

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	2,562.0	2,623.0	2,749.0
Pupils On Roll Special Ed Full-Time	445.0	455.0	472.0
Pupils On Roll Special Ed Shared-Time	1.0		0.0
Pupils On Roll SUBTOTAL	3,008.0	3,078.0	3,221.0
Pupils in Private School Placements	11.0	7.0	7.0
Pupils Sent to Other Districts Regular	0.0	1.0	1.0
Pupils Sent to Other Districts Special Ed	28.0	37.0	52.0
Pupils Received	472.0	521.0	591.0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	30,907,252	31,827,901	32,879,872
Total Tuition	10-1300	6,727,108	7,208,753	7,932,525
Transportation Fees From Other LEAs	10-1420-1440	482,184	715,489	793,825
Unrestricted Miscellaneous Revenues	10-1XXX	289,624	168,300	202,300
Interest Earned On Capital Reserve Funds	10-1XXX	603	700	700
Subtotal - Revenues From Local Sources		38,406,771	39,921,143	41,809,222
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	32,152	41,923	41,923
Extraordinary Aid	10-3131	329,220	300,000	300,000
Categorical Special Education Aid	10-3132	1,350,696	1,378,925	1,378,925
Equalization Aid	10-3176	1,544,866	1,524,741	1,524,741
Categorical Security Aid	10-3177	358,736	377,200	377,200
Under Adequacy Aid	10-3180	0	268,344	268,344
Parcc Readiness Aid	10-3181	0	24,560	24,560
Per Pupil Growth Aid	10-3182	0	24,560	24,560
Professional Learning Community Aid	10-3183	0	25,350	25,350
Other State Aids	10-3XXX	317,464	0	0
State Reimbursement For Lead Testing Of Drinking Water	10-3300		0	10,000
Subtotal - Revenues From State Sources		3,933,134	3,965,603	3,975,603
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	49,719	91,494	113,854
Subtotal - Revenues From Federal Sources		49,719	91,494	113,854
Budgeted Fund Balance - Operating Budget	10-303	2,076,374	1,845,421	1,524,635
Withdrawal From Cap Res-For Local Share	10-307	1,200,000	0	0
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	1,450,000	1,925,000

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Actual Revenues (Over)/Under Expenditures		-1,439,715	0	0
Total Operating Budget		44,226,283	47,273,661	49,348,314
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	16,526	21,931	13,478
Total Revenues From Local Sources	20-1XXX	16,526	21,931	13,478
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	0	65,167	0
Preschool Education Aid	20-3218	291,240	291,240	287,408
Other Restricted Entitlements	20-32XX	312	1,085	0
Total Revenues From State Sources		291,552	357,492	287,408
Revenues from Federal Sources:				
Title I	20-4411-4416	665,441	647,906	505,488
Title II	20-4451-4455	61,440	58,760	44,219
Title III	20-4491-4494	78,212	101,630	61,103
I.D.E.A. Part B (Handicapped)	20-4420-4429	700,673	668,250	534,600
Other	20-4XXX	491,737	638,061	0
Total Revenues From Federal Sources		1,997,503	2,114,607	1,145,410
Total Grants And Entitlements		2,305,581	2,494,030	1,446,296
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	414,688	378,761	402,120
Total Revenues From Local Sources		414,688	378,761	402,120
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	4,517	4,464	4,380

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Budgeted Fund Balance	40-303	0	31,024	0
Total Local Repayment Of Debt		419,205	414,249	406,500
Total Repayment Of Debt		419,205	414,249	406,500
Total Revenues/Sources		46,951,069	50,181,940	51,201,110
Total Revenues/Sources Net of Transfers		46,951,069	50,181,940	51,201,110

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	14,397,046	15,564,993	15,621,420
Special Education - Instruction	11-2XX-100-XXX	3,797,784	3,949,679	4,060,895
Bilingual Education - Instruction	11-240-100-XXX	755,752	794,391	986,533
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	151,075	194,425	194,425
School-Sponsored Athletics - Instruction	11-402-100-XXX	495,542	574,200	627,500
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,632,974	3,643,412	3,534,138
Undist. Expenditures - Health Services	11-000-213-XXX	490,889	558,953	761,460
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	946,044	1,130,874	1,194,469
Undist. Expenditures - Guidance	11-000-218-XXX	844,963	895,684	877,300
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,540,321	1,635,177	1,686,405
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	239,603	243,425	251,915
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	39,096	80,440	60,700
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	1,166,019	1,239,085	1,329,959
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,385,951	1,358,986	1,428,266
Undist. Expend. - Central Services	11-000-251-XXX	389,935	428,679	435,882
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	643,386	511,563	465,333
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,297,145	2,787,173	2,819,399
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,181,913	1,254,035	1,449,959
Personal Services - Employee Benefits	11-XXX-XXX-2XX	7,098,894	8,523,486	9,095,820
Undistributed Expenditures-Food Services	11-000-310-930	0	261,283	250,000
Total Undistributed Expenditures		20,897,133	24,552,255	25,641,005
Total General Current Expense		40,494,332	45,629,943	47,131,778
Capital Expenditures:				
Equipment	12-XXX-XXX-730	140,137	120,000	250,000
Facilities Acquisition And Const. Serv.	12-000-400-XXX	1,450,463	1,456,801	1,931,801

