

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	426.0	446.0	500.0
On Roll Regular Shared-Time	7.0	7.0	12.0
On Roll Special Ed Full-Time	66.0	71.0	72.0
On Roll Special Ed Shared-Time	2.0	4.0	6.0
On Roll Subtotal	501.0	528.0	590.0
In Private School Placements	12.0	8.0	0.0
Sent to Other Districts Special Ed	15.0	11.0	14.0
Received	1.5		0.0

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	13,064,254	13,325,539	13,592,050
	Total Tuition	10-1300	0	0	787,500
	Unrestricted Miscellaneous Revenues	10-1XXX	471,477	300,000	353,451
	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		13,535,731	13,627,539	14,735,001
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	92,141	92,141	92,141
	Extraordinary Aid	10-3131	151,359	0	0
	Categorical Special Education Aid	10-3132	317,737	356,516	428,809
	Categorical Security Aid	10-3177	18,800	18,800	18,800
	Total Revenues from State Sources		580,037	467,457	539,750
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	696,656	739,991
	Withdrawal from Maintenance Reserve	10-310	0	0	165,000
	Adjustment for Prior Year Encumbrances		0	387,631	0
	Actual Revenues (Over)/Under Expenditures		102,465	0	0
General Fund Revenues	Total Operating Budget		14,218,233	15,179,283	16,179,742
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	141,609	0	0
	Total Revenues from Local Sources	20-1XXX	141,609	0	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	73,537	55,000	55,000
	Title II	20-4451-4455	13,249	4,000	4,000
	Title IV	20-4471-4474	10,000	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	113,158	100,000	100,000
	Total Revenues from Federal Sources		209,944	159,000	159,000
Special Revenue Fund Revenues	Total Grants and Entitlements		351,553	159,000	159,000
All Fund Revenues	Total Revenues/Sources		14,569,786	15,338,283	16,338,742
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		14,569,786	15,338,283	16,338,742

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,579,090	3,770,054	4,761,640
	Special Education-Instruction	11-2XX-100-XXX	370,810	353,853	371,800
	Basic Skills/Remedial-Instruction	11-230-100-XXX	0	60,000	210,773
	Bilingual Education-Instruction	11-240-100-XXX	112,126	125,456	127,456
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	52,483	62,000	64,450
	School-Sponsored Athletics-Instruction	11-402-100-XXX	306,490	358,540	357,067
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,563,984	2,437,718	2,852,665
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	74,371	75,987	80,095
	Undistributed Expenditures-Health Services	11-000-213-XXX	152,781	113,908	139,084
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	105,740	145,000	145,000
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	69,462	65,000	70,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	406,584	468,962	474,640
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	776,076	859,700	764,192
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	0	24,000	29,300
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	243,833	270,456	276,430
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	4,527	25,000	25,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	493,632	752,200	678,322
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	234,151	222,000	215,681
	Undistributed Expenditures-Central Services	11-000-251-XXX	280,861	285,948	296,789
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	41,001	34,000	37,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,245,527	1,542,512	1,492,142
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	641,002	677,877	676,700
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,516,085	2,097,022	1,942,551
	Undistributed Expenditures-Food Services	11-000-310-930	0	5,000	5,000
		Total Undistributed Expenditures		8,849,617	10,102,290
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		13,270,616	14,833,193	16,094,777

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	138,217	0	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	684,545	259,641	0
	Interest Deposit to Capital Reserve	10-604	0	1,000	1,000
	Total Capital Outlay		822,762	260,641	1,000
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	124,855	85,449	83,965
	General Fund Grand Total		14,218,233	15,179,283	16,179,742
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	141,609	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	73,537	55,000	55,000
	Title II	20-XXX-XXX-XXX	13,249	4,000	4,000
	Title IV	20-XXX-XXX-XXX	10,000	0	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	113,158	100,000	100,000
	Total Federal Projects	20-XXX-XXX-XXX	209,944	159,000	159,000
Special Revenue Fund Expenses	Total Special Revenue Funds		351,553	159,000	159,000
All Fund Expenses	Total Expenditures/Appropriations		14,569,786	15,338,283	16,338,742
Expenses Net of Transfers	Total Expenditures Net of Transfers		14,569,786	15,338,283	16,338,742

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2018	Audited Balance 06/30/2019	Estimated Balance 06/30/2020	Estimated Balance 06/30/2021
Restricted for General Operating Budget	Capital Reserve	1,699,344	1,206,554	1,207,554	1,208,554
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	625,000	450,000	451,000	287,000
	Legal Reserve	1,104,485	1,202,343	600,000	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	415,217	530,037	435,724	295,733
	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2017-18 Actual Costs	2018-19 Actual Costs	2019-20 Original Budget	2019-20 Revised Budget	2020-21 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$21,388	\$20,805	\$19,912	\$22,515	\$21,712
Total Classroom Instruction	\$10,658	\$10,344	\$10,399	\$11,672	\$12,229
Classroom-Salaries and Benefits	\$9,990	\$9,971	\$9,883	\$11,052	\$11,527
Classroom-General Supplies and Textbooks	\$625	\$334	\$456	\$552	\$642
Classroom-Purchased Services	\$43	\$40	\$60	\$67	\$60
Total Support Services	\$4,163	\$4,200	\$3,733	\$4,175	\$3,685
Support Services-Salaries and Benefits	\$1,946	\$2,100	\$1,765	\$1,974	\$1,893
Total Administrative Costs	\$2,852	\$2,515	\$2,299	\$2,634	\$2,262
Administration Salaries and Benefits	\$2,088	\$1,791	\$1,411	\$1,578	\$1,455
Total Operations and Maintenance of Plant	\$2,688	\$2,808	\$2,643	\$3,097	\$2,693
Operations and Maintenance-Salaries and Benefits	\$1,342	\$1,194	\$969	\$1,084	\$970
Board Contribution to Food Services	\$0	\$0	\$9	\$10	\$9
Total Extracurricular Costs	\$960	\$878	\$790	\$884	\$796
Total Equipment Costs	\$0	\$286	\$0	\$0	\$0
Legal Costs	\$130	\$185	\$207	\$231	\$156
Employee Benefits as a percentage of salaries*	23.55%	24.29%	32.00%	32.00%	25.16%

*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 2019-20 revised appropriations and the 2020-21 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
150	Maywood School District	787,500	new sending/receiving relationship starting September 2020
300	Auditorium rentals and shared busing agreements	352,434	rentals and shared busing

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 pool	0
Municipal/Public Works	shared services with Boro's of Carlstadt/East Rutherford for snow and garbage removal and any other useful services that are needed	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	6,969,441
	(D) Total School Levy	6,969,441
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	2,450,274,214
	(H) Estimated Equalized Valuation (as of 10/01/19)	2,382,251,558
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.2844
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.2844
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.2926
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.2926
E Rutherford	(A) General Fund School Levy	6,622,609
	(D) Total School Levy	6,622,609
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	2,226,720,362
	(H) Estimated Equalized Valuation (as of 10/01/19)	2,402,739,551
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.2974
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.2974
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.2756
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.2756

Employee Contract List for District

Name	Category	Measure
Dario Sforza	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$188,630
	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	07/01/20
	End Date of Contract	06/30/21
	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)	\$100
	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 Bonono	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	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	14
	Description of Other Contracted Non-Working Days	holidays

Employee Contract List for District

Name	Category	Measure
James Bonono	Total Allowances Amount	\$5,266
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$100
	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)	\$29,740
	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	Other
	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)	\$100
	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
Rich 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
Rich 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)	\$100
	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 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 personal days payout
	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