

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	1,937.0	1,847.0	1,814.0
On Roll Special Ed Full-Time	398.0	387.0	393.0
On Roll Subtotal	2,335.0	2,234.0	2,207.0
In Private School Placements	26.0	22.0	31.0
Sent to Other Districts Special Ed	11.0	11.0	7.0
Received	22.0	12.0	0.0
In State Facilities	1.0		0.0

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	38,244,170	39,385,917	40,173,635
	Total Tuition	10-1300	166,885	15,000	0
	Unrestricted Miscellaneous Revenues	10-1XXX	115,613	49,000	40,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	200	200
	Interest Earned on Capital Reserve Funds	10-1XXX	0	50	50
	Total Revenues from Local Sources		38,526,668	39,450,167	40,213,885
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	581,539	581,539	581,539
	Extraordinary Aid	10-3131	705,715	369,125	369,125
	Categorical Special Education Aid	10-3132	1,554,435	1,554,435	1,669,769
	Equalization Aid	10-3176	656,999	739,371	942,861
	Categorical Security Aid	10-3177	339,065	339,065	339,065
	Total Revenues from State Sources		3,837,753	3,583,535	3,902,359
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	82,295	74,877	88,718
	Total Revenues from Federal Sources		82,295	74,877	88,718
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	632,436	216,172
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	200,000	0
	Adjustment for Prior Year Encumbrances		0	930,510	0
	Actual Revenues (Over)/Under Expenditures		-497,537	0	0
General Fund Revenues	Total Operating Budget		41,949,179	44,871,525	44,421,134
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	14,322	28,081	0
	Total Revenues from Local Sources	20-1XXX	14,322	28,081	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	321,970	392,067	313,654
	Total Revenues from State Sources		321,970	392,067	313,654
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	404,722	422,182	338,364
	Title II	20-4451-4455	98,971	68,189	50,624
	Title III	20-4491-4494	6,878	31,870	12,356
	Title IV	20-4471-4474	13,336	29,905	22,302
	I.D.E.A. Part B (Handicapped)	20-4420-4429	617,836	655,233	418,525
	CARES Act Education Stabilization Fund	20-4530	0	406,936	0

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Revenues from Federal Sources	CARES-Digital Divide Grant	20-4531	0	23,708	0
	Coronavirus Relief Fund (CRF)	20-4532	0	146,355	0
	Other	20-4XXX	0	30,511	22,883
	Total Revenues from Federal Sources		1,141,743	1,814,889	865,054
Special Revenue Fund Revenues	Total Grants and Entitlements		1,478,035	2,235,037	1,178,708
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,011,141	1,496,068	1,467,229
	Total Revenues from Local Sources		1,011,141	1,496,068	1,467,229
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	158,273	499,297	507,141
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,169,414	1,995,365	1,974,370
Debt Service Fund Revenues	Total Repayment of Debt		1,169,414	1,995,365	1,974,370
All Fund Revenues	Total Revenues/Sources		44,596,628	49,101,927	47,574,212
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		44,596,628	49,101,927	47,574,212

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	10,803,550	11,181,112	11,512,818
	Special Education-Instruction	11-2XX-100-XXX	5,507,598	5,823,122	5,189,654
	Basic Skills/Remedial-Instruction	11-230-100-XXX	249,776	296,099	205,533
	Bilingual Education-Instruction	11-240-100-XXX	212,189	219,235	223,382
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	180,926	170,295	170,213
	School-Sponsored Athletics-Instruction	11-402-100-XXX	385,385	480,196	482,287
	Summer School	11-422-XXX-XXX	134,853	139,000	175,000
	Instructional Alternative Ed Program	11-423-XXX-XXX	0	0	73,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	3,735,178	3,425,978	4,036,710
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	195	18,000	0
	Undistributed Expenditures-Health Services	11-000-213-XXX	543,061	736,618	726,981
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	1,090,207	1,276,563	1,318,435
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	920,099	1,072,131	1,210,513
	Undistributed Expenditures-Guidance	11-000-218-XXX	528,048	642,471	642,731
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,570,221	1,568,302	1,578,074
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	248,209	160,922	387,736
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	280,903	331,165	344,732
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	48,057	71,103	76,100
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	659,492	686,729	565,855
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,383,002	1,496,902	1,386,277
	Undistributed Expenditures-Central Services	11-000-251-XXX	321,512	340,514	349,606
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	399,720	452,199	490,564
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,344,081	3,474,042	3,407,542
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,865,404	1,980,559	1,993,015
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	7,147,612	7,895,788	7,716,835
	Total Undistributed Expenditures			24,085,001	25,629,986
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	200	200
General Fund Current Expenses	Total General Current Expense		41,559,278	43,939,245	44,263,793

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	344,279	442,590	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	45,622	392,949	188
	Interest Deposit to Capital Reserve	10-604	0	50	50
	Total Capital Outlay		389,901	835,589	238
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	0	96,691	157,103
	General Fund Grand Total		41,949,179	44,871,525	44,421,134
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	14,322	28,081	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	27,376	33,294	26,635
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	0	69,366	55,493
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	0	135,672	108,538
	Nonpublic Nursing Services	20-XXX-XXX-XXX	54,417	56,610	45,288
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	15,667	0	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	83,614	97,125	77,700
	Other	20-XXX-XXX-XXX	140,896	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	321,970	392,067	313,654
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	404,722	422,182	338,364
	Title II	20-XXX-XXX-XXX	98,971	68,189	50,624
	Title III	20-XXX-XXX-XXX	6,878	31,870	12,356
	Title IV	20-XXX-XXX-XXX	13,336	29,905	22,302
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	617,836	655,233	418,525
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	406,936	0
	Other	20-XXX-XXX-XXX	0	30,511	22,883
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	23,708	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	146,355	0
	Total Federal Projects	20-XXX-XXX-XXX	1,141,743	1,814,889	865,054
Special Revenue Fund Expenses	Total Special Revenue Funds		1,478,035	2,235,037	1,178,708

