

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	411.0	426.0	558.0
On Roll Regular Shared-Time	6.0	7.0	6.0
On Roll Special Ed Full-Time	60.0	66.0	20.0
On Roll Special Ed Shared-Time	5.0	2.0	6.0
On Roll Subtotal	482.0	501.0	590.0
In Private School Placements	10.0	12.0	9.0
Sent to Other Districts Special Ed	19.0	15.0	22.0
Received	1.5	1.5	0.0
In State Facilities	2.0		2.0

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	12,808,092	13,064,254	13,325,539
	Unrestricted Miscellaneous Revenues	10-1XXX	501,081	360,968	300,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	1,000	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	1,000	1,000
	Total Revenues from Local Sources		13,309,173	13,427,222	13,627,539
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	33,623	92,141	92,141
	Extraordinary Aid	10-3131	119,200	0	0
	Categorical Special Education Aid	10-3132	317,737	317,737	356,516
	Categorical Security Aid	10-3177	18,800	18,800	18,800
	PARCC Readiness Aid	10-3181	5,280	0	0
	Per Pupil Growth Aid	10-3182	5,280	0	0
	Professional Learning Community Aid	10-3183	5,010	0	0
	State Reimbursement for Lead Testing of Drinking Water	10-3300	2,935	0	0
	Total Revenues from State Sources		507,865	428,678	467,457
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	529,439	696,656
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	200,000	0
	Withdrawal from Maintenance Reserve	10-310	0	100,000	0
	Transfers from Other Funds	10-5200	1,010,097	0	0
	Actual Revenues (Over)/Under Expenditures		-1,391,146	0	0
General Fund Revenues	Total Operating Budget		13,435,989	14,685,339	14,791,652
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	74,288	55,000	55,000
	Title II	20-4451-4455	23,818	4,000	4,000
	Title III	20-4491-4494	1,604	0	0
	Title IV	20-4471-4474	10,000	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	111,685	100,000	100,000
	Total Revenues from Federal Sources		221,395	159,000	159,000
Special Revenue Fund Revenues	Total Grants and Entitlements		221,395	159,000	159,000
All Fund Revenues	Total Revenues/Sources		13,657,384	14,844,339	14,950,652
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		13,657,384	14,844,339	14,950,652

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,592,114	3,624,588	3,748,199
	Special Education-Instruction	11-2XX-100-XXX	374,576	336,343	353,853
	Basic Skills/Remedial-Instruction	11-230-100-XXX	0	57,000	60,000
	Bilingual Education-Instruction	11-240-100-XXX	120,831	132,220	125,456
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	54,753	72,466	62,000
	School-Sponsored Athletics-Instruction	11-402-100-XXX	324,931	334,500	358,540
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,518,970	2,988,467	2,437,718
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	65,335	71,910	75,987
	Undistributed Expenditures-Health Services	11-000-213-XXX	181,459	146,400	113,908
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	101,694	145,000	145,000
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	43,645	65,000	65,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	384,207	453,903	468,962
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	841,350	779,266	859,700
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	0	24,000	24,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	145,948	260,157	270,456
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	6,927	25,000	25,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	637,047	506,687	719,600
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	219,278	224,000	222,000
	Undistributed Expenditures-Central Services	11-000-251-XXX	261,164	274,757	285,948
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	132,052	7,000	34,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,135,535	1,492,150	1,468,977
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	594,949	618,700	677,877
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,466,022	1,742,916	2,097,022
	Undistributed Expenditures-Food Services	11-000-310-930	0	5,000	5,000
	Total Undistributed Expenditures			8,735,582	9,830,313
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,000	1,000
General Fund Current Expenses	Total General Current Expense		13,202,787	14,388,430	14,705,203

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	183,072	200,000	0
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	50,000	0	0
	Interest Deposit to Capital Reserve	10-604	0	1,000	1,000
	Total Capital Outlay		233,072	201,000	1,000
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	130	95,909	85,449
	General Fund Grand Total		13,435,989	14,685,339	14,791,652
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	74,288	55,000	55,000
	Title II	20-XXX-XXX-XXX	23,818	4,000	4,000
	Title III	20-XXX-XXX-XXX	1,604	0	0
	Title IV	20-XXX-XXX-XXX	10,000	0	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	111,685	100,000	100,000
	Total Federal Projects	20-XXX-XXX-XXX	221,395	159,000	159,000
Special Revenue Fund Expenses	Total Special Revenue Funds		221,395	159,000	159,000
All Fund Expenses	Total Expenditures/Appropriations		13,657,384	14,844,339	14,950,652
Expenses Net of Transfers	Total Expenditures Net of Transfers		13,657,384	14,844,339	14,950,652

