

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	661.0	625.0	715.0
On Roll Special Ed Full-Time	112.0	102.0	102.0
On Roll Subtotal	773.0	727.0	817.0
In Private School Placements	5.0	7.0	7.0
Sent to Other Districts Special Ed	1.0	1.0	4.0
Received	0.0	0.0	1.0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	16,444,637	16,773,530	17,109,001
	Total Tuition	10-1300	63,440	158,000	158,000
	Rents and Royalties	10-1910	13,750	26,000	26,000
	Unrestricted Miscellaneous Revenues	10-1XXX	45,685	63,690	63,690
	Interest Earned on Capital Reserve Funds	10-1XXX	0	300	300
	Total Revenues from Local Sources		16,567,512	17,021,520	17,356,991
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	133,577	133,577	133,577
	Extraordinary Aid	10-3131	166,630	100,000	100,000
	Categorical Special Education Aid	10-3132	500,204	590,043	625,062
	Categorical Security Aid	10-3177	129,901	129,901	129,901
	Total Revenues from State Sources		930,312	953,521	988,540
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	22,350	28,806	29,889
	Total Revenues from Federal Sources		22,350	28,806	29,889
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	375,000	600,000
	Withdrawal from Maintenance Reserve	10-310	0	321,800	0
	Adjustment for Prior Year Encumbrances		0	1,060,309	0
	Actual Revenues (Over)/Under Expenditures		-1,749,632	0	0
General Fund Revenues	Total Operating Budget		15,770,542	19,760,956	18,975,420
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	118	15,647	10,000
	Other Revenue from Local Sources	20-1XXX	8,294	0	0
	Total Revenues from Local Sources	20-1XXX	8,412	15,647	10,000
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	159,301	142,460	115,000
	Title II	20-4451-4455	23,364	18,408	14,000
	Title III	20-4491-4494	1,698	800	8,300
	Title IV	20-4471-4474	16,916	10,915	10,000
	ARP-IDEA Preschool	20-4409	0	3,052	0
	ARP-IDEA Basic	20-4419	0	35,816	0
	IDEA Part B (Handicapped)	20-4420-4429	222,159	205,373	150,000
	ARP-ESSER	20-4540	0	1,250,055	0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	CARES Act Education Stabilization Fund	20-4530	146,260	694	0
	Coronavirus Relief Fund (CRF)	20-4532	48,855	0	0
	CRRSA Act-ESSER II	20-4534	300,000	189,925	0
	CRRSA Act-Learning Acceleration Grant	20-4535	0	31,441	0
	CRRSA Act-Mental Health Grant	20-4536	0	45,000	0
	Total Revenues from Federal Sources		918,553	1,933,939	297,300
Special Revenue Fund Revenues	Total Grants and Entitlements		927,857	1,949,586	318,199
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	43,726	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	699,978	654,387	1,118,375
	Total Revenues from Local Sources		699,978	654,387	1,118,375
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	0	32,602	159,127
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	2	43,727
	Total Local Repayment of Debt		743,704	686,991	1,321,229
	Actual Revenues (Over)/Under Expenditures		-43,726	0	0
Debt Service Fund Revenues	Total Repayment of Debt		699,978	686,991	1,321,229
All Fund Revenues	Total Revenues/Sources		17,398,377	22,397,533	20,614,848
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		17,398,377	22,397,533	20,614,848

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	5,766,690	6,468,746	6,800,469
	Special Education-Instruction	11-2XX-100-XXX	1,823,949	2,016,198	1,962,431
	Basic Skills/Remedial-Instruction	11-230-100-XXX	186,418	176,342	241,303
	Bilingual Education-Instruction	11-240-100-XXX	296,223	300,409	267,973
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	12,053	40,125	32,775
	School-Sponsored Athletics-Instruction	11-402-100-XXX	378	8,637	13,700
	Before/After School Programs	11-421-XXX-XXX	22,295	0	0
	Summer School	11-422-XXX-XXX	0	62,506	40,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	306,120	846,618	663,778
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	34,129	48,047	48,215
	Undistributed Expenditures-Health Services	11-000-213-XXX	193,939	214,871	289,735
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	277,373	337,706	363,110
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	238,843	422,959	332,428
	Undistributed Expenditures-Guidance	11-000-218-XXX	118,660	129,091	135,883
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	470,280	502,617	590,614
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	231,023	303,545	391,900
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	107,021	127,331	115,640
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	1,147	2,000	2,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	558,661	632,417	462,562
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	538,169	555,584	685,752
	Undistributed Expenditures-Central Services	11-000-251-XXX	330,095	401,827	395,722
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	130,628	219,705	163,520
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,102,402	1,581,117	1,592,222
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	175,399	497,613	436,050
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,610,151	2,771,803	2,861,136
	Undistributed Expenditures-Food Services	11-000-310-930	0	3,000	3,000
	Total Undistributed Expenditures			7,424,040	9,597,851
General Fund Current Expenses	Total General Current Expense		15,532,046	18,670,814	18,891,918

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	88,969	145,280	6,400
	Facilities Acquisition and Construction Services	12-000-400-XXX	120,522	928,935	32,079
	Interest Deposit to Capital Reserve	10-604	0	300	300
	Total Capital Outlay		209,491	1,074,515	38,779
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	29,005	15,627	44,723
	General Fund Grand Total		15,770,542	19,760,956	18,975,420
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	8,294	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	159,301	142,460	115,000
	Title II	20-XXX-XXX-XXX	23,364	18,408	14,000
	Title III	20-XXX-XXX-XXX	1,698	800	8,300
	Title IV	20-XXX-XXX-XXX	16,916	10,915	10,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	222,159	205,373	150,000
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	0	35,816	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	0	3,052	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	146,260	694	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	48,855	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	300,000	189,925	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	0	31,441	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	0	45,000	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	0	1,250,055	0
	Total Federal Projects	20-XXX-XXX-XXX	918,553	1,933,939	297,300
Special Revenue Fund Expenses	Total Special Revenue Funds		927,857	1,949,586	318,199
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	699,978	686,991	1,321,229
	Total Debt Service Funds		699,978	686,991	1,321,229
All Fund Expenses	Total Expenditures/Appropriations		17,398,377	22,397,533	20,614,848
Expenses Net of Transfers	Total Expenditures Net of Transfers		17,398,377	22,397,533	20,614,848

