

Pupil Enrollment Categories	10-14-2016 Actual	10-13-2017 Actual	10-15-2018 Estimate
On Roll Regular Full-Time	1,090.0	1,106.0	1,134.0
On Roll Regular Shared-Time	3.0	3.0	3.0
On Roll Special Ed Full-Time	147.0	140.0	136.0
On Roll Special Ed Shared-Time	8.0	8.0	8.0
On Roll Subtotal	1,248.0	1,257.0	1,281.0
In Private School Placements	15.0	19.0	19.0
Sent to Other Districts Regular	1.0	0.0	0.0
Sent to Other Districts Special Ed	25.0	26.0	33.0
Received	94.5	103.0	106.0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	16,304,930	17,220,119	17,840,040
Total Tuition	10-1300	1,757,641	2,106,775	2,010,134
Unrestricted Miscellaneous Revenues	10-1XXX	199,530	41,000	232,500
Interest Earned On Capital Reserve Funds	10-1XXX	0	100	100
Subtotal - Revenues From Local Sources		18,262,101	19,367,994	20,082,774
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	36,887	36,887	118,852
Extraordinary Aid	10-3131	265,763	200,000	200,000
Categorical Special Education Aid	10-3132	662,355	662,355	662,355
Equalization Aid	10-3176	40,733	79,500	79,500
Categorical Security Aid	10-3177	22,479	22,479	22,479
Parcc Readiness Aid	10-3181	10,940	10,940	0
Per Pupil Growth Aid	10-3182	10,940	10,940	0
Professional Learning Community Aid	10-3183	10,980	10,980	0
Subtotal - Revenues From State Sources		1,061,077	1,034,081	1,083,186
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	0	21,227	22,691
ARRA/SEMI Revenue	10-4210	1,291	0	0
Subtotal - Revenues From Federal Sources		1,291	21,227	22,691
Budgeted Fund Balance - Operating Budget	10-303	0	320,355	194,814
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	300,000	0
Other Financing Sources	10-5XXX	91,692	0	0
Adjustment For Prior Year Encumbrances		0	110,881	0
Actual Revenues (Over)/Under Expenditures		327,513	0	0
Total Operating Budget		19,743,674	21,154,538	21,383,465

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	16,709	24,301	4,000
Total Revenues From Local Sources	20-1XXX	16,709	24,301	4,000
Revenues from Federal Sources:				
Title I	20-4411-4416	105,472	101,563	75,422
Title II	20-4451-4455	13,043	18,660	14,928
Title III	20-4491-4494	2,460	12,026	9,621
Title IV	20-4471-4474	0	8,939	7,151
I.D.E.A. Part B (Handicapped)	20-4420-4429	263,166	273,253	218,602
Total Revenues From Federal Sources		384,141	414,441	325,724
Total Grants And Entitlements		400,850	438,742	329,724
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	522,679	448,097	723,955
Total Revenues From Local Sources		522,679	448,097	723,955
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	9,201	18,403	35,285
Budgeted Fund Balance	40-303	0	0	69,806
Total Local Repayment Of Debt		531,880	466,500	829,046
Actual Revenues (Over)/Under Expenditures		-69,805	0	0
Total Repayment Of Debt		462,075	466,500	829,046
Total Revenues/Sources		20,606,599	22,059,780	22,542,235
Total Revenues/Sources Net of Transfers		20,606,599	22,059,780	22,542,235

