

<b>ENROLLMENT CATEGORIES</b>	<b>10-15-2014 ACTUAL</b>	<b>10-15-2015 ACTUAL</b>	<b>10-15-2016 ESTIMATE</b>
Pupils On Roll Regular Full-Time	1,063.0	1,046.0	1,043.0
Pupils On Roll Special Ed Full-Time	159.0	136.0	136.0
Pupils On Roll SUBTOTAL	1,222.0	1,182.0	1,179.0
Pupils in Private School Placements	11.0	8.0	7.0
Pupils Sent to Other Districts Special Ed	13.0	12.0	13.0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	20,207,241	20,596,385	20,967,313
Total Tuition	10-1300	18,785	20,000	20,000
Rents And Royalties	10-1910	100,340	102,900	103,055
Unrestricted Miscellaneous Revenues	10-1XXX	0	10,000	10,000
Interest Earned On Capital Reserve Funds	10-1XXX	0	2,000	2,000
Other Restricted Miscellaneous Revenues	10-1XXX	64,225	0	0
Subtotal - Revenues From Local Sources		20,390,591	20,731,285	21,102,368
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	23,548	23,548	27,212
Extraordinary Aid	10-3131	267,360	0	0
Categorical Special Education Aid	10-3132	397,703	397,703	394,058
Categorical Security Aid	10-3177	19,204	19,204	21,680
Parcc Readiness Aid	10-3181		0	12,380
Per Pupil Growth Aid	10-3182		0	12,380
Professional Learning Community Aid	10-3183		0	11,620
Other State Aids	10-3XXX	29,632	24,760	0
Subtotal - Revenues From State Sources		737,447	465,215	479,330
Budgeted Fund Balance - Operating Budget				
Transfers From Other Funds	10-5200	528	0	0
Adjustment For Prior Year Encumbrances		0	310,487	0
Actual Revenues (Over)/Under Expenditures		-1,255,898	0	0
Total Operating Budget		19,872,668	22,173,910	22,221,192
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	9,261	4,355	0
Total Revenues From Local Sources	20-1XXX	9,261	4,355	0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Revenues from Federal Sources:				
Title II	20-4451-4455	20,747	20,129	20,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	307,596	260,344	259,738
Total Revenues From Federal Sources		328,343	280,473	279,738
Total Grants And Entitlements		337,604	284,828	279,738
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	968,594	967,275	950,375
Total Revenues From Local Sources		968,594	967,275	950,375
Total Local Repayment Of Debt		968,594	967,275	950,375
Total Repayment Of Debt		968,594	967,275	950,375
Total Revenues/Sources		21,178,866	23,426,013	23,451,305
Total Revenues/Sources Net of Transfers		21,178,866	23,426,013	23,451,305

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	7,073,729	7,369,498	7,564,207
Special Education - Instruction	11-2XX-100-XXX	685,396	724,138	749,268
Basic Skills/Remedial - Instruction	11-230-100-XXX	367,906	415,863	422,251
Bilingual Education - Instruction	11-240-100-XXX	100,454	104,852	36,535
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	62,992	60,919	60,847
School-Sponsored Athletics - Instruction	11-402-100-XXX	60,112	62,346	62,578
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,567,187	1,475,183	1,428,360
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	76,292	78,883	79,994
Undist. Expenditures - Health Services	11-000-213-XXX	230,706	236,945	237,743
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	291,490	486,603	479,907
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	432,503	525,704	455,543
Undist. Expenditures - Guidance	11-000-218-XXX	341,521	340,392	341,672
Undist. Expenditures - Child Study Teams	11-000-219-XXX	541,399	587,289	539,051
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	146,845	167,299	168,505
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	208,568	220,502	221,113
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	10,284	67,620	37,000
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	464,818	626,927	487,484
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	767,265	802,446	814,610
Undist. Expend. - Central Services	11-000-251-XXX	439,493	461,330	442,636
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	407,485	392,960	337,947
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,835,640	2,083,753	1,985,156
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	435,775	513,666	506,772
Personal Services - Employee Benefits	11-XXX-XXX-2XX	3,068,613	3,784,406	3,961,966
Total Undistributed Expenditures		11,265,884	12,851,908	12,525,459
Total General Current Expense		19,616,473	21,589,524	21,421,145

