

05/04/2010

GLOUCESTER - GLOUCESTER CO SPEC SERV

Advertised Enrollments

ENROLLMENT CATEGORY	October 15, 2008 Actual	October 15, 2009 Actual	October 15, 2010 Estimated
Pupils on Roll - Special Full-Time	673	716	710
Pupils on Roll - Special Shared-Time	15	12	4

GLOUCESTER - GLOUCESTER CO SPEC SERV

Advertised Revenues

Budget Category	Account	2008-09 Actual	2009-10 Revised	2010-11 Anticipated
OPERATING BUDGET				
Budgeted Fund Balance - Operating Budget	10-303		300,000	144,857
Revenues from Local Sources:				
County Tax Levy	10-1210	528,192	484,718	497,710
Tuition from LEAs	10-1310	24,239,150	24,712,913	25,051,965
Non-Resident Fees	10-1350	860,404		936,000
Interest Earned on Capital Reserve Funds	10-1XXX		1	1
Unrestricted Miscellaneous Revenues	10-1XXX	891,951	131,770	143,999
SUBTOTAL		26,519,697	25,329,402	26,629,675
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	20,076	17,500	17,500
Adjustment for Prior Year Encumbrances			102,320	
Actual Revenues (Over)/Under Expenditures		-3,205,746		
TOTAL OPERATING BUDGET		23,334,027	25,749,222	26,792,032
GRANTS AND ENTITLEMENTS				
Revenues from Local Sources	20-1XXX	403,858	101,335	15,000
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	2,298,415	2,565,443	2,389,803
TOTAL REVENUES FROM STATE SOURCES		2,298,415	2,565,443	2,389,803
Revenues from Federal Sources:				
Title I	20-4411-4416		1,599,000	1,542,000
Other	20-4XXX	1,802,470	194,286	254,387
TOTAL REVENUES FROM FEDERAL SOURCES		1,802,470	1,793,286	1,796,387
TOTAL GRANTS AND ENTITLEMENTS		4,504,743	4,460,064	4,201,190
TOTAL REVENUES/SOURCES		27,838,770	30,209,286	30,993,222

GLOUCESTER - GLOUCESTER CO SPEC SERV

Advertised Appropriations

Budget Category	Account	2008-09 Expenditures	2009-10 Rev. Approp.	2010-11 Appropriations
GENERAL CURRENT EXPENSE				
Instruction:				
Special Education	11-2XX-100-XXX	9,140,554	9,275,456	10,147,676
School-Spon. Co/Extra-Curr. Activities	11-401-100-XXX	3,000		4,000
School Sponsored Athletics	11-402-100-XXX	152,556	147,000	78,000
Other Instructional Programs	11-4XX-100-XXX	637,122	777,039	679,394
Support Services:				
Attendance and Social Work Services	11-000-211-XXX	6	41,250	43,960

