Bergen Northern Highlands Reg Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	1,183.0	1,153.0	1,125.0
On Roll Regular Shared-Time	1.0	1.0	0.0
On Roll Special Ed Full-Time	180.0	159.0	156.0
On Roll Subtotal	1,364.0	1,313.0	1,281.0
In Private School Placements	18.0	16.0	27.0
Sent to Other Districts Special Ed	10.5	15.0	14.0
Received	398.0	398.0	384.0

Bergen Northern Highlands Reg Advertised Revenues

Total Tutilion	Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Unrestricted Miscellaneous Revenues 10-1XXX		Local Tax Levy	10-1210	22,942,968	23,545,802	24,104,816
Interest Earned On Current Expense Emergency Reserve 10-1XXX 2,400 2,4		Total Tuition	10-1300	5,862,263	5,637,835	5,866,817
Interest Earned on Maintenance Reserve 10-1XXX 2,400 2		Unrestricted Miscellaneous Revenues	10-1XXX	14,225	210,000	116,000
Interest Earned on Maintenance Reserve 10-1XXX 2,400 2,400 2,000 2	Canada Fund Davanuas francia and Caurasa	Interest Earned On Current Expense Emergency Reserve	10-1XXX	60	60	60
Cher Restricted Miscellaneous Revenues 10.1XXX 94 0 Total Revenues from Local Sources 28,822,636 29,406,097 30,905,095,009,009,009,009,009,009,009,00	General Fund Revenues from Local Sources	Interest Earned on Maintenance Reserve	10-1XXX	2,400	2,400	2,400
Total Revenues from Local Sources 28,826,636 29,406,097 30,095,000 30,095		Interest Earned on Capital Reserve Funds	10-1XXX	626	10,000	5,000
Categorical Transportation Aid 10-3121 272.216 2		Other Restricted Miscellaneous Revenues	10-1XXX	94	0	0
Extraordinary Aid 10-3131 324,920 75,000 10,000		Total Revenues from Local Sources		28,822,636	29,406,097	30,095,093
Categorical Special Education Aid 10-3132 572,082 783,459 969, 620 620		Categorical Transportation Aid	10-3121	272,216	272,216	272,216
Categorical Security Aid 10-3177 77,671		Extraordinary Aid	10-3131	324,920	75,000	100,000
Categorical Security Aid 10-3177 77,671 77,671 77,77 Other State Aids 10-3XXX 20,684 0 General Fund Revenues from Other Sources Budgeted Fund Balance-Operating Budget 10-303 0 1,366,289 1,032,0 Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects 10-309 1,446,350 720,200 578,8 Adjustment for Prior Year Encumbrances 0 912,012 0 912,012 Actual Revenues (Over)/Under Expenditures 0 1,261,589 0 0 Special Revenue Fund Revenues Total Operating Budget 20-1760 596,127 883,962 900,0 Special Revenue Fund Revenues from Local Sources Student Activity Fund Revenue 20-1760 596,127 883,962 900,0 Special Revenue Fund Revenues from State Sources SDA Emergent Needs and Capital Maintenance In School Districts 20-1770 8,857 33,843 33,33 Special Revenue Fund Revenues from State Sources DA Emergent Needs and Capital Maintenance In School Districts 20-20,27 0 37,960	Comment French Devices on from Otata Comment	Categorical Special Education Aid	10-3132	572,082	783,459	969,794
Total Revenues from State Sources 1,267,573 1,208,346 1,419,000 1,396,289 1,032,000 1,396,289 1,032,000 1,396,289 1,032,000 1,396,289 1,032,000 1,396,289 1,032,000 1,396,289 1,032,000 1,396,289 1,032,000 1,396,289 1,032,000 1,396,289 1,032,000 1,396,289 1,032,000 1,446,350 720,200 578,000 1,201,200 1,446,350 1,401,200 1,401,30	General Fund Revenues from State Sources	Categorical Security Aid	10-3177	77,671	77,671	77,671
Budgeted Fund Balance-Operating Budget 10-303 0 1,396,289 1,032,2		Other State Aids	10-3XXX	20,684	0	0
Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects 10-309 1,446,350 720,200 578,600 720,200 578,600 720,20		Total Revenues from State Sources		1,267,573	1,208,346	1,419,681
Adjustment for Prior Year Encumbrances		Budgeted Fund Balance-Operating Budget	10-303	0	1,396,289	1,032,295
Adjustment for Prior Year Encumbrances 0 912,012 Actual Revenues (Over)/Under Expenditures -1,261,589 0 General Fund Revenues Total Operating Budget 30,274,970 33,642,944 33,125,0 Special Revenue Fund Revenues from Local Sources Student Activity Fund Revenue 20-1760 596,127 883,962 900,0 Special Revenue Fund Revenues from Local Sources Scholarship Fund Revenue 20-1770 8,857 33,843 33,33,33,33,33,33,33,33,33,33,33,33,33,	Compared Francis Devices on the Second Other Commerce	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	1,446,350	720,200	578,000
General Fund Revenues Total Operating Budget 30,274,970 33,642,944 33,125,00 Special Revenue Fund Revenues from Local Sources Student Activity Fund Revenue 20-1760 596,127 883,962 900,0 Special Revenue Fund Revenues from Local Sources Scholarship Fund Revenue 20-1770 8,857 33,843 33,33,33,33,33,33,33,33,33,33,33,33,33,	General Fund Revenues from Other Sources	Adjustment for Prior Year Encumbrances		0	912,012	0
Student Activity Fund Revenue 20-1760 596,127 883,962 900,0		Actual Revenues (Over)/Under Expenditures		-1,261,589	0	0
Special Revenue Fund Revenues from Local Sources Scholarship Fund Revenue 20-1770 8,857 33,843 33,33,33,33,33,33,33,33,33,33,33,33,33,	General Fund Revenues	Total Operating Budget		30,274,970	33,642,944	33,125,069
Total Revenues from Local Sources 20-1XXX 604,984 917,805 933,300		Student Activity Fund Revenue	20-1760	596,127	883,962	900,000
SDA Emergent Needs and Capital Maintenance In School Districts 20-3257 0 37,960	Special Revenue Fund Revenues from Local Sources	Scholarship Fund Revenue	20-1770	8,857	33,843	33,278
Total Revenues from State Sources Total Revenues from State So		Total Revenues from Local Sources	20-1XXX	604,984	917,805	933,278
Total Revenues from State Sources Title I Special Revenue Fund Revenues from Federal Sources ARP-IDEA Basic IDEA Part B (Handicapped) Total Revenues from State Sources Title II 20-4411-4416 78,299 68,196 68, 70 20-4491-4494 78,299 70 70 70 70 70 70 70 70 70 70	Chariel Davanus Fund Davanusa from State Courses	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	0	37,960	0
Title III 20-4491-4494 1,377 0	Special Revenue Fund Revenues from State Sources	Total Revenues from State Sources		0	37,960	0
Special Revenue Fund Revenues from Federal Sources ARP-IDEA Basic 20-4419 0 57,955 IDEA Part B (Handicapped) 20-4420-4429 252,530 243,534 243,534		Title I	20-4411-4416	78,299	68,196	68,196
IDEA Part B (Handicapped) 20-4420-4429 252,530 243,534 243,534		Title III	20-4491-4494	1,377	0	0
	Special Revenue Fund Revenues from Federal Sources	ARP-IDEA Basic	20-4419	0	57,955	0
ARP-ESSER 20-4540 0 606,538 449,4		IDEA Part B (Handicapped)	20-4420-4429	252,530	243,534	243,534
		ARP-ESSER	20-4540	0	606,538	449,426

