

03/25/2011

ESSEX - NUTLEY TOWN

Advertised Enrollments

ENROLLMENT CATEGORY	October 15, 2009 Actual	October 15, 2010 Actual	October 15, 2011 Estimated
Pupils on Roll Regular Full-Time	3494	3393	3365
Pupils on Roll Regular Shared-Time	4	4	
Pupils on Roll - Special Full-Time	532	522	542
Pupils on Roll - Special Shared-Time	7	9	
Subtotal - Pupils On Roll	4037	3928	3907
Private School Placements	45	50	56
Pupils Sent to Other Districts-Reg Prog			2
Pupils Sent to Other Dists-Spec Ed Prog	3	4	11
Pupils Received	7	5	2

ESSEX - NUTLEY TOWN

Advertised Revenues

Budget Category	Account	2009-10 Actual	2010-11 Revised	2011-12 Anticipated
OPERATING BUDGET				
Budgeted Fund Balance - Operating Budget	10-303		261,125	535,625
Transfers from Other Funds	10-5200	13,151		
Revenues from Local Sources:				
Local Tax Levy	10-1210	45,383,331	47,198,664	48,142,637
Tuition	10-1300	145,554	57,072	57,072
Transportation Fees from Other LEAs	10-1420-1440	76,215	60,000	60,000
Interest Earned on Capital Reserve Funds	10-1XXX	1,052	400	400
Other Restricted Miscellaneous Revenues	10-1XXX	69,501	100,000	100,000
Unrestricted Miscellaneous Revenues	10-1XXX	190,930	139,451	241,701
SUBTOTAL		45,866,583	47,555,587	48,601,810
Revenues from State Sources:				
Extraordinary Aid	10-3131	361,125	150,000	150,000
Categorical Special Education Aid	10-3132	2,251,799	335,075	2,243,967
Equalization Aid	10-3176	3,986,350	4,869,108	3,499,601
Categorical Security Aid	10-3177	302,191		
Categorical Transportation Aid	10-3121	298,592		
SUBTOTAL		7,200,057	5,354,183	5,893,568
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200		25,712	32,759
Equalization Aid - ARRA ESF	16-4520	850,708		
Equalization Aid - ARRA GSF	17-4521	32,932		
Education Jobs Fund	18-4522		261,742	
SUBTOTAL		883,640	287,454	32,759
Adjustment for Prior Year Encumbrances			310,636	
Actual Revenues (Over)/Under Expenditures		-1,301,924		
TOTAL OPERATING BUDGET		52,661,507	53,768,985	55,063,762
GRANTS AND ENTITLEMENTS				
Revenues from Local Sources	20-1XXX	62,789		
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	320,932	337,148	337,147

TOTAL REVENUES FROM STATE SOURCES		320,932	337,148	337,147
Revenues from Federal Sources:				
Title I	20-4411-4416	225,571	124,017	124,017
Title II	20-4451-4455		98,233	98,233
Title III	20-4491-4494		38,253	38,253
I.D.E.A. Part B (Handicapped)	20-4420-4429	1,697,787	878,847	927,446
Vocational Education	20-4430		21,209	21,209
Other	20-4XXX	185,582		
TOTAL REVENUES FROM FEDERAL SOURCES		2,108,940	1,160,559	1,209,158
TOTAL GRANTS AND ENTITLEMENTS		2,492,661	1,497,707	1,546,305
REPAYMENT OF DEBT				
Budgeted Fund Balance	40-303		2	
Revenues from Local Sources:				
Local Tax Levy	40-1210	2,765,764	2,913,940	2,913,506
TOTAL REVENUES FROM LOCAL SOURCES		2,765,764	2,913,940	2,913,506
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	975,985	828,388	826,730
TOTAL LOCAL REPAYMENT OF DEBT		3,741,749	3,742,330	3,740,236
TOTAL REPAYMENT OF DEBT		3,741,749	3,742,330	3,740,236
TOTAL REVENUES/SOURCES		58,895,917	59,009,022	60,350,303