Health Services	11-000-213-XXX	352,045	344,030	396,321
Speech, OT, PT, Related & Extraordinary Services	11-000-216,217	1,510,390	1,508,000	1,660,000
Child Study Teams	11-000-219-XXX	996,002	1,106,378	1,179,131
Improvement of Instructional Services	11-000-221-XXX	464,227	578,250	404,052
Educational Media Services - School Library	11-000-222-XXX	117,060	133,709	140,041
Instructional Staff Training Services	11-000-223-XXX	2,743	4,000	20,000
General Administration	11-000-230-XXX	301,557	394,251	405,011
School Administration	11-000-240-XXX	953,157	997,473	1,022,262
Central Svcs & Admin Info Technology	11-000-25X-XXX	357,573	448,537	394,654
Operation and Maintenance of Plant Services	11-000-26X-XXX	2,451,622	2,792,527	2,919,750
Student Transportation Services	11-000-270-XXX	13,683	29,600	11,150
Personal Services - Employee Benefits	11-XXX-XXX-2XX	5,306,062	6,708,770	7,025,835
Total Support Services Expenditures		12,826,127	15,086,775	15,622,167
TOTAL GENERAL CURRENT EXPENSE		22,759,359	25,286,270	26,531,237
CAPITAL EXPENDITURES				
Interest Earned on Capital Reserve	10-604		1	1
Equipment	12-XXX-XXX-73X	29,589	393,572	74,000
Facilities Acquisition and Construction Services	12-000-4XX-XXX	515,491	69,379	186,794
TOTAL CAPITAL EXPENDITURES		545,080	462,952	260,795
SPECIAL SCHOOLS				
Summer School:				
Instruction	13-422-100-XXX	27,248		
Total Summer School		27,248		
Other Special Schools:				
Instruction	13-4XX-100-XXX	2,340		
Total Other Special Schools		2,340		
TOTAL SPECIAL SCHOOLS		29,588		
OPERATING BUDGET GRAND TOTAL		23,334,027	25,749,222	26,792,032
SPECIAL GRANTS AND ENTITLEMENTS				
Local Projects	20-XXX-XXX-XXX	403,858	101,335	15,000
Other State Projects:				
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	1,078,660	1,145,768	1,037,674
Nonpublic Handicapped Services	20-XXX-XXX-XXX	796,165	760,572	720,886
Nonpublic Nursing Services	20-XXX-XXX-XXX	211,151	222,750	191,938
Nonpublic Technology Initiative	20-XXX-XXX-XXX	96,997		
Other Special Projects	20-XXX-XXX-XXX	115,442	436,353	439,305
Total State Projects		2,298,415	2,565,443	2,389,803
Federal Projects:				
Title I	20-XXX-XXX-XXX		1,599,000	1,542,000
Other Special Projects	20-XXX-XXX-XXX	1,802,470	194,286	254,387
Total Federal Projects		1,802,470	1,793,286	1,796,387
TOTAL GRANTS AND ENTITLEMENTS		4,504,743	4,460,064	4,201,190
Total Expenditures		27,838,770	30,209,286	30,993,222
DEDUCT EXPENDITURES INCLUDED IN MULTIPLE FUNDS DUE TO TRANSFERS:				
	11-1XX-100-930			

TOTAL EXPENDITURES NET OF TRANSFERS

27,838,770

30,209,286

30,993,222

GLOUCESTER - GLOUCESTER CO SPEC SERV

Advertised Recapitulation of Balance

Budget Category	Audited Balance 6/30/2008	Audited Balance 6/30/2009	Estimated Balance 6/30/2010	Estimated Balance 6/30/2011
Unassigned:				
General Operating Budget	1,731,093	4,834,519	4,534,519	4,389,662
Repayment of Debt	0	0	0	0
Restricted for Specific Purposes:				
General Operating Budget:				
Capital Reserve	62,804	62,804	62,805	62,806
Adult Education Programs	0	0	0	0
Maintenance Reserve	0	0	0	0
Legal Reserve	0	0	0	0
Tuition Reserve	0	0	0	0
Current Expense Emergency Reserve	0	0	0	0
Restricted for Repayment of Debt	0	0	0	0

GLOUCESTER - GLOUCESTER CO SPEC SERV

Advertised Per Pupil Cost Calculations

2010 - 2011

	2007-08 Actual	2008-09 Actual	2009-10 Original Budget	2009-10 Revised Budget	2010-2011 Proposed Budget
Per Pupil Cost Calculations:	(1)	(2)	(3)	(4)	(5)
Total Comparative Per Pupil Cost	30194	30255	35455	34976	37245
Total Classroom Instruction	17692	17407	19281	19725	21875
Classroom-Salaries and Benefits	15471	14999	17367	17563	19792
Classroom-General Supplies and Textbooks	441	827	432	497	885
Classroom-Purchased Services and Other	1780	1581	1483	1665	1198
Total Support Services	5941	5960	7423	6981	6868
Support Services-Salaries and Benefits	4613	4706	5956	5553	4362
Total Administrative Costs	2982	2812	3534	3408	3470
Administration-Salaries and Benefits	2442	2289	2763	2617	2712
Legal Costs	0	0	43	154	147
Total Operations and Maintenance of Plant	3303	3772	4897	4559	4863
Operations & Maintenance of Plant-Salary & Ben.	1806	1742	2209	2092	2263
Total Food Services Costs	0	0	0	0	0
Total Extracurricular Costs	263	292	317	300	168
Total Equipment Costs	101	39	497	545	104
Employee Benefits as a % of Salaries	44.1	41.5	51.8	49.3	50.8

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.

