

Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	707.0	696.0	712.0
On Roll Special Ed Full-Time	181.0	175.0	173.0
On Roll Subtotal	888.0	871.0	885.0
In Private School Placements	12.0	15.0	17.0
Sent to Other Districts Regular	266.5	240.5	242.0
Sent to Other Districts Special Ed	76.0	74.5	77.0
Received	0.0	0.0	17.0

Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	21,923,853	22,379,869	23,099,013
	Total Tax Levy	10-121x	21,923,853	22,379,869	23,099,013
	Total Tuition	10-1300	324,034	91,200	72,000
	Rents and Royalties	10-1910	370,096	335,318	345,000
	Unrestricted Miscellaneous Revenues	10-1XXX	98,390	80,000	100,363
	Interest Earned on Maintenance Reserve	10-1XXX	7,329	0	1,500
	Interest Earned on Capital Reserve Funds	10-1XXX	25,980	0	15,000
	Total Revenues from Local Sources		22,749,682	22,886,387	23,632,876
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	635,819	663,485	396,156
	Extraordinary Aid	10-3131	314,265	190,000	290,000
	Categorical Special Education Aid	10-3132	1,133,838	1,446,863	1,912,484
	Categorical Security Aid	10-3177	136,362	178,348	227,462
	Adjustment Aid	10-3178	103,853	103,853	0
	Other State Aids	10-3XXX	24,115	0	0
	Total Revenues from State Sources		2,348,252	2,582,549	2,826,102
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	32,116	44,608	7,137
	Total Revenues from Federal Sources		32,116	44,608	7,137
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	242,986	0
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	250,000	0
	Adjustment for Prior Year Encumbrances		0	1,039	0
	Actual Revenues (Over)/Under Expenditures		980,838	0	0
General Fund Revenues	Total Operating Budget		26,110,888	26,007,569	26,466,115
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	127,728	0	0
	Other Revenue from Local Sources	20-1XXX	89	0	0
	Total Revenues from Local Sources	20-1XXX	127,817	0	0

Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	144,342	69,285	58,352
	Title II	20-4451-4455	14,073	21,469	18,250
	Title III	20-4491-4494	85,942	15,607	13,266
	Title IV	20-4471-4474	10,000	10,000	8,500
	IDEA Part B (Handicapped)	20-4420-4429	278,685	275,295	234,000
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	105,307	0	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	5,436	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	28,818	0	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	4,500	0	0
	ARP-ESSER	20-4540	45,058	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	17,875	0	0
	Other	20-4XXX	111,163	0	0
	CRRSA Act-Mental Health Grant	20-4536	35,900	0	0
	Total Revenues from Federal Sources			887,099	391,656
Special Revenue Fund Revenues	Total Grants and Entitlements		995,422	391,656	332,368
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	496,151	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	671,123	181,584	60,065
	Total Revenues from Local Sources		671,123	181,584	60,065
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	230,546	192,006	191,072
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	377,348	496,151
	Total Local Repayment of Debt		1,397,820	750,938	747,288
	Actual Revenues (Over)/Under Expenditures		-496,150	0	0
Debt Service Fund Revenues	Total Repayment of Debt		901,670	750,938	747,288
All Fund Revenues	Total Revenues/Sources		28,007,980	27,150,163	27,545,771
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		28,007,980	27,150,163	27,545,771

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	5,653,810	5,200,162	5,416,475
	Special Education-Instruction	11-2XX-100-XXX	2,083,844	2,130,944	2,150,565
	Basic Skills/Remedial-Instruction	11-230-100-XXX	276,468	208,405	226,031
	Bilingual Education-Instruction	11-240-100-XXX	82,302	105,302	107,045
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	69,005	52,583	60,000
	School-Sponsored Athletics-Instruction	11-402-100-XXX	44,701	45,302	40,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	7,704,092	8,924,357	8,640,808
	Undistributed Expenditures-Health Services	11-000-213-XXX	179,472	189,430	198,090
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	605,272	443,742	270,939
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	247,354	272,256	255,539
	Undistributed Expenditures-Guidance	11-000-218-XXX	155,896	155,660	161,445
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	610,871	602,776	560,928
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	113,903	1,497	25,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	85,159	6,899	8,500
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	3,738	500	500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	436,217	515,912	491,018
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	470,991	441,116	461,518
	Undistributed Expenditures-Central Services	11-000-251-XXX	430,751	391,896	360,882
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	20,895	28,111	28,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,168,411	1,186,027	1,067,148
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	2,542,085	2,352,800	2,509,147
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,985,954	2,733,450	3,289,596
	Total Undistributed Expenditures			17,761,061	18,246,429
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	0	1,500
General Fund Current Expenses	Total General Current Expense		25,971,191	25,989,127	26,330,674

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	121,120	14,771	25,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	3,296	3,671	53,671
	Interest Deposit to Capital Reserve	10-604	0	0	15,000
	Total Capital Outlay		124,416	18,442	93,671
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	15,281	0	41,770
	General Fund Grand Total		26,110,888	26,007,569	26,466,115
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	89	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	144,342	69,285	58,352
	Title II	20-XXX-XXX-XXX	14,073	21,469	18,250
	Title III	20-XXX-XXX-XXX	85,942	15,607	13,266
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,500
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	278,685	275,295	234,000
	Other	20-XXX-XXX-XXX	111,163	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	17,875	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	35,900	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	45,058	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	105,307	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	5,436	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	28,818	0	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	4,500	0	0
	Total Federal Projects	20-XXX-XXX-XXX	887,099	391,656	332,368
	Special Revenue Fund Expenses	Total Special Revenue Funds		995,422	391,656
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	901,670	750,938	747,288
	Total Debt Service Funds		901,670	750,938	747,288
All Fund Expenses	Total Expenditures/Appropriations		28,007,980	27,150,163	27,545,771
Expenses Net of Transfers	Total Expenditures Net of Transfers		28,007,980	27,150,163	27,545,771