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,169,414	1,995,365	1,974,370
	Total Debt Service Funds		1,169,414	1,995,365	1,974,370
All Fund Expenses	Total Expenditures/Appropriations		44,596,628	49,101,927	47,574,212
Expenses Net of Transfers	Total Expenditures Net of Transfers		44,596,628	49,101,927	47,574,212

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2019	Audited Balance 06/30/2020	Estimated Balance 06/30/2021	Estimated Balance 06/30/2022
Restricted for General Operating Budget	Capital Reserve	1,002,425	1,202,425	1,002,475	1,002,525
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	1,560,000	1,979,684	1,979,884	1,980,084
	Legal Reserve	424,722	366,194	216,172	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	1,264,985	1,321,398	838,984	838,984
	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2018-19 Actual Costs	2019-20 Actual Costs	2020-21 Original Budget	2020-21 Revised Budget	2021-22 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,183	\$15,452	\$16,184	\$17,295	\$17,371
Total Classroom Instruction	\$9,073	\$9,245	\$9,651	\$10,181	\$10,078
Classroom-Salaries and Benefits	\$8,702	\$8,862	\$9,429	\$9,814	\$9,737
Classroom-General Supplies and Textbooks	\$249	\$287	\$123	\$260	\$229
Classroom-Purchased Services	\$121	\$96	\$99	\$107	\$113
Total Support Services	\$2,670	\$2,737	\$3,048	\$3,211	\$3,489
Support Services-Salaries and Benefits	\$2,136	\$2,193	\$2,357	\$2,495	\$2,828
Total Administrative Costs	\$1,356	\$1,460	\$1,441	\$1,658	\$1,564
Administration Salaries and Benefits	\$1,216	\$1,218	\$1,254	\$1,403	\$1,317
Total Operations and Maintenance of Plant	\$1,674	\$1,650	\$1,655	\$1,816	\$1,805
Operations and Maintenance-Salaries and Benefits	\$1,002	\$954	\$1,069	\$1,118	\$1,145
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$345	\$301	\$322	\$358	\$363
Total Equipment Costs	\$73	\$148	\$0	\$199	\$0
Legal Costs	\$23	\$32	\$26	\$27	\$27
Employee Benefits as a percentage of salaries*	30.36%	28.75%	30.33%	29.84%	28.88%

*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 2020-21 revised appropriations and the 2021-22 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.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	Northeast BC School Board Insurance Group	0
Municipal/Public Works	Facility Sharing with Borough of Hawthorne	0
	Shredding Services	0
	Security/Police	0
	Municipal Alliance: Drug awareness programs	0
Purchasing	Educational Consortium for Erate	0
	Educational Services Commission of NJ	0
	Educational Data Services	0
	Hunterdon County Educational Services Commission	0
Special Education Services	Chapter 192/193 Services- Bergen County Educational Services	0
Transportation Services, including Fuel	Northern Regional Educational Services Commission for Transportation	0
	Sussex County Regional Cooperative for Transportation	0
	Fuel-Borough of Hawthorne	0

Estimated Tax Rates

Municipality	Category	Amount
Hawthorne Borough	(A) General Fund School Levy	40,173,635
	(D) Total School Levy	41,640,864
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	2,621,186,700
	(H) Estimated Equalized Valuation (as of 10/01/20)	2,682,069,659
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.5327
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.5886
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.4979
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.5526

Employee Contract List for District

Name	Category	Measure
GERTRUDE ENGLE	Job Title	Business Administrator
	Job Title II	BOARD SECRETARY
	Base Annual Salary Amount	\$146,021
	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	23
	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	17
	Description of Other Contracted Non-Working Days	HOLIDAYS
	Total Allowances Amount	\$5,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,987
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,752
	Contractual Post-Employment Benefit Description of Payout of Sick days	PER DISTRICT POLICY
	Contractual Post-Employment Benefit Description of Payout of Vacation days	PER DISTRICT POLICY
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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
GERTRUDE ENGLE	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	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	N/A
	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 SPIRITO	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$181,746
	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	06/30/22
	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	13
Description of Other Contracted Non-Working Days	HOLIDAYS	

Employee Contract List for District

Name	Category	Measure
RICHARD SPIRITO	Total Allowances Amount	\$36,329
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$504
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$9,790
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per district policy
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per district policy
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	N/A
	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	
ROBERTA MASSEY	Job Title	Administrative Assistant
	Job Title II	None Reported
	Base Annual Salary Amount	\$91,063
	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
ROBERTA MASSEY	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	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	6
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	23
	Description of Other Contracted Non-Working Days	HOLIDAYS
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$279
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$12,914
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per district policy
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per district policy
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	N/A
	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
ROBERTA MASSEY	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
SCOTT CHAMBERLIN	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	BUILDINGS AND GROUNDS
	Base Annual Salary Amount	\$109,328
	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	15
	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	12
	Description of Other Contracted Non-Working Days	HOLIDAYS
	Total Allowances Amount	\$5,750
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$279
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$7,110
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per district policy

Employee Contract List for District

Name	Category	Measure
SCOTT CHAMBERLIN	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per district policy
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	N/A
	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