# Advertised Enrollments



| ENROLLMENT CATEGORIES | 10-15-2014 ACTUAL | 10-15-2015 ACTUAL | 10-15-2016 ESTIMATE |
|---|---|---|---|
| Pupils On Roll Regular Full-Time | 835.0 | 809.0 | 801.0 |
| Pupils On Roll Special Ed Full-Time | 137.0 | 127.0 | 191.0 |
| Pupils On Roll SUBTOTAL | 972.0 | 936.0 | 992.0 |
| Pupils in Private School Placements | 13.0 | 12.0 | 0.0 |
| Pupils Sent to Other Districts Regular | 240.5 | 237.0 | 299.0 |
| Pupils Sent to Other Districts Special Ed | 49.0 | 52.5 | 0.0 |
| Pupils Received | 19.0 | 22.0 | 0.0 |

# Advertised Revenues



| Budget Category | Account | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|---|---|---|---|---|
| Operating Budget: | | | | |
| Revenues from Local Sources: | | | | |
| Local Tax Levy | 10-1210 | 17,481,253 | 17,699,769 | 18,053,764 |
| Total Tuition | 10-1300 | 38,070 | 40,000 | 41,000 |
| Unrestricted Miscellaneous Revenues | 10-1XXX | 378,161 | 320,225 | 325,991 |
| Interest Earned On Capital Reserve Funds | 10-1XXX | 258 | 0 | 0 |
| Subtotal - Revenues From Local Sources | | 17,897,742 | 18,059,994 | 18,420,755 |
| | | | | |
| Revenues from State Sources: | | | | |
| Categorical Transportation Aid | 10-3121 | 640,100 | 640,100 | 635,819 |
| Extraordinary Aid | 10-3131 | 50,010 | 73,370 | 43,487 |
| Categorical Special Education Aid | 10-3132 | 702,643 | 702,643 | 715,271 |
| Categorical Security Aid | 10-3177 | 105,026 | 105,026 | 106,676 |
| Adjustment Aid | 10-3178 | 134,141 | 134,141 | 134,141 |
| Parcc Readiness Aid | 10-3181 | | 0 | 12,400 |
| Per Pupil Growth Aid | 10-3182 | | 0 | 12,400 |
| Professional Learning Community Aid | 10-3183 | | 0 | 12,350 |
| Other State Aids | 10-3XXX | 37,996 | 24,800 | 0 |
| Subtotal - Revenues From State Sources | | 1,669,916 | 1,680,080 | 1,672,544 |
| | | | | |
| Revenues from Federal Sources: | | | | |
| Medicaid Reimbursement | 10-4200 | 0 | 0 | 14,639 |
| Subtotal - Revenues From Federal Sources | | 0 | 0 | 14,639 |
| | | | | |
| Budgeted Fund Balance - Operating Budget | 10-303 | 0 | 665,000 | 684,833 |
| Withdrawal From Tuition Reserve-For Tuition Adj. | 10-311 | 0 | 0 | 424,190 |
| Other Financing Sources | 10-5XXX | 424,190 | 0 | 0 |
| Actual Revenues (Over)/Under Expenditures | | 67,495 | 0 | 0 |
| Total Operating Budget | | 20,059,343 | 20,405,074 | 21,216,961 |
| | | | | |