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	64,400	17,781	16,500
Facilities Acquisition And Const. Serv.	12-000-400-XXX	191,795	469,986	681,547
Increase In Capital Reserve	10-604	0	94,619	100,000
Interest Deposit To Capital Reserve	10-604	0	2,000	2,000
Total Capital Outlay		256,195	584,386	800,047
General Fund Grand Total		19,872,668	22,173,910	22,221,192
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	9,261	4,355	0
Federal Projects:				
Title II	20-XXX-XXX-XXX	20,747	20,129	20,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	307,596	260,344	259,738
Total Federal Projects	20-XXX-XXX-XXX	328,343	280,473	279,738
Total Special Revenue Funds		337,604	284,828	279,738
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	968,594	967,275	950,375
Total Debt Service Funds		968,594	967,275	950,375
Total Expenditures/Appropriations		21,178,866	23,426,013	23,451,305
Total Expenditures Net of Transfers		21,178,866	23,426,013	23,451,305

Budget Category	Audited Balance 6-30-2014	Audited Balance 6-30-2015	Estimated Balance 6-30-2016	Estimated Balance 6-30-2017
Unrestricted:				
--General Operating Budget	652,277	669,685	402,325	402,325
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	905,866	2,008,582	2,605,201	2,707,201
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	150,000	250,000	250,000	250,000
--Legal Reserve	676,933	1,039,057	639,494	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	2013-14 Actual Costs	2014-15 Actual Costs	2015-16 Original Budget	2015-16 Revised Budget	2016-17 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,585	\$14,380	\$15,568	\$16,505	\$16,459
Total Classroom Instruction	\$8,834	\$8,288	\$9,034	\$9,298	\$9,560
Classroom-Salaries and Benefits	\$8,233	\$7,823	\$8,469	\$8,755	\$8,919
Classroom-General Supplies and Textbooks	\$238	\$193	\$302	\$268	\$344
Classroom-Purchased Services	\$363	\$272	\$263	\$275	\$298
Total Support Services	\$2,406	\$2,262	\$2,485	\$2,797	\$2,690
Support Services-Salaries and Benefits	\$2,074	\$1,994	\$2,046	\$2,192	\$2,181
Total Administrative Costs	\$2,385	\$2,017	\$2,084	\$2,273	\$2,138
Administration Salaries and Benefits	\$1,790	\$1,619	\$1,750	\$1,824	\$1,852
Total Operations and Maintenance of Plant	\$1,832	\$1,689	\$1,838	\$2,003	\$1,935
Operations and Maintenance-Salaries and Benefits	\$971	\$948	\$1,003	\$1,047	\$1,057
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$129	\$124	\$127	\$134	\$135
Total Equipment Costs	\$339	\$53	\$5	\$15	\$14
Legal Costs	\$60	\$53	\$14	\$52	\$15
Employee Benefits as a percentage of salaries*	25.42%	25.07%	29.97%	29.80%	31.18%

\*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 2015-16 revised appropriations and the 2016-17 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Unusual Revenues and Appropriations

Item	Line Number	Source	Amount	Explanation
1	170	Individuals	20,000	Tuition for PreK Program
1	300	Interest	10,000	Interest on Investments
1	260	PVRHS	75,000	Park Academy Rent
1	340	Capital One	2,000	Interest Earned on Capital Reserve Account
2	260	RVEF	28,055	RVEF Rental of Buildings



Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Business Services	Participates in the ACT telecommunications program offered through NJASBO.	0
Special Education Services	Participates in Region II and III cooperative agreements for Special Education services, Transportation, staff development and training, etc.	0
Special Education Services	River Vale and Montvale have the inter local agreement to share a speech teacher.	0
Custodial and Maintenance Services	Participates in a lease with the Township to have the school's vehicles maintained by the Township.	0
Banking	Participates in Bergen County Banking Consortium (BCBANC) with forty (40) other Board of Educations to secure the best interest rates.	0
Transportation Services, including Fuel	Participates in non-public transportation coordination by the high school through the South Bergen Jointure Commission.	0
Purchasing	Participates in a cooperative gas purchasing program through the Township of River Vale.	0
Purchasing	Participates in the Alliance for Competitive Energy Services (ACES).	0
Purchasing	Participates in Cooperative Bidding interlocal agreement a?? Educational Data Services, MRESC and Hunterdon Co-Op	0
Municipal/Public Works	Participates in a lease with the Township to have the school's fields maintained by the Township.	0
Curriculum Services	Participates in cooperative agreements for region districts share the costs of staff training at an annual professional day.	0
Technology Services	Participates in the federal Universal Service Program (E-rate).	0
Technology Services	Participates in the DRLAP internet services thru MRESC.	0
Insurance Coverages and Benefits	Participates in the Northeast School Board Insurance Group (NESBIG) with forty-four (44) other Board of Educations for property/casualty, employment practices insurance and worker's compensation insurance.	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	20,781,849
(B) Estimated Net Taxable Valuation (as of 10/01/15)	2,067,728,996
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	1.0051
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	21,748,324
(E) Estimated Net Taxable Valuation (as of 10/01/15)	2,067,728,996
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	1.0518
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B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	20,781,849
(H) Estimated Equalized Valuation (as of 10/01/15)	2,004,237,506
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	1.0369
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	21,748,324
(K) Estimated Equalized Valuation (as of 10/01/15)	2,004,237,506
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	1.0851
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NAME=Joelle DeGaetano

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Supervisor CST/Social Wor
Base Annual Salary Amount	\$130,688
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	21
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	16 Holidays and 8 recess
Total Allowances Amount	\$1,210
Total Bonuses Amount	\$1,000
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$1,456
Total Contractual Post-Employment Benefit Amount	\$7,938
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15K and payable at retirement. \$84 per day
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Joelle DeGaetano

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=Kelly Ippolito

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$175,215
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	16 Holidays and 8 recess
Total Allowances Amount	\$5,745
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$488
District Contributions Above Teacher Contract for Retirement Plans	\$4,521
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped and Payable at Retirement Only
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Kelly Ippolito

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=Kenneth Peterson

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Dir. of B&G
Base Annual Salary Amount	\$101,880
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	16 Holidays and 8 recess
Total Allowances Amount	\$2,830
Total Bonuses Amount	\$1,000
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	\$13,020
Contractual Post-Employment Benefit Description of Payout of Sick days	Payment only upon retirement \$84 a day
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Kenneth Peterson

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=Rory McCourt

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$145,000
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	08/20/13
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	16 Holidays and 8 recess
Total Allowances Amount	\$13,502
Total Bonuses Amount	\$21,736
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,930
District Contributions Above Teacher Contract for Retirement Plans	\$2,868
Total Contractual Post-Employment Benefit Amount	\$7,438
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15K upon retirement \$125 per day
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Rory McCourt

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=Thomas O'Gara

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Dir. Of Ed. Technology
Base Annual Salary Amount	\$115,737
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	16 Holidays and 8 recess
Total Allowances Amount	\$2,500
Total Bonuses Amount	\$1,000
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$37
District Contributions Above Teacher Contract for Retirement Plans	\$446
Total Contractual Post-Employment Benefit Amount	\$2,688
Contractual Post-Employment Benefit Description of Payout of Sick days	Payment at Retirement \$84 per day
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Thomas O'Gara

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	
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Additional Comment 1	
Additional Comment 2	
Additional Comment 3	