388,481	5,496,251	5,808,499
Total Tuition	10-1300	150,729	129,601	93,416
Rents And Royalties	10-1910	0	24,000	10,000
Unrestricted Miscellaneous Revenues	10-1XXX	58,970	0	0
Interest Earned On Maintenance Reserve	10-1XXX	597	500	500
Interest Earned On Capital Reserve Funds	10-1XXX	355	500	500
Subtotal - Revenues From Local Sources		5,599,132	5,650,852	5,912,915
Revenues from State Sources:				
School Choice Aid	10-3116	20,232	30,348	30,348
Categorical Transportation Aid	10-3121	14,219	14,338	14,338
Extraordinary Aid	10-3131	131,694	95,000	95,000
Categorical Special Education Aid	10-3132	207,062	210,436	210,436
Equalization Aid	10-3176	1,041,918	1,047,717	1,047,717
Categorical Security Aid	10-3177	29,645	29,836	29,836
Adjustment Aid	10-3178	145,709	142,509	142,509
Parcc Readiness Aid	10-3181	0	3,330	3,330
Per Pupil Growth Aid	10-3182	0	3,330	3,330
Professional Learning Community Aid	10-3183	0	3,580	3,580
Other State Aids	10-3XXX	9,067	0	0
Subtotal - Revenues From State Sources		1,599,546	1,580,424	1,580,424
Budgeted Fund Balance - Operating Budget	10-303	0	250,000	50,000
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	162,000	400,000
Adjustment For Prior Year Encumbrances		0	28,960	0
Actual Revenues (Over)/Under Expenditures		-280,221	0	0
Total Operating Budget		6,918,457	7,672,236	7,943,339

Budget Catagonia	Account	2015-16	2016-17	2017-18
Budget Category	Account	Actual	Revised	Anticipated
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	2,115	0	0
Total Revenues From Local Sources	20-1XXX	2,115	0	0
Revenues from State Sources:				
Preschool Education Aid	20-3218	3,935	6,600	6,600
Total Revenues From State Sources		3,935	6,600	6,600
Revenues from Federal Sources:				
Title I	20-4411-4416	30,905	23,140	25,730
Title II	20-4451-4455	10,500	6,299	10,972
Title III	20-4491-4494	237	236	236
I.D.E.A. Part B (Handicapped)	20-4420-4429	104,190	99,023	84,170
Total Revenues From Federal Sources		145,832	128,698	121,108
Transfers From Operating Budget-Prek (Special Education)	20-5200	0	0	40,000
Total Grants And Entitlements		151,882	135,298	167,708
Repayment of Debt:				
Transfers From Other Funds	40-5200	0	500	750
Revenues from Local Sources:				
Local Tax Levy	40-1210	440,891	441,165	445,729
Total Revenues From Local Sources		440,891	441,165	445,729
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	75,987	76,163	76,951
Total Local Repayment Of Debt		516,878	517,828	523,430
Total Repayment Of Debt		516,878	517,828	523,430
Total Revenues/Sources		7,587,217	8,325,362	8,634,477

Budget Category	Account		2016-17 Revised	2017-18 Anticipated
Deduct Transfer-Transfers From Operating Budget-Prek (Special Education)	20-5200	0	0	40,000
Total Revenues/Sources Net of Transfers		7,587,217	8,325,362	8,594,477

		2015-16	2016-17	2017-18
Budget Category	Account	Actual	Revised	Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	2,170,032	2,336,363	2,537,491
Special Education - Instruction	11-2XX-100-XXX	832,101	1,186,709	1,027,478
Basic Skills/Remedial - Instruction	11-230-100-XXX	148,830	107,122	180,934
Bilingual Education - Instruction	11-240-100-XXX	0	0	250
School-Spon. Co/Extra Curr. Actvts Inst	11-401-100-XXX	39,020	42,800	44,300
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	14,833	66,094	102,952
Undist. ExpendAttendance And Social Work	11-000-211-XXX	45,573	49,166	51,763
Undist. Expenditures - Health Services	11-000-213-XXX	122,199	133,406	146,770
Undist. ExpendSpeech, OT, PT And Related Svcs	11-000-216-XXX	76,631	117,648	159,405
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	272,102	244,653	26,460
Undist. Expenditures - Guidance	11-000-218-XXX	179,960	148,426	157,832
Undist. Expenditures - Child Study Teams	11-000-219-XXX	290,272	297,823	329,227
Undist. ExpendImprov. Of Inst. Serv.	11-000-221-XXX	69,823	68,643	71,313
Undist. ExpendEdu. Media Serv./Library	11-000-222-XXX	48,638	60,961	41,679
Undist. ExpendInstr. Staff Training Serv.	11-000-223-XXX	4,368	3,980	990
Undist. ExpendSupport ServGen. Admin.	11-000-230-XXX	278,400	216,514	226,951
Undist. ExpendSupport ServSchool Admin.	11-000-240-XXX	116,444	158,100	162,510
Undist. Expend Central Services	11-000-251-XXX	154,422	125,430	129,524
Undist. ExpendOper. And Maint. Of Plant Serv.	11-000-26X-XXX	677,398	661,662	707,146
Undist. ExpendStudent Transportation Serv.	11-000-270-XXX	97,142	79,784	129,430
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,244,150	1,403,944	1,307,926
Total Undistributed Expenditures		3,692,355	3,836,234	3,751,878
Interest Earned On Maintenance Reserve	10-606	0	500	500
Total General Current Expense		6,882,338	7,509,728	7,542,831
Capital Expenditures:				

