

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	1,642.0	1,633.0	1,639.0
Pupils On Roll Regular Shared-Time	2.0	5.0	0.0
Pupils On Roll Special Ed Full-Time	228.0	227.0	227.0
Pupils On Roll Special Ed Shared-Time	6.0	6.0	0.0
Pupils On Roll SUBTOTAL	1,878.0	1,871.0	1,866.0
Pupils in Private School Placements	17.0	11.0	12.0
Pupils Sent to Other Districts Special Ed	25.0	26.0	26.0
Pupils Received	10.5	23.5	0.0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	26,544,747	27,211,839	27,951,872
Total Tuition	10-1300	160,000	0	0
Unrestricted Miscellaneous Revenues	10-1XXX	125,978	118,000	161,000
Interest Earned On Capital Reserve Funds	10-1XXX	0	1,755	2,800
Subtotal - Revenues From Local Sources		26,830,725	27,331,594	28,115,672
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	35,899	35,899	40,399
Extraordinary Aid	10-3131	321,105	268,258	268,258
Categorical Special Education Aid	10-3132	997,404	997,404	997,457
Equalization Aid	10-3176	16,038	16,038	15,477
Categorical Security Aid	10-3177	40,567	40,567	46,450
Adjustment Aid	10-3178	1	0	1
Under Adequacy Aid	10-3180		0	14,450
Parcc Readiness Aid	10-3181		0	19,510
Per Pupil Growth Aid	10-3182		0	19,510
Professional Learning Community Aid	10-3183		0	19,150
Other State Aids	10-3XXX	0	53,471	0
Subtotal - Revenues From State Sources		1,411,014	1,411,637	1,440,662
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	0	18,665	24,521
Subtotal - Revenues From Federal Sources		0	18,665	24,521
Budgeted Fund Balance - Operating Budget	10-303	0	247,841	200,000
Adjustment For Prior Year Encumbrances		0	217,815	0
Actual Revenues (Over)/Under Expenditures		-626,554	0	0
Total Operating Budget		27,615,185	29,227,552	29,780,855

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	50,000	2,234	1,300
Total Revenues From Local Sources	20-1XXX	50,000	2,234	1,300
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	313,146	312,996	313,000
Total Revenues From State Sources		313,146	312,996	313,000
Revenues from Federal Sources:				
Title I	20-4411-4416	150,908	162,082	142,000
Title II	20-4451-4455	3,060	72,398	36,000
Title III	20-4491-4494	29,337	68,809	51,200
I.D.E.A. Part B (Handicapped)	20-4420-4429	434,730	468,507	468,500
Total Revenues From Federal Sources		618,035	771,796	697,700
Total Grants And Entitlements		981,181	1,087,026	1,012,000
Repayment of Debt:				
Transfers From Other Funds	40-5200	32,042	0	0
Revenues from Local Sources:				
Local Tax Levy	40-1210	0	706,288	620,896
Local Tax Levy - Premerger Debt	40-1210	626,631	0	0
Total Revenues From Local Sources		626,631	706,288	620,896
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	188,174	174,102	161,270
Budgeted Fund Balance	40-303	0	22,704	58,384
Total Local Repayment Of Debt		846,847	903,094	840,550
Actual Revenues (Over)/Under Expenditures		-44,770	0	0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Total Repayment Of Debt		802,077	903,094	840,550
Total Revenues/Sources		29,398,443	31,217,672	31,633,405
Total Revenues/Sources Net of Transfers		29,398,443	31,217,672	31,633,405