| Budget Category | Account | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|---|---|---|---|---|
| Grants and Entitlements: | | | | |
| | | | | |
| Revenues from Federal Sources: | | | | |
| Title I | 20-4411-4416 | 95,172 | 50,910 | 44,270 |
| Title II | 20-4451-4455 | 13,933 | 7,970 | 6,930 |
| Title III | 20-4491-4494 | 16,365 | 3,507 | 3,050 |
| Title IV | 20-4471-4474 | 0 | 714 | 0 |
| I.D.E.A. Part B (Handicapped) | 20-4420-4429 | 258,909 | 81,340 | 225,138 |
| Total Revenues From Federal Sources | | 384,379 | 144,441 | 279,388 |
| Total Grants And Entitlements | | 384,379 | 144,441 | 279,388 |
| | | | | |
| Repayment of Debt: | | | | |
| Transfers From Other Funds | 40-5200 | 61 | 0 | 0 |
| | | | | |
| Revenues from Local Sources: | | | | |
| Local Tax Levy | 40-1210 | 598,938 | 663,881 | 130,596 |
| Total Revenues From Local Sources | | 598,938 | 663,881 | 130,596 |
| | | | | |
| Revenues from State Sources: | | | | |
| Debt Service Aid Type II | 40-3160 | 63,284 | 63,011 | 62,639 |
| Total Local Repayment Of Debt | | 662,283 | 726,892 | 193,235 |
| Actual Revenues (Over)/Under Expenditures | | 25 | 0 | 0 |
| Total Repayment Of Debt | | 662,308 | 726,892 | 193,235 |
| Total Revenues/Sources | | 21,106,030 | 21,276,407 | 21,689,584 |
| Total Revenues/Sources Net of Transfers | | 21,106,030 | 21,276,407 | 21,689,584 |

| Budget Category | Account | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|---|---|---|---|---|
| | | | | |
| General Current Expense: | | | | |
| Instruction: | | | | |
| Regular Programs - Instruction | 11-1XX-100-XXX | 4,367,580 | 4,258,236 | 4,512,430 |
| Special Education - Instruction | 11-2XX-100-XXX | 1,231,528 | 1,475,695 | 1,243,732 |
| Basic Skills/Remedial - Instruction | 11-230-100-XXX | 306,319 | 212,300 | 331,734 |
| Bilingual Education - Instruction | 11-240-100-XXX | 84,829 | 64,253 | 64,311 |
| School-Spon. Co/Extra Curr. Actvts. - Inst | 11-401-100-XXX | 18,680 | 31,271 | 32,521 |
| School-Sponsored Athletics - Instruction | 11-402-100-XXX | 36,561 | 39,481 | 39,655 |
| Other Instructional Programs - Instruction | 11-4XX-100-XXX | 2,500 | 0 | 0 |
| Support Services: | | | | |
| Undistributed Expenditures - Instruction (Tuition) | 11-000-100-XXX | 6,541,990 | 6,982,114 | 7,248,448 |
| Undist. Expend.-Attendance And Social Work | 11-000-211-XXX | 2,000 | 2,085 | 2,085 |
| Undist. Expenditures - Health Services | 11-000-213-XXX | 101,218 | 156,659 | 155,796 |
| Undist. Expend.-Speech, OT, PT And Related Svcs | 11-000-216-XXX | 149,962 | 106,879 | 107,135 |
| Undist. Expenditures - Guidance | 11-000-218-XXX | 91,866 | 99,805 | 125,027 |
| Undist. Expenditures - Child Study Teams | 11-000-219-XXX | 580,439 | 886,012 | 814,041 |
| Undist. Expend.-Improv. Of Inst. Serv. | 11-000-221-XXX | 80,416 | 89,086 | 89,086 |
| Undist. Expend.-Edu. Media Serv./Library | 11-000-222-XXX | 75,609 | 76,377 | 75,045 |
| Undist. Expend.-Instr. Staff Training Serv. | 11-000-223-XXX | 4,260 | 5,000 | 9,000 |
| Undist. Expend.-Support Serv.-Gen. Admin. | 11-000-230-XXX | 336,069 | 337,075 | 312,707 |
| Undist. Expend.-Support Serv.-School Admin. | 11-000-240-XXX | 488,761 | 532,791 | 465,300 |
| Undist. Expend. - Central Services | 11-000-251-XXX | 336,678 | 368,879 | 331,949 |
| Undist. Expend. - Admin. Info Technology | 11-000-252-XXX | 120,704 | 136,221 | 131,856 |
| Undist. Expend.-Oper. And Maint. Of Plant Serv. | 11-000-26X-XXX | 973,156 | 1,019,405 | 1,000,524 |
| Undist. Expend.-Student Transportation Serv. | 11-000-270-XXX | 1,061,971 | 1,166,128 | 1,249,890 |
| Personal Services - Employee Benefits | 11-XXX-XXX-2XX | 2,368,176 | 2,359,322 | 2,871,018 |
| Total Undistributed Expenditures | | 13,313,275 | 14,323,838 | 14,988,907 |
| Total General Current Expense | | 19,361,272 | 20,405,074 | 21,213,290 |
| | | | | |