GLOUCESTER - GLOUCESTER CO SPEC SERV

Unusual Revenues and Appropriations

Line Number	Revenue Source or Approp. Due to	10-11 Amount	Description of circumstances
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Total Unusual Revenues:

0

Total Unusual Appropriations:

0

GLOUCESTER - GLOUCESTER CO SPEC SERV

Shared Services -- Description of Shared Services

Shared with Gloucester County Vocational-Technical School Dist. (GCVTSD)
- superintendent
- business office

Shared with both GCVTSD and Gloucester County College (GCC)
- safety and security
- buildings and grounds
- information technology
- transportation services
- food services
- curriculum and instruction
- student services
- public information and student recruitment/admissions
- purchasing
- continuing education
- human resources

Shared with the County of Gloucester
- school resource officers
- cooperative purchasing
- participant in Gloucester County Insurance Commission Project

Shared with other school districts
- coordination of transportation
- provision of itinerant services (speech, OT, PT, Ed Interpreters, etc.)
- provision of professional development to aid in inclusion
- participant in South Jersey Regional Employees' Benefits Fund (HIF)
- participant in NJSBAIG
- lead agency for Gloucester County Safe Schools

Shared with EIRC
- participation in professional development opportunities

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Ellen Herdegen
Job Title	Superintendent
Base Annual Salary	163,728
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Superintendent

Member of Collective Bargaining ? N
 Contract Terms:
 Beginning Date of Contract 07/01/2008
 Ending Date of Contract 07/01/2011
 Annual Work Days 239
 Annual Vacation Days 25
 Annual Sick Days 12
 Annual Personal Days 3
 Annual Consulting Days 0
 Other Non-working days 21
 Description-Other Non-working Days Holidays

Benefits:
 Allowances 1,740
 Bonuses 1,000
 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 0
 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

GLOUCESTER - GLOUCESTER CO SPEC SERV
 17. Salaries and Benefits of Certain District Employees

Name Michael Dicken
 Job Title Assistant Superintendent

Base Annual Salary	130,531
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Assistant Superintendent
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays

Benefits:	
Allowances	1,479
Bonuses	1,000
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Marjorie Workman
Job Title	Business Administrator
Base Annual Salary	145,006
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Business Administrator
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
Benefits:	
Allowances	990
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name Kim Alexander
 Job Title Assistant Principal

Base Annual Salary 84,016
 FTE 1.0
 Shared with Another District? N
 Member of Collective Bargaining ? N

Contract Terms:

Beginning Date of Contract 07/01/2009
 Ending Date of Contract 06/30/2010
 Annual Work Days 239
 Annual Vacation Days 20
 Annual Sick Days 12
 Annual Personal Days 3
 Annual Consulting Days 0
 Other Non-working days 21
 Description-Other Non-working Days Holidays

Benefits:

Allowances 0
 Bonuses 1,000
 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 0

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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Debra Armor
Job Title	Coordinator/Dir./Mgr./Supvr. Director of Computer Services
Base Annual Salary	92,689
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	1,000
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Roseanne Carbonara
Job Title	Coordinator/Dir./Mgr./Supvr. Supv of Special Education
Base Annual Salary	89,483
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays

Benefits:	
Allowances	3,540
Bonuses	1,000
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name Margaret Daly
Job Title Assistant Principal

