

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	9,675.0	9,673.0	9,520.0
Pupils On Roll Special Ed Full-Time	1,443.0	1,478.0	1,458.0
Pupils On Roll SUBTOTAL	11,118.0	11,151.0	10,978.0
Pupils in Private School Placements	89.0	90.0	89.0
Pupils Sent to Contracted Preschool	11.0	8.0	0.0
Pupils Sent to Other Districts Regular	3.0	0.0	3.0
Pupils Sent to Other Districts Special Ed	28.0	28.0	39.0
Pupils Received	167.0	225.0	167.0
Pupils in State Facilities		3.0	3.0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	125,842,752	128,445,731	131,825,895
Total Tuition	10-1300	288,939	0	0
Unrestricted Miscellaneous Revenues	10-1XXX	882,082	800,000	600,000
Interest Earned On Maintenance Reserve	10-1XXX	0	1,000	1,000
Interest Earned On Capital Reserve Funds	10-1XXX	17,297	7,000	7,000
Subtotal - Revenues From Local Sources		127,031,070	129,253,731	132,433,895
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	485,830	551,845	551,845
Extraordinary Aid	10-3131	536,819	730,000	580,000
Categorical Special Education Aid	10-3132	6,592,227	6,684,519	6,684,519
Equalization Aid	10-3176	17,684,735	17,638,485	17,638,485
Categorical Security Aid	10-3177	770,787	867,934	867,934
Under Adequacy Aid	10-3180	0	500,000	500,000
Parcc Readiness Aid	10-3181	0	112,730	112,730
Per Pupil Growth Aid	10-3182	0	112,730	112,730
Professional Learning Community Aid	10-3183	0	110,120	110,120
Other State Aids	10-3XXX	824,430	0	0
Subtotal - Revenues From State Sources		26,894,828	27,308,363	27,158,363
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	326,166	307,054	256,288
Subtotal - Revenues From Federal Sources		326,166	307,054	256,288
Budgeted Fund Balance - Operating Budget	10-303	0	1,750,197	1,500,000
Withdrawal From Cap Res-For Local Share	10-307	3,365,500	0	0
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	3,550,000	0
Withdrawal From Maint. Reserve	10-310	0	500,000	500,000

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Adjustment For Prior Year Encumbrances		0	911,379	0
Actual Revenues (Over)/Under Expenditures		-710,299	0	0
Total Operating Budget		156,907,265	163,580,724	161,848,546
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	4,297	0	0
Total Revenues From Local Sources	20-1XXX	4,297	0	0
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	648,235	796,784	637,427
Total Revenues From State Sources		648,235	796,784	637,427
Revenues from Federal Sources:				
Title I	20-4411-4416	2,728,360	3,656,775	2,925,420
Title II	20-4451-4455	247,492	341,166	272,933
Title III	20-4491-4494	169,759	365,765	292,612
I.D.E.A. Part B (Handicapped)	20-4420-4429	2,821,556	2,759,817	2,207,854
Vocational Education	20-4430	0	56,891	45,513
Preschool Development Expansion Grant	20-4527	2,895,133	3,319,821	3,143,507
Other	20-4XXX	462,216	499,833	399,866
Total Revenues From Federal Sources		9,324,516	11,000,068	9,287,705
Total Grants And Entitlements		9,977,048	11,796,852	9,925,132
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	2,493,432	2,407,307	1,596,058
Total Revenues From Local Sources		2,493,432	2,407,307	1,596,058
Revenues from State Sources:				

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Debt Service Aid Type II	40-3160	145,357	140,440	39,634
Budgeted Fund Balance	40-303	0	46,397	14,573
Total Local Repayment Of Debt		2,638,789	2,594,144	1,650,265
Actual Revenues (Over)/Under Expenditures		29,597	0	0
Total Repayment Of Debt		2,668,386	2,594,144	1,650,265
Total Revenues/Sources		169,552,699	177,971,720	173,423,943
Total Revenues/Sources Net of Transfers		169,552,699	177,971,720	173,423,943