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	5,397,989	5,449,835	5,672,019
Special Education - Instruction	11-2XX-100-XXX	1,207,985	1,365,236	1,287,241
Basic Skills/Remedial - Instruction	11-230-100-XXX	63,108	64,839	69,277
Bilingual Education - Instruction	11-240-100-XXX	102,961	53,105	54,265
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	92,562	111,430	116,080
School-Sponsored Athletics - Instruction	11-402-100-XXX	328,738	340,521	336,317
Before/After School Programs	11-421-XXX-XXX	108,776	106,700	106,700
Summer School	11-422-XXX-XXX	8,960	0	0
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	3,253,943	3,502,584	3,391,482
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	5,050	5,340	5,500
Undist. Expenditures - Health Services	11-000-213-XXX	201,077	224,146	222,095
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	656,171	799,939	455,945
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	170,368	117,131	622,106
Undist. Expenditures - Guidance	11-000-218-XXX	297,506	269,799	262,370
Undist. Expenditures - Child Study Teams	11-000-219-XXX	516,085	458,355	466,763
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	100,855	131,168	132,222
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	185,017	189,590	189,506
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	12,924	5,500	2,100
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	565,363	601,659	561,314
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	799,671	918,625	947,473
Undist. Expend. - Central Services	11-000-251-XXX	370,880	496,564	308,603
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	142,416	154,207	162,081
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,491,034	1,483,276	1,465,899
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	754,155	648,729	809,442
Personal Services - Employee Benefits	11-XXX-XXX-2XX	2,739,922	3,306,787	3,673,012
Total Undistributed Expenditures		12,262,437	13,313,399	13,677,913

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Total General Current Expense		19,573,516	20,805,065	21,319,812
Capital Expenditures:				
Facilities Acquisition And Const. Serv.	12-000-400-XXX	29,575	29,575	29,575
Capital Reserve - Transfer To Capital Projects	12-000-400-931	100,000	300,000	0
Interest Deposit To Capital Reserve	10-604	0	100	100
Total Capital Outlay		129,575	329,675	29,675
Transfer Of Funds To Charter Schools	10-000-100-56X	40,583	19,798	33,978
General Fund Grand Total		19,743,674	21,154,538	21,383,465
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	16,709	24,301	4,000
Federal Projects:				
Title I	20-XXX-XXX-XXX	105,472	101,563	75,422
Title II	20-XXX-XXX-XXX	13,043	18,660	14,928
Title III	20-XXX-XXX-XXX	2,460	12,026	9,621
Title IV	20-XXX-XXX-XXX	0	8,939	7,151
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	263,166	273,253	218,602
Total Federal Projects	20-XXX-XXX-XXX	384,141	414,441	325,724
Total Special Revenue Funds		400,850	438,742	329,724
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	462,075	466,500	829,046
Total Debt Service Funds		462,075	466,500	829,046
Total Expenditures/Appropriations		20,606,599	22,059,780	22,542,235
Total Expenditures Net of Transfers		20,606,599	22,059,780	22,542,235

Fund Balance Category	Budget Category	Audited Balance 06/30/2016	Audited Balance 06/30/2017	Estimated Balance 06/30/2018	Estimated Balance 06/30/2019
Unrestricted	General Operating Budget	783,468	661,042	615,687	420,873
Unrestricted	Repayment of Debt	1	69,806	69,806	0
Restricted for General Operating Budget	Capital Reserve	1,608,973	1,600,665	1,300,765	1,300,865
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	0	0	0	0
Restricted for General Operating Budget	Legal Reserve	102,140	0	0	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	100,000	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2015-16 Actual Costs	2016-17 Actual Costs	2017-18 Original Budget	2017-18 Revised Budget	2018-19 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$12,986	\$12,756	\$13,043	\$13,189	\$13,464
Total Classroom Instruction	\$7,211	\$7,089	\$7,239	\$7,266	\$7,418
Classroom-Salaries and Benefits	\$6,864	\$6,760	\$6,971	\$6,987	\$7,178
Classroom-General Supplies and Textbooks	\$272	\$286	\$211	\$224	\$191
Classroom-Purchased Services	\$75	\$43	\$56	\$55	\$49
Total Support Services	\$2,029	\$2,009	\$2,157	\$2,099	\$2,263
Support Services-Salaries and Benefits	\$1,138	\$1,118	\$1,196	\$1,445	\$1,661
Total Administrative Costs	\$1,835	\$1,806	\$1,832	\$1,971	\$1,970
Administration Salaries and Benefits	\$1,468	\$1,503	\$1,518	\$1,641	\$1,681
Total Operations and Maintenance of Plant	\$1,496	\$1,420	\$1,367	\$1,407	\$1,361
Operations and Maintenance-Salaries and Benefits	\$949	\$915	\$924	\$941	\$846
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$407	\$423	\$439	\$436	\$433
Total Equipment Costs	\$1	\$0	\$0	\$0	\$0
Legal Costs	\$37	\$32	\$36	\$48	\$31
Employee Benefits as a percentage of salaries*	25.91%	26.71%	31.00%	30.36%	32.58%

\*Does not include pension and social security paid by the State on-behalf of the district.

