

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	800.0	761.0	759.0
On Roll Special Ed Full-Time	145.0	148.0	153.0
On Roll Subtotal	945.0	909.0	912.0
In Private School Placements	3.0	2.0	2.0
Sent to Contracted Preschool	42.0	45.0	150.0
Sent to Other Districts Regular	0.0	3.0	2.0
Sent to Other Districts Special Ed	6.0	3.0	5.0
Received	9.0	8.0	6.0

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	10,049,480	10,200,405	10,200,405
	Total Tuition	10-1300	47,000	40,000	24,000
	Unrestricted Miscellaneous Revenues	10-1XXX	52,319	49,000	48,400
	Interest Earned on Maintenance Reserve	10-1XXX	480	480	900
	Interest Earned on Capital Reserve Funds	10-1XXX	720	720	1,500
	Total Revenues from Local Sources		10,149,999	10,290,605	10,275,205
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	59,085	59,085	59,085
	Extraordinary Aid	10-3131	94,608	30,000	50,000
	Categorical Special Education Aid	10-3132	666,852	666,852	666,852
	Equalization Aid	10-3176	3,350,671	3,432,634	3,868,693
	Categorical Security Aid	10-3177	114,731	114,731	114,731
	Other State Aids	10-3XXX	4,894	0	0
	Total Revenues from State Sources		4,290,841	4,303,302	4,759,361
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	30,243	22,708	21,814
	Total Revenues from Federal Sources		30,243	22,708	21,814
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	514,073	510,938
	Withdrawal from Capital Reserve for Local Share	10-307	0	40,000	0
	Adjustment for Prior Year Encumbrances		0	87,861	0
	Actual Revenues (Over)/Under Expenditures		-180,790	0	0
General Fund Revenues	Total Operating Budget		14,290,293	15,258,549	15,567,318
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	541	1,500	0
	Total Revenues from Local Sources	20-1XXX	541	1,500	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	0	243,696
	Preschool Education Aid	20-3218	1,092,260	1,203,710	2,563,650
	Total Revenues from State Sources		1,092,260	1,203,710	2,807,346

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	298,928	263,526	210,821
	Title II	20-4451-4455	50,468	31,851	25,481
	Title IV	20-4471-4474	16,197	19,384	15,507
	I.D.E.A. Part B (Handicapped)	20-4420-4429	228,723	252,196	201,757
	CARES Act Education Stabilization Fund	20-4530	149,793	72,780	0
	CARES-Digital Divide Grant	20-4531	0	55,239	0
	Coronavirus Relief Fund (CRF)	20-4532	0	50,445	0
	Crrsa Act-Esser II	20-4534		0	275,000
	Crrsa Act-Learning Acceleration Grant	20-4535		0	20,000
	Crrsa Act-Mental Health Grant	20-4536		0	15,000
	Total Revenues from Federal Sources			744,109	745,421
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	26,484
Special Revenue Fund Revenues	Total Grants and Entitlements		1,836,910	1,950,631	3,597,396
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	346,981	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	245,562	542,083	530,728
	Total Revenues from Local Sources		245,562	542,083	530,728
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	150,349	127,773	125,340
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	1,039
	Total Local Repayment of Debt		742,892	669,857	657,107
	Actual Revenues (Over)/Under Expenditures		-1,039	0	0
Debt Service Fund Revenues	Total Repayment of Debt		741,853	669,857	657,107
All Fund Revenues	Total Revenues/Sources		16,869,056	17,879,037	19,821,821
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	26,484
	Total Revenues/Sources Net of Transfers		16,869,056	17,879,037	19,795,337

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	4,916,753	5,230,535	5,371,736
	Special Education-Instruction	11-2XX-100-XXX	2,138,999	2,308,480	2,338,846
	Basic Skills/Remedial-Instruction	11-230-100-XXX	175,637	224,819	221,692
	Bilingual Education-Instruction	11-240-100-XXX	57,994	59,767	66,515
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	27,178	30,195	45,522
	School-Sponsored Athletics-Instruction	11-402-100-XXX	39,139	43,585	40,201
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	401,554	374,547	401,024
	Undistributed Expenditures-Health Services	11-000-213-XXX	106,326	118,703	126,281
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	290,003	366,427	330,614
	Undistributed Expenditures-Guidance	11-000-218-XXX	152,809	158,324	162,532
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	292,292	314,299	320,999
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	94,757	99,639	101,125
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	206,450	224,193	226,200
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	3,031	3,100	3,200
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	392,718	429,348	405,756
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	344,633	364,110	371,828
	Undistributed Expenditures-Central Services	11-000-251-XXX	300,908	312,235	318,480
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	164,202	171,912	172,617
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,060,463	1,113,538	1,148,881
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	217,993	327,550	299,000
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,869,879	2,846,731	3,002,276
	Undistributed Expenditures-Food Services	11-000-310-930	0	11,000	0
	Total Undistributed Expenditures			6,898,018	7,235,656
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	480	900
General Fund Current Expenses	Total General Current Expense		14,253,718	15,133,517	15,476,225
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	8,680	40,000	0
	Interest Deposit to Capital Reserve	10-604	0	720	1,500
	Total Capital Outlay		8,680	40,720	1,500

