

ENROLLMENT CATEGORIES	10-15-2013 ACTUAL	10-15-2014 ACTUAL	10-15-2015 ESTIMATE
Pupils On Roll Regular Full-Time	728.0	671.0	664.0
Pupils On Roll Special Ed Full-Time	89.0	94.0	100.0
Pupils On Roll SUBTOTAL	817.0	765.0	764.0
Pupils in Private School Placements	11.0	8.0	0.0
Pupils Sent to Other Districts Regular	338.0	331.0	328.0
Pupils Sent to Other Districts Special Ed	61.0	64.5	68.0

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	12,609,251	12,919,163	13,258,492
Rents And Royalties	10-1910	43,725	90,650	90,000
Unrestricted Miscellaneous Revenues	10-1XXX	12,530	4,600	5,250
Interest Earned On Maintenance Reserve	10-1XXX	0	250	250
Interest Earned On Capital Reserve Funds	10-1XXX	517	1,000	500
Other Restricted Miscellaneous Revenues	10-1XXX	0	0	7,910
Subtotal - Revenues From Local Sources		12,666,023	13,015,663	13,362,402
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	309,702	309,702	309,702
Extraordinary Aid	10-3131	53,332	55,000	55,000
Categorical Special Education Aid	10-3132	763,471	763,471	763,471
Equalization Aid	10-3176	4,672,930	4,672,930	4,672,930
Categorical Security Aid	10-3177	105,232	105,232	105,232
Adjustment Aid	10-3178	32,369	32,369	32,369
Other State Aids	10-3XXX	26,746	23,600	23,600
Subtotal - Revenues From State Sources		5,963,782	5,962,304	5,962,304
Budgeted Fund Balance - Operating Budget	10-303	16,250	10,024	0
Withdrawal From Cap Res-For Local Share	10-307	0	387,859	500
Withdrawal From Maint. Reserve	10-310	6,685	0	250
Withdrawal From Tuition Reserve-For Tuition Adj.	10-311	0	0	100,000
Adjustment For Prior Year Encumbrances		0	9,529	0
Actual Revenues (Over)/Under Expenditures		-133,054	0	0
Total Operating Budget		18,519,686	19,385,379	19,425,456
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	6,642	2,000	2,000

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Total Revenues From Local Sources	20-1XXX	6,642	2,000	2,000
Revenues from Federal Sources:				
Title I	20-4411-4416	48,989	31,517	31,517
Title II	20-4451-4455	26,152	16,184	16,184
I.D.E.A. Part B (Handicapped)	20-4420-4429	253,793	216,253	216,253
Total Revenues From Federal Sources		328,934	263,954	263,954
Total Grants And Entitlements		335,576	265,954	265,954
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	543,598	536,107	520,240
Total Revenues From Local Sources		543,598	536,107	520,240
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	186,159	184,348	178,523
Budgeted Fund Balance	40-303	0	1,107	0
Total Local Repayment Of Debt		729,757	721,562	698,763
Actual Revenues (Over)/Under Expenditures		-1,107	0	0
Total Repayment Of Debt		728,650	721,562	698,763
Total Revenues/Sources		19,583,912	20,372,895	20,390,173
Total Revenues/Sources Net of Transfers		19,583,912	20,372,895	20,390,173

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	4,502,409	4,351,179	4,343,762
Special Education - Instruction	11-2XX-100-XXX	616,111	751,152	768,256
Basic Skills/Remedial - Instruction	11-230-100-XXX	110,999	171,430	179,332
Bilingual Education - Instruction	11-240-100-XXX	20,566	54,320	55,406
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	9,301	10,000	10,000
School-Sponsored Athletics - Instruction	11-402-100-XXX	5,000	5,000	5,000
Summer School	11-422-XXX-XXX	9,752	8,927	9,725
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	6,245,487	6,783,623	6,659,395
Undist. Expenditures - Health Services	11-000-213-XXX	175,125	172,370	175,958
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	217,033	207,462	209,720
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	147,770	221,086	223,499
Undist. Expenditures - Guidance	11-000-218-XXX	127,285	129,909	134,219
Undist. Expenditures - Child Study Teams	11-000-219-XXX	296,478	262,542	272,746
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	67,327	98,817	100,940
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	167,619	142,064	150,108
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	336,117	269,871	264,046
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	493,329	491,299	483,555
Undist. Expend. - Central Services	11-000-251-XXX	205,729	202,090	198,993
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	9,833	7,861	11,066
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,209,408	1,160,636	1,252,336
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	941,844	924,360	1,110,824
Personal Services - Employee Benefits	11-XXX-XXX-2XX	2,275,114	2,454,275	2,596,246
Total Undistributed Expenditures		12,915,498	13,528,265	13,843,651
Interest Earned On Maintenance Reserve	10-606	0	250	250
Total General Current Expense		18,189,636	18,880,523	19,215,382

