

**Advertised Enrollments**

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	567.0	575.0	579.0
On Roll Special Ed Full-Time	99.0	92.0	94.0
On Roll Subtotal	666.0	667.0	673.0
In Private School Placements	3.0	6.0	0.0
Sent to Other Districts Special Ed	0.0	0.0	6.0
Received	7.0	15.0	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	12,292,153	12,699,711	12,953,705
	Total Tuition	10-1300	105,600	66,600	66,600
	Rents and Royalties	10-1910	10,220	8,850	8,850
	Unrestricted Miscellaneous Revenues	10-1XXX	113,291	24,500	77,500
	Total Revenues from Local Sources		12,521,264	12,799,661	13,106,655
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	84,466	84,466	84,466
	Extraordinary Aid	10-3131	339,248	100,000	100,000
	Categorical Special Education Aid	10-3132	127,099	265,382	317,833
	Categorical Security Aid	10-3177	48,882	51,981	51,981
	Adjustment Aid	10-3178	1	0	0
	PARCC Readiness Aid	10-3181	6,540	0	0
	Per Pupil Growth Aid	10-3182	6,540	0	0
	Professional Learning Community Aid	10-3183	6,430	0	0
	State Reimbursement for Lead Testing of Drinking Water	10-3300	2,385	0	0
	Total Revenues from State Sources		621,591	501,829	554,280
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	215,186	282,758	314,248
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	13,207	0	0
	Transfers from Other Funds	10-5200	67,555	0	0
	Adjustment for Prior Year Encumbrances		0	42,976	0
	Actual Revenues (Over)/Under Expenditures		-189,976	0	0
General Fund Revenues	Total Operating Budget		13,248,827	13,627,224	13,975,183
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	72,359	72,174	61,348
	Title II	20-4451-4455	16,599	16,688	14,185
	Title IV	20-4471-4474	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-4420-4429	148,125	148,074	125,863
	Total Revenues from Federal Sources		247,083	246,936	209,896
Special Revenue Fund Revenues	Total Grants and Entitlements		247,083	246,936	209,896

## Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	658,975	632,575	611,375
	Total Revenues from Local Sources		658,975	632,575	611,375
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		658,975	632,575	611,375
Debt Service Fund Revenues	Total Repayment of Debt		658,975	632,575	611,375
All Fund Revenues	Total Revenues/Sources		14,154,885	14,506,735	14,796,454
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		14,154,885	14,506,735	14,796,454

## 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	3,719,360	3,697,788	3,808,139
	Special Education-Instruction	11-2XX-100-XXX	1,718,513	1,949,315	1,994,330
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	154,183	316,900	450,451
	Undistributed Expenditures-Health Services	11-000-213-XXX	143,817	159,405	158,585
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	483,339	493,991	535,419
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	164,278	312,000	320,000
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	362,966	449,842	443,704
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	2,100	8,512	8,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	124,355	144,731	137,976
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	18,092	25,950	32,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	386,567	423,488	403,752
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	365,790	408,835	413,630
	Undistributed Expenditures-Central Services	11-000-251-XXX	258,357	286,095	285,785
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	49,490	67,723	67,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,268,855	1,316,813	1,282,005
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	305,591	545,234	566,117
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,557,120	3,009,213	3,056,401
		Total Undistributed Expenditures		6,644,900	7,968,732
General Fund Current Expenses for Increased Reserves	Increase In Maintenance Reserve	10-606	71,046	0	0
General Fund Current Expenses	Total General Current Expense		12,153,819	13,615,835	13,963,794
Capital Outlay	Equipment	12-XXX-XXX-730	4,587	0	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	11,389	11,389	11,389
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	13,207	0	0
	Increase In Capital Reserve	10-604	1,065,825	0	0
		Total Capital Outlay		1,095,008	11,389
General Fund Expenses and Transfers	General Fund Grand Total		13,248,827	13,627,224	13,975,183

## Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	72,359	72,174	61,348
	Title II	20-XXX-XXX-XXX	16,599	16,688	14,185
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	148,125	148,074	125,863
	Total Federal Projects	20-XXX-XXX-XXX	247,083	246,936	209,896
Special Revenue Fund Expenses	Total Special Revenue Funds		247,083	246,936	209,896
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	658,975	632,575	611,375
	Total Debt Service Funds		658,975	632,575	611,375
All Fund Expenses	Total Expenditures/Appropriations		14,154,885	14,506,735	14,796,454
Expenses Net of Transfers	Total Expenditures Net of Transfers		14,154,885	14,506,735	14,796,454