Base Annual Salary 102,174
FTE 1.0
Shared with Another District? N
Member of Collective Bargaining ? N
Contract Terms:
Beginning Date of Contract 07/01/2009
Ending Date of Contract 06/30/2010
Annual Work Days 239
Annual Vacation Days 20
Annual Sick Days 12
Annual Personal Days 3
Annual Consulting Days 0
Other Non-working days 21
Description-Other Non-working Days Holidays

Benefits:
Allowances 0
Bonuses 1,000
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 0

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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Karen D'Orazio
Job Title	Coordinator/Dir./Mgr./Supvr. Supv of Child Study Team
Base Annual Salary	96,566
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays

Benefits:

Allowances	1,770
Bonuses	1,000
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Guy Davidson
Job Title	Principal
	Prin Elementary/Dir ESY
Base Annual Salary	101,301
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	1,000
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 0

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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Christine Deeck
Job Title	Coordinator/Dir./Mgr./Supvr. Dir of School Counseling Srv
Base Annual Salary	89,548
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Dir of School Counseling Srv
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21

Description-Other Non-working Days	Holidays
Benefits:	
Allowances	1,770
Bonuses	1,000
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	James Dundee, Jr
Job Title	Coordinator/Dir./Mgr./Supvr. Dir of Voc Spec Ed/Athletics
Base Annual Salary	87,906
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Dir of Voc Spec Ed/Athletics
Member of Collective Bargaining ?	Y
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010

Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays

Benefits:

Allowances	0
Bonuses	1,000
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	0
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

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17. Salaries and Benefits of Certain District Employees

Name	Sandra Evans
Job Title	Assistant Principal
Base Annual Salary	102,774
FTE	1.0
Shared with Another District?	N

Member of Collective Bargaining ? N
 Contract Terms:
 Beginning Date of Contract 07/01/2009
 Ending Date of Contract 06/30/2010
 Annual Work Days 239
 Annual Vacation Days 20
 Annual Sick Days 12
 Annual Personal Days 3
 Annual Consulting Days 0
 Other Non-working days 21
 Description-Other Non-working Days Holidays

Benefits:
 Allowances 0
 Bonuses 1,000
 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 0
 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

GLOUCESTER - GLOUCESTER CO SPEC SERV
 17. Salaries and Benefits of Certain District Employees

Name Joan Geraci
 Job Title Coordinator/Dir./Mgr./Supvr.

	Dir of Special Projects
Base Annual Salary	101,796
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays

Benefits:	
Allowances	0
Bonuses	1,000
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	0
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

17. Salaries and Benefits of Certain District Employees

Name	Kim Glazer
Job Title	Coordinator/Dir./Mgr./Supvr. Dir School-Based Youth Service
Base Annual Salary	79,422
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Dir School-Based Youth Service
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Susan Heiken
Job Title	Coordinator/Dir./Mgr./Supvr. Dir of Clinical Services
Base Annual Salary	99,542
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Dir of Clinical Services
Member of Collective Bargaining ?	Y
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	1,000
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Mary Hilley
Job Title	Coordinator/Dir./Mgr./Supvr. Supv of Related Services
Base Annual Salary	105,994
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	1,000
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name Samuel Lee
 Job Title Coordinator/Dir./Mgr./Supvr.
 Dir of Special Projects
 Base Annual Salary 123,844
 FTE 1.0
 Shared with Another District? Y
 District Name GLOUCESTER CO VOCATIONAL
 Job Description in other district Dir of Special Projects
 Member of Collective Bargaining ? N
 Contract Terms:
 Beginning Date of Contract 07/01/2009
 Ending Date of Contract 06/30/2010
 Annual Work Days 239
 Annual Vacation Days 20
 Annual Sick Days 12
 Annual Personal Days 3
 Annual Consulting Days 0
 Other Non-working days 21
 Description-Other Non-working Days Holidays