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	26,725	0	28,015
Facilities Acquisition And Const. Serv.	12-000-400-XXX	45,858	52,261	96,990
Capital Reserve - Transfer To Capital Projects	12-000-400-931	0	387,859	0
Increase In Capital Reserve	10-604	200,000	0	0
Interest Deposit To Capital Reserve	10-604	517	1,000	500
Total Capital Outlay		273,100	441,120	125,505
Transfer Of Funds To Charter Schools	10-000-100-56X	56,950	63,736	84,569
General Fund Grand Total		18,519,686	19,385,379	19,425,456
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	6,642	2,000	2,000
Federal Projects:				
Title I	20-XXX-XXX-XXX	48,989	31,517	31,517
Title II	20-XXX-XXX-XXX	26,152	16,184	16,184
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	253,793	216,253	216,253
Total Federal Projects	20-XXX-XXX-XXX	328,934	263,954	263,954
Total Special Revenue Funds		335,576	265,954	265,954
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	728,650	721,562	698,763
Total Debt Service Funds		728,650	721,562	698,763
Total Expenditures/Appropriations		19,583,912	20,372,895	20,390,173
Total Expenditures Net of Transfers		19,583,912	20,372,895	20,390,173

Budget Category	Audited Balance 6-30-2013	Audited Balance 6-30-2014	Estimated Balance 6-30-2015	Estimated Balance 6-30-2016
Unrestricted:				
--General Operating Budget	384,650	405,868	355,766	355,766
--Repayment of Debt	0	1,107	0	0
Restricted for Specific Purposes- General Operating Budget:				
--Capital Reserve	501,003	701,520	314,661	314,661
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	100,000	93,315	93,565	93,565
--Legal Reserve	13,943	0	0	0
--Tuition Reserve	0	100,000	100,000	0
--Current Expense Emergency Reserve	0	0	0	0
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2012-13 Actual Costs	2013-14 Actual Costs	2014-15 Original Budget	2014-15 Revised Budget	2015-16 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$12,619	\$13,692	\$13,746	\$14,704	\$15,083
Total Classroom Instruction	\$8,006	\$8,483	\$8,836	\$9,356	\$9,557
Classroom-Salaries and Benefits	\$7,620	\$8,064	\$8,324	\$8,798	\$9,013
Classroom-General Supplies and Textbooks	\$286	\$282	\$318	\$383	\$360
Classroom-Purchased Services	\$99	\$137	\$194	\$174	\$184
Total Support Services	\$1,702	\$1,890	\$1,783	\$1,974	\$2,043
Support Services-Salaries and Benefits	\$1,534	\$1,659	\$1,231	\$1,317	\$1,359
Total Administrative Costs	\$1,380	\$1,584	\$1,481	\$1,614	\$1,609
Administration Salaries and Benefits	\$1,084	\$1,214	\$1,267	\$1,328	\$1,321
Total Operations and Maintenance of Plant	\$1,515	\$1,711	\$1,620	\$1,733	\$1,847
Operations and Maintenance-Salaries and Benefits	\$774	\$856	\$719	\$772	\$713
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$9	\$23	\$25	\$27	\$27
Total Equipment Costs	\$0	\$33	\$0	\$0	\$37
Legal Costs	\$47	\$88	\$37	\$40	\$48
Employee Benefits as a percentage of salaries*	30.06%	31.53%	36.35%	35.90%	38.03%

*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 2014-15 revised appropriations and the 2015-16 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.

Item	Line Number	Source	Amount	Explanation
1	300	Local	6,000	Building use fees
1	740	LOCAL	2,000	Safety Grant Eligibility through Insurance carrier
1	500	State of NJ	23,600	PARCC Readiness and Per Pupil Growth Aid.