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	45,489,068	44,960,630	46,153,519
Special Education - Instruction	11-2XX-100-XXX	12,330,350	12,592,126	12,933,652
Basic Skills/Remedial - Instruction	11-230-100-XXX	1,741,348	2,320,683	2,079,825
Bilingual Education - Instruction	11-240-100-XXX	2,554,399	2,761,812	2,799,823
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	559,059	447,383	433,498
School-Sponsored Athletics - Instruction	11-402-100-XXX	1,203,316	1,231,434	1,269,137
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	13,551,456	13,534,068	13,260,117
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	256,098	300,812	301,651
Undist. Expenditures - Health Services	11-000-213-XXX	1,848,678	1,838,537	1,745,980
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	2,224,281	2,188,265	2,286,116
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	3,486,444	4,019,880	4,060,242
Undist. Expenditures - Guidance	11-000-218-XXX	3,163,679	3,161,969	2,992,502
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,898,892	3,617,366	3,840,609
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	737,954	756,548	763,039
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	1,897,897	1,562,232	1,483,154
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	166,229	160,000	160,000
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	2,286,173	2,645,311	2,474,283
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	5,958,914	6,193,188	6,020,165
Undist. Expend. - Central Services	11-000-251-XXX	999,128	1,001,534	1,082,608
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	880,352	1,111,163	1,001,133
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	8,139,236	9,624,971	9,314,672
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	6,323,140	6,673,316	6,839,365
Personal Services - Employee Benefits	11-XXX-XXX-2XX	30,927,828	33,048,119	33,249,050
Total Undistributed Expenditures		84,746,379	91,437,279	90,874,686
Interest Earned On Maintenance Reserve	10-606	0	1,000	1,000
Increase In Maintenance Reserve	10-606	750,000	0	0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Total General Current Expense		149,373,919	155,752,347	156,545,140
Capital Expenditures:				
Equipment	12-XXX-XXX-730	528,787	667,250	485,500
Facilities Acquisition And Const. Serv.	12-000-400-XXX	3,023,200	4,462,459	130,701
Increase In Capital Reserve	10-604	1,426,390	0	0
Interest Deposit To Capital Reserve	10-604	17,297	7,000	7,000
Total Capital Outlay		4,995,674	5,136,709	623,201
Transfer Of Funds To Charter Schools	10-000-100-56X	2,537,672	2,691,668	4,680,205
General Fund Grand Total		156,907,265	163,580,724	161,848,546
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	4,297	0	0
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	56,504	63,692	50,953
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	269,772	310,651	248,521
Nonpublic Handicapped Services	20-XXX-XXX-XXX	181,014	238,981	191,185
Nonpublic Nursing Services	20-XXX-XXX-XXX	91,530	97,380	77,904
Nonpublic Technology Initiative	20-XXX-XXX-XXX	25,992	28,730	22,984
Nonpublic Security Aid	20-XXX-XXX-XXX	23,423	57,350	45,880
Total Other State Projects		648,235	796,784	637,427
Total State Projects	20-XXX-XXX-XXX	648,235	796,784	637,427
Preschool Expansion Grant Instruction	20-220-100-XXX	575,890	723,747	0
Preschool Expansion Grant Support Services	20-220-200-XXX	2,220,005	2,490,291	3,143,507
Preschool Expansion Grant Fac Acquisition And Constr. Services	20-220-400-XXX	99,238	105,783	0
Preschool Expansion Grant	20-220-XXX-XXX	2,895,133	3,319,821	3,143,507
Federal Projects:				
Title I	20-XXX-XXX-XXX	2,728,360	3,656,775	2,925,420
Title II	20-XXX-XXX-XXX	247,492	341,166	272,933
Title III	20-XXX-XXX-XXX	169,759	365,765	292,612

