Pupil Enrollment Categories	10-14-2016 Actual	10-13-2017 Actual	10-15-2018 Estimate
On Roll Regular Full-Time	524.0	503.0	514.0
On Roll Special Ed Full-Time	79.0	79.0	82.0
On Roll Subtotal	603.0	582.0	596.0
In Private School Placements	7.0	4.0	6.0
Received	23.0	31.0	19.0

016-17 2017-18	
Actual Revised	Proposed
00,691 8,106,108	8,539,307
01,658 249,840	220,500
0 3,480	0
21,094 15,000	20,000
0 0	3,000
4,286 0	0
27,729 8,374,428	8,782,807
8,482 8,482	60,781
63,970 50,000	60,000
85,322 385,322	385,322
70,585 136,511	136,511
16,077	16,213
20,479 20,479	0
5,940 5,940	0
5,940 5,940	0
5,470 5,470	0
3,828 0	0
0 5,400	0
86,093 639,621	658,827
0 282,301	187,798
0 0	70,295
0 18,205	
24,740 0	0
38,562 9,314,555	9,699,727
38,5t	32 9,314,555

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	27,806	4,500	0
Total Revenues From Local Sources	20-1XXX	27,806	4,500	0
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	94,540	142,909	101,000
Total Revenues From State Sources		94,540	142,909	101,000
Revenues from Federal Sources:				
Title I	20-4411-4416	59,117	60,328	60,000
Title II	20-4451-4455	17,091	23,221	23,000
Title IV	20-4471-4474	0	10,000	10,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	247,973	174,596	174,000
Total Revenues From Federal Sources		324,181	268,145	267,000
Total Grants And Entitlements		446,527	415,554	368,000
Total Revenues/Sources		9,285,089	9,730,109	10,067,727
Total Revenues/Sources Net of Transfers		9,285,089	9,730,109	10,067,727

		2016-17	2017-18	2018-19
Budget Category	Account	Actual	Revised	Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	2,358,469	2,400,232	2,586,575
Special Education - Instruction	11-2XX-100-XXX	943,809	1,019,951	983,757
Basic Skills/Remedial - Instruction	11-230-100-XXX	178,428	190,036	201,815
Bilingual Education - Instruction	11-240-100-XXX	68,321	70,925	96,800
School-Spon. Co/Extra Curr. Actvts Inst	11-401-100-XXX	21,092	17,300	17,400
School-Sponsored Athletics - Instruction	11-402-100-XXX	22,987	23,400	31,650
Other Supplemental/At-Risk Programs	11-424-XXX-XXX	41,115	61,120	61,904
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	218,548	413,366	410,359
Undist. Expenditures - Health Services	11-000-213-XXX	136,252	138,043	135,557
Undist. ExpendSpeech, OT, PT And Related Svcs	11-000-216-XXX	198,955	184,688	189,455
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	429,578	511,217	557,900
Undist. Expenditures - Guidance	11-000-218-XXX	56,091	59,505	110,544
Undist. Expenditures - Child Study Teams	11-000-219-XXX	244,246	254,614	271,322
Undist. ExpendImprov. Of Inst. Serv.	11-000-221-XXX	198,807	221,610	219,737
Undist. ExpendEdu. Media Serv./Library	11-000-222-XXX	143,583	142,819	131,876
Undist. ExpendInstr. Staff Training Serv.	11-000-223-XXX	3,962	10,762	11,500
Undist. ExpendSupport ServGen. Admin.	11-000-230-XXX	415,923	440,903	397,656
Undist. ExpendSupport ServSchool Admin.	11-000-240-XXX	247,707	261,596	265,093
Undist. Expend Central Services	11-000-251-XXX	219,395	206,638	213,288
Undist. Expend Admin. Info Technology	11-000-252-XXX	0	6,300	1,000
Undist. ExpendOper. And Maint. Of Plant Serv.	11-000-26X-XXX	692,801	763,952	739,443
Undist. ExpendStudent Transportation Serv.	11-000-270-XXX	249,815	345,172	235,944
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,343,154	1,529,022	1,697,633
Total Undistributed Expenditures		4,798,817	5,490,207	5,588,307
Total General Current Expense		8,433,038	9,273,171	9,568,208

Budget Catagoni	Account	2016-17	2017-18	2018-19
Budget Category	Account	Actual	Revised	Proposed
Capital Expenditures:				
Equipment	12-XXX-XXX-730	33,870	37,904	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	3,480	3,480	73,775
Increase In Capital Reserve	10-604	353,324	0	0
Interest Deposit To Capital Reserve	10-604	0	0	3,000
Total Capital Outlay		390,674	41,384	76,775
Transfer Of Funds To Charter Schools	10-000-100-56X	14,850	0	54,744
General Fund Grand Total		8,838,562	9,314,555	9,699,727
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	27,806	4,500	0
Other State Projects:	20-7/7/-7/7/	27,000	4,300	U
•	20 VVV VVV VVV	0.254	0.267	0.000
Nonpublic Textbooks	20-XXX-XXX-XXX	9,254	9,367	9,000
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	24,107	45,195	20,000
Nonpublic Handicapped Services	20-XXX-XXX-XXX	30,001	52,608	40,000
Nonpublic Nursing Services	20-XXX-XXX-XXX	16,920	16,587	16,000
Nonpublic Technology Initiative	20-XXX-XXX-XXX	4,888	6,327	6,000
Nonpublic Security Aid	20-XXX-XXX-XXX	9,370	12,825	10,000
Total Other State Projects		94,540	142,909	101,000
Total State Projects	20-XXX-XXX-XXX	94,540	142,909	101,000
Federal Projects:				
Title I	20-XXX-XXX-XXX	59,117	60,328	60,000
Title II	20-XXX-XXX-XXX	17,091	23,221	23,000
Title IV	20-XXX-XXX-XXX	0	10,000	10,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	247,973	174,596	174,000
Total Federal Projects	20-XXX-XXX-XXX	324,181	268,145	267,000
Total Special Revenue Funds		446,527	415,554	368,000
Total Expenditures/Appropriations		9,285,089	9,730,109	10,067,727
Total Expenditures Net of Transfers		9,285,089	9,730,109	10,067,727

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	261,857	279,655	267,798	250,000
Unrestricted	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	400,680	754,004	422,799	355,504
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	551,044	440,444	170,000	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	0	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	\$13,125	\$13,244	\$14,061	\$14,731	\$15,071
Total Classroom Instruction	\$7,198	\$7,334	\$7,703	\$8,073	\$8,386
Classroom-Salaries and Benefits	\$6,625	\$6,718	\$7,070	\$7,421	\$7,625
Classroom-General Supplies and Textbooks	\$497	\$530	\$547	\$573	\$640
Classroom-Purchased Services	\$76	\$86	\$86	\$79	\$121
Total Support Services	\$2,676	\$2,790	\$3,028	\$3,133	\$3,305
Support Services-Salaries and Benefits	\$1,951	\$2,178	\$2,262	\$2,311	\$2,423
Total Administrative Costs	\$1,779	\$1,705	\$1,698	\$1,886	\$1,813
Administration Salaries and Benefits	\$1,255	\$1,255	\$1,291	\$1,402	\$1,449
Total Operations and Maintenance of Plant	\$1,352	\$1,294	\$1,494	\$1,514	\$1,428
Operations and Maintenance-Salaries and Benefits	\$809	\$697	\$876	\$893	\$784
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$85	\$89	\$82	\$85	\$101
Total Equipment Costs	\$0	\$56	\$0	\$66	\$0
Legal Costs	\$10	\$33	\$28	\$29	\$24
Employee Benefits as a percentage of salaries*	24.89%	25.28%	27.80%	27.46%	29.70%

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

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 Spendingand 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.

^{**}Federal and State funds in the blended resource school-based budgets.

Item	Line Number	Source	Amount	Explanation
1	140	Parental Tuition received for preschool disabled inclusion class.	45,500	A continuation of a program in place.
1	150	Tuition received from surrounding public school districts to send their students to our programs	175,000	A continuation of an existing program.
1	300	Bank yield interest income and other miscellaneous revenue	20,000	Amount increased due to economic progress and more earning on idle funds to invest.
1	620	To fund capital projects as outlined in LRFP.	401,500	Badly needed upgrades and improvements to district buildings.

ID=Rockaway Boro

Category	Amount
(A) General Fund School Levy	8,273,487
(D) Total School Levy	8,273,487
(B) Estimated Net Taxable Valuation (as of 10/01/17)	779,819,847
(H) Estimated Equalized Valuation (as of 10/01/17)	842,775,143
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.0609
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.0609
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.9817
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.9817

Name=David G. Waxman

Category	Measure
	Principal
Job Title II	
Base Annual Salary Amount	<u>'</u>
Full-Time Equivalent (FTE)	
Shared with Another District?	
Shared With Another District: Shared County	None Reported
	None Reported
Job Title Other District	•
Member of Collective Bargaining Unit (CBU)?	· ·
Beginning Date of Contract	
End Date of Contract	111111111111111111111111111111111111111
Contracted Number of Annual Work Days	
Contracted Number of Annual Vacation Days	
Contracted Number of Annual Sick Days	
Contracted Number of Annual Personal Days	
Contracted Number of Annual Consulting Days	
Number of Other Contracted Non-Working Days	
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$1,000
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	\$23,233
Contractual Post-Employment Benefit Description of Payout of Sick days	Max earned but unused at retirement only.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max earned but unused at separation.
Contractual Post-Employment Benefit Description of Payout of Personal days	Max earned but unused at separation.
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=David G. Waxman

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=Jamie Argenziano

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Curr & Inst. Supv.
Base Annual Salary Amount	\$79,800
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	200
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$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	\$26,197
Contractual Post-Employment Benefit Description of Payout of Sick days	Max earned but unused at retirement.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max earned but unused at separation.
Contractual Post-Employment Benefit Description of Payout of Personal days	Max earned but unused at separation.
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=Jamie Argenziano

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=Michael Klein

Category	Measure	
Job Title	Coordinator/Director/Manager/Supervisor	
Job Title II	II B&G Supervisor	
Base Annual Salary Amount		
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	t 07/01/17	
End Date of Contract	06/30/18	
Contracted Number of Annual Work Days	240	
Contracted Number of Annual Vacation Days	15	
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	None Reported	
Total Allowances Amount	\$500	
Total Bonuses Amount	\$0	
Total Stipends Amount	t \$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	\$13,126	
Contractual Post-Employment Benefit Description of Payout of Sick days	Max of earned but unused at retirement.	
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max of earned but unused at separation.	
Contractual Post-Employment Benefit Description of Payout of Personal days	Max of earned but unused at separation.	
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=Michael Klein

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=Milissa Dachisen

Category	Measure	
Job Title		
Job Title II	· ·	
Base Annual Salary Amount		
Full-Time Equivalent (FTE)		
Shared with Another District?		
Shared With Another District: Shared County	None Reported	
	None Reported	
Job Title Other District		
Member of Collective Bargaining Unit (CBU)?	· ·	
Beginning Date of Contract		
End Date of Contract		
Contracted Number of Annual Work Days		
Contracted Number of Annual Vacation Days		
Contracted Number of Annual Sick Days		
Contracted Number of Annual Personal Days		
Contracted Number of Annual Consulting Days		
Number of Other Contracted Non-Working Days		
Description of Other Contracted Non-Working Days	None Reported	
Total Allowances Amount	\$1,000	
Total Bonuses Amount	t \$0	
Total Stipends Amount	t \$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	\$23,041	
Contractual Post-Employment Benefit Description of Payout of Sick days	Max earned but unused at retirement only.	
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max earned but unused at separation.	
Contractual Post-Employment Benefit Description of Payout of Personal days	Max earned but unused at separation.	
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=Milissa Dachisen

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=Phyllis Alpaugh

Category	Measure	
	Superintendent	
Job Title II		
Base Annual Salary Amount	•	
Full-Time Equivalent (FTE)		
Shared with Another District?	N	
Shared County	None Reported	
Shared District	·	
Job Title Other District	·	
Member of Collective Bargaining Unit (CBU)?	· ·	
Beginning Date of Contract	08/15/17	
End Date of Contract	06/30/22	
Contracted Number of Annual Work Days	260	
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	0	
Description of Other Contracted Non-Working Days	None Reported	
Total Allowances Amount	\$3,000	
Total Bonuses Amount	t \$17,289	
Total Stipends Amount	t \$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	\$22,500	
Contractual Post-Employment Benefit Description of Payout of Sick days	Max payout based on last salary/260 working days.	
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max of earned but unused.	
Contractual Post-Employment Benefit Description of Payout of Personal days	Max of earned but unused.	
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=Phyllis Alpaugh

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=William Stepka

Category	Measure
Job Title	Business Administrator
Job Title II	Board Secretary
Base Annual Salary Amount	\$115,000
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	11/20/17
End Date of Contract	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$1,800
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	\$25,173
Contractual Post-Employment Benefit Description of Payout of Sick days	Max upon retirement.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max of earned but unused
Contractual Post-Employment Benefit Description of Payout of Personal days	Max of earned but unused.
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=William Stepka

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