

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	939.0	910.0	916.0
On Roll Special Ed Full-Time	211.0	224.0	224.0
On Roll Subtotal	1,150.0	1,134.0	1,140.0
In Private School Placements	3.0	4.0	4.0
Sent to Other Districts Special Ed	9.0	4.0	6.0
Received	14.0	18.0	14.0

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	20,442,524	21,051,711	21,472,745
	Total Tuition	10-1300	28,100	28,000	42,000
	Transportation Fees from Individuals	10-1410	60,530	58,264	75,000
	Unrestricted Miscellaneous Revenues	10-1XXX	448	40,000	40,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	50	50
	Interest Earned on Capital Reserve Funds	10-1XXX	2,558	50	50
	Total Revenues from Local Sources		20,534,160	21,178,075	21,629,845
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	34,121	126,575	126,575
	Extraordinary Aid	10-3131	133,580	134,266	114,190
	Categorical Special Education Aid	10-3132	742,271	742,271	787,755
	Equalization Aid	10-3176	11,741	11,741	11,741
	Categorical Security Aid	10-3177	23,068	55,927	55,927
	Adjustment Aid	10-3178	23,739	0	0
	PARCC Readiness Aid	10-3181	12,690	0	0
	Per Pupil Growth Aid	10-3182	12,690	0	0
	Professional Learning Community Aid	10-3183	11,540	0	0
	Other State Aids	10-3XXX	7,540	0	0
	Total Revenues from State Sources		1,012,980	1,070,780	1,096,188
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	17,201	16,835	19,809
	Total Revenues from Federal Sources		17,201	16,835	19,809
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,441,065	797,538
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	273,735	0
	Other Financing Sources	10-5XXX	7,870	0	0
	Adjustment for Prior Year Encumbrances		0	538,184	0
	Actual Revenues (Over)/Under Expenditures		207,738	0	0
General Fund Revenues	Total Operating Budget		21,779,949	24,518,674	23,543,380
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	85,691	0	0
	Total Revenues from Local Sources	20-1XXX	85,691	0	0

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	127,711	0	0
	Total Revenues from State Sources		127,711	0	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	107,803	10,000	10,000
	Title II	20-4451-4455	25,278	20,000	20,000
	Title IV	20-4471-4474	9,779	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	317,232	240,000	240,000
	Total Revenues from Federal Sources		460,092	270,000	270,000
Special Revenue Fund Revenues	Total Grants and Entitlements		673,494	270,000	270,000
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	460,300	463,975	467,200
	Total Revenues from Local Sources		460,300	463,975	467,200
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		460,300	463,975	467,200
Debt Service Fund Revenues	Total Repayment of Debt		460,300	463,975	467,200
All Fund Revenues	Total Revenues/Sources		22,913,743	25,252,649	24,280,580
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		22,913,743	25,252,649	24,280,580

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	7,182,885	7,852,517	7,601,811
	Special Education-Instruction	11-2XX-100-XXX	2,144,944	2,179,113	2,110,734
	Basic Skills/Remedial-Instruction	11-230-100-XXX	70,529	121,019	125,849
	Bilingual Education-Instruction	11-240-100-XXX	67,917	81,608	70,311
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	45,076	26,000	26,000
	School-Sponsored Athletics-Instruction	11-402-100-XXX	27,754	49,343	49,346
	Community Services Programs/Operations	11-800-330-XXX	1,971	16,000	10,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	593,959	599,092	595,865
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	28,571	29,763	32,179
	Undistributed Expenditures-Health Services	11-000-213-XXX	250,356	335,823	360,136
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	419,292	459,991	411,201
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	310,704	389,432	294,860
	Undistributed Expenditures-Guidance	11-000-218-XXX	425,162	462,205	392,175
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,384,547	1,244,790	1,101,862
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	258,942	281,917	207,710
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	578,382	684,172	749,522
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	35,331	59,500	62,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	439,840	579,455	550,463
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	764,020	786,202	804,376
	Undistributed Expenditures-Central Services	11-000-251-XXX	291,194	336,166	331,991
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	141,475	142,394	147,409
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,869,099	2,504,594	2,418,746
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	501,774	635,367	570,957
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,428,610	4,249,796	4,445,644
	Total Undistributed Expenditures		11,721,258	13,780,659	13,477,596
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	50	50
General Fund Current Expenses	Total General Current Expense		21,262,334	24,106,309	23,471,697

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	29,862	32,333	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	475,232	329,982	21,633
	Interest Deposit to Capital Reserve	10-604	0	50	50
	Total Capital Outlay		505,094	362,365	21,683
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	12,521	50,000	50,000
	Total Summer School	13-422-X00-XXX	12,521	50,000	50,000
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	12,521	50,000	50,000
General Fund Expenses and Transfers	General Fund Grand Total		21,779,949	24,518,674	23,543,380
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	85,691	0	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	13,147	0	0
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	30,030	0	0
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	30,934	0	0
	Nonpublic Nursing Services	20-XXX-XXX-XXX	25,220	0	0
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	8,880	0	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	19,500	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	127,711	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	107,803	10,000	10,000
	Title II	20-XXX-XXX-XXX	25,278	20,000	20,000
	Title IV	20-XXX-XXX-XXX	9,779	0	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	317,232	240,000	240,000
	Total Federal Projects	20-XXX-XXX-XXX	460,092	270,000	270,000
Special Revenue Fund Expenses	Total Special Revenue Funds		673,494	270,000	270,000
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	460,300	463,975	467,200
	Total Debt Service Funds		460,300	463,975	467,200
All Fund Expenses	Total Expenditures/Appropriations		22,913,743	25,252,649	24,280,580
Expenses Net of Transfers	Total Expenditures Net of Transfers		22,913,743	25,252,649	24,280,580