Bergen Northern Highlands Reg Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
	CARES Act Education Stabilization Fund	20-4530	53,845	0	0
	Coronavirus Relief Fund (CRF)	20-4532	25,865	0	0
Consider Devices of Court Devices on the confederal Court	CRRSA Act-ESSER II	20-4534	0	181,039	0
Special Revenue Fund Revenues from Federal Sources	CRRSA Act-Learning Acceleration Grant	20-4535	0	25,000	1,000
	CRRSA Act-Mental Health Grant	20-4536	0	45,000	11,675
	Total Revenues from Federal Sources		411,916	1,227,262	773,831
Special Revenue Fund Revenues	Total Grants and Entitlements		907,786	2,183,027	1,707,109
Dalet Comitae Found Developer from Land Comme	Local Tax Levy	40-1210	1,433,137	1,436,671	1,092,316
Debt Service Fund Revenues from Local Sources	Total Revenues from Local Sources		1,433,137	1,436,671	1,092,316
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	118,363	121,304	124,070
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,551,500	1,557,975	1,216,386
Debt Service Fund Revenues	Total Repayment of Debt		1,551,500	1,557,975	1,216,386
All Fund Revenues	Total Revenues/Sources		32,734,256	37,383,946	36,048,564
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		32.734.256	37,383,946	36.048.564

