Advertised Enrollments

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	2,264.0	2,245.0	2,191.0
Pupils On Roll Regular Shared-Time	96.0	95.0	167.0
Pupils On Roll Special Ed Full-Time	390.0	394.0	357.0
Pupils On Roll Special Ed Shared-Time	64.0	52.0	51.0
Pupils On Roll SUBTOTAL	2,814.0	2,786.0	2,766.0
Pupils in Private School Placements	18.5	16.0	20.0
Pupils Sent to Other Districts Regular	5.5	4.0	0.0
Pupils Sent to Other Districts Special Ed	12.0	12.0	11.0
Pupils Received	1.0	1.0	0.0
Pupils in State Facilities	2.0		0.0

Budget Category	Account	2014-15 Actual	2015-16 Revised	
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	47,048,907	47,048,907	47,048,907
Total Tuition	10-1300	51,772	0	0
Unrestricted Miscellaneous Revenues	10-1XXX	200,329	140,000	145,000
Interest Earned On Maintenance Reserve	10-1XXX	3,054	1,812	0
Interest Earned On Capital Reserve Funds	10-1XXX	3,484	1,000	3,000
Subtotal - Revenues From Local Sources		47,307,546	47,191,719	47,196,907
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	282,618	282,618	282,618
Extraordinary Aid	10-3131	549,598	398,000	398,000
Categorical Special Education Aid	10-3132	1,738,465	1,738,465	1,738,465
Equalization Aid	10-3176	3,405,928	3,405,928	3,405,928
Categorical Security Aid	10-3177	44,422	44,422	44,422
Parcc Readiness Aid	10-3181		0	27,890
Per Pupil Growth Aid	10-3182		0	27,890
Professional Learning Community Aid	10-3183		0	27,110
Other State Aids	10-3XXX	90,484	55,780	0
Subtotal - Revenues From State Sources		6,111,515	5,925,213	5,952,323
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	0	10,369	22,325
Subtotal - Revenues From Federal Sources		0	10,369	22,325
Budgeted Fund Balance - Operating Budget	10-303	6,649,338	8,912,611	7,448,618
Withdrawal From Cap Res-For Local Share	10-307	417,194	0	700,000
Withdrawal From Cap Res - Transfer To Debt Svc Fund	10-317	0	400,000	0
Adjustment For Prior Year Encumbrances		0	482,079	0
Actual Revenues (Over)/Under Expenditures		-3,676,924	0	0

Advertised Revenues

Budget Category	Account	2014-15 Actual	2015-16 Revised	
Total Operating Budget		56,808,669	62,921,991	61,320,173
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	23,891	227,701	0
Total Revenues From Local Sources	20-1XXX	23,891	227,701	0
Revenues from Federal Sources:				
Title I	20-4411-4416	96,080	189,106	36,990
Title II	20-4451-4455	28,426	34,872	24,672
I.D.E.A. Part B (Handicapped)	20-4420-4429	520,464	536,652	442,394
Total Revenues From Federal Sources		644,970	760,630	504,056
Total Grants And Entitlements		668,861	988,331	504,056
Repayment of Debt:				
Transfers From Capital Reserve	40-5210	0	400,000	0
Revenues from Local Sources:				
Local Tax Levy	40-1210	793,000	393,750	792,749
Total Revenues From Local Sources		793,000	393,750	792,749
Budgeted Fund Balance	40-303	0	0	1
Total Local Repayment Of Debt		793,000	793,750	792,750
Total Repayment Of Debt		793,000	793,750	792,750
Total Revenues/Sources		58,270,530	64,704,072	62,616,979
Deduct Transfer-Transfers From Capital Reserve	40-5210	0	400,000	0
Total Revenues/Sources Net of Transfers		58,270,530	64,304,072	62,616,979