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
Restricted for General Operating Budget	Capital Reserve	814,992	1,699,344	1,500,344	1,501,344
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	225,000	625,000	526,000	527,000
	Legal Reserve	1,047,093	1,104,485	602,343	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	0	0	0	0
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
	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
Unrestricted	General Operating Budget	340,213	415,217	387,920	293,607
	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$21,187	\$21,388	\$20,264	\$21,933	\$19,912
Total Classroom Instruction	\$11,023	\$10,658	\$9,834	\$10,645	\$10,399
Classroom-Salaries and Benefits	\$10,388	\$9,990	\$9,448	\$10,226	\$9,883
Classroom-General Supplies and Textbooks	\$568	\$625	\$319	\$346	\$456
Classroom-Purchased Services	\$67	\$43	\$67	\$73	\$60
Total Support Services	\$3,604	\$4,163	\$4,154	\$4,496	\$3,733
Support Services-Salaries and Benefits	\$1,587	\$1,946	\$2,099	\$2,272	\$1,765
Total Administrative Costs	\$2,912	\$2,852	\$2,246	\$2,431	\$2,299
Administration Salaries and Benefits	\$2,048	\$2,088	\$1,623	\$1,757	\$1,411
Total Operations and Maintenance of Plant	\$2,693	\$2,688	\$3,049	\$3,300	\$2,643
Operations and Maintenance-Salaries and Benefits	\$1,381	\$1,342	\$1,139	\$1,233	\$969
Board Contribution to Food Services	\$0	\$0	\$9	\$10	\$9
Total Extracurricular Costs	\$895	\$960	\$889	\$963	\$790
Total Equipment Costs	\$18	\$0	\$0	\$0	\$0
Legal Costs	\$272	\$130	\$66	\$71	\$207
Employee Benefits as a percentage of salaries*	24.69%	23.55%	27.37%	27.37%	32.00%

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

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

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2018-19 revised appropriations and the 2019-20 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.

Unusual Revenues and Appropriations

Line Number	Source	Amount	Explanation
300	auditorium rentals	150,000	dance studios
	shared service busing	150,000	bus neighboring districts to and from Bergen County Schools

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Food Services	participate in shared food service with neighboring districts	0
Insurance Coverages and Benefits	member of NESBIG joint insurance and workers comp poll	0
Municipal/Public Works	shared services with Boro's of Carlstadt & ER for snow and garbage removal and any other services that we may require	0
Purchasing	member of ACES bulk energy purchasing	0
	member of Ed Data purchasing consortium	0
Transportation Services, including Fuel	use South Bergen Jointure for transportation services	0
	participate in shared busing with neighboring districts	0

Estimated Tax Rates

Municipality	Category	Amount
Carlstadt	(A) General Fund School Levy	7,230,632
	(D) Total School Levy	7,230,632
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	2,313,884,514
	(H) Estimated Equalized Valuation (as of 10/01/18)	2,290,559,940
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.3125
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.3125
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.3157
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.3157
E Rutherford	(A) General Fund School Levy	6,094,907
	(D) Total School Levy	6,094,907
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	2,095,011,962
	(H) Estimated Equalized Valuation (as of 10/01/18)	2,307,317,138
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.2909
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.2909
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.2642
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.2642

Employee Contract List for District

Name	Category	Measure
Dario Sforza	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$157,794
	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	07/01/19
	End Date of Contract	06/30/24
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	14
	Description of Other Contracted Non-Working Days	holidays
	Total Allowances Amount	\$4,906
	Total Bonuses Amount	\$23,512
	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	\$30,276
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout of personal days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Employee Contract List for District

Name	Category	Measure
Dario Sforza	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	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
James Bononno	Job Title	Vice Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$135,000
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	250
	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	14
	Description of Other Contracted Non-Working Days	holidays

Employee Contract List for District

Name	Category	Measure
James Bononno	Total Allowances Amount	\$5,266
	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	\$22,200
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout of personal days
	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
	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	
Nicholas Annitti	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$178,823
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Employee Contract List for District

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	30
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	14
	Description of Other Contracted Non-Working Days	holidays
	Total Allowances Amount	\$5,266
	Total Bonuses Amount	\$8,500
	Total Stipends Amount	\$0
Nicholas Annitti	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	\$49,389
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout of personal days
	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
	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

Employee Contract List for District

Name	Category	Measure
Nicholas Annitti	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
Phil Caputo	Job Title	Other
	Job Title II	none
	Base Annual Salary Amount	\$99,366
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	14
	Description of Other Contracted Non-Working Days	holidays
	Total Allowances Amount	\$5,266
	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	\$18,420	
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days	

Employee Contract List for District

Name	Category	Measure
Phil Caputo	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout of personal days
	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
	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
Richard Ghabuidi	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$94,693
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Richard Ghabuidi	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	14
	Description of Other Contracted Non-Working Days	holidays
	Total Allowances Amount	\$5,266
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$33,415
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$17,836
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick time
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of vacation time
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout of personal days
	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
	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