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	27,895	84,312	89,593
	General Fund Grand Total		14,290,293	15,258,549	15,567,318
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	541	1,500	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	234,910	214,141	278,332
	Support Services	20-218-200-XXX	857,350	989,569	2,491,991
	Facility Acquisition and Construction Services	20-218-400-XXX	0	0	63,507
	Total Preschool Education Aid	20-218-XXX-XXX	1,092,260	1,203,710	2,833,830
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	1,092,260	1,203,710	2,833,830
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	298,928	263,526	210,821
	Title II	20-XXX-XXX-XXX	50,468	31,851	25,481
	Title IV	20-XXX-XXX-XXX	16,197	19,384	15,507
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	228,723	252,196	201,757
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	149,793	72,780	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	55,239	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	50,445	0
	Crrsa Act-Esser II Grant Program	20-483-xxx-xxx		0	275,000
	Crrsa Act-Learning Acceleration Grant Program	20-484-xxx-xxx		0	20,000
	Crrsa Act-Mental Health Grant Program	20-485-xxx-xxx		0	15,000
	Total Federal Projects	20-XXX-XXX-XXX	744,109	745,421	763,566
Special Revenue Fund Expenses	Total Special Revenue Funds		1,836,910	1,950,631	3,597,396
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	741,853	669,857	657,107
	Total Debt Service Funds		741,853	669,857	657,107
All Fund Expenses	Total Expenditures/Appropriations		16,869,056	17,879,037	19,821,821
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	0	26,484
	Total Expenditures Net of Transfers		16,869,056	17,879,037	19,795,337

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	513,811	565,251	580,971	582,471
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	302,480	303,440	303,920	304,820
	Legal Reserve	967,538	1,025,011	510,938	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	286,638	355,308	300,308	300,308
	Repayment of Debt	1	1,040	1,039	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	\$14,570	\$14,336	\$15,735	\$16,358	\$16,762
Total Classroom Instruction	\$9,826	\$9,950	\$10,976	\$11,294	\$11,567
Classroom-Salaries and Benefits	\$9,418	\$9,632	\$10,515	\$10,849	\$11,027
Classroom-General Supplies and Textbooks	\$371	\$284	\$406	\$387	\$418
Classroom-Purchased Services	\$37	\$35	\$54	\$58	\$122
Total Support Services	\$2,032	\$1,574	\$1,766	\$1,865	\$1,957
Support Services-Salaries and Benefits	\$1,397	\$1,431	\$1,522	\$1,597	\$1,633
Total Administrative Costs	\$1,465	\$1,503	\$1,587	\$1,706	\$1,703
Administration Salaries and Benefits	\$1,210	\$1,197	\$1,260	\$1,322	\$1,366
Total Operations and Maintenance of Plant	\$1,167	\$1,222	\$1,310	\$1,379	\$1,416
Operations and Maintenance-Salaries and Benefits	\$597	\$583	\$629	\$660	\$683
Board Contribution to Food Services	\$0	\$0	\$0	\$12	\$0
Total Extracurricular Costs	\$79	\$87	\$97	\$101	\$118
Total Equipment Costs	\$62	\$0	\$0	\$0	\$70
Legal Costs	\$51	\$90	\$79	\$117	\$89
Employee Benefits as a percentage of salaries*	28.71%	30.36%	28.24%	28.30%	29.63%

*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)
Custodial and Maintenance Services	Grounds care equipment services with the City of Northfield	0
Insurance Coverages and Benefits	Member of ACCASBO JIF and Spell JIF	0
Purchasing	Member of AES for gas and electrical supply	0
	Participation in consortium purchasing with various governmental entities including not limited to ESCNJ, HCESC	0
Technology Services	Participate in ERATE program	0
Transportation Services, including Fuel	Transportations jointures with ACSSSD, CMCSSD, MRHS, GEHRS, for non-public and special education transportation	0
	Purchase fuel from th eCity of Northfield	0

Estimated Tax Rates

Municipality	Category	Amount
Northfield	(A) General Fund School Levy	10,200,405
	(D) Total School Levy	10,736,292
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	872,248,260
	(H) Estimated Equalized Valuation (as of 10/01/20)	869,648,060
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.1694
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.2309
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.1729
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.2346

Employee Contract List for District

Name	Category	Measure
James Owens	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Facilities Manager
	Base Annual Salary Amount	\$78,000
	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	07/01/20
	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	3
	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	\$860
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,908
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$8,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$80 per day max 100 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout for unused vacation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days roll into sick bank
	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
James Owens	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
John Wilson	Job Title	Information Technology
	Job Title II	Technology Coordinator
	Base Annual Salary Amount	\$92,239
	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	10
	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	0
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
John Wilson	Total Allowances Amount	\$900
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,908
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$3,600
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$36 per day max 100 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout for unused vacation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days roll into sick bank
	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	
Linda Albright	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$116,689
	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
Linda Albright	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	20
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,750
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$150 per day max \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout for unused vacation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days roll into sick bank
	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
Linda Albright	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
Pedro Bretones	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$153,379
	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	06/30/23
	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	5
	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	\$6,625
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$661
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Per diem rate max \$15,000	

Employee Contract List for District

Name	Category	Measure
Pedro Bretones	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout for unused vacation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days roll into sick bank
	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