

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	2,342.0	2,428.0	2,580.0
Pupils On Roll Special Ed Full-Time	317.0	334.0	360.0
Pupils On Roll SUBTOTAL	2,659.0	2,762.0	2,940.0
Pupils in Private School Placements	24.0	27.0	33.0
Pupils Sent to Other Districts Regular	12.0	24.0	36.0
Pupils Sent to Other Districts Special Ed	16.0	17.0	27.0
Pupils Received	71.0	96.0	122.0
Pupils in State Facilities	8.0	8.0	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	10,983,163	11,702,827	12,786,884
Total Tuition	10-1300	829,453	400,000	750,000
Unrestricted Miscellaneous Revenues	10-1XXX	53,893	83,000	83,000
Interest Earned On Current Expense Emergency Res	10-1XXX	500	500	500
Interest Earned On Capital Reserve Funds	10-1XXX	2,500	2,500	2,500
Subtotal - Revenues From Local Sources		11,869,509	12,188,827	13,622,884
Revenues from State Sources:				
School Choice Aid	10-3116	323,730	323,730	293,755
Categorical Transportation Aid	10-3121	143,769	143,769	167,623
Extraordinary Aid	10-3131	100,105	150,000	150,000
Categorical Special Education Aid	10-3132	1,270,618	1,270,618	1,304,369
Educational Adequacy Aid	10-3175	179,546	0	0
Equalization Aid	10-3176	22,176,686	22,176,686	22,269,343
Categorical Security Aid	10-3177	403,357	403,357	430,638
Adjustment Aid	10-3178	0	0	29,975
Under Adequacy Aid	10-3180		179,546	179,546
Parcc Readiness Aid	10-3181		24,300	24,300
Per Pupil Growth Aid	10-3182		24,300	24,300
Professional Learning Community Aid	10-3183		0	27,020
Host District Support Aid	10-3184		0	13,281
Other State Aids	10-3XXX	64,608	0	0
Subtotal - Revenues From State Sources		24,662,419	24,696,306	24,914,150
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	155,024	100,000	102,839
Subtotal - Revenues From Federal Sources		155,024	100,000	102,839

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Budgeted Fund Balance - Operating Budget	10-303	0	658,184	599,193
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	65,000	1,519,198
Adjustment For Prior Year Encumbrances		0	330,257	0
Actual Revenues (Over)/Under Expenditures		790,311	0	0
Total Operating Budget		37,477,263	38,038,574	40,758,264
Grants and Entitlements:				
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	0	201,541	166,718
Preschool Education Aid	20-3218	1,030,223	1,046,691	1,060,102
Total Revenues From State Sources		1,030,223	1,248,232	1,226,820
Revenues from Federal Sources:				
Title I	20-4411-4416	1,469,866	1,403,476	1,233,772
Title II	20-4451-4455	83,840	83,840	69,191
Title III	20-4491-4494	137,572	130,180	123,593
I.D.E.A. Part B (Handicapped)	20-4420-4429	711,739	615,218	650,000
Preschool Development Expansion Grant	20-4527	0	776,869	776,869
Other	20-4XXX	182,836	0	0
Total Revenues From Federal Sources		2,585,853	3,009,583	2,853,425
Transfers From Operating Budget-Prek	20-5200	495,986	0	0
Transfers From Operating Budget-Prek (Special Education)	20-5200	0	589,358	619,274
Total Grants And Entitlements		4,112,062	4,847,173	4,699,519
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,049,162	963,260	843,788
Other Miscellaneous	40-1xxx	3,820	0	0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Miscellaneous	40-1XXX	3,820	0	0
Total Revenues From Local Sources		1,052,982	963,260	843,788
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	701,842	632,611	648,975
Withdrawal From Debt Service Reserve	40-313	0	28,548	0
Total Local Repayment Of Debt		1,754,824	1,624,419	1,492,763
Actual Revenues (Over)/Under Expenditures		-31,527	0	0
Total Repayment Of Debt		1,723,297	1,624,419	1,492,763
Total Revenues/Sources		43,312,622	44,510,166	46,950,546
Deduct Transfer-Transfers From Operating Budget-Prek	20-5200	495,986	0	0
Deduct Transfer-Transfers From Operating Budget-Prek (Special Education)	20-5200	0	589,358	619,274
Total Revenues/Sources Net of Transfers		42,816,636	43,920,808	46,331,272