Benefits:
 Allowances 0
 Bonuses 1,000
 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 0
 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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name William Leonard
Job Title Coordinator/Dir./Mgr./Supvr.
Dir of Mental Health Services
Base Annual Salary 85,000
FTE 1.0
Shared with Another District? N
Member of Collective Bargaining ? N
Contract Terms:
Beginning Date of Contract 07/01/2009
Ending Date of Contract 06/30/2010
Annual Work Days 239
Annual Vacation Days 20
Annual Sick Days 12
Annual Personal Days 3
Annual Consulting Days 0
Other Non-working days 21
Description-Other Non-working Days Holidays

Benefits:

Allowances 0
Bonuses 1,000
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 0
 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

GLOUCESTER - GLOUCESTER CO SPEC SERV
 17. Salaries and Benefits of Certain District Employees

Name	Patricia Lerch
Job Title	Coordinator/Dir./Mgr./Supvr. Dir of County Serv Coop Trans
Base Annual Salary	92,689
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Dir of County Serv Coop Trans
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	1,000
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 0

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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Thomas Lombardo
Job Title	Principal
Base Annual Salary	107,732
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Principal Alternative HS
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21

Description-Other Non-working Days	Holidays
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Violet Martin
Job Title	Assistant Principal
Base Annual Salary	95,902
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20

Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays

Benefits:

Allowances	1,518
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 0

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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Deborah McAneny
Job Title	Coordinator/Dir./Mgr./Supvr. Dir of Human Resources
Base Annual Salary	92,689
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Dir of Human Resources

Member of Collective Bargaining ? N
 Contract Terms:
 Beginning Date of Contract 07/01/2009
 Ending Date of Contract 06/30/2010
 Annual Work Days 239
 Annual Vacation Days 20
 Annual Sick Days 12
 Annual Personal Days 3
 Annual Consulting Days 0
 Other Non-working days 21
 Description-Other Non-working Days Holidays

Benefits:
 Allowances 0
 Bonuses 1,000
 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 0
 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

GLOUCESTER - GLOUCESTER CO SPEC SERV
 17. Salaries and Benefits of Certain District Employees

Name Edward Moody
 Job Title Coordinator/Dir./Mgr./Supvr.

	Dir of Information Technology
Base Annual Salary	92,202
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays

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	0
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

17. Salaries and Benefits of Certain District Employees

Name	Ralph Ross
Job Title	Assistant Principal
Base Annual Salary	87,086
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	1,000
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Ronald Rutter
Job Title	Principal
	Prin Secondary Programs
Base Annual Salary	106,033
FTE	1.0
Shared with Another District?	N
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Brian Shakespeare
Job Title	Coordinator/Dir./Mgr./Supvr. Dir of Curriculum/Instruction
Base Annual Salary	99,351
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Dir of Curriculum/Instruction
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	1,000
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Eileen Shute
Job Title	Coordinator/Dir./Mgr./Supvr. Dir of Admissions
Base Annual Salary	92,689
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Dir of Admissions
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	1,000
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	0
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

GLOUCESTER - GLOUCESTER CO SPEC SERV

17. Salaries and Benefits of Certain District Employees

Name	Catherine Springsted
Job Title	Coordinator/Dir./Mgr./Supvr. Dir of Nonpublic Programs
Base Annual Salary	116,059
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Dir of Nonpublic Programs
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays

Benefits:

Allowances	0
Bonuses	1,000
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 0
 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

GLOUCESTER - GLOUCESTER CO SPEC SERV
 17. Salaries and Benefits of Certain District Employees

Name	Kathleen White
Job Title	Coordinator/Dir./Mgr./Supvr. Supv Student Assessment
Base Annual Salary	84,483
FTE	1.0
Shared with Another District?	Y
District Name	GLOUCESTER CO VOCATIONAL
Job Description in other district	Supv Student Assessment
Member of Collective Bargaining ?	N
Contract Terms:	
Beginning Date of Contract	07/01/2009
Ending Date of Contract	06/30/2010
Annual Work Days	239
Annual Vacation Days	20
Annual Sick Days	12
Annual Personal Days	3
Annual Consulting Days	0
Other Non-working days	21
Description-Other Non-working Days	Holidays
Benefits:	
Allowances	0
Bonuses	1,000
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 0

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