

## Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	1,914.0	1,914.0	1,978.0
On Roll Special Ed Full-Time	309.0	335.0	355.0
On Roll Special Ed Shared-Time	6.0	4.0	4.0
On Roll Subtotal	2,229.0	2,253.0	2,337.0
In Private School Placements	14.0	12.0	12.0
Sent to Other Districts Regular	1.0	0.0	0.0
Sent to Other Districts Special Ed	18.0	15.0	14.0
Received	20.0		0.0
In State Facilities	1.0	2.0	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	15,276,846	16,005,333	16,325,440
	Total Tuition	10-1300	46,680	52,800	0
	Unrestricted Miscellaneous Revenues	10-1XXX	786,212	30,000	30,000
	Total Revenues from Local Sources		16,109,738	16,088,133	16,355,440
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	112,277	502,357	502,357
	Extraordinary Aid	10-3131	373,183	0	0
	Categorical Special Education Aid	10-3132	1,448,923	1,910,698	1,910,698
	Equalization Aid	10-3176	10,895,887	10,921,568	12,027,173
	Categorical Security Aid	10-3177	287,765	645,142	645,142
	Under Adequacy Aid	10-3180	500,000	0	0
	PARCC Readiness Aid	10-3181	23,460	0	0
	Per Pupil Growth Aid	10-3182	23,460	0	0
	Professional Learning Community Aid	10-3183	22,290	0	0
	Other State Aids	10-3XXX	27,997	0	0
	Total Revenues from State Sources		13,715,242	13,979,765	15,085,370
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	94,899	53,798	83,554
	Total Revenues from Federal Sources		94,899	53,798	83,554
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,550,000	1,550,000
	Withdrawal from Capital Reserve for Local Share	10-307	143,500	0	129,690
	Withdrawal from Maintenance Reserve	10-310	0	0	44,000
	Actual Revenues (Over)/Under Expenditures		-803,510	0	0
General Fund Revenues	Total Operating Budget		29,259,869	31,671,696	33,248,054
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	19,498	0	0
	Total Revenues from Local Sources	20-1XXX	19,498	0	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	0	683,640	1,308,860
	Other Restricted Entitlements	20-32XX	137,282	82,000	100,000
	Total Revenues from State Sources		137,282	765,640	1,408,860

## 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	680,756	627,000	627,000
	Title II	20-4451-4455	87,204	0	0
	Title III	20-4491-4494	48,693	0	0
	Title IV	20-4471-4474	7,967	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	532,081	541,000	541,000
	Vocational Education	20-4430	18,275	0	0
	Adult Basic Education	20-4440	39,284	40,000	35,000
	Other	20-4XXX	19,875	0	0
	Total Revenues from Federal Sources		1,434,135	1,208,000	1,203,000
Special Revenue Fund Revenues	Total Grants and Entitlements		1,590,915	1,973,640	2,611,860
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,448,003	1,456,869	1,439,930
	Total Revenues from Local Sources		1,448,003	1,456,869	1,439,930
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	0
	Total Local Repayment of Debt		1,448,003	1,456,870	1,439,930
	Actual Revenues (Over)/Under Expenditures		38,377	0	0
Debt Service Fund Revenues	Total Repayment of Debt		1,486,380	1,456,870	1,439,930
All Fund Revenues	Total Revenues/Sources		32,337,164	35,102,206	37,299,844
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		32,337,164	35,102,206	37,299,844

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	8,037,924	8,402,530	8,878,351
	Special Education-Instruction	11-2XX-100-XXX	3,280,173	3,603,615	3,697,807
	Basic Skills/Remedial-Instruction	11-230-100-XXX	250,002	470,066	193,403
	Bilingual Education-Instruction	11-240-100-XXX	228,455	406,106	545,940
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	117,720	93,177	98,011
	School-Sponsored Athletics-Instruction	11-402-100-XXX	515,385	522,093	553,261
	Instructional Alternative Ed Program	11-423-XXX-XXX	0	90,030	50,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,754,247	1,173,200	1,398,538
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	56,136	42,748	29,111
	Undistributed Expenditures-Health Services	11-000-213-XXX	232,598	253,839	260,348
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	344,032	515,807	647,081
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	293,171	476,531	470,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	613,277	657,412	664,769
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,143,465	1,020,115	970,075
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	152,699	155,073	240,365
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	61,384	125,519	124,723
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	31,698	40,045	27,183
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	497,365	563,741	591,682
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,407,017	1,476,992	1,504,041
	Undistributed Expenditures-Central Services	11-000-251-XXX	422,562	476,755	480,782
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	140,621	188,671	214,007
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,134,126	3,616,302	3,803,932
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,484,437	1,464,286	1,532,172
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,268,471	5,305,422	5,594,000
	Total Undistributed Expenditures			16,037,306	17,552,458
General Fund Current Expenses for Increased Reserves	Increase In Maintenance Reserve	10-606	80,000	0	0
General Fund Current Expenses	Total General Current Expense		28,546,965	31,140,075	32,570,082

## Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	33,372	5,324	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	234,201	108,402	237,142
	Increase In Capital Reserve	10-604	150,000	0	0
	Total Capital Outlay		417,573	113,726	237,142
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	295,331	417,895	440,830
	General Fund Grand Total		29,259,869	31,671,696	33,248,054
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	19,498	0	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	0	317,716	646,089
	Support Services	20-218-200-XXX	0	317,083	621,722
	Facility Acquisition and Construction Services	20-218-400-XXX	0	48,841	41,049
	Total Preschool Education Aid	20-218-XXX-XXX	0	683,640	1,308,860
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	15,172	12,400	17,000
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	36,537	50,000	52,000
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	27,845	0	0
	Nonpublic Nursing Services	20-XXX-XXX-XXX	27,469	19,600	31,000
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	10,604	0	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	19,655	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	137,282	765,640	1,408,860
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	680,756	627,000	627,000
	Title II	20-XXX-XXX-XXX	87,204	0	0
	Title III	20-XXX-XXX-XXX	48,693	0	0
	Title IV	20-XXX-XXX-XXX	7,967	0	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	532,081	541,000	541,000
	Vocational Education	20-XXX-XXX-XXX	18,275	0	0
	Adult Education	20-XXX-XXX-XXX	39,284	40,000	35,000
	Other	20-XXX-XXX-XXX	19,875	0	0
	Total Federal Projects	20-XXX-XXX-XXX	1,434,135	1,208,000	1,203,000
Special Revenue Fund Expenses	Total Special Revenue Funds		1,590,915	1,973,640	2,611,860

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,486,380	1,456,870	1,439,930
	Total Debt Service Funds		1,486,380	1,456,870	1,439,930
All Fund Expenses	Total Expenditures/Appropriations		32,337,164	35,102,206	37,299,844
Expenses Net of Transfers	Total Expenditures Net of Transfers		32,337,164	35,102,206	37,299,844

## 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	270,477	261,129	361,129	231,439
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	80,000	80,000	36,000
	Legal Reserve	829,574	1,230,878	990,415	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	1,873,260	2,291,314	1,193,019	633,434
	Repayment of Debt	38,378	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	\$11,611	\$11,542	\$12,657	\$13,117	\$13,426
Total Classroom Instruction	\$6,695	\$6,683	\$7,269	\$7,610	\$7,774
Classroom-Salaries and Benefits	\$6,439	\$6,127	\$6,649	\$6,927	\$7,135
Classroom-General Supplies and Textbooks	\$131	\$109	\$206	\$207	\$171
Classroom-Purchased Services	\$125	\$448	\$415	\$476	\$468
Total Support Services	\$1,618	\$1,621	\$1,827	\$1,916	\$2,035
Support Services-Salaries and Benefits	\$1,361	\$1,341	\$1,483	\$1,498	\$1,635
Total Administrative Costs	\$1,382	\$1,391	\$1,476	\$1,536	\$1,530
Administration Salaries and Benefits	\$1,215	\$1,246	\$1,289	\$1,345	\$1,346
Total Operations and Maintenance of Plant	\$1,576	\$1,496	\$1,717	\$1,711	\$1,735
Operations and Maintenance-Salaries and Benefits	\$316	\$297	\$315	\$310	\$308
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$340	\$350	\$367	\$344	\$352
Total Equipment Costs	\$10	\$15	\$0	\$25	\$18
Legal Costs	\$37	\$29	\$26	\$26	\$23
Employee Benefits as a percentage of salaries*	27.30%	26.58%	31.91%	30.43%	30.33%

\*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
300	Various Sources	30,000	interest
600	Capital Reserve	310,090	various capital projects

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	NJSIG , liability, workers compensation	0
Municipal/Public Works	Share Local Agreement to provide security in school buildings	0
	Borough of South River, gasoline, salt, electricity	0
Others	Educational Services Commission / Internet	0
Special Education Services	Educational Services Commission / Professional Services	0
Transportation Services, including Fuel	Educational Services Commission	0

## Estimated Tax Rates

Municipality	Category	Amount
South River Borough	(A) General Fund School Levy	16,325,440
	(D) Total School Levy	17,765,370
	(B) Estimated Net Taxable Valuation (as of 01/15/19)	409,978,600
	(H) Estimated Equalized Valuation (as of 10/01/18)	1,419,843,307
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	3.9820
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	4.3332
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.1498
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.2512

Employee Contract List for District

Name	Category	Measure
Brian Dougherty	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Director
	Base Annual Salary Amount	\$114,768
	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	22
	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	\$2,340
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$264
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$24,711
	Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	upon retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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
Brian Dougherty	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
Kenneth Kokoszka	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$160,234
	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	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	

Employee Contract List for District

Name	Category	Measure
Kenneth Kokoszka	Total Allowances Amount	\$2,340
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,600
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$39,616
	Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	upon retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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	
Stephen Blajda	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Supervisor
	Base Annual Salary Amount	\$78,795
	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
Stephen Blajda	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	22
	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	\$2,340
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$264
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$21,667
	Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	upon retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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
Stephen Blajda	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
Sylvia Zircher	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$165,424
	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	07/27/17
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	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	\$13,636
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$264
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$28,997
Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement	

Employee Contract List for District

Name	Category	Measure
Sylvia Zircher	Contractual Post-Employment Benefit Description of Payout of Vacation days	upon retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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