ESSEX - NUTLEY TOWN

Advertised Appropriations

Budget Category	Account	2009-10 Expenditures	2010-11 Rev. Approp.	2011-12 Appropriations
GENERAL CURRENT EXPENSE				
Instruction:				
Regular Programs	11-1XX-100-XXX	18,569,022	18,869,200	18,859,024
Special Education	11-2XX-100-XXX	3,412,702	3,832,986	4,424,887
Basic Skills/Remedial	11-230-100-XXX	632,451	524,994	603,081
Bilingual Education	11-240-100-XXX	214,569	215,061	260,668
Vocational Programs - Local	11-3XX-100-XXX	2,500	2,500	2,500
School-Spon. Co/Extra-Curr. Activities	11-401-100-XXX	100,140	108,000	103,000
School Sponsored Athletics	11-402-100-XXX	738,226	642,029	635,379
Other Instructional Programs	11-4XX-100-XXX	159,046	139,719	136,783
Community Services Programs/Operations	11-800-330-XXX	5,492	8,000	8,000
Support Services:				
Tuition	11-000-100-XXX	2,549,470	2,792,454	3,159,153
Health Services	11-000-213-XXX	618,570	603,405	684,975
Speech, OT, PT, Related & Extraordinary Services	11-000-216,217	934,461	1,198,707	1,237,007
Guidance	11-000-218-XXX	1,187,931	1,155,267	1,187,723
Child Study Teams	11-000-219-XXX	947,262	732,696	779,766
Improvement of Instructional Services	11-000-221-XXX	185,405	141,976	144,377
Educational Media Services - School Library	11-000-222-XXX	740,776	790,303	761,399
Instructional Staff Training Services	11-000-223-XXX	10,472	19,200	18,700
General Administration	11-000-230-XXX	1,150,158	1,004,930	978,042
School Administration	11-000-240-XXX	2,885,202	3,041,535	2,798,453
Central Svcs & Admin Info Technology	11-000-25X-XXX	1,111,884	1,134,571	1,131,420
Operation and Maintenance of Plant Services	11-000-26X-XXX	4,342,620	4,529,421	4,452,962
Student Transportation Services	11-000-270-XXX	1,478,568	1,389,064	1,474,656
Personal Services - Employee Benefits	11-XXX-XXX-2XX	10,554,553	10,592,996	11,136,814
Food Services	11-000-310-XXX	85,000	100,000	
Total Support Services Expenditures		28,782,332	29,226,525	29,945,447
TOTAL GENERAL CURRENT EXPENSE		52,616,480	53,569,014	54,978,769
CAPITAL EXPENDITURES				
Interest Earned on Capital Reserve	10-604		400	400
Equipment	12-XXX-XXX-73X	45,027	88,500	20,000
Facilities Acquisition and Construction Services	12-000-4XX-XXX		111,071	64,593
TOTAL CAPITAL EXPENDITURES		45,027	199,971	84,993

OPERATING BUDGET GRAND TOTAL		52,661,507	53,768,985	55,063,762
SPECIAL GRANTS AND ENTITLEMENTS				
Local Projects	20-XXX-XXX-XXX	62,789		
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	38,447	34,287	34,286
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	161,425	185,040	185,040
Nonpublic Handicapped Services	20-XXX-XXX-XXX	74,255	79,027	79,027
Nonpublic Nursing Services	20-XXX-XXX-XXX	45,625	38,794	38,794
Other Special Projects	20-XXX-XXX-XXX	1,180		
Total State Projects		320,932	337,148	337,147
Federal Projects:				
Title I	20-XXX-XXX-XXX	225,571	124,017	124,017
Title II	20-XXX-XXX-XXX		98,233	98,233
Title III	20-XXX-XXX-XXX		38,253	38,253
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	1,697,787	878,847	927,446
Vocational Education	20-XXX-XXX-XXX		21,209	21,209
Other Special Projects	20-XXX-XXX-XXX	185,582		
Total Federal Projects		2,108,940	1,160,559	1,209,158
TOTAL GRANTS AND ENTITLEMENTS		2,492,661	1,497,707	1,546,305
REPAYMENT OF DEBT				
Repayment of Debt - Regular	40-701-510-XXX	3,741,749	3,742,330	3,740,236
TOTAL REPAYMENT OF DEBT		3,741,749	3,742,330	3,740,236
Total Expenditures		58,895,917	59,009,022	60,350,303
DEDUCT EXPENDITURES INCLUDED IN MULTIPLE FUNDS DUE TO TRANSFERS:				
	11-1XX-100-930			
Capital Reserve - Transfer to Repayment of Debt	12-000-400-933			
Transfer Property Sale Proceeds to Debt Svc Res	11-000-520-934			
TOTAL EXPENDITURES NET OF TRANSFERS		58,895,917	59,009,022	60,350,303