| Budget Category | Account | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|---|---|---|---|---|
| Capital Expenditures: | | | | |
| Facilities Acquisition And Const. Serv. | 12-000-400-XXX | 698,071 | 0 | 3,671 |
| Total Capital Outlay | | 698,071 | 0 | 3,671 |
| General Fund Grand Total | | 20,059,343 | 20,405,074 | 21,216,961 |
| | | | | |
| Special Grants and Entitlements: | | | | |
| Federal Projects: | | | | |
| Title I | 20-XXX-XXX-XXX | 95,172 | 50,910 | 44,270 |
| Title II | 20-XXX-XXX-XXX | 13,933 | 7,970 | 6,930 |
| Title III | 20-XXX-XXX-XXX | 16,365 | 3,507 | 3,050 |
| Title IV | 20-XXX-XXX-XXX | 0 | 714 | 0 |
| I.D.E.A. Part B (Handicapped) | 20-XXX-XXX-XXX | 258,909 | 81,340 | 225,138 |
| Total Federal Projects | 20-XXX-XXX-XXX | 384,379 | 144,441 | 279,388 |
| Total Special Revenue Funds | | 384,379 | 144,441 | 279,388 |
| | | | | |
| Repayment of Debt: | | | | |
| Total Regular Debt Service | 40-701-510-XXX | 662,308 | 726,892 | 193,235 |
| Total Debt Service Funds | | 662,308 | 726,892 | 193,235 |
| Total Expenditures/Appropriations | | 21,106,030 | 21,276,407 | 21,689,584 |
| Total Expenditures Net of Transfers | | 21,106,030 | 21,276,407 | 21,689,584 |

# Advertised Recapitulation of Balances



| 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 | 794,096 | 753,339 | 708,175 | 408,101 |
| --Repayment of Debt | 0 | 0 | 0 | 0 |
| Restricted for Specific Purposes - General Operating Budget: | | | | |
| --Capital Reserve | 1,091,744 | 568,802 | 568,802 | 568,802 |
| --Adult Education Programs | 0 | 0 | 0 | 0 |
| --Maintenance Reserve | 291,450 | 291,450 | 291,450 | 291,450 |
| --Legal Reserve | 638,789 | 710,803 | 384,759 | 0 |
| --Tuition Reserve | 0 | 424,190 | 424,190 | 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 | 125 | 100 | 100 | 100 |

# Advertised Per Pupil Cost Calculations



| 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 | $12,271 | $11,895 | $12,429 | $13,088 | $12,817 |
| Total Classroom Instruction | $7,462 | $7,595 | $7,652 | $8,014 | $8,204 |
| Classroom-Salaries and Benefits | $6,840 | $7,037 | $7,143 | $7,450 | $7,666 |
| Classroom-General Supplies and Textbooks | $480 | $342 | $414 | $445 | $433 |
| Classroom-Purchased Services | $142 | $216 | $94 | $119 | $106 |
| Total Support Services | $1,265 | $1,375 | $1,707 | $1,755 | $1,641 |
| Support Services-Salaries and Benefits | $1,110 | $1,197 | $1,294 | $1,324 | $1,309 |
| Total Administrative Costs | $1,738 | $1,615 | $1,679 | $1,904 | $1,625 |
| Administration Salaries and Benefits | $1,407 | $1,369 | $1,466 | $1,606 | $1,426 |
| Total Operations and Maintenance of Plant | $1,730 | $1,251 | $1,319 | $1,338 | $1,273 |
| Operations and Maintenance-Salaries and Benefits | $718 | $722 | $769 | $763 | $770 |
| Board Contribution to Food Services | $0 | $0 | $0 | $0 | $0 |
| Total Extracurricular Costs | $76 | $59 | $73 | $77 | $74 |
| Total Equipment Costs | $0 | $0 | $0 | $0 | $0 |
| Legal Costs | $14 | $12 | $20 | $21 | $15 |
| Employee Benefits as a percentage of salaries* | 25.12% | 29.77% | 28.97% | 28.94% | 34.68% |