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Increase In Capital Reserve	10-604	2,059,419	0	0
Interest Deposit To Capital Reserve	10-604	603	700	700
Total Capital Outlay		3,650,622	1,577,501	2,182,501
Transfer Of Funds To Charter Schools	10-000-100-56X	81,329	66,217	34,035
General Fund Grand Total		44,226,283	47,273,661	49,348,314
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	16,526	21,931	13,478
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	234,580	234,580	230,748
Support Services	20-218-200-XXX	56,660	121,827	56,660
Total Preschool Education Aid	20-218-XXX-XXX	291,240	356,407	287,408
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	312	300	0
Nonpublic Nursing Services	20-XXX-XXX-XXX	0	500	0
Nonpublic Technology Initiative	20-XXX-XXX-XXX	0	135	0
Nonpublic Security Aid	20-XXX-XXX-XXX	0	150	0
Total Other State Projects		312	1,085	0
Total State Projects	20-XXX-XXX-XXX	291,552	357,492	287,408
Federal Projects:				
Title I	20-XXX-XXX-XXX	665,441	647,906	505,488
Title II	20-XXX-XXX-XXX	61,440	58,760	44,219
Title III	20-XXX-XXX-XXX	78,212	101,630	61,103
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	700,673	668,250	534,600
Other	20-XXX-XXX-XXX	491,737	638,061	0
Total Federal Projects	20-XXX-XXX-XXX	1,997,503	2,114,607	1,145,410
Total Special Revenue Funds		2,305,581	2,494,030	1,446,296
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	419,205	414,249	406,500

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Total Debt Service Funds		419,205	414,249	406,500
Total Expenditures/Appropriations		46,951,069	50,181,940	51,201,110
Total Expenditures Net of Transfers		46,951,069	50,181,940	51,201,110

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	841,960	885,778	889,380	889,380
--Repayment of Debt	31,025	31,025	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	3,252,140	4,112,162	2,662,862	738,562
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	3,921,795	3,370,056	1,524,635	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	\$11,987	\$12,574	\$13,170	\$13,356	\$13,181
Total Classroom Instruction	\$8,041	\$8,233	\$8,619	\$8,651	\$8,467
Classroom-Salaries and Benefits	\$7,640	\$7,791	\$8,074	\$8,113	\$8,017
Classroom-General Supplies and Textbooks	\$175	\$205	\$234	\$226	\$178
Classroom-Purchased Services	\$226	\$237	\$311	\$312	\$272
Total Support Services	\$1,596	\$1,673	\$1,770	\$1,823	\$1,816
Support Services-Salaries and Benefits	\$1,163	\$1,178	\$1,253	\$1,260	\$1,207
Total Administrative Costs	\$1,165	\$1,426	\$1,364	\$1,374	\$1,368
Administration Salaries and Benefits	\$902	\$991	\$961	\$966	\$980
Total Operations and Maintenance of Plant	\$846	\$893	\$1,023	\$1,027	\$992
Operations and Maintenance-Salaries and Benefits	\$450	\$508	\$493	\$496	\$470
Board Contribution to Food Services	\$0	\$0	\$0	\$85	\$78
Total Extracurricular Costs	\$270	\$264	\$304	\$306	\$309
Total Equipment Costs	\$17	\$48	\$28	\$39	\$78
Legal Costs	\$14	\$28	\$24	\$30	\$34
Employee Benefits as a percentage of salaries*	26.05%	27.97%	31.86%	31.98%	32.59%

*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)
Transportation Services, including Fuel	District Transportation - Fairview	0
Municipal/Public Works	Borough of Cliffside Park - Interlocal municipal services	0

A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	32,353,886
(B) Estimated Net Taxable Valuation (as of 10/01/16)	2,761,817,249
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	1.1715
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	32,744,327
(E) Estimated Net Taxable Valuation (as of 10/01/16)	2,761,817,249
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	1.1856

B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	32,353,886
(H) Estimated Equalized Valuation (as of 10/01/16)	3,059,555,662
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	1.0575
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	32,744,327
(K) Estimated Equalized Valuation (as of 10/01/16)	3,059,555,662
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	1.0702

NAME=Frank Savastano

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Information S
Base Annual Salary Amount	\$79,400
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	06/30/18
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	26
Description of Other Contracted Non-Working Days	Holiday/Recesses
Total Allowances Amount	\$0
Total Bonuses Amount	\$700
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	\$4,500
Contractual Post-Employment Benefit Description of Payout of Sick days	Max. per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	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=Frank Savastano

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=Jenna Russo

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Special Servi
Base Annual Salary Amount	\$125,000
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	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	26
Description of Other Contracted Non-Working Days	Holiday/Recesses
Total Allowances Amount	\$1,100
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	\$0
Contractual Post-Employment Benefit Description of Payout of Sick days	No Payout
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	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=Jenna Russo

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=Johnny Dominguez

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Technology
Base Annual Salary Amount	\$88,660
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	06/01/18
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	26
Description of Other Contracted Non-Working Days	Holiday/Recesses
Total Allowances Amount	\$0
Total Bonuses Amount	\$700
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	\$4,500
Contractual Post-Employment Benefit Description of Payout of Sick days	Max. per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	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=Johnny Dominguez

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=Louis Alfano

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$120,500
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	06/30/18
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	26
Description of Other Contracted Non-Working Days	Holiday/Recesses
Total Allowances Amount	\$1,000
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	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Max. per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	20 days x \$ per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	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=Louis Alfano

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 Romagnino

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$157,500
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	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	26
Description of Other Contracted Non-Working Days	Holiday/Recesses
Total Allowances Amount	\$3,950
Total Bonuses Amount	\$0
Total Stipends Amount	\$23,609
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	Max. per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	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=Michael Romagnino

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	
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Additional Comment 1	
Additional Comment 2	
Additional Comment 3	