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	2,821,556	2,759,817	2,207,854
Vocational Education	20-XXX-XXX-XXX	0	56,891	45,513
Other	20-XXX-XXX-XXX	462,216	499,833	399,866
Total Federal Projects	20-XXX-XXX-XXX	9,324,516	11,000,068	9,287,705
Total Special Revenue Funds		9,977,048	11,796,852	9,925,132
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	2,668,386	2,594,144	1,650,265
Total Debt Service Funds		2,668,386	2,594,144	1,650,265
Total Expenditures/Appropriations		169,552,699	177,971,720	173,423,943
Total Expenditures Net of Transfers		169,552,699	177,971,720	173,423,943

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	4,353,805	4,869,341	3,369,341	1,869,341
--Repayment of Debt	90,567	60,970	14,573	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	9,763,463	7,841,650	4,298,650	4,305,650
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	750,000	1,500,000	1,001,000	502,000
--Legal Reserve	757,858	250,197	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	\$12,249	\$11,878	\$12,479	\$12,445	\$12,726
Total Classroom Instruction	\$7,959	\$7,633	\$8,049	\$7,719	\$7,995
Classroom-Salaries and Benefits	\$7,500	\$7,376	\$7,745	\$7,408	\$7,681
Classroom-General Supplies and Textbooks	\$413	\$217	\$248	\$253	\$257
Classroom-Purchased Services	\$46	\$39	\$57	\$57	\$56
Total Support Services	\$1,847	\$1,875	\$1,871	\$2,125	\$2,158
Support Services-Salaries and Benefits	\$1,661	\$1,662	\$1,645	\$1,915	\$1,943
Total Administrative Costs	\$1,241	\$1,174	\$1,239	\$1,260	\$1,241
Administration Salaries and Benefits	\$982	\$931	\$947	\$957	\$965
Total Operations and Maintenance of Plant	\$919	\$911	\$1,038	\$1,054	\$1,042
Operations and Maintenance-Salaries and Benefits	\$615	\$620	\$641	\$643	\$656
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$203	\$203	\$197	\$195	\$201
Total Equipment Costs	\$73	\$49	\$62	\$61	\$45
Legal Costs	\$18	\$17	\$26	\$26	\$27
Employee Benefits as a percentage of salaries*	32.93%	34.76%	36.98%	36.16%	35.89%

*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 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.

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Nursing Services	Non-public nursing agreement with Catapult Learning, LLC.	0
Food Services	Food service agreement with a Charter School and Head Start.	0
Others	Use of school facilities by the Clifton Boys and Girls Club for after school programs.	0
Others	Use of school facilities by the City of Clifton and Clifton Recreation Department for community activities and after school programs.	0
Transportation Services, including Fuel	Transportation contracts coordinated by the Northern Region Educational Services Commission.	0
Transportation Services, including Fuel	Transportation services with the City of Clifton, Clifton Recreation Department, Private Schools and HSAs.	0
Transportation Services, including Fuel	Coordination of the purchase of fuel and bulk salt with the City of Clifton.	0
Purchasing	Cooperative bidding services for has and electricity (ACES).	0
Purchasing	Cooperative bidding services for school supplies (Ed Data).	0
Municipal/Public Works	Tree and snow removal and other maintenance activities with the City of Clifton.	0
Municipal/Public Works	Geese control services with the City of Clifton.	0
Municipal/Public Works	Coordination of tree services with the City of Clifton.	0

A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	131,825,895
(B) Estimated Net Taxable Valuation (as of 10/01/16)	5,336,363,109
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	2.4703
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	133,421,953
(E) Estimated Net Taxable Valuation (as of 10/01/16)	5,336,363,109
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	2.5002

B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	131,825,895
(H) Estimated Equalized Valuation (as of 10/01/16)	9,591,874,880
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	1.3743
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	133,421,953
(K) Estimated Equalized Valuation (as of 10/01/16)	9,591,874,880
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	1.3910