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2023	Audited Balance 06/30/2024	Estimated Balance 06/30/2025	Estimated Balance 06/30/2026
Unrestricted	General Operating Budget	893,057	487,838	244,852	244,852
	Repayment of Debt	377,349	873,499	496,151	0
Restricted for General Operating Budget	Capital Reserve	541,376	567,356	567,356	582,356
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	130,765	63,094	63,094	64,594
	Legal Reserve	0	0	0	0
	Unemployment Fund	45,270	3,634	3,634	3,634
	Tuition Reserve	600,000	250,000	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 Special Revenue Fund	Student Activity Fund	69,580	89,074	89,074	89,074
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2022-23 Actual Costs	2023-24 Actual Costs	2024-25 Original Budget	2024-25 Revised Budget	2025-26 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$16,223	\$17,758	\$16,414	\$16,930	\$17,235
Total Classroom Instruction	\$10,781	\$11,511	\$10,793	\$10,986	\$11,623
Classroom-Salaries and Benefits	\$9,944	\$10,564	\$9,927	\$10,117	\$10,459
Classroom-General Supplies and Textbooks	\$136	\$295	\$336	\$275	\$348
Classroom-Purchased Services	\$701	\$652	\$530	\$594	\$816
Total Support Services	\$2,251	\$2,754	\$2,335	\$2,326	\$2,160
Support Services-Salaries and Benefits	\$1,871	\$2,089	\$1,768	\$1,854	\$1,884
Total Administrative Costs	\$1,591	\$1,764	\$1,581	\$1,926	\$1,888
Administration Salaries and Benefits	\$1,321	\$1,340	\$1,331	\$1,578	\$1,495
Total Operations and Maintenance of Plant	\$1,485	\$1,598	\$1,578	\$1,545	\$1,370
Operations and Maintenance-Salaries and Benefits	\$920	\$986	\$850	\$833	\$621
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$114	\$131	\$127	\$141	\$152
Total Equipment Costs	\$58	\$137	\$32	\$17	\$28
Legal Costs	\$30	\$88	\$28	\$86	\$91
Employee Benefits as a percentage of salaries*	28.34%	28.74%	28.63%	27.61%	33.86%

*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 2024-25 revised appropriations and the 2025-26 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
260	Chapel Hill academy	345,000	District school rented to a private school for the handicapped
300	Valley national Bank	80,000	Interest on Operating Bank account
	Parents	20,000	Chromebook Insurance

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Custodial and Maintenance Services	The Borough of Lincoln Park provides fuel, plowing and other grounds services as may be needed by the district	0
Food Services	The district shares food service management staff with the Pequannock school district	0
Purchasing	The district participates with Ed-Data and other various cooperative services to purchase supplies and materials	0
Transportation Services, including Fuel	The district utilizes the services of Educational Services Commission of Morris County to provide transportation for its students and other educational and support services.	0

Estimated Tax Rates

Municipality	Category	Amount
Lincoln Park Borough	(A) General Fund School Levy	22,739,441
	(D) Total School Levy	22,860,266
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	1,997,451,100
	(H) Estimated Equalized Valuation (as of 10/01/24)	2,036,345,295
	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.1384
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.1445
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.1167
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.1226

Employee Contract List for District

Name	Category	Measure
Daniel Batista	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	N/A
	Base Annual Salary Amount	\$95,000
	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	07/01/24
	End Date of Contract	06/30/25
	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	10
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$3,100
	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	\$2,580
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$50 per day times remaining unused days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem rate based on 240 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not eligible
	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
Daniel Batista	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
Michelle Cook	Job Title	Administrative Assistant
	Job Title II	None Reported
	Base Annual Salary Amount	\$87,748
	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	07/01/24
	End Date of Contract	06/30/25
	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	10
Description of Other Contracted Non-Working Days	Holidays	

Employee Contract List for District

Name	Category	Measure
Michelle Cook	Total Allowances Amount	\$0
	Total Bonuses Amount	\$500
	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	\$2,279
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$50 per day times 9 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem Rate based on 240 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable
	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	
Robert Mooney	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$125,000
	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	07/01/24
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	250
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	0
	Contracted Number of Annual Personal Days	0
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Robert Mooney	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not eligible due to interim status
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not eligible due to interim status
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not eligible due to interim status
	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
Robert Mooney	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
To Be Named	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$112,500
	Full-Time Equivalent (FTE)	0.6
	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	07/01/24
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	156
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	0
	Contracted Number of Annual Personal Days	0
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,000
	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	\$0	
Contractual Post-Employment Benefit Description of Payout of Sick days	Interims not eligible	

Employee Contract List for District

Name	Category	Measure
To Be Named	Contractual Post-Employment Benefit Description of Payout of Vacation days	Interims not eligible
	Contractual Post-Employment Benefit Description of Payout of Personal days	Interims not eligible
	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