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	10,211,091	10,483,081	10,727,679
Special Education - Instruction	11-2XX-100-XXX	2,633,247	2,718,695	2,837,150
Basic Skills/Remedial - Instruction	11-230-100-XXX	455,410	434,992	704,535
Bilingual Education - Instruction	11-240-100-XXX	764,512	1,192,800	1,457,244
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	199,781	217,409	221,913
School-Sponsored Athletics - Instruction	11-402-100-XXX	425,135	477,729	497,968
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,017,888	2,195,609	2,085,737
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	30,711	31,780	72,686
Undist. Expenditures - Health Services	11-000-213-XXX	287,737	292,130	304,630
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	393,508	434,302	460,453
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	144,639	409,915	529,876
Undist. Expenditures - Guidance	11-000-218-XXX	557,353	580,103	603,040
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,036,174	1,085,405	1,053,034
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	814,464	826,277	844,894
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	303,419	312,816	395,684
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	38,979	35,413	35,243
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	581,890	653,797	590,566
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,669,070	1,729,502	1,797,149
Undist. Expend. - Central Services	11-000-251-XXX	609,176	503,785	487,522
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	317,079	463,875	329,243
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	3,260,714	3,307,212	3,389,542
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,901,113	2,035,335	2,029,026
Personal Services - Employee Benefits	11-XXX-XXX-2XX	6,937,830	7,040,842	7,410,602
Total Undistributed Expenditures		20,901,744	21,938,098	22,418,927
Interest Earned On Current Expense Emergency Res	10-607	0	500	500
Total General Current Expense		35,590,920	37,463,304	38,865,916

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	153,815	74,660	18,400
Facilities Acquisition And Const. Serv.	12-000-400-XXX	725,468	150,110	1,538,448
Capital Reserve - Transfer To Capital Projects	12-000-400-931	701,088	0	0
Interest Deposit To Capital Reserve	10-604	0	2,500	2,500
Total Capital Outlay		1,580,371	227,270	1,559,348
Special Schools:				
Summer School:				
Summer School - Instruction	13-422-100-XXX	2,452	3,000	3,000
Total Summer School	13-422-X00-XXX	2,452	3,000	3,000
Total Special Schools	13-XXX-XXX-XXX	2,452	3,000	3,000
Transfer Of Funds To Charter Schools	10-000-100-56X	303,520	345,000	330,000
General Fund Grand Total		37,477,263	38,038,574	40,758,264
Special Grants and Entitlements:				
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	842,859	1,004,293	863,686
Support Services	20-218-200-XXX	683,350	833,297	982,408
Total Preschool Education Aid	20-218-XXX-XXX	1,526,209	1,837,590	1,846,094
Total State Projects	20-XXX-XXX-XXX	1,526,209	1,837,590	1,846,094
Preschool Expansion Grant Instruction	20-220-100-XXX	0	274,715	346,678
Preschool Expansion Grant Support Services	20-220-200-XXX	0	277,584	430,191
Preschool Expansion Grant Fac Acquisition And Constr. Services	20-220-400-XXX	0	224,570	0
Preschool Expansion Grant	20-220-XXX-XXX	0	776,869	776,869
Federal Projects:				
Title I	20-XXX-XXX-XXX	1,469,866	1,403,476	1,233,772
Title II	20-XXX-XXX-XXX	83,840	83,840	69,191
Title III	20-XXX-XXX-XXX	137,572	130,180	123,593

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	711,739	615,218	650,000
Other	20-XXX-XXX-XXX	182,836	0	0
Total Federal Projects	20-XXX-XXX-XXX	2,585,853	3,009,583	2,853,425
Total Special Revenue Funds		4,112,062	4,847,173	4,699,519
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	1,723,297	1,624,419	1,492,763
Total Debt Service Funds		1,723,297	1,624,419	1,492,763
Total Expenditures/Appropriations		43,312,622	44,510,166	46,950,546
Deduct Transfer-Local Contrib. - Trans To Special Rev- Regular	11-105-100-935	495,986	0	0
Deduct Transfer-Local Contrib. - Trans To Special Rev- Inclusion	11-105-100-936	0	589,358	619,274
Total Expenditures Net of Transfers		42,816,636	43,920,808	46,331,272