NAME=Albert Marchione

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Facilities
Base Annual Salary Amount	\$118,458
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$3,300
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	\$20,760
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of Unused Sick Days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=Albert Marchione

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=An T Hoang

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	Cisco Network Specialist
Base Annual Salary Amount	\$116,863
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
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	\$39,022
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of Unused Sick Days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=An T Hoang

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=Bogdan Krysyna

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Supervisor of Custodians
Base Annual Salary Amount	\$79,574
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
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	\$36,773
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of Unused Sick Days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=Bogdan Krysyna

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=Charles Holland

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	Director of IT
Base Annual Salary Amount	\$144,472
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$3,300
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	\$122,127
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of Unused Sick Days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=Charles Holland

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=Christopher Hoey

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	Network Systems Engineer
Base Annual Salary Amount	\$106,738
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
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	\$52,048
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of Unused Sick Days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=Christopher Hoey

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=Edward Appleton

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$175,500
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	07/01/16
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
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)	\$0
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	Interim SBA - No Payout.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Interim SBA - No Payout.
Contractual Post-Employment Benefit Description of Payout of Personal days	Interim SBA - No Payout.
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Edward Appleton

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=Janina Kusielewicz

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Curriculum
Base Annual Salary Amount	\$155,993
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$3,300
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,223
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$28,553
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of unused sick days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick says
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=Janina Kusielewicz

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=Kathleen MacDonald

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Transportation Supervisor
Base Annual Salary Amount	\$97,138
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$3,300
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	\$26,931
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of Unused Sick Days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=Kathleen MacDonald

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=Mark Tietjen

CATEGORY	MEASURE
Job Title	Assistant Superintendent
Job Title II	
Base Annual Salary Amount	\$166,208
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$7,300
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	\$29,430
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payment for unused sick leave upon retirement.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payment for unused vacation upon retirement
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=Mark Tietjen

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$17,636
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	Waiver of Health Insurance
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=Michael Garrido

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Supervisor of Maintenance
Base Annual Salary Amount	\$81,500
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	07/01/16
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$3,300
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	\$9,896
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of Unused Sick Days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=Michael Garrido

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=Michael Ucci

CATEGORY	MEASURE
Job Title	Assistant Business Administrator
Job Title II	
Base Annual Salary Amount	\$85,000
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	07/01/16
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
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)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$16,703
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of Unused Sick Days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=Michael Ucci

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$7,623
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	Waiver of Health Insurance
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=Patricia Litchfield

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Payroll Supervisor
Base Annual Salary Amount	\$93,366
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$2,300
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	\$17,240
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of unused sick days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation Days Paid Out
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled into sick 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=Patricia Litchfield

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$8,873
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	Waiver of health insurance
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=Renee Blackowski

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Special Ed
Base Annual Salary Amount	\$155,474
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$3,300
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	\$69,426
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of Unused Sick Days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=Renee Blackowski

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 Tardalo

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$177,500
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	07/01/16
End Date of Contract	06/30/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$8,100
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	\$45,052
Contractual Post-Employment Benefit Description of Payout of Sick days	Supplemental compensation from accrued but unused sick leave shall not exceed \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Supplemental compensation from accrued but unused sick leave shall not exceed \$30,052
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick days.
Contractual Post-Employment Benefit Description of Other Benefits 1	

NAME=Richard Tardalo

CATEGORY	MEASURE
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	\$17,636
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	Waiver of Health Insurance
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=Robin Reicher

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Assit Payroll Supervisor
Base Annual Salary Amount	\$77,536
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	15
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	29
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$2,300
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	\$14,302
Contractual Post-Employment Benefit Description of Payout of Sick days	34% of Unused Sick Days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Vacation days paid out.
Contractual Post-Employment Benefit Description of Payout of Personal days	Rolled over into sick 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=Robin Reicher

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$8,873
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	Waiver of Health Insurance
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	