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	8,597,974	8,912,410	8,958,938
Special Education - Instruction	11-2XX-100-XXX	2,758,873	2,791,842	3,015,954
Basic Skills/Remedial - Instruction	11-230-100-XXX	47,275	97,387	99,390
Bilingual Education - Instruction	11-240-100-XXX	100,270	106,120	56,800
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	166,202	213,146	213,920
School-Sponsored Athletics - Instruction	11-402-100-XXX	456,873	496,040	496,605
Summer School	11-422-XXX-XXX	0	87,563	72,959
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,533,100	2,598,246	2,673,583
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	58,880	60,558	61,158
Undist. Expenditures - Health Services	11-000-213-XXX	184,156	236,508	241,172
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	1,263,015	909,571	1,047,672
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	388,808	418,485	438,593
Undist. Expenditures - Guidance	11-000-218-XXX	453,518	430,376	424,518
Undist. Expenditures - Child Study Teams	11-000-219-XXX	670,766	794,733	787,686
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	136,901	187,705	206,933
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	413,136	423,970	383,196
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	8,158	7,915	6,000
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	654,035	636,378	636,197
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	974,595	1,138,768	1,154,772
Undist. Expend. - Central Services	11-000-251-XXX	308,021	360,338	344,232
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	114,855	220,066	195,696
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,089,634	2,234,133	2,278,092
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	660,067	745,347	746,904
Personal Services - Employee Benefits	11-XXX-XXX-2XX	4,187,763	4,809,438	5,024,671
Total Undistributed Expenditures		15,099,408	16,212,535	16,651,075
Total General Current Expense		27,226,875	28,917,043	29,565,641

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	0	21,819	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	388,310	237,075	153,906
Interest Deposit To Capital Reserve	10-604	0	1,755	2,800
Total Capital Outlay		388,310	260,649	156,706
Transfer Of Funds To Charter Schools	10-000-100-56X	0	49,860	58,508
General Fund Grand Total		27,615,185	29,227,552	29,780,855
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	50,000	2,234	1,300
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	20,702	19,643	19,650
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	141,154	141,972	142,000
Nonpublic Handicapped Services	20-XXX-XXX-XXX	106,686	102,877	102,850
Nonpublic Nursing Services	20-XXX-XXX-XXX	33,309	30,960	30,950
Nonpublic Technology Initiative	20-XXX-XXX-XXX	11,295	8,944	8,950
Nonpublic Security Aid	20-XXX-XXX-XXX	0	8,600	8,600
Total Other State Projects		313,146	312,996	313,000
Total State Projects	20-XXX-XXX-XXX	313,146	312,996	313,000
Federal Projects:				
Title I	20-XXX-XXX-XXX	150,908	162,082	142,000
Title II	20-XXX-XXX-XXX	3,060	72,398	36,000
Title III	20-XXX-XXX-XXX	29,337	68,809	51,200
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	434,730	468,507	468,500
Total Federal Projects	20-XXX-XXX-XXX	618,035	771,796	697,700
Total Special Revenue Funds		981,181	1,087,026	1,012,000
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	802,077	903,094	840,550

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Total Debt Service Funds		802,077	903,094	840,550
Total Expenditures/Appropriations		29,398,443	31,217,672	31,633,405
Total Expenditures Net of Transfers		29,398,443	31,217,672	31,633,405

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	533,500	544,640	544,640	344,640
--Repayment of Debt	36,318	81,088	58,384	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	701,912	1,201,912	1,203,667	1,206,467
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	126,287	184,504	184,504	184,504
--Legal Reserve	249,596	247,841	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	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	\$12,218	\$12,855	\$13,551	\$13,738	\$14,011
Total Classroom Instruction	\$7,247	\$7,652	\$8,058	\$8,134	\$8,317
Classroom-Salaries and Benefits	\$7,015	\$7,421	\$7,783	\$7,789	\$8,040
Classroom-General Supplies and Textbooks	\$190	\$155	\$185	\$225	\$174
Classroom-Purchased Services	\$42	\$76	\$90	\$120	\$102
Total Support Services	\$2,041	\$2,240	\$2,338	\$2,260	\$2,331
Support Services-Salaries and Benefits	\$1,585	\$1,617	\$1,894	\$1,824	\$1,826
Total Administrative Costs	\$1,288	\$1,306	\$1,351	\$1,521	\$1,516
Administration Salaries and Benefits	\$986	\$1,032	\$1,043	\$1,178	\$1,207
Total Operations and Maintenance of Plant	\$1,244	\$1,256	\$1,344	\$1,356	\$1,378
Operations and Maintenance-Salaries and Benefits	\$665	\$684	\$716	\$718	\$713
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$391	\$397	\$452	\$459	\$460
Total Equipment Costs	\$49	\$0	\$0	\$12	\$0
Legal Costs	\$52	\$40	\$40	\$40	\$40
Employee Benefits as a percentage of salaries*	25.64%	25.30%	27.81%	27.71%	28.36%