\*\*Federal and State funds in the blended resource school-based budgets.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2017-18 revised appropriations and the 2018-19 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)
Special Education Services	Member in the South Bergen Jointure Commission which allows for the pooling of costs for speech, physical therapy, occupational therapy and transition counseling for special education students.	0
Special Education Services	Shared Service with Moonachie BOE for the CST services for both districts	0
Others	Agreement with ACES for natural gas and electric purchases	0
Transportation Services, including Fuel	Member in the South Bergen Jointure Commission which allows for the pooling of transportation costs.	0
Purchasing	Membership in the Middlesex Regional Education Services Commission and Hunterdon County Educational Services Commission for co-op purchasing	0
Purchasing	Agreement with Educational Data Services for bidding services with other school districts on the purchase of supplies and various services.	0
Municipal/Public Works	Agreement with the Borough of Wood-Ridge to share services in the following areas: landscaping, snow removal, use of fuel pumps at no charge for gasoline, use of facilities for recreation programs, use of school bus for recreation programs and use of district reverse 911 system for Borough emergency announcements.	0
Insurance Coverages and Benefits	Member of SOBER and SAIF which allows the district to pool with other school districts in an effort to maintain/control insurance costs.	0
Insurance Coverages and Benefits	Participate in the State Health Benefit Plan	0



ID=Wood-Ridge Borough

Category	Amount
(A) General Fund School Levy	17,530,079
(D) Total School Levy	18,116,105
(B) Estimated Net Taxable Valuation (as of 10/01/17)	1,275,607,262
(H) Estimated Equalized Valuation (as of 10/01/17)	1,309,364,880
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.3743
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.4202
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.3388
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.3836

Name=Dr. Sue Duardo-Denobile

Category	Measure
Job Title	Assistant Superintendent
Job Title II	None Reported
Base Annual Salary Amount	\$143,936
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/18
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	12
Description of Other Contracted Non-Working Days	holidays
Total Allowances Amount	\$5,149
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	\$28,840
Contractual Post-Employment Benefit Description of Payout of Sick days	Max sick days upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Vacation upon Retirement or Separation
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Dr. Sue Duardo-Denobile

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

Name=Jenine Murray

Category	Measure
Job Title	Business Administrator
Job Title II	Board Secretary
Base Annual Salary Amount	\$112,914
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/18
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	12
Description of Other Contracted Non-Working Days	holidays
Total Allowances Amount	\$4,000
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	\$25,857
Contractual Post-Employment Benefit Description of Payout of Sick days	Max sick days upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Vacation Days upon retirement or separations
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Jenine Murray

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

Name=Nicholas Cipriano

Category	Measure
Job Title	Superintendent
Job Title II	None Reported
Base Annual Salary Amount	\$147,500
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/15
End Date of Contract	06/30/18
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	12
Description of Other Contracted Non-Working Days	holidays
Total Allowances Amount	\$20,300
Total Bonuses Amount	\$22,110
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,000
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$29,175
Contractual Post-Employment Benefit Description of Payout of Sick days	max upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	max upon retirement or separation
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Nicholas Cipriano

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

Name=Peter Catania

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Ed Facilities Mgr
Base Annual Salary Amount	\$80,392
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/18
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	12
Description of Other Contracted Non-Working Days	holidays
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	N/A
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported



Name=Peter Catania

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

Name=Scott Hughes

Category	Measure
Job Title	Other
Job Title II	District Tech Specialist
Base Annual Salary Amount	\$113,784
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/18
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	12
Description of Other Contracted Non-Working Days	holidays
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	\$10,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Max upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Scott Hughes

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