Bergen Northern Highlands Reg Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
	Regular Programs-Instruction		10,531,254	11,296,656	11,822,444
	Special Education-Instruction	11-2XX-100-XXX	1,158,246	1,186,735	1,311,308
General Fund Current Expenses for Instruction	Basic Skills/Remedial-Instruction	11-230-100-XXX	48,421	55,779	60,399
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	283,210	500,958	500,233
	School-Sponsored Athletics-Instruction	11-402-100-XXX	888,074	1,042,942	958,279
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,757,057	2,436,214	2,943,878
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	65,949	66,449	68,442
	Undistributed Expenditures-Health Services	11-000-213-XXX	161,723	159,370	179,337
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	137,415	267,800	193,375
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	359,397	374,520	164,228
	Undistributed Expenditures-Guidance	11-000-218-XXX	985,345	1,134,925	979,911
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	657,846	684,176	718,948
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	304,104	247,443	303,775
Company Free d Commany Free consens for Commany Commission	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	589,673	553,113	558,827
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	5,719	53,040	64,725
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	612,535	1,027,848	719,678
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,049,275	731,590	708,347
	Undistributed Expenditures-Central Services	11-000-251-XXX	478,097	496,623	497,451
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,369,515	2,885,166	3,097,332
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,099,666	1,605,952	1,325,236
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,770,132	4,296,324	4,645,636
	Undistributed Expenditures-Food Services	11-000-310-930	3,990	12,000	10,000
	Total Undistributed Expenditures		14,407,438	17,032,553	17,179,126
Constant Francisco Community Francisco Constant Community Francisco Constant Community Francisco Constant Const	Interest Earned on Maintenance Reserve	10-606	2,400	2,400	2,400
General Fund Current Expenses for Increased Reserves	Interest Earned on Current Expense Emergency Res	10-607	60	60	60
General Fund Current Expenses	Total General Current Expense		27 310 103	31,118,083	31 834 249

Bergen Northern Highlands Reg Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
	Equipment	12-XXX-XXX-730	502,630	1,767,991	682,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	1,255,624	746,870	603,820
Capital Outlay	Increase In Capital Reserve	10-604	1,196,987	0	0
	Interest Deposit to Capital Reserve	10-604	626	10,000	5,000
	Total Capital Outlay		2,955,867	2,524,861	1,290,820
General Fund Expenses and Transfers	General Fund Grand Total		30,274,970	33,642,944	33,125,069
Special Revenue Fund Expenses for Other State Projects	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	0	37,960	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	0	37,960	0
	Title I	20-XXX-XXX-XXX	78,299	68,196	68,196
	Title III	20-XXX-XXX-XXX	1,377	0	0
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	252,530	243,534	243,534
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	0	57,955	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	53,845	0	0
Special Revenue Fund Expenses for Federal Projects	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	25,865	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	0	181,039	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	0	25,000	1,000
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	0	45,000	11,675
	ARP-ESSER Grant Program	20-487-xxx-xxx	0	606,538	449,426
	Total Federal Projects	20-XXX-XXX-XXX	411,916	1,227,262	773,831
Special Revenue Fund Expenses	Total Special Revenue Funds		907,786	2,183,027	1,707,109
D.140	Total Regular Debt Service	40-701-510-XXX	1,551,500	1,557,975	1,216,386
Debt Service Fund Expenses	Total Debt Service Funds		1,551,500	1,557,975	1,216,386
All Fund Expenses	Total Expenditures/Appropriations		32,734,256	37,383,946	36,048,564
Expenses Net of Transfers	Total Expenditures Net of Transfers		32,734,256	37,383,946	36,048,564

Bergen Northern Highlands Reg Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2020	Audited Balance 06/30/2021	Estimated Balance 06/30/2022	Estimated Balance 06/30/2023
Unrestricted	General Operating Budget	712,874	1,433,440	1,233,440	1,233,440
Offiestricted	Repayment of Debt	0	0	0	0
	Capital Reserve	2,176,667	1,927,930	2,217,730	1,644,730
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	543,429	545,829	548,229	550,629
	Legal Reserve	2,607,750	2,428,584	1,032,295	0
Restricted for General Operating Budget	Unemployment Fund	106,575	73,101	73,101	73,101
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	199,575	199,635	199,695	199,755
	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
Destricted for Consciel Developer Front	Student Activity Fund	435,889	539,828	539,828	539,828
Restricted for Special Revenue Fund	Scholarship Fund	28,668	33,843	33,843	33,843
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Bergen