*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	300	Interest	5,000	Interest income
1	740	Greenhouse	1,000	Greenhouse grant
2	740	Whole Kids Garden	300	Whole kids garden grant

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Business Services	Shared services agreement with South Hackensack for Business Office services including payroll	0
Others	ACES Consortium for Energy Costs	0
Transportation Services, including Fuel	South Bergen Jointure Commission	0
Purchasing	ED Data bidding services	0
Municipal/Public Works	School resource officer	0
Technology Services	Shared services agreement with South Hackensack to split a full-time technology person	0

HASBROUCK HEIGHTS BOR	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	27,446,976
(B) Estimated Net Taxable Valuation (as of 10/01/15)	1,551,911,749
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	1.7686
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	28,107,365
(E) Estimated Net Taxable Valuation (as of 10/01/15)	1,551,911,749
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	1.8111

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	27,446,976
(H) Estimated Equalized Valuation (as of 10/01/15)	1,773,873,345
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	1.5473
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	28,107,365
(K) Estimated Equalized Valuation (as of 10/01/15)	1,773,873,345
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	1.5845

TETERBORO BORO	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	159,294
(B) Estimated Net Taxable Valuation (as of 10/01/15)	429,377,130
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.0371
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	162,832
(E) Estimated Net Taxable Valuation (as of 10/01/15)	429,377,130

(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.0379

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	159,294
(H) Estimated Equalized Valuation (as of 10/01/15)	401,110,212
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.0397
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	162,832
(K) Estimated Equalized Valuation (as of 10/01/15)	401,110,212
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.0406

NAME=Dina Messery

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$125,212
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Y
Shared County	03
Shared District	4870
Job Title Other District	Business Administrator
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	23
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	22
Description of Other Contracted Non-Working Days	Holiday recesses
Total Allowances Amount	\$1,640
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	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Payout upon retirement only for unused sick and personal days amount not to exceed \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout upon separation for days earned and not used
Contractual Post-Employment Benefit Description of Payout of Personal days	Payout included with the \$15,000 max allowable upon retirement for sick and personal days
Contractual Post-Employment Benefit Description of Other Benefits 1	

NAME=Dina Messery

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	\$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=Joan Catapane

CATEGORY	MEASURE
Job Title	Administrative Assistant
Job Title II	
Base Annual Salary Amount	\$79,407
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	20
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	22
Description of Other Contracted Non-Working Days	Holiday recesses
Total Allowances Amount	\$0
Total Bonuses Amount	\$1,500
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	Payout upon retirement only for unused sick and personal days amount not to exceed \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout upon separation for days earned and not used
Contractual Post-Employment Benefit Description of Payout of Personal days	Payout included with the \$15,000 max allowable upon retirement for sick and personal
Contractual Post-Employment Benefit Description of Other Benefits 1	

NAME=Joan Catapane

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	\$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=Matthew Helfant

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$153,000
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	07/01/15
End Date of Contract	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	23
Contracted Number of Annual Sick Days	15
Contracted Number of Annual Personal Days	2
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	22
Description of Other Contracted Non-Working Days	Holiday recesses
Total Allowances Amount	\$3,900
Total Bonuses Amount	\$17,840
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	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Payout upon retirement only for unused sick and personal days amount not to exceed \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout upon separation for days earned and not used
Contractual Post-Employment Benefit Description of Payout of Personal days	Payout included with the \$15,000 max allowable upon retirement for sick and personal
Contractual Post-Employment Benefit Description of Other Benefits 1	

NAME=Matthew Helfant

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	\$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=Tamas Mattyasovszky

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$95,763
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	15
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	22
Description of Other Contracted Non-Working Days	Holiday recesses
Total Allowances Amount	\$0
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	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Payout upon retirement only for unused sick and personal days amount not to exceed \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout upon separation for days earned and not used
Contractual Post-Employment Benefit Description of Payout of Personal days	Payout included with the \$15,000 max allowable upon retirement for sick and personal days
Contractual Post-Employment Benefit Description of Other Benefits 1	

NAME=Tamas Mattyasovszky

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	\$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	