ESSEX - NUTLEY TOWN

Advertised Recapitulation of Balance

Budget Category	Audited Balance 6/30/2009	Audited Balance 6/30/2010	Estimated Balance 6/30/2011	Estimated Balance 6/30/2012
Unassigned:				
General Operating Budget	804,410	1,314,355	1,053,230	1,053,230
Repayment of Debt	2	2	0	0
Restricted for Specific Purposes:				
General Operating Budget:				
Capital Reserve	126,030	127,082	98,482	98,882
Adult Education Programs	0	0	0	0
Maintenance Reserve	0	0	0	0
Legal Reserve	0	535,625	535,625	0
Tuition Reserve	0	0	0	0
Current Expense Emergency Reserve	0	0	0	0
Restricted for Repayment of Debt	0	0	0	0

ESSEX - NUTLEY TOWN

Advertised Per Pupil Cost Calculations

	2011 - 2012				
	2008-09	2009-10	2010-11	2010-11	2011-2012
	Actual	Actual	Original	Revised	Proposed
			Budget	Budget	Budget
Per Pupil Cost Calculations:	(1)	(2)	(3)	(4)	(5)
Total Comparative Per Pupil Cost	11777	11806	12032	12587	12886
Total Classroom Instruction	7120	7353	7411	7752	8072
Classroom-Salaries and Benefits	6775	7153	7132	7442	7829
Classroom-General Supplies and Textbooks	295	161	213	253	200
Classroom-Purchased Services and Other	51	38	66	57	43
Total Support Services	1454	1460	1459	1502	1571
Support Services-Salaries and Benefits	1312	1357	1314	1363	1429
Total Administrative Costs	1462	1566	1548	1647	1577
Administration-Salaries and Benefits	1272	1356	1328	1425	1352
Legal Costs	0	63	42	38	42
Total Operations and Maintenance of Plant	1380	1289	1288	1357	1350
Operations & Maintenance of Plant-Salary & Ben.	902	921	776	864	885
Total Food Services Costs	25	21	25	26	0
Total Extracurricular Costs	276	253	229	235	234
Total Equipment Costs	22	11	3	23	5
Employee Benefits as a % of Salaries	24.7	30.1	31.0	30.5	31.1

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the 2011 Comparative Spending Guide and can be found on the Department of Education's Internet address: <http://www.state.nj.us/education> under Finance, when available. This publication is available in the board office and public libraries. The same calculations were performed using the 2010-11 revised appropriations and 2011-12 budgeted appropriations presented in this advertised budget. Total 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.

ESSEX - NUTLEY TOWN

Unusual Revenues and Appropriations

Line Number	Revenue Source or Approp. Due to	11-12 Amount	Description of circumstances
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Total Unusual Revenues:

0

Total Unusual Appropriations:

0

ESSEX - NUTLEY TOWN

Shared Services -- Description of Shared Services

School facilities are used by the township recreation department.
Vehicle fuel is purchased through the town consortium.
District assists town with grass cutting and prepping of township fields for sports programs and shares tractor with the town.
District removes snow in the streets in front of the schools and town helps clear school parking lots.
Joint transportation agreements exist with Belleville and Bloomfield.
Transportation agreements with Sussex and Essex Ed Services Co-op.
District and town jointly own Demuro Park.
District maintains Boy's Park for Essex County.
District is a member of the Suburban Essex Joint Insurance Fund.
District shares expenses for Crew House with Kearny and Belleville.
District belongs to Educational Data Services cooperative and Middlesex Regional Coop for purchase of classroom, office, custodial, phys ed, art, nursing, science supplies as well as copy paper and buses.

