

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	543.0	529.0	528.0
On Roll Special Ed Full-Time	63.0	73.0	70.0
On Roll Subtotal	606.0	602.0	598.0
In Private School Placements	6.0	8.0	0.0
Sent to Other Districts Special Ed	25.0	21.0	25.0
Received	14.0	18.0	0.0

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	11,534,776	11,980,421	12,321,623
	Total Tuition	10-1300	120,290	126,000	197,218
	Rents and Royalties	10-1910	264,000	264,000	264,000
	Unrestricted Miscellaneous Revenues	10-1XXX	216,406	173,910	170,821
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	175	175
	Interest Earned on Maintenance Reserve	10-1XXX	0	125	125
	Interest Earned on Capital Reserve Funds	10-1XXX	0	50	50
	Total Revenues from Local Sources		12,135,472	12,544,681	12,954,012
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	5,070	75,414	75,414
	Extraordinary Aid	10-3131	330,911	0	180,000
	Categorical Special Education Aid	10-3132	279,759	279,759	319,628
	Equalization Aid	10-3176	2,317	2,317	2,317
	Categorical Security Aid	10-3177	10,942	24,352	24,352
	Adjustment Aid	10-3178	1	0	0
	PARCC Readiness Aid	10-3181	6,440	0	0
	Per Pupil Growth Aid	10-3182	6,440	0	0
	Professional Learning Community Aid	10-3183	6,450	0	0
	Other State Aids	10-3XXX	5,230	0	0
	Total Revenues from State Sources		653,560	381,842	601,711
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	530,708	217,640
	Adjustment for Prior Year Encumbrances		0	76,772	0
	Actual Revenues (Over)/Under Expenditures		40,209	0	0
General Fund Revenues	Total Operating Budget		12,829,241	13,534,003	13,773,363
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	28,147	27,000	0
	Total Revenues from Local Sources	20-1XXX	28,147	27,000	0

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	20,642	20,797	0
	Title III	20-4491-4494	6,090	0	0
	Title IV	20-4471-4474	10,000	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	129,328	134,434	129,328
	Total Revenues from Federal Sources		166,060	155,231	129,328
Special Revenue Fund Revenues	Total Grants and Entitlements		194,207	182,231	129,328
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	384,291	159,467	165,079
	Total Revenues from Local Sources		384,291	159,467	165,079
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	37,005	74,349	85,041
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	0	1
	Total Local Repayment of Debt		421,296	233,816	250,121
	Actual Revenues (Over)/Under Expenditures		-1	0	0
Debt Service Fund Revenues	Total Repayment of Debt		421,295	233,816	250,121
All Fund Revenues	Total Revenues/Sources		13,444,743	13,950,050	14,152,812
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		13,444,743	13,950,050	14,152,812

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,448,318	3,609,008	3,771,959
	Special Education-Instruction	11-2XX-100-XXX	1,600,758	1,732,415	1,768,214
	Bilingual Education-Instruction	11-240-100-XXX	87,252	90,626	91,878
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	52,212	48,471	48,286
	School-Sponsored Athletics-Instruction	11-402-100-XXX	30,431	31,129	30,029
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,938,527	1,537,896	1,424,177
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	53,524	50,476	51,990
	Undistributed Expenditures-Health Services	11-000-213-XXX	100,538	105,119	108,407
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	225,386	411,401	383,846
	Undistributed Expenditures-Guidance	11-000-218-XXX	128,418	151,767	157,234
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	392,260	438,913	438,834
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	80,791	86,122	88,705
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	218,443	226,432	236,744
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	51,691	42,352	45,450
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	336,812	433,531	398,437
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	229,011	241,035	245,623
	Undistributed Expenditures-Central Services	11-000-251-XXX	254,792	272,207	279,435
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	60,479	60,830	51,724
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	908,435	969,169	964,282
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	238,294	206,000	205,500
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,370,981	2,769,365	2,962,870
	Total Undistributed Expenditures		7,588,382	8,002,615	8,043,258
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	125	125
	Interest Earned on Current Expense Emergency Res	10-607	0	175	175
General Fund Current Expenses	Total General Current Expense		12,807,353	13,514,564	13,753,924

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	2,499	0	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	19,389	19,389	19,389
	Interest Deposit to Capital Reserve	10-604	0	50	50
	Total Capital Outlay		21,888	19,439	19,439
General Fund Expenses and Transfers	General Fund Grand Total		12,829,241	13,534,003	13,773,363
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	28,147	27,000	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	20,642	20,797	0
	Title III	20-XXX-XXX-XXX	6,090	0	0
	Title IV	20-XXX-XXX-XXX	10,000	0	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	129,328	134,434	129,328
	Total Federal Projects	20-XXX-XXX-XXX	166,060	155,231	129,328
Special Revenue Fund Expenses	Total Special Revenue Funds		194,207	182,231	129,328
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	421,295	233,816	250,121
	Total Debt Service Funds		421,295	233,816	250,121
All Fund Expenses	Total Expenditures/Appropriations		13,444,743	13,950,050	14,152,812
Expenses Net of Transfers	Total Expenditures Net of Transfers		13,444,743	13,950,050	14,152,812