Advertised Appropriations

		2014-15	2015-16	2016-17
Budget Category	Account	Actual	Revised	Anticipated
Concerned Comment Fundament				
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	15,681,295	17,828,774	17,350,451
Special Education - Instruction	11-2XX-100-XXX	3,510,856	3,734,442	3,417,020
School-Spon. Co/Extra Curr. Actvts Inst	11-401-100-XXX	494,659	578,656	592,631
School-Sponsored Athletics - Instruction	11-402-100-XXX	2,175,918	2,425,664	2,457,614
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,610,349	3,436,682	3,475,955
Undist. ExpendAttendance And Social Work	11-000-211-XXX	151,241	161,065	165,931
Undist. Expenditures - Health Services	11-000-213-XXX	380,952	462,513	432,771
Undist. ExpendSpeech, OT, PT And Related Svcs	11-000-216-XXX	168,517	239,983	298,220
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	61,046	151,000	247,000
Undist. Expenditures - Guidance	11-000-218-XXX	1,779,665	1,857,142	1,823,572
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,060,197	1,153,940	1,109,780
Undist. ExpendImprov. Of Inst. Serv.	11-000-221-XXX	955,357	1,019,250	1,209,248
Undist. ExpendEdu. Media Serv./Library	11-000-222-XXX	402,109	461,463	417,560
Undist. ExpendInstr. Staff Training Serv.	11-000-223-XXX	16,697	57,200	50,950
Undist. ExpendSupport ServGen. Admin.	11-000-230-XXX	947,116	1,307,645	1,158,929
Undist. ExpendSupport ServSchool Admin.	11-000-240-XXX	1,213,435	1,425,423	1,289,654
Undist. Expend Central Services	11-000-251-XXX	703,379	852,432	819,357
Undist. Expend Admin. Info Technology	11-000-252-XXX	582,166	812,951	779,701
Undist. ExpendOper. And Maint. Of Plant Serv.	11-000-26X-XXX	4,494,613	5,399,667	5,570,170
Undist. ExpendStudent Transportation Serv.	11-000-270-XXX	3,917,819	4,297,131	4,447,404
Personal Services - Employee Benefits	11-XXX-XXX-2XX	8,224,755	9,498,257	9,667,414
Total Undistributed Expenditures		27,669,413	32,593,744	32,963,616
Interest Earned On Maintenance Reserve	10-606	3,054	1,812	0
Total General Current Expense		49,535,195	57,163,092	56,781,332
Capital Expenditures:				

Advertised Appropriations

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Equipment	12-XXX-XXX-730	302,283	763,820	381,494
Facilities Acquisition And Const. Serv.	12-000-400-XXX	2,144,063	3,088,145	4,154,347
Capital Reserve - Transfer To Capital Projects	12-000-400-931	3,538,644	0	0
Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	0	400,000	0
Increase In Capital Reserve	10-604	1,285,000	1,505,934	0
Interest Deposit To Capital Reserve	10-604	3,484	1,000	3,000
Total Capital Outlay		7,273,474	5,758,899	4,538,841
General Fund Grand Total		56,808,669	62,921,991	61,320,173
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	23,891	227,701	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	96,080	189,106	36,990
Title II	20-XXX-XXX-XXX	28,426	34,872	24,672
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	520,464	536,652	442,394
Total Federal Projects	20-XXX-XXX-XXX	644,970	760,630	504,056
Total Special Revenue Funds		668,861	988,331	504,056
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	793,000	793,750	792,750
Total Debt Service Funds		793,000	793,750	792,750
Total Expenditures/Appropriations		58,270,530	64,704,072	62,616,979
Deduct Transfer-Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	0	400,000	0
Total Expenditures Net of Transfers		58,270,530	64,304,072	62,616,979

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	1,110,899	1,296,645	1,296,645	1,248,798
Repayment of Debt	0	1	1	0
Restricted for Specific Purposes - General Operating Budget:				
Capital Reserve	4,514,599	1,847,245	2,954,179	2,257,179
Adult Education Programs	0	0	0	0
Maintenance Reserve	859,246	862,300	864,112	864,112
Legal Reserve	15,561,949	16,313,382	7,400,771	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	1	0	0	0