*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.

| Shared Service Category Type | Shared Service Category Description | Amount Saved (Optional) |
|---|---|---|
| Transportation Services, including Fuel | Educational Services Commission - bod on routes that are shared with neighboring towns | 0 |
| Professional Staff Development | Pequannock and Montville School System share cost of Professional Development with Lincoln Park | 0 |

# Estimated Tax Rate Information



| | |
|---|---|
| | |
| | |
| A. Estimated 16-17 School Tax Rate | |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS | |
| (A) General Fund School Levy | 17,876,766 |
| (B) Estimated Net Taxable Valuation (as of 01/01/16) | 1,354,928,400 |
| (C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100 | 1.3194 |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS | |
| (D) Total School Levy | 18,274,004 |
| (E) Estimated Net Taxable Valuation (as of 01/01/16) | 1,354,928,400 |
| (F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100 | 1.3487 |
| ---------- | |
| B. Estimated 16-17 Equalized School Tax Rate | |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS | |
| (G) General Fund School Levy | 17,876,766 |
| (H) Estimated Equalized Valuation (as of 01/01/16) | 1,354,928,400 |
| (I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100 | 1.3194 |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS | |
| (J) Total School Levy | 18,274,004 |
| (K) Estimated Equalized Valuation (as of 01/01/16) | 1,354,928,400 |
| (L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100 | 1.3487 |
| ---------- | |

**NAME=Adrian Pollio**

| CATEGORY | MEASURE |
|---|---|
| Job Title | Business Administrator |
| Job Title II | |
| Base Annual Salary Amount | $133,039 |
| 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 | 06/30/17 |
| Contracted Number of Annual Work Days | 260 |
| Contracted Number of Annual Vacation Days | 24 |
| 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 | $4,840 |
| 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 | $17,265 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | Cost of days if unused |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | Cost of days of unused |
| Contractual Post-Employment Benefit Description of Payout of Personal days | none |
| 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=Adrian Pollio**

| 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=Henry Hernandez

| CATEGORY | MEASURE |
|---|---|
| Job Title | Other |
| Job Title II | Facilities Director |
| Base Annual Salary Amount | $85,975 |
| 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 | 06/30/17 |
| 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 | $1,340 |
| 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 | $11,296 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | cost of unused sick days |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | cost of unused vacation days |
| Contractual Post-Employment Benefit Description of Payout of Personal days | none |
| 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=Henry Hernandez**

| 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=James Grube

| 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 | 07/01/11 |
| End Date of Contract | 06/30/16 |
| Contracted Number of Annual Work Days | 260 |
| Contracted Number of Annual Vacation Days | 24 |
| 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 | $5,340 |
| Total Bonuses Amount | $21,736 |
| Total Stipends Amount | $0 |
| District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other) | $5,000 |
| District Contributions Above Teacher Contract for Retirement Plans | $0 |
| Total Contractual Post-Employment Benefit Amount | $20,195 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | Maximum amount  if he was to leave today |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | Cost of remaining days |
| Contractual Post-Employment Benefit Description of Payout of Personal days | None |
| 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=James Grube**

| 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=Peter Foley**

| CATEGORY | MEASURE |
|---|---|
| Job Title | Other |
| Job Title II | Technology Coordinator |
| Base Annual Salary Amount | $77,345 |
| 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 | 06/30/17 |
| 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 | $840 |
| Total Bonuses Amount | $0 |
| Total Stipends Amount | $0 |
| District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other) | $5,000 |
| District Contributions Above Teacher Contract for Retirement Plans | $0 |
| Total Contractual Post-Employment Benefit Amount | $10,112 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | Cost of unused days |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | Cost of unused days |
| Contractual Post-Employment Benefit Description of Payout of Personal days | none |
| 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=Peter Foley**

| 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 | |