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Equipment	12-XXX-XXX-730	14,141	26,000	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	21,978	136,008	400,008
Interest Deposit To Capital Reserve	10-604	0	500	500
Total Capital Outlay		36,119	162,508	400,508
General Fund Grand Total		6,918,457	7,672,236	7,943,339
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	2,115	0	0
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	3,935	6,600	46,600
Total Preschool Education Aid	20-218-XXX-XXX	3,935	6,600	46,600
Total State Projects	20-XXX-XXX-XXX	3,935	6,600	46,600
Federal Projects:				
Title I	20-XXX-XXX-XXX	30,905	23,140	25,730
Title II	20-XXX-XXX-XXX	10,500	6,299	10,972
Title III	20-XXX-XXX-XXX	237	236	236
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	104,190	99,023	84,170
Total Federal Projects	20-XXX-XXX-XXX	145,832	128,698	121,108
Total Special Revenue Funds		151,882	135,298	167,708
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	516,878	517,828	523,430
Total Debt Service Funds		516,878	517,828	523,430
Total Expenditures/Appropriations		7,587,217	8,325,362	8,634,477
Deduct Transfer-Local Contrib Trans To Special Rev- Inclusion	11-105-100-936	0	0	40,000
Total Expenditures Net of Transfers		7,587,217	8,325,362	8,594,477

Budget Category	Audited Balance 6-30-2015	Audited Balance 6-30-2016	Estimated Balance 6-30-2017	Estimated Balance 6-30-2018
Unrestricted:				
General Operating Budget	256,274	553,601	100,000	50,000
Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
Capital Reserve	609,667	690,598	679,098	279,598
Adult Education Programs	0	0	0	0
Maintenance Reserve	497,842	311,513	312,013	312,513
Legal Reserve	0	0	0	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	2014-15 Actual Costs	2015-16 Actual Costs	2016-17 Original Budget	2016-17 Revised Budget	2017-18 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$17,171	\$18,160	\$18,605	\$18,801	\$18,021
Total Classroom Instruction	\$10,060	\$10,502	\$11,239	\$11,579	\$11,353
Classroom-Salaries and Benefits	\$9,490	\$9,305	\$10,220	\$10,286	\$9,482
Classroom-General Supplies and Textbooks	\$321	\$415	\$420	\$301	\$212
Classroom-Purchased Services	\$248	\$783	\$599	\$993	\$1,658
Total Support Services	\$3,675	\$3,855	\$3,813	\$3,631	\$3,029
Support Services-Salaries and Benefits	\$3,403	\$3,622	\$3,006	\$3,405	\$2,704
Total Administrative Costs	\$1,659	\$1,682	\$1,586	\$1,539	\$1,538
Administration Salaries and Benefits	\$1,383	\$1,094	\$1,301	\$1,176	\$1,167
Total Operations and Maintenance of Plant	\$1,665	\$2,011	\$1,858	\$1,917	\$1,967
Operations and Maintenance-Salaries and Benefits	\$756	\$833	\$1,032	\$1,024	\$1,015
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$112	\$109	\$109	\$135	\$134
Total Equipment Costs	\$15	\$38	\$125	\$66	\$0
Legal Costs	\$16	\$267	\$38	\$42	\$49
Employee Benefits as a percentage of salaries*	24.68%	28.71%	33.13%	28.83%	28.61%

<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 2016-17 revised appropriations and the 2017-18 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.

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Special Education Services	Agreement with Mountain Lakes to provide special services for the deaf and hearing impaired students	0
Special Education Services	Agreement to receive tuition students from Washington (Morris Cty) and Holland Township	0
Recycling	Partnership with the town to dispose of electronics and other materials to minimize costs	0
Others	Agreement with Work Family Connection for facility use for before and after care	0
Others	Share school facility with borough recreation programs and community events. School district uses borough fields.	0
Municipal/Public Works	Shared services for salting and plowing the parking lot, gas, waste and water	0
Curriculum Services	Articulation with Clinton Public, Bethlehem, Lebanon Township, Tewksbury schools for shared curriculum mapping services	0
Professional Staff Development	Partnership with High Bridge Police Department for use of the building for training, shared training program	0
Technology Services	Agreement with local ESC for technology support	0
Insurance Coverages and Benefits	Insurance and training is through the School Alliance Fund	0

A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	5,808,499
(B) Estimated Net Taxable Valuation (as of 10/01/16)	330,280,154
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	1.7587
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	6,254,228
(E) Estimated Net Taxable Valuation (as of 10/01/16)	330,280,154
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	1.8936
B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	5,808,499
(H) Estimated Equalized Valuation (as of 10/01/16)	356,866,725
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	1.6276
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	6,254,228
(K) Estimated Equalized Valuation (as of 10/01/16)	356,866,725
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	1.7525

# NAME=Emma Alparone

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	N/A
Base Annual Salary Amount	\$91,800
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	22
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	\$30,910
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	\$25,768
Contractual Post-Employment Benefit Description of Payout of Sick days	As per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Payable only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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=Emma Alparone**

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=Gregory Hobaugh

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	Principal
Base Annual Salary Amount	\$127,970
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	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
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	\$3,300
Total Bonuses Amount	\$19,183
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$300
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$25,828
Contractual Post-Employment Benefit Description of Payout of Sick days	Consistent with law
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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=Gregory Hobaugh

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=Heather Goguen

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$101,990
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	22
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	\$2,520
Total Bonuses Amount	\$15,288
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$300
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$23,630
Contractual Post-Employment Benefit Description of Payout of Sick days	Consistent with law
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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=Heather Goguen**

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=Lisa Fallon

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	CST
Base Annual Salary Amount	\$112,082
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	22
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	\$30,410
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	\$27,484
Contractual Post-Employment Benefit Description of Payout of Sick days	As per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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=Lisa Fallon

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=Richard Kolton

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$96,900
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
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	\$30,410
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	\$26,199
Contractual Post-Employment Benefit Description of Payout of Sick days	As per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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 Kolton

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	