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	854,514	823,264	765,658	754,166
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	2,196,045	1,652,357	1,589,857	73,159
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	1,148,081	1,188,279	587,701	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	326,735	327,235	327,735	328,235
--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	842	32,369	3,821	3,821

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	\$12,737	\$12,393	\$12,526	\$12,612	\$12,293
Total Classroom Instruction	\$7,495	\$7,177	\$7,223	\$7,288	\$7,191
Classroom-Salaries and Benefits	\$6,912	\$6,635	\$6,699	\$6,706	\$6,681
Classroom-General Supplies and Textbooks	\$290	\$204	\$217	\$265	\$209
Classroom-Purchased Services	\$292	\$337	\$307	\$317	\$301
Total Support Services	\$1,851	\$1,956	\$2,033	\$2,075	\$2,051
Support Services-Salaries and Benefits	\$1,648	\$1,702	\$1,713	\$1,716	\$1,661
Total Administrative Costs	\$1,614	\$1,521	\$1,513	\$1,533	\$1,396
Administration Salaries and Benefits	\$1,208	\$1,227	\$1,202	\$1,206	\$1,157
Total Operations and Maintenance of Plant	\$1,434	\$1,435	\$1,443	\$1,397	\$1,345
Operations and Maintenance-Salaries and Benefits	\$771	\$772	\$746	\$734	\$706
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$343	\$300	\$311	\$315	\$306
Total Equipment Costs	\$141	\$58	\$7	\$27	\$6
Legal Costs	\$10	\$13	\$13	\$13	\$12
Employee Benefits as a percentage of salaries*	33.39%	34.88%	34.20%	34.28%	34.20%

*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)
Custodial and Maintenance Services	School equipment stored at Boro garage	0
Custodial and Maintenance Services	School Grounds Supervisor maintains Lindenwold Borough Park	0
Custodial and Maintenance Services	Lindenwold Borough Public Works Department provides support on various projects through use of equipment and labor	0
Custodial and Maintenance Services	Lindenwold Borough mechanics assist in repairs and maintenance for the School's equipment	0
Food Services	The School Food Service Program provides satellite lunches for the summer camp program funded by the Borough	0
Recycling	Borough provides waste management and recycling services to the School District	0
Others	School and Borough coordinate special events	0
Others	School and Borough utilize Channel 192 for information and emergency services reporting	0
Others	Shared start up cost of Borough Police K9 unit	0
Others	Borough Municipal Alliance summer camps held in school facilities	0
Transportation Services, including Fuel	School purchases fuel from Borough	0
Purchasing	Participate in Education Data Cooperative Bidding services	0
Curriculum Services	Lindenwold Borough library supports school summer reading programs	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	12,244,855
(B) Estimated Net Taxable Valuation (as of 10/01/15)	594,946,500
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	2.0581
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	13,148,379
(E) Estimated Net Taxable Valuation (as of 10/01/15)	594,946,500
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	2.2100

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	12,244,855
(H) Estimated Equalized Valuation (as of 10/01/15)	609,389,015
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	2.0094
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	13,148,379
(K) Estimated Equalized Valuation (as of 10/01/15)	609,389,015
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	2.1576

NAME=Dr. Lori Moore

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$151,000
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	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	6
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	\$10,500
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	10 year longevity required for payout - not eligible
Contractual Post-Employment Benefit Description of Payout of Vacation days	Use or lose policy for vacation
Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days roll to sick time
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=Dr. Lori Moore

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=Joseph Lisa

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Facilities Director
Base Annual Salary Amount	\$107,028
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	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	\$2,500
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	\$4,875
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Use or lose policy
Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal time rolls to sick time
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=Joseph Lisa

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=Kathleen Huder

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$131,402
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	6
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	\$3,500
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	10 yr longevity required for payout - not eligible
Contractual Post-Employment Benefit Description of Payout of Vacation days	Use or lose policy for vacation
Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal rolls to sick time
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=Kathleen Huder

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=Sam Delfino

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$93,650
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	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	\$2,500
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	Capped per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Use or lose policy
Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal time rolls to sick time
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=Sam Delfino

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	