

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	1,114.0	1,107.0	1,137.0
On Roll Special Ed Full-Time	107.0	107.0	107.0
On Roll Subtotal	1,221.0	1,214.0	1,244.0
In Private School Placements	8.0	11.0	11.0
Sent to Other Districts Regular	1.0	3.0	2.0
Sent to Other Districts Special Ed	4.0	3.0	5.0
Received	34.0	31.0	0.0
In State Facilities	1.0		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	9,309,726	9,595,921	9,787,839
	Total Tuition	10-1300	1,752	0	0
	Unrestricted Miscellaneous Revenues	10-1XXX	37,055	13,000	13,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	5	5
	Interest Earned on Capital Reserve Funds	10-1XXX	0	10	10
	Total Revenues from Local Sources		9,348,533	9,608,936	9,800,854
General Fund Revenues from State Sources	School Choice Aid	10-3116	160,144	171,607	148,888
	Categorical Transportation Aid	10-3121	13,000	74,021	74,021
	Extraordinary Aid	10-3131	71,821	40,000	40,000
	Categorical Special Education Aid	10-3132	613,550	931,640	931,640
	Equalization Aid	10-3176	4,543,870	4,812,506	5,443,356
	Categorical Security Aid	10-3177	66,438	337,882	337,882
	Under Adequacy Aid	10-3180	104,103	0	0
	PARCC Readiness Aid	10-3181	10,720	0	0
	Per Pupil Growth Aid	10-3182	10,720	0	0
	Professional Learning Community Aid	10-3183	11,010	0	0
	Other State Aids	10-3XXX	20,532	0	0
	State Reimbursement for Lead Testing of Drinking Water	10-3300	3,476	0	0
	Total Revenues from State Sources		5,629,384	6,367,656	6,975,787
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	63,367	32,280	68,533
	Total Revenues from Federal Sources		63,367	32,280	68,533
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	363,830	294,932
	Withdrawal from Capital Reserve for Local Share	10-307	0	800,000	0
	Withdrawal from Maintenance Reserve	10-310	0	98,515	0
	Adjustment for Prior Year Encumbrances		0	60,380	0
	Actual Revenues (Over)/Under Expenditures		233,832	0	0
General Fund Revenues	Total Operating Budget		15,275,116	17,331,597	17,140,106

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Revenues from Local Sources	Tuition-Preschool	20-1310	0	12,000	0
	Other Revenue from Local Sources	20-1XXX	2,626	3,374	0
	Total Revenues from Local Sources	20-1XXX	2,626	15,374	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	99,017	785	0
	Preschool Education Aid	20-3218	987,252	1,432,727	2,051,259
	Total Revenues from State Sources		1,086,269	1,433,512	2,051,259
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	312,046	320,768	272,653
	Title II	20-4451-4455	38,814	46,606	39,615
	Title III	20-4491-4494	13,205	1,746	1,484
	I.D.E.A. Part B (Handicapped)	20-4420-4429	311,267	316,242	268,806
	Preschool Development Expansion Grant	20-4527	361,247	441,728	0
	Preschool Development Expansion Grant-Prior Year Carry Over	20-4527	5,426	96,510	0
	Other	20-4XXX	21,000	0	0
	Total Revenues from Federal Sources		1,063,005	1,223,600	582,558
Special Revenue Fund Revenues	Total Grants and Entitlements		2,151,900	2,672,486	2,633,817
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	232,945	228,745	229,545
	Total Revenues from Local Sources		232,945	228,745	229,545
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		232,945	228,745	229,545
Debt Service Fund Revenues	Total Repayment of Debt		232,945	228,745	229,545
All Fund Revenues	Total Revenues/Sources		17,659,961	20,232,828	20,003,468
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		17,659,961	20,232,828	20,003,468