Advertised Per Pupil Cost Calculations

Northern Highlands Reg

Per Pupil Cost Calculations	2019-20 Actual Costs	2020-21 Actual Costs	2021-22 Original Budget	2021-22 Revised Budget	2022-23 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$17,841	\$18,001	\$19,214	\$20,627	\$21,517
Total Classroom Instruction	\$10,419	\$10,349	\$10,984	\$11,599	\$12,600
Classroom-Salaries and Benefits	\$9,379	\$9,702	\$10,264	\$10,807	\$11,775
Classroom-General Supplies and Textbooks	\$407	\$348	\$461	\$508	\$587
Classroom-Purchased Services	\$633	\$298	\$259	\$284	\$238
Total Support Services	\$2,649	\$2,857	\$3,072	\$3,224	\$3,077
Support Services-Salaries and Benefits	\$2,366	\$2,565	\$2,641	\$2,781	\$2,837
Total Administrative Costs	\$1,481	\$1,855	\$1,612	\$1,982	\$1,783
Administration Salaries and Benefits	\$1,261	\$1,590	\$1,320	\$1,390	\$1,431
Total Operations and Maintenance of Plant	\$2,125	\$1,902	\$2,203	\$2,393	\$2,643
Operations and Maintenance-Salaries and Benefits	\$913	\$898	\$975	\$1,027	\$1,153
Board Contribution to Food Services	\$8	\$3	\$7	\$9	\$8
Total Extracurricular Costs	\$1,118	\$996	\$1,293	\$1,376	\$1,355
Total Equipment Costs	\$99	\$370	\$742	\$1,347	\$532
Legal Costs	\$58	\$69	\$109	\$361	\$117
Employee Benefits as a percentage of salaries*	22.19%	21.40%	23.35%	23.34%	24.27%

^{*}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 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 2021-22 revised appropriations and the 2022-23 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.

^{**}Federal and State funds in the blended resource school-based budgets.

Bergen Northern Highlands Reg Unusual Revenues and Appropriations

Line Number	Source	Amount	Explanation
140	Parents	272,303	Nonresident and staff students
150	HoHoKus BOE and Saddle River BOE	5,594,514	Send/Receive districts agreements
200	Parents	100,000	Technology Fees
300	Various	16,000	Building use, misc.

Bergen Northern Highlands Reg Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	Shared services with QUAD districts (Allendale, Upper Saddle River, and Ho-Ho-Kus)	0
Insurance Coverages and Benefits	Member of NESBIG (Insurance Consortium) for Worker's Compensation, Commercial General Liability Insurance and Cyber Insurance	0
Municipal/Public Works	Borough of Allendale - purchase gas/diesel for all district buses, trucks, tractors and mowers	0
iviuriicipai/Public vvorks	Borough of Allendale - purchase rock salt during winter months	0
Purchasing	EDS (Ed Data Services, ESCNJ and HCESC (Education Services Commissions) purchase supplies and services (Using low bid awards)	0
Transportation Services, including Fuel	Region 1 - CTSA for all public, non-public and special education routes	0

Bergen Northern Highlands Reg Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	9,932,203
	(D) Total School Levy	10,459,375
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	1,800,689,700
Allendale	(H) Estimated Equalized Valuation (as of 10/01/21)	1,918,069,429
Alleridale	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.5516
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.5809
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.5178
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.5453
	(A) General Fund School Levy	13,893,106
	(D) Total School Levy	14,730,590
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	2,255,109,300
Hanan Caddla Divan	(H) Estimated Equalized Valuation (as of 10/01/21)	2,773,789,176
Upper Saddle River	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.6161
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.6532
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.5009
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.5311

Name	Category	Measure
	Job Title	Assistant Business Administrator
	Job Title II	Payroll Coordinator
	Base Annual Salary Amount	\$100,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	10/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
Erkan Gumustekin	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days
	Total Allowances Amount	\$6,818
	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	\$8,333
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement, 10 years of service, \$60/day (50 days deductible)
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused vacation days @termination max. 20 days @ \$\$416.67/day
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Erkan Gumustekin	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	CEFM
	Base Annual Salary Amount	\$100,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
Jamia Atabiaan	Member of Collective Bargaining Unit (CBU)?	N
Jamie Atchison	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days