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	959,266	489,353	215,668	215,718
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	150,000	150,050	150,100
	Legal Reserve	1,287,711	930,629	334,009	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	805,994	1,287,584	943,139	479,610
	Repayment of Debt	0	0	0	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	\$16,595	\$17,549	\$19,410	\$20,169	\$19,552
Total Classroom Instruction	\$9,738	\$10,303	\$11,277	\$11,625	\$11,389
Classroom-Salaries and Benefits	\$9,496	\$10,074	\$10,968	\$11,308	\$11,115
Classroom-General Supplies and Textbooks	\$201	\$190	\$244	\$252	\$216
Classroom-Purchased Services	\$41	\$39	\$65	\$65	\$58
Total Support Services	\$3,283	\$3,727	\$4,004	\$4,112	\$3,813
Support Services-Salaries and Benefits	\$2,273	\$2,510	\$2,745	\$2,745	\$2,658
Total Administrative Costs	\$1,590	\$1,703	\$1,910	\$1,981	\$1,979
Administration Salaries and Benefits	\$1,293	\$1,359	\$1,521	\$1,545	\$1,579
Total Operations and Maintenance of Plant	\$1,902	\$1,732	\$2,114	\$2,337	\$2,262
Operations and Maintenance-Salaries and Benefits	\$557	\$516	\$535	\$558	\$580
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$74	\$79	\$81	\$82	\$83
Total Equipment Costs	\$16	\$26	\$0	\$29	\$0
Legal Costs	\$30	\$24	\$23	\$32	\$24
Employee Benefits as a percentage of salaries*	24.56%	25.79%	30.24%	29.86%	32.05%

*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.

Unusual Revenues and Appropriations

Line Number	Source	Amount	Explanation
140	Tuition from Parents	42,000	PreSchool Tuition
190	Total Tuition from Parents	42,000	PreSchool Tuition Total
240	Transportation Fee	75,000	Subscription Busing
300	Interest	40,000	Interest

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	PARTICIPATES IN SHARED CURRICULUM SERVICES WITH PASCACK VALLEY REGIONAL HIGH SCHOOL (PVRHS) & OTHER SENDING DISTRICTS	0
Insurance Coverages and Benefits	PARTICIPATES IN THE NORTHEAST SCHOOL BOARD INSURANCE GROUP (NESBIG) WITH APPROX. (40) OTHER BOARD OF EDUCATIONS FOR PROPERTY/CASUALTY INSURANCE, EMPLOYMENT PRACTICES INSURANCE, AND WORKERS' COMPENSATION INSURANCE.	0
Others	PARTICIPATES IN ALLIANCE FOR COMPETITIVE ENERGY SERVICES (ACES)	0
Purchasing	PARTICIPATES IN A COOPERATIVE PURCHASING PROGRAM THROUGH EDUCATIONAL DATA SERVICES & EDUCATIONAL SERVICES COMMISSION OF NJ	0
Special Education Services	PARTICIPATES IN REGION II COOPERATIVE AGREEMENTS IN SPECIAL ED SERVICES SUCH AS TRANSPORTATION, STAFF DEVELOPMENT, & TRAINING	0
Technology Services	SHARE A PRIVATE OPTIC NETWORK WITH PASCACK VALLEY REGIONAL HIGH SCHOOL (PVRHS) AND VIRTUALIZATION AS WELL	0

Estimated Tax Rates

Municipality	Category	Amount
Hillsdale	(A) General Fund School Levy	21,262,228
	(D) Total School Levy	21,727,815
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,685,666,563
	(H) Estimated Equalized Valuation (as of 10/01/18)	1,870,652,670
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.2614
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.2890
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.1366
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.1615

Employee Contract List for District

Name	Category	Measure
Lirca Garcia	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$184,385
	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	26
	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	16
	Description of Other Contracted Non-Working Days	5 Recess Days: 11 Holiday
	Total Allowances Amount	\$2,470
	Total Bonuses Amount	\$1,900
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,163
	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	Maximum Amt at Retirement
	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

Employee Contract List for District

Name	Category	Measure
Lirca Garcia	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
Michael Amuso	Job Title	Other
	Job Title II	Maint/B&G Supervisor
	Base Annual Salary Amount	\$84,050
	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	06/30/20
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	13 Holidays

Employee Contract List for District

Name	Category	Measure
Michael Amuso	Total Allowances Amount	\$4,709
	Total Bonuses Amount	\$2,400
	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	Maximum Amt at Retirement
	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	\$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
Michael Ulshoefer	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$98,128
	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
Michael Ulshoefer	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/17
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	16
	Description of Other Contracted Non-Working Days	5 Recess Days; 11 Holiday
	Total Allowances Amount	\$730
	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	Maximum Amt at Retirement
	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	\$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
Michael Ulshoefer	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 Lombardy	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$169,689
	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	06/30/21
	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	16
	Description of Other Contracted Non-Working Days	5 Recess Days; 11 Holiday
	Total Allowances Amount	\$7,200
	Total Bonuses Amount	\$5,651
	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

Employee Contract List for District

Name	Category	Measure
Robert Lombardy	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	\$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