

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	1,263.0	1,283.0	1,289.0
Pupils On Roll Special Ed Full-Time	238.0	244.0	238.0
Pupils On Roll SUBTOTAL	1,501.0	1,527.0	1,527.0
Pupils in Private School Placements	8.0	9.0	11.0
Pupils Sent to Other Districts Regular	1.0	0.0	0.0
Pupils Sent to Other Districts Special Ed	3.0	5.0	18.0
Pupils Received	3.0	2.0	1.0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	20,843,321	21,882,943	22,493,327
Total Tuition	10-1300	190,185	10,000	50,000
Unrestricted Miscellaneous Revenues	10-1XXX	68,880	45,000	50,000
Interest Earned On Maintenance Reserve	10-1XXX	0	0	100
Interest Earned On Capital Reserve Funds	10-1XXX	0	0	100
Subtotal - Revenues From Local Sources		21,102,386	21,937,943	22,593,527
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	854,382	858,536	858,536
Extraordinary Aid	10-3131	470,026	175,000	175,000
Categorical Special Education Aid	10-3132	901,932	914,473	914,473
Categorical Security Aid	10-3177	149,585	151,130	151,130
Adjustment Aid	10-3178	1,623,334	1,623,334	1,623,334
Parcc Readiness Aid	10-3181	0	14,305	14,305
Per Pupil Growth Aid	10-3182	0	14,305	14,305
Professional Learning Community Aid	10-3183	0	14,970	14,970
Host District Support Aid	10-3184	0	0	138
Other State Aids	10-3XXX	44,546	0	0
Subtotal - Revenues From State Sources		4,043,805	3,766,053	3,766,191
Revenues from Federal Sources:				
Impact Aid	10-4100	53,233	0	0
Medicaid Reimbursement	10-4200	60,511	23,056	19,510
ARRA/SEMI Revenue	10-4210	0	1,775	0
Subtotal - Revenues From Federal Sources		113,744	24,831	19,510
Budgeted Fund Balance - Operating Budget	10-303	0	2,651,116	2,927,999
Withdrawal From Cap Res-For Local Share	10-307	854,374	710,000	0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	0	175,000
Withdrawal From Maint. Reserve	10-310	91,866	188,750	200,000
Other Financing Sources	10-5XXX	668,366	0	0
Adjustment For Prior Year Encumbrances		0	1,841,112	0
Actual Revenues (Over)/Under Expenditures		-722,007	0	0
Total Operating Budget		26,152,534	31,119,805	29,682,227
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	39,826	0	0
Total Revenues From Local Sources	20-1XXX	39,826	0	0
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	132,933	177,558	150,924
Total Revenues From State Sources		132,933	177,558	150,924
Revenues from Federal Sources:				
Title I	20-4411-4416	128,872	124,276	105,634
Title II	20-4451-4455	23,241	34,681	29,478
Title III	20-4491-4494	7,287	7,981	6,784
I.D.E.A. Part B (Handicapped)	20-4420-4429	419,869	482,085	409,772
Total Revenues From Federal Sources		579,269	649,023	551,668
Total Grants And Entitlements		752,028	826,581	702,592
Repayment of Debt:				
Transfers From Other Funds	40-5200	5,195	0	0
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,967,742	1,510,456	658,032
Total Revenues From Local Sources		1,967,742	1,510,456	658,032

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	47,464	31,107	0
Budgeted Fund Balance	40-303	0	3,865	5,196
Total Local Repayment Of Debt		2,020,401	1,545,428	663,228
Actual Revenues (Over)/Under Expenditures		-999	0	0
Total Repayment Of Debt		2,019,402	1,545,428	663,228
Total Revenues/Sources		28,923,964	33,491,814	31,048,047
Total Revenues/Sources Net of Transfers		28,923,964	33,491,814	31,048,047

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	6,844,269	8,130,046	7,362,921
Special Education - Instruction	11-2XX-100-XXX	2,508,558	3,338,857	3,172,211
Basic Skills/Remedial - Instruction	11-230-100-XXX	315,148	386,826	313,703
Bilingual Education - Instruction	11-240-100-XXX	54,650	65,604	76,208
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	75,558	99,195	99,455
School-Sponsored Athletics - Instruction	11-402-100-XXX	52,719	69,423	69,725
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	664,173	645,660	989,655
Undist. Expenditures - Health Services	11-000-213-XXX	320,799	484,514	548,589
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	475,245	662,656	589,750
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	1,235,675	1,486,899	1,668,623
Undist. Expenditures - Guidance	11-000-218-XXX	221,319	272,935	239,998
Undist. Expenditures - Child Study Teams	11-000-219-XXX	591,845	916,130	715,308
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	519,109	562,005	647,976
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	210,427	246,541	226,829
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	102,000	124,666	209,523
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	546,159	946,048	779,465
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	922,480	1,036,175	925,668
Undist. Expend. - Central Services	11-000-251-XXX	361,923	440,167	377,887
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	92,392	162,433	120,349
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,785,816	2,513,051	2,477,343
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,797,081	2,191,297	2,408,847
Personal Services - Employee Benefits	11-XXX-XXX-2XX	4,421,956	5,317,455	5,412,829
Total Undistributed Expenditures		14,268,399	18,008,632	18,338,639
Interest Earned On Maintenance Reserve	10-606	0	0	100
Increase In Maintenance Reserve	10-606	500,000	0	0
Total General Current Expense		24,619,301	30,098,583	29,432,962

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	10,978	57,580	44,230
Facilities Acquisition And Const. Serv.	12-000-400-XXX	219,184	152,692	17,762
Capital Reserve - Transfer To Capital Projects	12-000-400-931	0	810,950	175,000
Increase In Capital Reserve	10-604	1,303,071	0	0
Interest Deposit To Capital Reserve	10-604	0	0	100
Total Capital Outlay		1,533,233	1,021,222	237,092
Transfer Of Funds To Charter Schools	10-000-100-56X	0	0	12,173
General Fund Grand Total		26,152,534	31,119,805	29,682,227
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	39,826	0	0
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	21,240	37,663	32,013
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	0	822	699
Nonpublic Handicapped Services	20-XXX-XXX-XXX	47,919	53,599	45,559
Nonpublic Nursing Services	20-XXX-XXX-XXX	27,980	37,080	31,518
Nonpublic Technology Initiative	20-XXX-XXX-XXX	12,004	10,894	9,260
Nonpublic Security Aid	20-XXX-XXX-XXX	19,460	37,500	31,875
Other	20-XXX-XXX-XXX	4,330	0	0
Total Other State Projects		132,933	177,558	150,924
Total State Projects	20-XXX-XXX-XXX	132,933	177,558	150,924
Federal Projects:				
Title I	20-XXX-XXX-XXX	128,872	124,276	105,634
Title II	20-XXX-XXX-XXX	23,241	34,681	29,478
Title III	20-XXX-XXX-XXX	7,287	7,981	6,784
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	419,869	482,085	409,772
Total Federal Projects	20-XXX-XXX-XXX	579,269	649,023	551,668
Total Special Revenue Funds		752,028	826,581	702,592

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	2,019,402	1,545,428	663,228
Total Debt Service Funds		2,019,402	1,545,428	663,228
Total Expenditures/Appropriations		28,923,964	33,491,814	31,048,047
Total Expenditures Net of Transfers		28,923,964	33,491,814	31,048,047

Budget Category	Audited Balance 6-30-2015	Audited Balance 6-30-2016	Estimated Balance 6-30-2017	Estimated Balance 6-30-2018
Unrestricted:				
--General Operating Budget	1,546,665	1,442,627	813,020	585,574
--Repayment of Debt	8,062	9,061	5,196	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	2,348,486	2,797,183	2,087,183	1,912,283
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	1,226,282	1,634,416	1,445,666	1,245,766
--Legal Reserve	4,030,800	4,722,062	2,700,553	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	250,000	250,000	250,000	250,000
--Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	53,233	53,233	53,233
--Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2014-15 Actual Costs	2015-16 Actual Costs	2016-17 Original Budget	2016-17 Revised Budget	2017-18 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$14,920	\$14,408	\$16,748	\$17,824	\$17,030
Total Classroom Instruction	\$8,768	\$8,362	\$9,440	\$10,066	\$9,373
Classroom-Salaries and Benefits	\$8,030	\$7,872	\$8,893	\$9,460	\$8,746
Classroom-General Supplies and Textbooks	\$612	\$374	\$400	\$442	\$387
Classroom-Purchased Services	\$127	\$117	\$148	\$164	\$239
Total Support Services	\$3,126	\$3,136	\$3,781	\$3,959	\$4,100
Support Services-Salaries and Benefits	\$2,931	\$2,868	\$3,374	\$3,536	\$3,652
Total Administrative Costs	\$1,632	\$1,601	\$1,763	\$1,989	\$1,767
Administration Salaries and Benefits	\$1,406	\$1,338	\$1,378	\$1,366	\$1,357
Total Operations and Maintenance of Plant	\$1,249	\$1,200	\$1,621	\$1,670	\$1,648
Operations and Maintenance-Salaries and Benefits	\$145	\$51	\$105	\$102	\$101
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$144	\$108	\$142	\$139	\$142
Total Equipment Costs	\$46	\$7	\$38	\$38	\$29
Legal Costs	\$35	\$47	\$36	\$36	\$52
Employee Benefits as a percentage of salaries*	28.76%	31.69%	33.19%	31.37%	33.98%

*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 2016-17 revised appropriations and the 2017-18 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Item	Line Number	Source	Amount	Explanation
1	140	Tuition from parents for general ed children entering new integrated preschool class	20,400	new integrated preschool class
1	765	Non public funds including textbooks, 192/193, nursing, technology and security aids	121,958	Flow Through non public funds

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Food Services	Share expenses for van, deliveries, driver, etc. with Eatontown School District	0
Transportation Services, including Fuel	Shared services for student bus transportation with MOESC, ESCNJ, Colts Neck BOE, Monmouth Regional HS District, Neptune School District, etc.	0
Purchasing	Cooperative purchasing with ESCNJ, Hunterton ESC, MOES, State Contracts, Ed Data, etc.	0
Municipal/Public Works	Shared services for garbage, recycling, salt, sand, gasoline, use of school buildings after hours, use of fields after school hours, etc.	0
Professional Staff Development	Share costs for staff development presenters with multiple districts	0
Insurance Coverages and Benefits	NJSIG, State Employee Health Benefits Program, etc.	0

TINTON FALLS BOROUGH	
A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	22,143,750
(B) Estimated Net Taxable Valuation (as of 10/01/16)	2,983,288,001
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	0.7423
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	22,791,555
(E) Estimated Net Taxable Valuation (as of 10/01/16)	2,983,288,001
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	0.7640

B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	22,143,750
(H) Estimated Equalized Valuation (as of 10/01/16)	3,108,408,869
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	0.7124
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	22,791,555
(K) Estimated Equalized Valuation (as of 10/01/16)	3,108,408,869
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	0.7332

SHREWSBURY TOWNSHIP	
A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	348,802
(B) Estimated Net Taxable Valuation (as of 10/01/16)	52,944,395
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	0.6588
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	359,029
(E) Estimated Net Taxable Valuation (as of 10/01/16)	52,944,395

(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	0.6781

B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	348,802
(H) Estimated Equalized Valuation (as of 10/01/16)	52,949,650
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	0.6587
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	359,029
(K) Estimated Equalized Valuation (as of 10/01/16)	52,949,650
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	0.6781

NAME=John Russo

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	n/a
Base Annual Salary Amount	\$155,000
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	06/30/21
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	winter & spring break
Total Allowances Amount	\$3,079
Total Bonuses Amount	\$23,095
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,500
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$38,846
Contractual Post-Employment Benefit Description of Payout of Sick days	max eligible
Contractual Post-Employment Benefit Description of Payout of Vacation days	max eligible
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=John Russo

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=Lisa Goldey

CATEGORY	MEASURE
Job Title	Other
Job Title II	n/a
Base Annual Salary Amount	\$125,039
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	20
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	winter & spring break
Total Allowances Amount	\$1,570
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	\$34,237
Contractual Post-Employment Benefit Description of Payout of Sick days	only if she were to retire
Contractual Post-Employment Benefit Description of Payout of Vacation days	only if she were to retire
Contractual Post-Employment Benefit Description of Payout of Personal days	only if she were to retire
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=Lisa Goldey

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=Susan Ross

CATEGORY	MEASURE
Job Title	Other
Job Title II	n/a
Base Annual Salary Amount	\$84,487
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	240
Contracted Number of Annual Vacation Days	0
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	winter & spring break
Total Allowances Amount	\$890
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	upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	per contract & statute
Contractual Post-Employment Benefit Description of Payout of Personal days	per contract & statute
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=Susan Ross

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=Tamar Sydney-Gens

CATEGORY	MEASURE
Job Title	Other
Job Title II	n/a
Base Annual Salary Amount	\$145,458
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	winter & spring break
Total Allowances Amount	\$2,845
Total Bonuses Amount	\$5,000
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$37,379
Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	upon retirement
Contractual Post-Employment Benefit Description of Payout of Personal days	upon retirement
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=Tamar Sydney-Gens

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	