

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	2,693.0	2,674.0	2,881.0
On Roll Regular Shared-Time		2.0	0.0
On Roll Special Ed Full-Time	473.0	483.0	589.0
On Roll Special Ed Shared-Time		1.0	0.0
On Roll Subtotal	3,166.0	3,160.0	3,470.0
In Private School Placements	13.5	11.0	19.0
Sent to Other Districts Regular	1.0	0.0	0.0
Sent to Other Districts Special Ed	30.0	41.0	32.0
Received	551.0	555.5	557.0
In State Facilities		1.0	0.0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	32,879,872	34,180,255	35,225,237
Total Tuition	10-1300	7,980,012	8,496,271	8,289,138
Transportation Fees From Other LEAs	10-1420-1440	861,737	933,215	832,500
Unrestricted Miscellaneous Revenues	10-1XXX	308,237	312,021	124,120
Interest Earned On Capital Reserve Funds	10-1XXX	5,113	1,000	10,000
Subtotal - Revenues From Local Sources		42,034,971	43,922,762	44,480,995
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	41,923	323,598	323,598
Extraordinary Aid	10-3131	474,013	400,000	525,000
Categorical Special Education Aid	10-3132	1,378,925	1,923,091	1,923,091
Equalization Aid	10-3176	1,769,000	1,769,000	2,178,852
Categorical Security Aid	10-3177	377,200	926,208	926,208
Under Adequacy Aid	10-3180	268,344	0	0
PARCC Readiness Aid	10-3181	24,560	0	0
Per Pupil Growth Aid	10-3182	24,560	0	0
Professional Learning Community Aid	10-3183	25,350	0	0
State Reimbursement For Lead Testing Of Drinking Water	10-3300	4,520	0	0
Subtotal - Revenues From State Sources		4,388,395	5,341,897	5,876,749
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	12,192	122,141	127,813
ARRA/SEMI Revenue	10-4210	115,110	0	0
Subtotal - Revenues From Federal Sources		127,302	122,141	127,813
Budgeted Fund Balance - Operating Budget	10-303	1,524,635	1,273,148	1,095,823

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Withdrawal From Cap Res-For Local Share	10-307	1,925,000	0	0
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	2,200,000	2,500,000
Adjustment For Prior Year Encumbrances		0	499,489	0
Actual Revenues (Over)/Under Expenditures		-14,411	0	0
Total Operating Budget		49,985,892	53,359,437	54,081,380
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	13,478	20,500	20,000
Total Revenues From Local Sources	20-1XXX	13,478	20,500	20,000
Revenues from State Sources:				
Preschool Education Aid	20-3218	287,408	274,400	288,478
Other Restricted Entitlements	20-32XX	98,385	151,615	0
Total Revenues From State Sources		385,793	426,015	288,478
Revenues from Federal Sources:				
Title I	20-4411-4416	647,349	708,051	678,162
Title II	20-4451-4455	95,106	101,184	101,184
Title III	20-4491-4494	85,104	92,042	92,042
I.D.E.A. Part B (Handicapped)	20-4420-4429	671,177	699,999	699,999
Other	20-4XXX	158,130	500,000	500,000
Total Revenues From Federal Sources		1,656,866	2,101,276	2,071,387
Total Grants And Entitlements		2,056,137	2,547,791	2,379,865
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	402,120	393,958	385,303

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Total Revenues From Local Sources		402,120	393,958	385,303
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	4,380	4,291	4,197
Budgeted Fund Balance	40-303	0	1	0
Total Local Repayment Of Debt		406,500	398,250	389,500
Total Repayment Of Debt		406,500	398,250	389,500
Total Revenues/Sources		52,448,529	56,305,478	56,850,745
Total Revenues/Sources Net of Transfers		52,448,529	56,305,478	56,850,745

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	15,666,016	15,972,286	16,525,741
Special Education - Instruction	11-2XX-100-XXX	4,235,149	4,629,952	5,066,084
Bilingual Education - Instruction	11-240-100-XXX	1,125,992	1,142,381	1,169,907
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	165,255	194,425	166,000
School-Sponsored Athletics - Instruction	11-402-100-XXX	573,289	580,850	646,600
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,885,875	4,234,947	2,917,273
Undist. Expenditures - Health Services	11-000-213-XXX	703,739	411,173	422,509
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	1,187,215	1,356,233	1,371,614
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	0	361,084	335,823
Undist. Expenditures - Guidance	11-000-218-XXX	1,194,934	1,075,307	975,302
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,711,843	1,830,623	1,971,194
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	252,611	303,576	334,415
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	55,992	57,962	65,000
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	1,135,894	1,331,159	1,350,916
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,418,238	1,561,846	1,596,381
Undist. Expend. - Central Services	11-000-251-XXX	451,676	494,165	505,979
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	533,083	608,281	567,671
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,543,742	3,080,634	2,957,639
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,560,090	1,616,134	1,740,580
Personal Services - Employee Benefits	11-XXX-XXX-2XX	8,148,391	9,685,058	10,221,791
Undistributed Expenditures-Food Services	11-000-310-930	251,935	250,000	382,000
Total Undistributed Expenditures		24,035,258	28,258,182	27,716,087
Total General Current Expense		45,800,959	50,778,076	51,290,419