Name	Category	Measure
	Total Allowances Amount	\$5,648
	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	\$8,333
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement only, \$100/day (50 days deductible)
	Contractual Post-Employment Benefit Description of Payout of Vacation days	On termination, \$100,000 ./. 240 X 20
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
lamia Atabiaan	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Jamie Atchison	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Coordinator Curriculum &
	Base Annual Salary Amount	\$123,600
Jeffrey Krapels	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	03
	Shared District	2200

Name	Category	Measure
	Job Title Other District	Shared Coordinator QUAD
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days
	Total Allowances Amount	\$3,800
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Jeffrey Krapels	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	\$12,875
	Contractual Post-Employment Benefit Description of Payout of Sick days	At retirement only, \$100/day (50 days deductible)
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon termination, max. 25 days @ \$515/day
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported

Name	Category	Measure
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
loffroy Kranala	Additional Comment 1	None Reported
Jeffrey Krapels	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Director of Wellness & Eq
	Base Annual Salary Amount	\$124,630
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
Jessica Verdicchio	Contracted Number of Annual Vacation Days	25
	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	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days
	Total Allowances Amount	\$4,096
	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	\$12,982
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement only, \$85/day (50 days deductible)

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	On termination, max. 25 days @\$519.29/day
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
Jessica Verdicchio	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Information Technology
	Job Title II	Manager of Technology
	Base Annual Salary Amount	\$121,885
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
Jose Madhavasseril	Shared District	None Reported
Jose Madriavasserii	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12

Name	Category	Measure
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days
	Total Allowances Amount	\$5,298
	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	\$12,696
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement only, \$100/day (50 days deductible)
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max. On termination, \$121,885 ./. 240 x 25
Jose Madhavasseril	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Jose Mauriavasserii	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported

Name	Category	Measure
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Career Pathways/Option 2
	Base Annual Salary Amount	\$116,390
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
Kimberly Hayes	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days
	Total Allowances Amount	\$5,000
	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	\$12,124
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement only, \$85/day (50 day deductible)
	Contractual Post-Employment Benefit Description of Payout of Vacation days	On termination, max. 25 days @\$484.96/day
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Kimberly Hayes	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Administrative Assistant
	Job Title II	Admin. to the Superintend
	Base Annual Salary Amount	\$76,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
Dama F	Member of Collective Bargaining Unit (CBU)?	N
Pam Frey	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days

Name	Category	Measure
	Total Allowances Amount	\$3,500
	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	\$7,917
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement only, 10 years of service, \$60/day max. \$8,500
	Contractual Post-Employment Benefit Description of Payout of Vacation days	On termination, \$76,000 ./. 240 x 25
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Dom Froy	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Pam Frey	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Director Curriculum & Ins
	Base Annual Salary Amount	\$158,981
Robin Knutelsky	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days
	Total Allowances Amount	\$7,123
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Robin Knutelsky	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$295
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$16,561
	Contractual Post-Employment Benefit Description of Payout of Sick days	N/A
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max. unused vacation payout 25 days 1/240th x
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported

Name	Category	Measure
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Debin Knuteleku	Additional Comment 1	None Reported
Robin Knutelsky	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$211,202
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	08/01/19
	End Date of Contract	06/30/24
	Contracted Number of Annual Work Days	260
Scot Beckerman	Contracted Number of Annual Vacation Days	25
	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	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days
	Total Allowances Amount	\$2,771
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$140
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$43,431
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max. paid unused sick leave upon retirement

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max. paid unused vacation days upon retirement or separation 35 days max. 1/260th x \$211,202 x 35
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
Scot Beckerman	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$169,579
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
Sue Anne Mather	Shared District	None Reported
Sue Arme Matrier	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12

Name	Category	Measure
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days
	Total Allowances Amount	\$2,240
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$140
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$37,828
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max. paid unused sick leave upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max. paid unused vacation days upon retirement 169579 ./. 260 x 35 = 22,828
Core Arms Mades	Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable
Sue Anne Mather	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported

Name	Category	Measure
Thomas Buono	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Director of Special Servi
	Base Annual Salary Amount	\$173,040
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holidays/Recess Days
	Total Allowances Amount	\$4,478
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,469
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$32,348
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement only, 168.50 days @ \$85/day (50 days deductible)
	Contractual Post-Employment Benefit Description of Payout of Vacation days	On termination, \$173,040 ./. 240 x 25
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Thomas Buono	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported