## KENILWORTH BOARD OF EDUCATION

## USER FRIENDLY BUDGET

## 2010-2011

# Annual School District Budget Statement 

## Public Hearing Version

This is the version of the budget under consideration for adoption at the 2010 Public Budget Hearing

## KENILWORTH BOARD OF EDUCATION

ANNUAL SCHOOL BUDGET FY '11

| Account | Program | $\begin{gathered} \hline \text { 2008-2009 } \\ \text { Audited } \\ \hline \end{gathered}$ | $\begin{gathered} \hline 2009-10 \\ \text { Budgeted } \end{gathered}$ | 2009-10 <br> Revised | 2010-11 <br> Proposed | $\$$ Change | \% <br> Change |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 11-xxx-100-101 | Regular Programs - Instruction | 5,883,907 | 6,200,764 | 6,200,764 | 6,391,888 | 191,124 | 3.08\% |
| 11-190-100-xxx | Regular Programs - Undistributed Instruction | 446,305 | 393,379 | 393,379 | 387,669 | $(5,710)$ | -1.45\% |
| 11-2xx-100-xxx | Special Education - Instruction (Local) | 1,399,413 | 1,582,169 | 1,582,169 | 1,623,910 | 41,741 | 2.64\% |
| 11-230-100-xxx | Basic Skills/Remedial Instruction | 203,113 | 228,483 | 228,483 | 339,535 | 111,052 | 48.60\% |
| 11-240-100-xxx | Bilingual/ESL Program | 135,489 | 82,562 | 82,562 | 141,037 | 58,475 | 70.83\% |
| 11-40x-100-xxx | Co-Curricular Activities/Athletics | 595,501 | 605,164 | 605,164 | 515,370 | $(89,794)$ | -14.84\% |
| 11-000-100-56x | Tuition | 1,276,859 | 1,564,618 | 1,576,582 | 1,737,262 | 160,680 | 10.19\% |
| 11-000-211-xxx | Attendance | 8,159 | 10,384 | 10,384 | 11,363 | 979 | 9.43\% |
| 11-000-213-xxx | Health Services | 278,902 | 133,244 | 133,244 | 123,686 | $(9,558)$ | -7.17\% |
| 11-000-216-xxx | Related Services | 242,286 | 229,595 | 229,595 | 235,232 | 5,637 | 2.46\% |
| 11-000-218-xxx | Other Support Serv-Reg: Guidance | 355,730 | 380,604 | 386,185 | 399,739 | 13,554 | 3.51\% |
| 11-000-219-xxx | Other Support Service-Special: CST | 390,931 | 417,953 | 417,953 | 439,735 | 21,782 | 5.21\% |
| 11-000-221-xxx | Improvement of Instruction Services | 585,612 | 562,515 | 562,515 | 474,799 | $(87,716)$ | -15.59\% |
| 11-000-222-xxx | Educational Media Services: Library | 143,310 | 153,610 | 153,610 | 201,470 | 47,860 | 31.16\% |
| 11-000-223-xxx | Instructional Staff Training Services | 16,283 | 16,668 | 16,668 | 51,003 | 34,335 | 205.99\% |
| 11-000-230-xxx | General Administration | 704,258 | 514,357 | 584,377 | 518,192 | $(66,185)$ | -11.33\% |
| 11-000-240-xxx | School Administration | 546,894 | 516,375 | 547,673 | 528,138 | $(19,535)$ | -3.57\% |
| 11-000-251-xxx | Support Services-Business | 343,879 | 321,283 | 322,283 | 309,457 | $(12,826)$ | -3.98\% |
| 11-000-252-xxx | Support Services- Technology | 238,268 | 256,788 | 282,625 | 231,881 | $(50,744)$ | -17.95\% |
| 11-000-261-xxx | Facility Maintenance | 273,352 | 179,650 | 179,650 | 169,430 | $(10,220)$ | -5.69\% |
| 11-000-262-xxx | Operation of Plant | 1,282,518 | 1,316,908 | 1,341,532 | 1,229,768 | $(111,764)$ | -8.33\% |
| 11-000-263-xxx | Care and Upkeep of Grounds | - | 85,996 | 85,996 | 83,864 | $(2,132)$ | -2.48\% |
| 11-000-266-xxx | Security | - | 6,500 | 6,500 | 4,500 | $(2,000)$ | -30.77\% |
| 11-000-270-51x | Student Transportation Services | 502,005 | 562,823 | 590,439 | 583,404 | $(7,035)$ | -1.19\% |
| 11-000-290-xxx | Employee Benefits | 2,968,864 | 3,257,387 | 3,257,387 | 3,447,865 | 190,478 | 5.85\% |
| FUND 11 | TOTAL: CURRENT EXPENSE FUND 11 | 18,821,838 | 19,579,779 | 19,777,719 | 20,180,197 | 402,478 | 2.04\% |
| FUND 12 | TOTAL: CAPITAL OUTLAY | 98,999 | 58,650 | 58,650 | 13,965 | $(44,685)$ | -76.19\% |
| FUND 13 | TOTAL: SUMMER SCHOOL | 61,855 | 41,805 | 41,805 | 62,253 | 20,448 | 48.91\% |
|  | TOTAL: GENERAL FUND | 18,982,692 | 19,680,234 | 19,878,174 | 20,256,416 | 378,242 | 1.90\% |
| FUND 20 | TOTAL: SPECIAL REVENUE | 904,075 | 727,182 | 1,166,916 | 715,749 | $(451,167)$ | -38.66\% |
| FUND 40 | TOTAL: DEBT SERVICE | 438,999 | 919,674 | 919,674 | 1,006,166 | 86,492 | 9.40\% |
|  | TOTAL: All FUNDS | 20,325,766 | 21,327,090 | 21,964,764 | 21,978,331 | 13,567 | 0.06\% |

Loss of State Aid
Kenilworth, Union County

| Aid Category | $2009-2010$ |  | $2010-2011$ |  | \$ change | \% change |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| Special Education: | $\$$ | 711,320 | $\$$ | 41,238 | $\$$ | $(670,082)$ | $-94.20 \%$ |
| Transportation | $\$$ | 133,384 | $\$$ | - | $\$$ | $(133,384)$ | $-100.00 \%$ |
| Security Aid | $\$$ | 143,954 | $\$$ | - | $\$$ | $(143,954)$ | $-100.00 \%$ |
| Equalization Aid | $\$$ | $1,504,666$ | $\$$ | $1,469,255$ | $\$$ | $(35,411)$ | $-2.35 \%$ |
| Choice Aid | $\$$ | $1,243,216$ | $\$$ | $1,242,621$ | $\$$ | $(595)$ | $-0.05 \%$ |
|  |  |  |  |  |  |  |  |
| TOTALS: | $\$$ | $3,736,540$ | $\$$ | $2,753,114$ | $\$$ | $(983,426)$ | $-26.32 \%$ |



| Advertised Enrollments |  |  |  |
| :---: | :---: | :---: | :---: |
| ENROLLMENT CATEGORY | October 15, 2008 Actual | October 15, 2009 Actual | October 15, 2010 Estimated |
| Pupils on Roll Regular Full-Time | 1177 | 1214 | 1218 |
| Pupils on Roll Regular Shared-Time | 17 | 25 | 33 |
| Pupils on Roll - Special Full-Time | 137 | 153 | 137 |
| Pupils on Roll - Special Shared-Time | 11 | 10 | 2 |
| Private School Placements | 10 | 10 | 12 |
| Pupils Sent to Other Dists-Spec Ed Prog | 10 | 11 | 11 |
| Pupils Received | 35 | 33 | 26 |

UNION - KENILWORTH BORO
Advertised Revenues

| Budget Category | Account | $\begin{array}{r} 2008-09 \\ \text { Actual } \end{array}$ | $\begin{aligned} & 2009-10 \\ & \text { Revised } \end{aligned}$ | $\begin{gathered} 2010-11 \\ \text { Anticipated } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: |
| OPERATING BUDGET |  |  |  |  |
| Budgeted Fund Balance - Operating Budget | 10-303 |  | 130,255 | 125,000 |
| Revenues from Local Sources: |  |  |  |  |
| Local Tax Levy | 10-1210 | 14,791,143 | 15,208,753 | 16,847,614 |
| Tuition | 10-1300 | 445,679 | 273,386 | 229,389 |
| Unrestricted Miscellaneous Revenues | 10-1XXX | 190,993 | 271,300 | 241,300 |
| SUBTOTAL |  | 15,427,815 | 15,753,439 | 17,318,303 |
| Revenues from State Sources: |  |  |  |  |
| School Choice Aid | 10-3116 |  | 1,243,216 | 6 1,242,621 |
| Extraordinary Aid | 10-3131 | 332,055 | 60,000 | 60,000 |
| Other State Aids | 10-3XXX | 1,181,874 |  |  |
| Categorical Special Education Aid | 10-3132 | 712,738 | 711,320 | 41,238 |
| Equalization Aid | 10-3176 | 1,375,323 | 1,504,666 | 1,469,255 |
| Categorical Security Aid | 10-3177 | 133,932 | 143,954 |  |
| Categorical Transportation Aid | 10-3121 | 104,788 | 133,384 |  |
| SUBTOTAL |  | 3,840,710 | 3,796,540 | 2,813,114 |
| Adjustment for Prior Year Encumbrances |  |  | 197,940 |  |
| Actual Revenues (Over)/Under Expenditures |  | -285,833 |  |  |
| TOTAL OPERATING BUDGET |  | 18,982,692 | 19,878,174 | 20,256,417 |
| GRANTS AND ENTITLEMENTS |  |  |  |  |
| Revenues from Local Sources | 20-1XXX | 84,154 |  |  |
| Revenues from State Sources: |  |  |  |  |
| Other Restricted Entitlements | 20-32XX | 249,571 | 271,973 | 271,973 |
| TOTAL REVENUES FROM STATE SOURCES |  | 249,571 | 271,973 | 271,973 |
| Revenues from Federal Sources: |  |  |  |  |
| Title I | 20-4411-4416 | 117,298 | 117,298 | 117,298 |
| Title II | 20-4451-4455 |  |  | 28,172 |
| Title IV | 20-4471-4474 |  |  | 3,975 |
| I.D.E.A. Part B (Handicapped) | 20-4420-4429 | 290,558 | 294,498 | 294,331 |
| Other | 20-4XXX | 152,805 | 43,413 |  |
| TOTAL REVENUES FROM FEDERAL SOURCES |  | 560,661 | 455,209 | 443,776 |
| TOTAL GRANTS AND ENTITLEMENTS |  | 894,386 | 727,182 | 715,749 |
| REPAYMENT OF DEBT |  |  |  |  |
| Revenues from Local Sources: |  |  |  |  |
| Local Tax Levy | 40-1210 |  | 594,933 | 700,725 |
| TOTAL REVENUES FROM LOCAL SOURCES |  |  | 594,933 | 700,725 |
| Revenues from State Sources: |  |  |  |  |
| Debt Service Aid Type II | 40-3160 |  | 324,741 | 305,441 |
| TOTAL LOCAL REPAYMENT OF DEBT |  |  | 919,674 | 1,006,166 |
| TOTAL REPAYMENT OF DEBT |  |  | 919,674 | 1,006,166 |
| TOTAL REVENUES/SOURCES |  | 19,877,078 | 21,525,030 | 21,978,332 |
| UNION - KENILWORTH BORO |  |  |  |  |
| Advertised Appropriations |  |  |  |  |
| Budget Category | Account | 2008-09 | 2009-10 | 2010-11 |
|  |  | Expenditures | Rev. Approp. | Appropriations |
| GENERAL CURRENT EXPENSE |  |  |  |  |
| Instruction: |  |  |  |  |
| Regular Programs | 11-1XX-100-XXX | 6,330,212 | 6,594,144 | 6,779,557 |
| Special Education | 11-2XX-100-XXX | 1,399,413 | 1,582,169 | 1,623,911 |
| Basic Skills/Remedial | 11-230-100-XXX | 203,113 | 228,483 | 339,535 |
| Bilingual Education | 11-240-100-XXX | 135,489 | 82,562 | 141,037 |
| School-Spon. Co/Extra-Curr. Activities | 11-401-100-XXX | 200,177 | 182,846 | 159,687 |
| School Sponsored Athletics | 11-402-100-XXX | 395,324 | 422,318 | 355,683 |
| Support Services: |  |  |  |  |
| Tuition | 11-000-100-XXX | 1,276,859 | 1,576,582 | 1,737,261 |
| Attendance and Social Work Services | 11-000-211-XXX | 8,159 | 10,384 | 11,363 |
| Health Services | 11-000-213-XXX | 278,902 | 133,244 | 123,686 |
| Speech, OT, PT, Related \& Extraordinary Services | 11-000-216,217 | 242,286 | 229,595 | 235,232 |
| Guidance | 11-000-218-XXX | 355,730 | 386,185 | 399,739 |
| Child Study Teams | 11-000-219-XXX | 390,931 | 417,953 | 439,736 |
| Improvement of Instructional Services | 11-000-221-XXX | 585,612 | 562,515 | 474,799 |


| Educational Media Services - School Library | 11-000-222-XXX | 143,310 | 153,610 | 201,470 |
| :---: | :---: | :---: | :---: | :---: |
| Instructional Staff Training Services | 11-000-223-XXX | 16,283 | 16,668 | 51,003 |
| General Administration | 11-000-230-XXX | 704,258 | 584,377 | 518,192 |
| School Administration | 11-000-240-XXX | 546,894 | 547,673 | 528,138 |
| Central Svcs \& Admin Info Technology | 11-000-25x-XXX | 582,147 | 604,908 | 541,338 |
| Operation and Maintenance of Plant Services | 11-000-26X-XXX | 1,555,870 | 1,613,677 | 1,487,563 |
| Student Transportation Services | 11-000-270-XXX | 502,005 | 590,439 | 583,404 |
| Personal Services - Employee Benefits | $11-\mathrm{XXX}-\mathrm{XXX}-2 \mathrm{XX}$ | 2,968,864 | 3,257,387 | 3,447,865 |
| Total Support Services Expenditures |  | 10,158,110 | 10,685,197 | 10,780,789 |
| TOTAL GENERAL CURRENT EXPENSE |  | 18,821,838 | 19,777,719 | 20,180,199 |
| CAPITAL EXPENDITURES |  |  |  |  |
| Equipment | 12-xxx-xxx-73x | 26,607 |  | 13,965 |
| Facilities Acquisition and Construction Services | 12-000-4XX-XXX | 72,392 | 58,650 |  |
| TOTAL CAPITAL EXPENDITURES |  | 98,999 | 58,650 | 13,965 |
| SPECIAL SCHOOLS |  |  |  |  |
| Summer School: |  |  |  |  |
| Instruction | 13-422-100-XXX | 51,725 | 38,194 | 58,498 |
| Support Services | 13-422-200-XXX | 10,130 | 3,611 | 3,755 |
| Total Summer School |  | 61,855 | 41,805 | 62,253 |
| TOTAL SPECIAL SCHOOLS |  | 61,855 | 41,805 | 62,253 |
| OPERATING BUDGET GRAND TOTAL |  | 18,982,692 | 19,878,174 | 20,256,417 |
| SPECIAL GRANTS AND ENTITLEMENTS |  |  |  |  |
| Local Projects | 20-xxx-xxx-xxx | 84,154 |  |  |
| Other State Projects: |  |  |  |  |
| Nonpublic Textbooks | 20-xxx-Xxx-xxx | 17,804 | 18,930 | 18,930 |
| Nonpublic Auxiliary Services | 20-XXX-XXX-XXX | 118,902 | 100,000 | 100,000 |
| Nonpublic Handicapped Services | 20-XXX-XXX-XXX | 74,829 | 114,250 | 114,250 |
| Nonpublic Nursing Services | 20-XXX-XXX-XXX | 25,553 | 25,553 | 25,553 |
| Nonpublic Technology Initiative | 20-XXX-XXX-XXX | 12,483 | 13,240 | 13,240 |
| Total State Projects |  | 249,571 | 271,973 | 271,973 |
| Federal Projects: |  |  |  |  |
| Title I | 20-XXX-XXX-XXX | 117,298 | 117,298 | 117,298 |
| Title II | 20-XXX-XXX-XXX |  |  | 28,172 |
| Title IV | 20-XXX-XXX-XXX |  |  | 3,975 |
| I.D.E.A. Part B (Handicapped) | 20-XXX-XXX-XXX | 290,558 | 294,498 | 294,331 |
| Other Special Projects | 20-XXX-XXX-XXX | 152,805 | 43,413 |  |
| Total Federal Projects |  | 560,661 | 455,209 | 443,776 |
| TOTAL GRANTS AND ENTITLEMENTS |  | 894,386 | 727,182 | 715,749 |
| REPAYMENT OF DEBT |  |  |  |  |
| Repayment of Debt - Regular | 40-701-510-XXX |  | 919,674 | 1,006,166 |
| TOTAL REPAYMENT OF DEBT |  |  | 919,674 | 1,006,166 |
| Total Expenditures |  | 19,877,078 | 21,525,030 | 21,978,332 |
| DEDUCT EXPENDITURES INCLUDED IN MULTIPLE FUNDS DUE TO | TRANSFERS: |  |  |  |
| Local Contrib-Transfer to Grants \& Entitlements | 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 |  | 19,877,078 | 21,525,030 | 21,978,332 |

UNION - KENILWORTH BORO
Advertised Recapitulation of Balance

Budget Category
Unassigned:
General Operating Budget
Repayment of Debt
Restricted for Specific Purposes:
General Operating Budget:
Capital Reserve
Adult Education Programs
Maintenance Reserve
Legal Reserve
Tuition Reserve
Current Expense Emergency Reserve
Restricted for Repayment of Debt

Audited Balance
6/30/2009

631,426
391,663
663
0

- 0

1
0
0
0
0
100,000
0

| 1 | 1 |
| ---: | ---: |
| 0 | 0 |
| 0 | 0 |
| 0 | 0 |
| 0 | 0 |
| 100,000 | 100,000 |
| 0 | 0 |

## Estimated

Balance

501, 171
0

## Estimated <br> Balance

6/30/2011

376,171
0

1
0
0
0
0
100,000
0

UNION - KENILWORTH BORO
Advertised Per Pupil Cost Calculations
2010-2011

| $2007-08$ | $2008-09$ |
| ---: | ---: |
| Actual | Actual |


(3)
(3)
13145
8004
7694
246
64
1779
1643
1441

(4)
(4)
12733
7671
7372
237
62
1709
1575
1494
(5)

13025
8209
7909
7909
215
$\begin{array}{r}85 \\ \hline\end{array}$
1774
1650
1650
1386

| Administration-Salaries and Benefits | 1050 | 3044 | 1098 | 1144 | 1044 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Legal Costs | 0 | 0 | 40 | 38 | 31 |
| Total Operations and Maintenance of Plant | 1205 | 1145 | 1353 | 1316 | 1177 |
| Operations \& Maintenance of Plant-Salary \& Ben. | 650 | 573 | 750 | 718 | 426 |
| Total Food Services Costs | 0 | 0 | 0 | 0 |  |
| Total Extracurricular Costs | 502 | 438 | 546 | 523 | 453 |
| Total Equipment Costs | 55 | 20 | 0 | 0 | 10 |
| Employee Benefits as a \% of Salaries | 24.3 | 25.1 | 26.6 | 26.4 | 28.1 |

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the 2010 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 2009-10 revised appropriations and 2010-11 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.

UNION - KENILWORTH BORO
Shared Services -- Description of Shared Services

> 1. Shared Grant Writer with Cranford School District \& UCESC. 2. ACES: Natural gas cooperative purchasing program 3. ACT: Cooperative purchasing of telecommunications services. 4. County wide curriculum writing 5. Member of the MUJC "Multi-Media" lending library accessing media mater ials on a consotium basis. 6. Professional Development opportunities coordinated through the MUJC. 7. School Resource Officer shared with the municipality. 8. Member of the Educational Data Service purchasing cooperative. 9. Use of the UCESC purchasing cooperative for various services. 10. Borough use of Schools for various recreational programs. 11. Access to the Union County fields for athletic competitions. 12. Provide lawn fertilization/aeration/seeding services for Boro Hall 13. Boro provides garbage pickup for schools. 14. Boro provides salt for snow removal for the schools. 15. BOE \& other local BOE's share various maintenance \& grounds equipment 16. Boro provides parking lot lining for district's parking lots. 17. Boro provides street sweeping services for district parking lots. 18. Boro provides gasoline for BOE's vehicles. 19. BOE coordinates with local private school for in-service training. 20. BOE coordinates with all Union County schools to advertise free/ reduced lunch opportunities for students.

22a. Estimated Tax Rate Information
A. Estimated 10-11 School Tax Rate

| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS |
| :--- |
| General Fund School Levy |
| Estimated Net Taxable Valuation (as of $10 / 01 / 2009$ ) |
| Estimated $10-11$ General Fund School Tax Rate $=(\mathrm{A}) /(\mathrm{B}) \times 100$ |

WITH REPAYMENT OF DEBT AND ADJUSTMENTS

Total School Levy
Estimated Net Taxable Valuation (as of 10/01/2009) Estimated 10-11 Total School Tax Rate=(D)/(E) X100

17,548,339 (D) 882,901,043 (E)
1.9876 ( F )
B. Estimated 10-11 Equalized School Tax Rate

WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS
General Fund School Levy
Estimated Equalized Valuation (as of 10/01/2009)
$16,847,614$ (G)
Estimated 10-11 Equalized General Fund School
$1,816,812,930$ (H)
Tax Rate $=(\mathrm{G}) /(\mathrm{H}) \mathrm{X} 100$
0.9273 (I)

WITH REPAYMENT OF DEBT AND ADJUSTMENTS
Total School Levy
Estimated Equalized Valuation (as of 10/01/2009)
Estimated 10-11 Equalized Total School
Tax Rate $=(\mathrm{J}) /(\mathrm{K}) \times 100$

UNION - KENILWORTH BORO
17. Salaries and Benefits of Certain District Employees

Name
Sylvan Hershey
Job Title
Base Annual Salary Superintendent

FTE
169,000
Shared with Another District?
1.0

Member of Collective Bargaining ? N
Contract Terms:
Beginning Date of Contract
Ending Date of Contract
07/01/2009
06/30/2012
Annual Work Days
246
Annual Vacation Days
Annual Sick Days
15
Annual Personal Days
Annual Consulting Days
Other Non-working days
Description-Other Non-working Days
Benefits:
Allowances $\quad 2,68$
Bonuses
0
Stipends 0
District Contributions above Teacher amount for:
Health Insurance
Health Insurance
Dental Insurance
Life Insurance
Other Insurances
Retirement Plans
Post-Employment Benefits 0
Description of:
Buyback of Sick
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
Name
Job Title

Base Annual Salary

## FTE

Shared with Another District?
Member of Collective Bargaining ?
Contract Terms:
Beginning Date of Contract
Ending Date of Contract
Annual Work Days
Annual Vacation Days
Annual Sick Days
Annual Personal Days
Annual Consulting Days
Other Non-working days
Description-Other Non-working Days
Benefits:
Allowances 1,480
Bonuses 0

Stipends 5,000
District Contributions above Teacher amount for:
Health Insurance
Dental Insurance
Life Insurance
Retirement Plans 3,826
Post-Employment Benefits
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

Description of:
Annual Buyback of Sick Days
Annual Buyback of Vac. Days
All Other In-Kind/Remuneration

Additional Comments