Advertised Per Pupil Cost Calculations

N HUNT/VOORHEES REGIONAL

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	\$15,244	\$15,273	\$18,309	\$18,212	\$18,378
Total Classroom Instruction	\$8,550	\$8,560	\$10,135	\$10,064	\$9,984
Classroom-Salaries and Benefits	\$7,750	\$7,741	\$9,075	\$9,031	\$8,877
Classroom-General Supplies and Textbooks	\$438	\$462	\$564	\$534	\$603
Classroom-Purchased Services	\$362	\$358	\$496	\$498	\$503
Total Support Services	\$2,258	\$2,231	\$2,583	\$2,578	\$2,739
Support Services-Salaries and Benefits	\$2,098	\$2,060	\$2,265	\$2,254	\$2,349
Total Administrative Costs	\$1,462	\$1,477	\$1,792	\$1,924	\$1,820
Administration Salaries and Benefits	\$1,144	\$1,167	\$1,275	\$1,324	\$1,256
Total Operations and Maintenance of Plant	\$1,770	\$1,795	\$2,386	\$2,237	\$2,359
Operations and Maintenance-Salaries and Benefits	\$858	\$878	\$1,058	\$1,053	\$1,075
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$1,169	\$1,177	\$1,374	\$1,369	\$1,434
Total Equipment Costs	\$64	\$107	\$229	\$282	\$144
Legal Costs	\$53	\$43	\$36	\$60	\$36
Employee Benefits as a percentage of salaries*	28.77%	28.99%	30.69%	30.59%	32.29%

*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, although all components are not shown.

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Custodial and Maintenance Services	NHV prepares it's athletic fields if needed by elementary schools or as a neutral site for playoffs. NH performs field maintenance for Spatz Park in Lebanon Twp, Voorhees State Park and the athletic compex on Route 31 by Spruce Run Reservoir in exchange for the use of these fields by the athletic program.	0
Others	NHV Custodial and maintenance teams provide set up, clean up and breaking down of furniture and equipment for many non-profit organizations that utilize our facilities during and after the school day for events throughout the year. Some examples are: Municipal meetings, Hunterdon County senior services like health screening and flu shots, elementary school graduations, Relay for Life, Hunterdon County Special Olympics program, Blood Drives, Hunterdon County Rotary Club's Chinese Auction. North Hunterdon High School serves as a polling place for Clinton Township for all elections. NHV lends furniture to elementary schools and Clinton Twp Police Dept. as needed for events.	0
Others	North Hunterdon High School shares police officer on duty with Clinton Twp Police Department. Detective serves as School Resource Officer.	0
Transportation Services, including Fuel	Joint bidding for bus routes with Franklin Township, Union Township and Lebanon Township School District. Bidding together with NHV District saves money for all involved.	0
Municipal/Public Works	NHV assists Clinton Twp Sewer Authority with maintenance of pumping station on NHHS Campus.	0
Technology Services	NHV District hosts Hampton Elementary School's website.	0

BETHLEHEM TWP	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	3,707,118
(B) Estimated Net Taxable Valuation (as of 10/01/15)	528,088,104
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.7020
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	3,769,581
(E) Estimated Net Taxable Valuation (as of 10/01/15)	528,088,104
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.7138
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	3,707,118
(H) Estimated Equalized Valuation (as of 10/01/15)	560,242,917
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.6617
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	3,769,581
(K) Estimated Equalized Valuation (as of 10/01/15)	560,242,917
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.6728
CALIFON	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	855,494
(B) Estimated Net Taxable Valuation (as of 10/01/15)	145,528,008
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.5879
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	869,909
(E) Estimated Net Taxable Valuation (as of 10/01/15)	145,528,008

Estimated Tax Rate Information

(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.5978
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	855,494
(H) Estimated Equalized Valuation (as of 10/01/15)	138,019,740
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.6198
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	869,909
(K) Estimated Equalized Valuation (as of 10/01/15)	138,019,740
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.6303
CLINTON TOWN	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	1,921,043
(B) Estimated Net Taxable Valuation (as of 10/01/15)	355,224,150
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.5408
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	1,945,677
(E) Estimated Net Taxable Valuation (as of 10/01/15)	355,224,150
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.5477
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	1,921,043
(H) Estimated Equalized Valuation (as of 10/01/15)	381,961,452
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.5029
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	0.0020
(J) Total School Levy	1,945,677
(K) Estimated Equalized Valuation (as of 10/01/15)	381,961,452