ESSEX - NUTLEY TOWN

22a. Estimated Tax Rate Information

A. Estimated 11-12 School Tax Rate

WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS

General Fund School Levy	47,670,651	(A)
Estimated Net Taxable Valuation (as of 10/01/2010)	3,738,389,200	(B)
Estimated 11-12 General Fund School Tax Rate=(A)/(B)X100	1.2752	(C)

WITH REPAYMENT OF DEBT AND ADJUSTMENTS

Total School Levy	50,584,374	(D)
Estimated Net Taxable Valuation (as of 10/01/2010)	3,738,389,200	(E)
Estimated 11-12 Total School Tax Rate=(D)/(E)X100	1.3531	(F)

B. Estimated 11-12 Equalized School Tax Rate

WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS

General Fund School Levy	47,670,651	(G)
Estimated Equalized Valuation (as of 10/01/2010)	4,116,481,590	(H)
Estimated 11-12 Equalized General Fund School Tax Rate=(G)/(H)X100	1.1580	(I)

WITH REPAYMENT OF DEBT AND ADJUSTMENTS

Total School Levy	50,584,374	(J)
Estimated Equalized Valuation (as of 10/01/2010)	4,116,481,590	(K)
Estimated 11-12 Equalized Total School Tax Rate=(J)/(K)X100	1.2288	(L)

ESSEX - NUTLEY TOWN

17. Salaries and Benefits of Certain District Employees

Name Joseph Zarra
 Job Title Superintendent

Base Annual Salary 188,000

FTE 1.0

Shared with Another District? N

Member of Collective Bargaining ? N

Contract Terms:

Beginning Date of Contract 07/01/2007

Ending Date of Contract 06/30/2011

Annual Work Days 240

Annual Vacation Days 25

Annual Sick Days 12

Annual Personal Days 5

Annual Consulting Days 0

Other Non-working days 0

Description-Other Non-working Days

Benefits:

Allowances 1,969

Bonuses 0

Stipends 0

District Contributions above Teacher amount for:

Health Insurance 0

Dental Insurance 0

Life Insurance 0

Other Insurances 0

Retirement Plans 0

Post-Employment Benefits 75,000

Description of:

Buyback of Sick Days

Buyback of Vac. Days

Buyback of Personal Days

Other Post-Emp. Benefits

Other Post-Emp. Benefits

Other Post-Emp. Benefits

In-Kind and Other Remuneration 0

Description of:

Annual Buyback of Sick Days

Annual Buyback of Vac. Days

Annual Buyback of Personal Days

All Other In-Kind/Remuneration

Additional Comments

ESSEX - NUTLEY TOWN

17. Salaries and Benefits of Certain District Employees

Name	Karen Yeamans
Job Title	Business Administrator

Base Annual Salary	148,000
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2010
Ending Date of Contract	06/30/2011
Annual Work Days	240
Annual Vacation Days	25
Annual Sick Days	12
Annual Personal Days	5
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	1,200
Bonuses	0
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0

Post-Employment Benefits	15,000
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Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	

In-Kind and Other Remuneration 0

Description of:

Annual Buyback of Sick Days

Annual Buyback of Vac. Days

Annual Buyback of Personal Days

All Other In-Kind/Remuneration

Additional Comments

ESSEX - NUTLEY TOWN

17. Salaries and Benefits of Certain District Employees

Name	Ian Viemeister
Job Title	Coordinator/Dir./Mgr./Supvr. Systems Manager
Base Annual Salary	95,911
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2010
Ending Date of Contract	06/30/2011
Annual Work Days	240
Annual Vacation Days	15
Annual Sick Days	12
Annual Personal Days	5
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	15,000
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	

In-Kind and Other Remuneration 0

Description of:

Annual Buyback of Sick Days

Annual Buyback of Vac. Days

Annual Buyback of Personal Days

All Other In-Kind/Remuneration

Additional Comments

ESSEX - NUTLEY TOWN

17. Salaries and Benefits of Certain District Employees

Name	Phil Nicolette
Job Title	Coordinator/Dir./Mgr./Supvr. Manager of Buildings & Grounds
Base Annual Salary	92,565
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2010
Ending Date of Contract	06/30/2011
Annual Work Days	240
Annual Vacation Days	15
Annual Sick Days	12
Annual Personal Days	5
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	
Benefits:	
Allowances	100
Bonuses	0
Stipends	5,000
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	15,000
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	

In-Kind and Other Remuneration 0

Description of:

Annual Buyback of Sick Days

Annual Buyback of Vac. Days

Annual Buyback of Personal Days

All Other In-Kind/Remuneration

Additional Comments

ESSEX - NUTLEY TOWN

17. Salaries and Benefits of Certain District Employees

Name	Jean Unglaub
Job Title	Other Manager of Accounts
Base Annual Salary	92,504
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2010
Ending Date of Contract	06/30/2011
Annual Work Days	240
Annual Vacation Days	15
Annual Sick Days	12
Annual Personal Days	5
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	15,000
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	

In-Kind and Other Remuneration 0

Description of:

Annual Buyback of Sick Days

Annual Buyback of Vac. Days

Annual Buyback of Personal Days

All Other In-Kind/Remuneration

Additional Comments

ESSEX - NUTLEY TOWN

17. Salaries and Benefits of Certain District Employees

Name	Maria Cervasio
Job Title	Coordinator/Dir./Mgr./Supvr. Director of Extended Day
Base Annual Salary	80,000
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2010
Ending Date of Contract	06/30/2011
Annual Work Days	240
Annual Vacation Days	15
Annual Sick Days	12
Annual Personal Days	5
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	15,000
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	

In-Kind and Other Remuneration 0

Description of:

Annual Buyback of Sick Days

Annual Buyback of Vac. Days

Annual Buyback of Personal Days

All Other In-Kind/Remuneration

Additional Comments

ESSEX - NUTLEY TOWN

17. Salaries and Benefits of Certain District Employees

Name Kathryn Mulligan
 Job Title Administrative Assistant

Base Annual Salary 93,906
 FTE 1.0
 Shared with Another District? N
 Member of Collective Bargaining ? N
 Contract Terms:
 Beginning Date of Contract 07/01/2010
 Ending Date of Contract 06/30/2011
 Annual Work Days 240
 Annual Vacation Days 15
 Annual Sick Days 12
 Annual Personal Days 5
 Annual Consulting Days 0
 Other Non-working days 0
 Description-Other Non-working Days

Benefits:
 Allowances 0
 Bonuses 0
 Stipends 0
 District Contributions above Teacher amount for:
 Health Insurance 0
 Dental Insurance 0
 Life Insurance 0
 Other Insurances 0
 Retirement Plans 0

Post-Employment Benefits 15,000

Description of:
 Buyback of Sick Days
 Buyback of Vac. Days
 Buyback of Personal Days
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits
 Other Post-Emp. Benefits

In-Kind and Other Remuneration 0

Description of:

Annual Buyback of Sick Days

Annual Buyback of Vac. Days

Annual Buyback of Personal Days

All Other In-Kind/Remuneration

Additional Comments

ESSEX - NUTLEY TOWN

17. Salaries and Benefits of Certain District Employees

Name	Madeline Cucuzza
Job Title	Administrative Assistant

Base Annual Salary	80,974
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2010
Ending Date of Contract	06/30/2011
Annual Work Days	240
Annual Vacation Days	15
Annual Sick Days	12
Annual Personal Days	5
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	

Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0

Post-Employment Benefits	15,000
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Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	

In-Kind and Other Remuneration 0

Description of:

Annual Buyback of Sick Days

Annual Buyback of Vac. Days

Annual Buyback of Personal Days

All Other In-Kind/Remuneration

Additional Comments

ESSEX - NUTLEY TOWN

17. Salaries and Benefits of Certain District Employees

Name	Natalie Cameron
Job Title	Other Rental Mgr/Reports Coord.
Base Annual Salary	75,954
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2010
Ending Date of Contract	06/30/2011
Annual Work Days	240
Annual Vacation Days	15
Annual Sick Days	12
Annual Personal Days	5
Annual Consulting Days	0
Other Non-working days	0
Description-Other Non-working Days	
Benefits:	
Allowances	0
Bonuses	0
Stipends	0
District Contributions above Teacher amount for:	
Health Insurance	0
Dental Insurance	0
Life Insurance	0
Other Insurances	0
Retirement Plans	0
Post-Employment Benefits	15,000
Description of:	
Buyback of Sick Days	
Buyback of Vac. Days	
Buyback of Personal Days	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	
Other Post-Emp. Benefits	

In-Kind and Other Remuneration 0

Description of:

Annual Buyback of Sick Days

Annual Buyback of Vac. Days

Annual Buyback of Personal Days

All Other In-Kind/Remuneration

Additional Comments