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2020	Audited Balance 06/30/2021	Estimated Balance 06/30/2022	Estimated Balance 06/30/2023
Unrestricted	General Operating Budget	527,003	657,452	747,430	747,430
	Repayment of Debt	3	43,729	43,727	0
Restricted for General Operating Budget	Capital Reserve	2,023,189	2,164,826	2,165,126	2,165,426
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	740,082	740,082	418,282	418,282
	Legal Reserve	375,000	975,000	600,000	0
	Unemployment Fund	0	0	0	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 Special Revenue Fund	Student Activity Fund	11,791	10,899	10,899	0
	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	2019-20 Actual Costs	2020-21 Actual Costs	2021-22 Original Budget	2021-22 Revised Budget	2022-23 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$19,559	\$19,987	\$19,183	\$23,929	\$21,829
Total Classroom Instruction	\$12,905	\$13,197	\$12,234	\$15,142	\$13,811
Classroom-Salaries and Benefits	\$12,193	\$12,452	\$11,436	\$14,118	\$12,808
Classroom-General Supplies and Textbooks	\$314	\$427	\$370	\$420	\$423
Classroom-Purchased Services	\$398	\$318	\$428	\$604	\$579
Total Support Services	\$2,629	\$2,676	\$2,627	\$3,383	\$3,294
Support Services-Salaries and Benefits	\$2,177	\$2,317	\$2,135	\$2,628	\$2,733
Total Administrative Costs	\$2,281	\$2,428	\$2,257	\$2,876	\$2,466
Administration Salaries and Benefits	\$1,762	\$1,832	\$1,597	\$1,985	\$1,994
Total Operations and Maintenance of Plant	\$1,641	\$1,630	\$1,947	\$2,381	\$2,137
Operations and Maintenance-Salaries and Benefits	\$798	\$844	\$778	\$1,037	\$983
Board Contribution to Food Services	\$0	\$0	\$3	\$4	\$4
Total Extracurricular Costs	\$58	\$19	\$64	\$79	\$67
Total Equipment Costs	\$13	\$118	\$35	\$201	\$8
Legal Costs	\$71	\$53	\$52	\$71	\$57
Employee Benefits as a percentage of salaries*	24.94%	24.44%	24.61%	23.42%	22.89%

\*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 2021-22 revised appropriations and the 2022-23 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
140	Tuition from Individuals	110,000	Tuition
150	Tuition Students from Other LEA	48,000	Receiving Full Time Students
300	Interest Income	16,000	Investment Income
	Miscellaneous	47,690	Various Miscellaneous Income



Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	District participates in the Northeast Bergen County School Boards Insurance Group and Bergen Municipal Employee services	0
Municipal/Public Works	Borough of East Rutherford provides fuel and DPW services to the district	0
Purchasing	State contracts and Co-op services: Ed-Data, Morris County, PEPPM Technology, Somerset County, Sussex County, Hunterdon County	0
Technology Services	Contract technology services with Bergen County Technical Schools	0
Transportation Services, including Fuel	Transportation Services - South Bergen County Jointure Commission	0
	Joint transportation contract with Becton Regional High School	0

Estimated Tax Rates

Municipality	Category	Amount
E Rutherford	(A) General Fund School Levy	17,109,001
	(D) Total School Levy	18,227,376
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	2,376,807,910
	(H) Estimated Equalized Valuation (as of 10/01/21)	2,733,167,871
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.7198
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.7669
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.6260
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.6669

Employee Contract List for District

Name	Category	Measure
Cameron Cox	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$140,000
	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	02/07/22
	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	51
	Description of Other Contracted Non-Working Days	Vacation/Holiday/Sick/Per
	Total Allowances Amount	\$7,610
	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	\$9,692
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Payout Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum Pro-rated Payout Upon Retirement/Termination
	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
Cameron Cox	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
Giovanni Giancaspro	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$194,250
	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	06/30/25
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	52
Description of Other Contracted Non-Working Days	Vacation/Holidays/Sick/Pe	

Employee Contract List for District

Name	Category	Measure
Giovanni Giancaspro	Total Allowances Amount	\$7,860
	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	\$14,472
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Payout Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Pro-rated Payout Upon Term/Retirement
	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	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	
Karen Dolinsky	Job Title	Administrative Assistant
	Job Title II	None Reported
	Base Annual Salary Amount	\$86,054
	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
Karen Dolinsky	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	30
	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	61
	Description of Other Contracted Non-Working Days	Vacation/Holiday/Sick/Per
	Total Allowances Amount	\$600
	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	\$6,793
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Payout Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum Pro-rated Payout Upon Retirement/Termination
	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	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
Karen Dolinsky	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
Louise Barone	Job Title	Administrative Assistant
	Job Title II	None Reported
	Base Annual Salary Amount	\$83,938
	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	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	25
	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	56
	Description of Other Contracted Non-Working Days	Vacation/Holiday/Sick/Per
	Total Allowances Amount	\$600
	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	\$6,749	
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Payout Upon Retirement	

Employee Contract List for District

Name	Category	Measure
Louise Barone	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum Pro-rated Payout Upon Retirement/Termination
	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	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