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Custodial and Maintenance Services	Supervisor of Buildings and Grounds shared w/ Hackettstown	0
Superintendent and Assistant Sup.	Shared Superintendent w/ Hackettstown	0
Purchasing	Cooperative Purchasing programs offered by local districts	0
Curriculum Services	Director of Curriculum shared w/Hackettstown	0

INDEPENDENCE TOWNSHIP	
A. Estimated 15-16 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	4,297,522
(B) Estimated Net Taxable Valuation (as of 01/01/15)	500,539,400
(C) Estimated 15-16 General Fund School Tax Rate=(A)/(B)x100	0.8586
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	4,466,149
(E) Estimated Net Taxable Valuation (as of 01/01/15)	500,539,400
(F) Estimated 15-16 Total School Tax Rate=(D)/(E)x100	0.8923

B. Estimated 15-16 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	4,297,522
(H) Estimated Equalized Valuation (as of 10/01/14)	559,332,935
(I) Estimated 15-16 Equalized General Fund School Tax Rate=(G)/(H)x100	0.7683
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	4,466,149
(K) Estimated Equalized Valuation (as of 10/01/14)	559,332,935
(L) Estimated 15-16 Equalized Total School Tax Rate=(J)/(K)x100	0.7985

LIBERTY TOWNSHIP	
A. Estimated 15-16 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	2,331,725
(B) Estimated Net Taxable Valuation (as of 01/01/15)	268,874,400
(C) Estimated 15-16 General Fund School Tax Rate=(A)/(B)x100	0.8672
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	2,423,218
(E) Estimated Net Taxable Valuation (as of 01/01/15)	268,874,400

(F) Estimated 15-16 Total School Tax Rate=(D)/(E)x100	0.9012

B. Estimated 15-16 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	2,331,725
(H) Estimated Equalized Valuation (as of 10/01/14)	257,432,448
(I) Estimated 15-16 Equalized General Fund School Tax Rate=(G)/(H)x100	0.9058
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	2,423,218
(K) Estimated Equalized Valuation (as of 10/01/14)	257,432,448
(L) Estimated 15-16 Equalized Total School Tax Rate=(J)/(K)x100	0.9413

NAME=David C. Mango

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	HSD/GMRSD
Base Annual Salary Amount	\$78,000
Full-Time Equivalent (FTE)	0.5
Shared with Another District?	Y
Shared County	41
Shared District	1870
Job Title Other District	Superintendent/Shared
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	10/01/12
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	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
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	\$0
Contractual Post-Employment Benefit Description of Payout of Sick days	Shared Superintendent -no payment obligation
Contractual Post-Employment Benefit Description of Payout of Vacation days	Shared Superintendent -no payment obligation
Contractual Post-Employment Benefit Description of Payout of Personal days	Shared Superintendent -no payment obligation
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=David C. Mango

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=Debra Grigoletti

CATEGORY	MEASURE
Job Title	Vice Principal
Job Title II	
Base Annual Salary Amount	\$72,800
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	09/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	200
Contracted Number of Annual Vacation Days	0
Contracted Number of Annual Sick Days	10
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0

NAME=Debra Grigoletti

CATEGORY	MEASURE
Description of Other Contracted Non-Working Days	
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	\$5,460
Contractual Post-Employment Benefit Description of Payout of Sick days	Max @ 1/200 cap not to exceed 7K
Contractual Post-Employment Benefit Description of Payout of Vacation days	10 Month Employee Vaca = N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	Personal = 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	
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=Israel Marmolejos, Jr.

CATEGORY	MEASURE
Job Title	Principal
Job Title II	GMRMS
Base Annual Salary Amount	\$108,077
Full-Time Equivalent (FTE)	1.0

NAME=Israel Marmolejos, Jr.

CATEGORY	MEASURE
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	0
Description of Other Contracted Non-Working Days	
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	\$2,805
Total Contractual Post-Employment Benefit Amount	\$16,200
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at Max amount @ 1/260
Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped @ Max total based on 1/260
Contractual Post-Employment Benefit Description of Payout of Personal days	Capped @ Max total based on 1/260
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	
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	

NAME=Israel Marmolejos, Jr.

CATEGORY	MEASURE
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 Mai

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$90,000
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	06/30/16
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	0
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$1,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0

NAME=Michael Mai

CATEGORY	MEASURE
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	\$9,375
Contractual Post-Employment Benefit Description of Payout of Sick days	Per Diem based on 1/260
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem based on 1/260
Contractual Post-Employment Benefit Description of Payout of Personal days	Per Diem based on 1/260
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	
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=Timothy Havlusch

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	Interim
Base Annual Salary Amount	\$90,000
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	

NAME=Timothy Havlusch

CATEGORY	MEASURE
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	0
Contracted Number of Annual Sick Days	0
Contracted Number of Annual Personal Days	0
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$990
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 and not due any benefits beyond per diem rate
Contractual Post-Employment Benefit Description of Payout of Vacation days	Interim and not due any benefits beyond per diem rate
Contractual Post-Employment Benefit Description of Payout of Personal days	Interim and not due any benefits beyond per diem rate
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	
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	

NAME=Timothy Havlusch

CATEGORY	MEASURE
Additional Comment 2	
Additional Comment 3	