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	4,537,233	4,803,721	4,815,453
	Special Education-Instruction	11-2XX-100-XXX	1,554,212	1,539,337	1,786,266
	Basic Skills/Remedial-Instruction	11-230-100-XXX	226,026	432,692	560,684
	Bilingual Education-Instruction	11-240-100-XXX	173,098	179,818	185,342
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	54,685	58,689	66,095
	School-Sponsored Athletics-Instruction	11-402-100-XXX	39,444	53,846	74,363
	Summer School	11-422-XXX-XXX	31,119	40,084	39,535
	Other Supplemental/At-Risk Programs	11-424-XXX-XXX	84,463	145,111	92,727
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	576,428	774,459	737,194
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	19,088	19,800	20,450
	Undistributed Expenditures-Health Services	11-000-213-XXX	221,360	201,432	194,196
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	231,235	288,571	250,473
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	139,696	175,732	395,207
	Undistributed Expenditures-Guidance	11-000-218-XXX	181,109	272,962	265,011
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	369,407	461,755	489,871
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	202,830	251,726	245,521
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	307,415	308,932	325,816
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	23,352	83,850	79,800
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	435,962	503,023	502,779
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	610,519	693,467	703,077
	Undistributed Expenditures-Central Services	11-000-251-XXX	264,728	266,849	283,529
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,225,757	1,214,299	1,321,541
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	439,922	448,250	614,450
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,441,796	2,803,150	2,829,499
	Total Undistributed Expenditures			7,690,604	8,768,257
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	5	5
	Increase In Maintenance Reserve	10-606	50,000	0	0
General Fund Current Expenses	Total General Current Expense		14,440,884	16,021,560	16,878,884

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	50,846	8,100	55,200
	Facilities Acquisition and Construction Services	12-000-400-XXX	136,875	230,515	161,012
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	1,000,333	0
	Increase In Capital Reserve	10-604	627,428	0	0
	Interest Deposit to Capital Reserve	10-604	0	10	10
	Total Capital Outlay		815,149	1,238,958	216,222
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	19,083	71,079	45,000
	General Fund Grand Total		15,275,116	17,331,597	17,140,106
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	2,626	3,374	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	707,977	935,540	1,124,250
	Support Services	20-218-200-XXX	378,292	509,972	927,009
	Total Preschool Education Aid	20-218-XXX-XXX	1,086,269	1,445,512	2,051,259
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	1,086,269	1,445,512	2,051,259
Special Revenue Fund Expenses for Preschool Expansion Grant	Preschool Expansion Grant Instruction	20-220-100-XXX	153,105	198,243	0
	Preschool Expansion Grant Support Services	20-220-200-XXX	213,568	339,995	0
	Preschool Expansion Grant	20-220-XXX-XXX	366,673	538,238	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	312,046	320,768	272,653
	Title II	20-XXX-XXX-XXX	38,814	46,606	39,615
	Title III	20-XXX-XXX-XXX	13,205	1,746	1,484
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	311,267	316,242	268,806
	Other	20-XXX-XXX-XXX	21,000	0	0
	Total Federal Projects	20-XXX-XXX-XXX	1,063,005	1,223,600	582,558
Special Revenue Fund Expenses	Total Special Revenue Funds		2,151,900	2,672,486	2,633,817
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	232,945	228,745	229,545
	Total Debt Service Funds		232,945	228,745	229,545
All Fund Expenses	Total Expenditures/Appropriations		17,659,961	20,232,828	20,003,468
Expenses Net of Transfers	Total Expenditures Net of Transfers		17,659,961	20,232,828	20,003,468