(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.5094
CLINTON TWP	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	13,832,621
(B) Estimated Net Taxable Valuation (as of 10/01/15)	2,149,136,500
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.6436
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	14,065,693
(E) Estimated Net Taxable Valuation (as of 10/01/15)	2,149,136,500
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.6545
B. Estimated 16-17 Equalized School Tax Rate	-
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	13,832,621
(H) Estimated Equalized Valuation (as of 10/01/15)	2,237,984,484
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.6181
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	14,065,693
(K) Estimated Equalized Valuation (as of 10/01/15)	2,237,984,484
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.6285
FRANKLIN TWP	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	3,176,954
(B) Estimated Net Taxable Valuation (as of 10/01/15)	539,760,577
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.5886
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	

Estimated Tax Rate Information

(D) Total School Levy	3,230,484
(E) Estimated Net Taxable Valuation (as of 10/01/15)	539,760,577
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.5985
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	3,176,954
(H) Estimated Equalized Valuation (as of 10/01/15)	553,791,223
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.5737
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	3,230,484
(K) Estimated Equalized Valuation (as of 10/01/15)	553,791,223
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.5833
GLEN GARDNER	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	922,766
(B) Estimated Net Taxable Valuation (as of 10/01/15)	138,948,761
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.6641
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	938,314
(E) Estimated Net Taxable Valuation (as of 10/01/15)	138,948,761
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.6753
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	922,766
(H) Estimated Equalized Valuation (as of 10/01/15)	154,096,441
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.5988
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	

Estimated Tax Rate Information

(J) Total School Levy	938,314
(K) Estimated Equalized Valuation (as of 10/01/15)	154,096,441
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.6089
HAMPTON	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	707,615
(B) Estimated Net Taxable Valuation (as of 10/01/15)	121,652,700
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.5817
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	719,538
(E) Estimated Net Taxable Valuation (as of 10/01/15)	121,652,700
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.5915
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	707,615
(H) Estimated Equalized Valuation (as of 10/01/15)	119,501,670
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.5921
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	719,538
(K) Estimated Equalized Valuation (as of 10/01/15)	119,501,670
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.6021
HIGH BRIDGE	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	1,931,773
(B) Estimated Net Taxable Valuation (as of 10/01/15)	330,466,854

Estimated Tax Rate Information

(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.5846
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	1,964,322
(E) Estimated Net Taxable Valuation (as of 10/01/15)	330,466,854
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.5944
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	1,931,773
(H) Estimated Equalized Valuation (as of 10/01/15)	358,735,187
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.5385
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	1,964,322
(K) Estimated Equalized Valuation (as of 10/01/15)	358,735,187
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.5476
LEBANON BORO	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	1,526,632
(B) Estimated Net Taxable Valuation (as of 10/01/15)	279,728,603
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.5458
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	1,549,615
(E) Estimated Net Taxable Valuation (as of 10/01/15)	279,728,603
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.5540
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	1,526,632
(H) Estimated Equalized Valuation (as of 10/01/15)	277,425,967

Estimated Tax Rate Information

(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.5503
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	1,549,615
(K) Estimated Equalized Valuation (as of 10/01/15)	277,425,967
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.5586
LEBANON TWP	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	5,238,467
(B) Estimated Net Taxable Valuation (as of 10/01/15)	740,594,088
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.7073
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	5,326,732
(E) Estimated Net Taxable Valuation (as of 10/01/15)	740,594,088
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.7193
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	5,238,467
(H) Estimated Equalized Valuation (as of 10/01/15)	904,361,611
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.5792
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	5,326,732
(K) Estimated Equalized Valuation (as of 10/01/15)	904,361,611
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.5890
TEWKSBURY TWP	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	

Estimated Tax Rate Information

(A) General Fund School Levy	8,486,673
(B) Estimated Net Taxable Valuation (as of 10/01/15)	1,355,297,838
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.6262
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	8,629,669
(E) Estimated Net Taxable Valuation (as of 10/01/15)	1,355,297,838
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.6367
B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	8,486,673
(H) Estimated Equalized Valuation (as of 10/01/15)	1,618,578,831
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.5243
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	8,629,669
(K) Estimated Equalized Valuation (as of 10/01/15)	1,618,578,831
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.5332
UNION TWP	
A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	4,666,968
(B) Estimated Net Taxable Valuation (as of 10/01/15)	693,098,648
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.6733
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	4,745,604
(E) Estimated Net Taxable Valuation (as of 10/01/15)	693,098,648
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.6847
B. Estimated 16-17 Equalized School Tax Rate	