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Expenditures:				
Equipment	12-XXX-XXX-730	248,640	197,724	249,850
Facilities Acquisition And Const. Serv.	12-000-400-XXX	1,393,983	2,359,629	2,506,801
Increase In Capital Reserve	10-604	2,518,205	0	0
Interest Deposit To Capital Reserve	10-604	5,113	1,000	10,000
Total Capital Outlay		4,165,941	2,558,353	2,766,651
Transfer Of Funds To Charter Schools	10-000-100-56X	18,992	23,008	24,310
General Fund Grand Total		49,985,892	53,359,437	54,081,380
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	13,478	20,500	20,000
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	209,978	234,149	248,227
Support Services	20-218-200-XXX	77,430	40,251	40,251
Total Preschool Education Aid	20-218-XXX-XXX	287,408	274,400	288,478
Other State Projects:				
Other	20-XXX-XXX-XXX	98,385	151,615	0
Total Other State Projects		98,385	151,615	0
Total State Projects	20-XXX-XXX-XXX	385,793	426,015	288,478
Federal Projects:				
Title I	20-XXX-XXX-XXX	647,349	708,051	678,162
Title II	20-XXX-XXX-XXX	95,106	101,184	101,184
Title III	20-XXX-XXX-XXX	85,104	92,042	92,042
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	671,177	699,999	699,999
Other	20-XXX-XXX-XXX	158,130	500,000	500,000
Total Federal Projects	20-XXX-XXX-XXX	1,656,866	2,101,276	2,071,387
Total Special Revenue Funds		2,056,137	2,547,791	2,379,865

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	406,500	398,250	389,500
Total Debt Service Funds		406,500	398,250	389,500
Total Expenditures/Appropriations		52,448,529	56,305,478	56,850,745
Total Expenditures Net of Transfers		52,448,529	56,305,478	56,850,745

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
Unrestricted	General Operating Budget	1,026,287	1,157,661	1,118,225	1,052,199
Unrestricted	Repayment of Debt	1	1	0	0
Restricted for General Operating Budget	Capital Reserve	4,269,904	4,868,222	2,669,222	179,222
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	0	0	0	0
Restricted for General Operating Budget	Legal Reserve	2,758,347	2,263,509	1,029,797	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0



Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$12,884	\$13,376	\$13,714	\$14,309	\$13,516
Total Classroom Instruction	\$8,282	\$8,600	\$8,727	\$9,061	\$8,662
Classroom-Salaries and Benefits	\$7,740	\$7,939	\$8,240	\$8,500	\$8,143
Classroom-General Supplies and Textbooks	\$236	\$382	\$185	\$240	\$143
Classroom-Purchased Services	\$307	\$280	\$302	\$320	\$377
Total Support Services	\$1,804	\$1,970	\$1,963	\$2,062	\$1,895
Support Services-Salaries and Benefits	\$1,232	\$1,360	\$1,293	\$1,354	\$1,223
Total Administrative Costs	\$1,326	\$1,341	\$1,451	\$1,516	\$1,392
Administration Salaries and Benefits	\$952	\$977	\$1,053	\$1,079	\$1,004
Total Operations and Maintenance of Plant	\$926	\$938	\$1,029	\$1,103	\$969
Operations and Maintenance-Salaries and Benefits	\$509	\$537	\$502	\$516	\$465
Board Contribution to Food Services	\$156	\$81	\$77	\$79	\$110
Total Extracurricular Costs	\$297	\$288	\$293	\$301	\$287
Total Equipment Costs	\$39	\$80	\$56	\$63	\$72
Legal Costs	\$28	\$28	\$37	\$38	\$42
Employee Benefits as a percentage of salaries*	28.28%	28.71%	32.58%	32.78%	33.11%

\*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 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 2018-19 revised appropriations and the 2019-20 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 of Fairview	0
Municipal/Public Works	Borough of Cliffside Park - Interlocal municipal services	0

ID=Cliffside Park Bor

Category	Amount
(A) General Fund School Levy	34,702,746
(D) Total School Levy	35,092,377
(B) Estimated Net Taxable Valuation (as of 10/01/18)	2,820,346,370
(H) Estimated Equalized Valuation (as of 10/01/18)	3,310,422,360
(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.2304
(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.2443
(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.0483
(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.0601

Name=Frank Savastano

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of IS
Base Annual Salary Amount	\$79,400
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/18
End Date of Contract	06/30/19
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	Holidays/Recess
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	Maximum 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	None Reported

Name=Frank Savastano

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

Name=Jenna Russo

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Special Servi
Base Annual Salary Amount	\$127,500
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/18
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	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	Holidays/Recess
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	None Reported

Name=Jenna Russo

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

Name=Johnny Dominguez

Category	Measure
Job Title	Information Technology
Job Title II	Director of IT
Base Annual Salary Amount	\$87,960
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/18
End Date of Contract	06/30/19
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	Holidays/Recess
Total Allowances Amount	\$0
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	\$4,500
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum 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	None Reported



Name=Johnny Dominguez

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

Name=Louis Alfano

Category	Measure
Job Title	Business Administrator
Job Title II	Board Secretary
Base Annual Salary Amount	\$130,300
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/18
End Date of Contract	06/30/19
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	Holidays/Recess
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	Maximum 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	None Reported

Name=Louis Alfano

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

Name=Michael Romagnino

Category	Measure
Job Title	Superintendent
Job Title II	None Reported
Base Annual Salary Amount	\$208,627
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/21
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/Recess
Total Allowances Amount	\$5,275
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	Maximum 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	None Reported

Name=Michael Romagnino

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