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	439,319	1,066,777	166,787	166,797
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	150,000	200,000	101,490	101,495
	Legal Reserve	351,136	501,136	150,000	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	668,292	353,050	490,356	345,424
	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	\$10,900	\$11,787	\$12,600	\$13,380	\$14,165
Total Classroom Instruction	\$6,781	\$7,376	\$7,904	\$8,303	\$8,570
Classroom-Salaries and Benefits	\$5,910	\$6,290	\$6,806	\$7,033	\$7,312
Classroom-General Supplies and Textbooks	\$219	\$397	\$335	\$433	\$457
Classroom-Purchased Services	\$652	\$689	\$763	\$837	\$801
Total Support Services	\$1,784	\$1,885	\$2,075	\$2,348	\$2,803
Support Services-Salaries and Benefits	\$1,177	\$1,247	\$1,538	\$1,657	\$2,145
Total Administrative Costs	\$1,262	\$1,312	\$1,402	\$1,483	\$1,466
Administration Salaries and Benefits	\$1,044	\$1,091	\$1,158	\$1,188	\$1,191
Total Operations and Maintenance of Plant	\$979	\$1,119	\$1,106	\$1,130	\$1,189
Operations and Maintenance-Salaries and Benefits	\$469	\$533	\$542	\$554	\$556
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$95	\$95	\$113	\$115	\$136
Total Equipment Costs	\$22	\$41	\$7	\$7	\$44
Legal Costs	\$25	\$5	\$40	\$41	\$40
Employee Benefits as a percentage of salaries*	26.91%	28.99%	30.59%	30.67%	28.84%

*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)
Custodial and Maintenance Services	Use Collingswood BOE for electrical/maintenance services	0
	Use Educational Data Services for Maintenance Services	0
	Use ESCNJ Cooperative Pricing for Maintenance Services	0
Insurance Coverages and Benefits	Use School Alliance Insurance Fund for district insurance	0
	Use School Health Insurance Fund for health insurance	0
Municipal/Public Works	Use Bellmawr Borough for roadway/grounds projects (snow removal, concrete, grounds, etc.) and fuel	0
Purchasing	Use ESCNJ for internet cooperative purchasing	0
	Use ACES for purchase of natural gas and electricity	0
	Use Ed-Data Services for purchase of school supplies	0
Staffing - Other	Use CCESC for Guidance Services	0
Technology Services	Use Collingswood BOE and EIRC as needed for technology support	0
Transportation Services, including Fuel	Use CCESC for student transportation & Bellmawr Boro for Fuel	0

Estimated Tax Rates

Municipality	Category	Amount
Bellmar	(A) General Fund School Levy	9,691,880
	(D) Total School Levy	9,921,026
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	783,336,900
	(H) Estimated Equalized Valuation (as of 10/01/18)	767,150,034
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.2373
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.2665
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.2634
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.2932

Employee Contract List for District

Name	Category	Measure
Annette Castiglione	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$171,360
	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	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$6,627
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,993
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$28,182
	Contractual Post-Employment Benefit Description of Payout of Sick days	Unused sick days capped at \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Vaca Payout 20 Days @ Per Diem Rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused Personal Days convert to Sick Days
	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
Annette Castiglione	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
Glenn Cook	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Buildings & Grounds
	Base Annual Salary Amount	\$83,431
	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	06/30/20
	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	0
Description of Other Contracted Non-Working Days	None Reported	

Employee Contract List for District

Name	Category	Measure
Glenn Cook	Total Allowances Amount	\$2,156
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$11,065
	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	Max Sick Day Payout at Retirement (\$100/day)
	Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
	Contractual Post-Employment Benefit Description of Payout of Personal days	Convert to Sick Days
	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	
John DiBlasio	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$76,993
	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
John DiBlasio	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	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	\$1,806
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,993
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$9,300
	Contractual Post-Employment Benefit Description of Payout of Sick days	Reimb \$100/day at retirement up to \$15,000 cap
	Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
	Contractual Post-Employment Benefit Description of Payout of Personal days	Converts to Sick Days
	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
John DiBlasio	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
Patrick Doyle	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$110,803
	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	06/30/20
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,906
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$9,037
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$23,524
	Contractual Post-Employment Benefit Description of Payout of Sick days	Unused sick days capped at \$15,000

Employee Contract List for District

Name	Category	Measure
Patrick Doyle	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Per Diem Vacation Day Payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	Converts to Sick Days
	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