Estimated Tax Rate Information

(G) General Fund School Levy	4,666,968
(H) Estimated Equalized Valuation (as of 10/01/15)	804,152,030
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.5804
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	4,745,604
(K) Estimated Equalized Valuation (as of 10/01/15)	804,152,030
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.5901

NAME=Dr. Frank Helies

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$157,500
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Ν
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	Ν
Beginning Date of Contract	09/01/15
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	\$800
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	Not applicable
Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Applicable
Contractual Post-Employment Benefit Description of Payout of Personal days	Not Applicable
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. Frank Helies

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=Gerald Oram

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Transportation
Base Annual Salary Amount	\$106,097
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Ν
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	Ν
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	37
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	\$150
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	\$41,357
Contractual Post-Employment Benefit Description of Payout of Sick days	50% of Unused Days Maximum \$25000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused Days up to 37
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	

N HUNT/VOORHEES REGIONAL

NAME=Gerald Oram

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=Guillermo Vargas-Dellacas

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Technology
Base Annual Salary Amount	\$103,801
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)?	Ν
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	37
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	\$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	\$41,002
Contractual Post-Employment Benefit Description of Payout of Sick days	50% of Unused Sick Days Maximum \$25000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused Days Maximum 37
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	

N HUNT/VOORHEES REGIONAL

NAME=Guillermo Vargas-Dellacas

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=Jo Ann Keffer

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Human Resources
Base Annual Salary Amount	\$133,503
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Ν
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	Ν
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	37
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	\$325
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	\$45,582
Contractual Post-Employment Benefit Description of Payout of Sick days	50% Unused Sick Days up to \$25,000 after 15 Years
Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused Days Maximum 37
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	

N HUNT/VOORHEES REGIONAL

NAME=Jo Ann Keffer

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=Lynn LaMonte

CATEGORY	MEASURE
Job Title	Accountant
Job Title II	
Base Annual Salary Amount	\$84,771
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Ν
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	Ν
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	37
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	\$1,158
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	\$38,069
Contractual Post-Employment Benefit Description of Payout of Sick days	50% of Unused Sick Days Maximum \$25000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused Days Maximum 37
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	

N HUNT/VOORHEES REGIONAL

NAME=Lynn LaMonte

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=Mary Pat Publicover

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Special Services
Base Annual Salary Amount	\$139,393
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Ν
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	Ν
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	37
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	\$1,270
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	\$46,490
Contractual Post-Employment Benefit Description of Payout of Sick days	50% of Unused Sick Days Maximum %25000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused Days Maximum 37
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	

N HUNT/VOORHEES REGIONAL

NAME=Mary Pat Publicover

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 Hughes

CATEGORY	MEASURE
Job Title	Assistant Superintendent
Job Title II	
Base Annual Salary Amount	\$171,922
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Ν
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	Ν
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	38
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	\$1,254
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	\$55,127
Contractual Post-Employment Benefit Description of Payout of Sick days	50% Unused Sick Days up to \$30,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum of 38 Days
Contractual Post-Employment Benefit Description of Payout of Personal days	Not Applicable
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	

N HUNT/VOORHEES REGIONAL

NAME=Michael Hughes

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$O
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=Susan Press

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$141,417
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Ν
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	Ν
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	37
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	\$1,386
Total Bonuses Amount	\$0
Total Stipends Amount	\$O
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	\$35,125
Contractual Post-Employment Benefit Description of Payout of Sick days	50% of Unused Sick Days \$15,000 Maximum
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum of 37 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	

N HUNT/VOORHEES REGIONAL

NAME=Susan Press

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=William Mowery

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Buildings & Grounds
Base Annual Salary Amount	\$88,868
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Ν
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	Ν
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	37
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	\$275
Total Bonuses Amount	\$0
Total Stipends Amount	\$O
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	\$39,811
Contractual Post-Employment Benefit Description of Payout of Sick days	50% Unused Sick Days Maximum \$25000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused Days Maximum 40
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	

N HUNT/VOORHEES REGIONAL

NAME=William Mowery

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	