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
Restricted for General Operating Budget	Capital Reserve	50,100	50,150	50,200	50,250
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	125,250	125,375	125,500	125,625
	Legal Reserve	407,171	569,705	217,640	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	176,994	177,169	177,344	177,519
	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	637,331	447,788	269,145	269,145
	Repayment of Debt	0	1	1	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$17,922	\$17,521	\$19,019	\$19,552	\$20,274
Total Classroom Instruction	\$11,554	\$11,191	\$12,057	\$12,218	\$12,881
Classroom-Salaries and Benefits	\$10,923	\$10,594	\$11,388	\$11,532	\$12,173
Classroom-General Supplies and Textbooks	\$189	\$195	\$179	\$223	\$196
Classroom-Purchased Services	\$442	\$402	\$490	\$463	\$511
Total Support Services	\$2,677	\$2,620	\$3,036	\$3,168	\$3,227
Support Services-Salaries and Benefits	\$2,169	\$2,167	\$2,326	\$2,365	\$2,461
Total Administrative Costs	\$1,739	\$1,852	\$2,003	\$2,168	\$2,153
Administration Salaries and Benefits	\$1,402	\$1,553	\$1,696	\$1,784	\$1,836
Total Operations and Maintenance of Plant	\$1,734	\$1,679	\$1,753	\$1,822	\$1,837
Operations and Maintenance-Salaries and Benefits	\$691	\$705	\$754	\$767	\$789
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$218	\$179	\$171	\$176	\$177
Total Equipment Costs	\$38	\$4	\$0	\$0	\$0
Legal Costs	\$15	\$12	\$26	\$21	\$27
Employee Benefits as a percentage of salaries*	32.06%	34.64%	38.96%	38.32%	39.75%

*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 2018-19 revised appropriations and the 2019-20 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)
Banking	Bergen County School Banking Consortium	0
Curriculum Services	Northern Valley Regional	0
Insurance Coverages and Benefits	Northeast School Board Insurance Group	0
Municipal/Public Works	Garbage Collection/Recycling/Salt	0
Professional Staff Development	Northern Valley Regional	0
Purchasing	Ed Svcs Commission of NJ, Ed Data	0
Special Education Services	Northern Valley Region III	0
Technology Services	Bergen County Technical Schools	0
Transportation Services, including Fuel	Northern Valley Region III	0

Estimated Tax Rates

Municipality	Category	Amount
Harrington Park	(A) General Fund School Levy	12,321,623
	(D) Total School Levy	12,486,702
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	896,194,900
	(H) Estimated Equalized Valuation (as of 10/01/18)	993,784,542
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.3749
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.3933
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.2399
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.2565

Employee Contract List for District

Name	Category	Measure
Adam Fried	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$153,765
	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	07/01/17
	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	10
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	Holidays/Recess
	Total Allowances Amount	\$7,500
	Total Bonuses Amount	\$23,914
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,128
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$35,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$591 per unused
	Contractual Post-Employment Benefit Description of Payout of Vacation days	\$591 per unused
	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
Adam Fried	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
Bryan Jursca	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$118,994
	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	07/01/18
	End Date of Contract	06/30/19
	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/Recess

Employee Contract List for District

Name	Category	Measure
Bryan Jursca	Total Allowances Amount	\$2,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$35,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$457.67 per unused
	Contractual Post-Employment Benefit Description of Payout of Vacation days	\$457.67 per unused
	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
Jessica Nitzberg	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$136,384
	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
Jessica Nitzberg	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	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/Recess
	Total Allowances Amount	\$2,500
	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	N/A
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	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	\$3,672
	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	\$524.55 per day
	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
Jessica Nitzberg	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
Margaret McClean	Job Title	Secretary
	Job Title II	None Reported
	Base Annual Salary Amount	\$76,493
	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	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	Holidays/Recess
	Total Allowances Amount	\$1
	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	\$12,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$25 per unused

Employee Contract List for District

Name	Category	Measure
Margaret McClean	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	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	\$2,942
	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	\$294.20 per day
	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
Ross Herbert	Job Title	Assistant Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$128,540
	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	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Ross Herbert	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/Recess
	Total Allowances Amount	\$2,500
	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	N/A
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	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	\$2,472
	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	\$494.38 per day
	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