## 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	3,578,407	4,631,025	4,631,025	4,631,025
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	424,335	495,381	495,381	495,381
	Legal Reserve	150,000	150,000	75,000	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	250,000	250,000	250,000	250,000
	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	597,944	697,006	489,248	250,000
	Repayment of Debt	1	1	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	\$15,718	\$17,227	\$18,358	\$19,121	\$19,238
Total Classroom Instruction	\$9,906	\$10,661	\$11,319	\$11,528	\$11,720
Classroom-Salaries and Benefits	\$8,982	\$9,786	\$10,589	\$10,736	\$10,925
Classroom-General Supplies and Textbooks	\$673	\$571	\$423	\$430	\$452
Classroom-Purchased Services	\$251	\$304	\$308	\$362	\$343
Total Support Services	\$2,092	\$2,348	\$2,661	\$2,930	\$2,970
Support Services-Salaries and Benefits	\$1,491	\$1,592	\$1,824	\$1,892	\$1,898
Total Administrative Costs	\$1,794	\$2,041	\$2,204	\$2,338	\$2,299
Administration Salaries and Benefits	\$1,613	\$1,768	\$1,871	\$1,963	\$1,974
Total Operations and Maintenance of Plant	\$1,920	\$2,172	\$2,165	\$2,317	\$2,241
Operations and Maintenance-Salaries and Benefits	\$1,036	\$1,098	\$1,136	\$1,200	\$1,185
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$34	\$7	\$0	\$0	\$0
Legal Costs	\$21	\$74	\$69	\$71	\$71
Employee Benefits as a percentage of salaries*	35.19%	36.20%	40.06%	39.89%	39.59%

\*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	Parent Paid Preschool Tuitions	66,600	18 People

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	North Caldwell utilizes New Jersey Schools' Insurance Group for Property and Liability Insurance.	0
	North Caldwell utilizes Morris Essex Insurance Group for Workers' Compensation Insurance.	0
Professional Staff Development	North Caldwell partners with Essex Fells, Fairfield, Roseland and West Essex to reduce the cost of providing Professional Development.	0
Purchasing	North Caldwell purchases off State Contracts provided by the New Jersey Department of Treasury.	0
	North Caldwell participates in ACES - Alliance for Competitive Energy Services.	0
	North Caldwell participates in ACT - Alliance for Competitive Telecommunications.	0
	North Caldwell participates in E-Rate - Federal Universal Program.	0
	North Caldwell uses Educational Data Services to order supplies at a reduced cost.	0
Technology Services	North Caldwell contracts with Asbury Park School District's Technology Center for Accounting, Personnel and Payroll Software Systems. Asbury Park ITC also processes payroll and prints checks issued by the district.	0
Transportation Services, including Fuel	North Caldwell utilizes Sussex County Regional Cooperative for Special Education Transportation Services. We also utilize the Essex Regional Educational Services Commission for regular transportation services and all routes are tiered with neighboring districts for a cost savings.	0

## Estimated Tax Rates

Municipality	Category	Amount
North Caldwell	(A) General Fund School Levy	12,953,705
	(D) Total School Levy	13,565,080
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,611,904,500
	(H) Estimated Equalized Valuation (as of 10/01/18)	1,804,382,867
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.8036
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.8416
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7179
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7518

Employee Contract List for District

Name	Category	Measure
Chris Checchetto	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$132,175
	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	220
	Contracted Number of Annual Vacation Days	10
	Contracted Number of Annual Sick Days	11
	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	\$5,322
	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	After 15 Years of Service - Max Pay Out Amount
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Permitted
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Permitted
	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
Chris Checchetto	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
Linda Freda	Job Title	Superintendent
	Job Title II	Special Ed Director
	Base Annual Salary Amount	\$158,967
	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	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	0
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Linda Freda	Total Allowances Amount	\$5,621
	Total Bonuses Amount	\$24,306
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$345
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$40,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max Amount at Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Amount at Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Permitted
	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 Halik	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$142,000
	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 Halik	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$5,420
	Total Bonuses Amount	\$6,035
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$917
	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 Amount Permitted at Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Permitted
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Permitted
	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 Halik	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 Stefanelli	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$148,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	220
	Contracted Number of Annual Vacation Days	10
	Contracted Number of Annual Sick Days	11
	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	\$5,480
	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	After 15 Years of Service - Max Payout	

Employee Contract List for District

Name	Category	Measure
Michael Stefanelli	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Permitted
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Permitted
	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
Thomas Falco	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Buildings and Grounds
	Base Annual Salary Amount	\$110,800
	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	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12

## Employee Contract List for District

Name	Category	Measure
Thomas Falco	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	\$2,619
	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	After 15 Years of Service Max Payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Permitted
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Permitted
	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