

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	425.0	379.0	412.0
On Roll Special Ed Full-Time	93.0	90.0	93.0
On Roll Subtotal	518.0	469.0	505.0
In Private School Placements	7.0	5.0	0.0
Sent to Contracted Preschool		13.0	0.0
Sent to Other Districts Regular	119.0	116.5	123.5
Sent to Other Districts Special Ed	22.0	32.0	35.0
Received	107.0	104.0	115.0
In State Facilities	2.0	1.0	1.0

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	8,433,367	8,663,263	8,836,528
	Total Tuition	10-1300	1,866,431	1,662,830	1,670,253
	Unrestricted Miscellaneous Revenues	10-1XXX	32,773	33,433	33,400
	Interest Earned on Capital Reserve Funds	10-1XXX	0	15	15
	Total Revenues from Local Sources		10,332,571	10,359,541	10,540,196
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	124,664	181,768	181,768
	Extraordinary Aid	10-3131	71,070	50,000	45,000
	Categorical Special Education Aid	10-3132	320,357	320,357	320,357
	Categorical Security Aid	10-3177	136,708	158,409	158,409
	Adjustment Aid	10-3178	376,895	303,939	278,045
	PARCC Readiness Aid	10-3181	5,650	0	0
	Per Pupil Growth Aid	10-3182	5,650	0	0
	Professional Learning Community Aid	10-3183	5,670	0	0
	Other State Aids	10-3XXX	3,068	0	0
	Total Revenues from State Sources		1,049,732	1,014,473	983,579
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	4,017	20,357	15,000
	Total Revenues from Federal Sources		4,017	20,357	15,000
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	125,000	65,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	320,000	320,000
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	225,000	225,000
	Withdrawal from Current Expense Emergency Reserve	10-312	0	68,000	17,005
	Adjustment for Prior Year Encumbrances		0	24,092	0
	Actual Revenues (Over)/Under Expenditures		-391,571	0	0
General Fund Revenues	Total Operating Budget		10,994,749	12,156,463	12,165,780
Special Revenue Fund Revenues from Local Sources	Tuition from Local Education Authorities-Preschool	20-1320	0	0	122,475
	Other Revenue from Local Sources	20-1XXX	16,306	0	0
	Total Revenues from Local Sources	20-1XXX	16,306	0	122,475

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	163,047	447,470	433,851
	Other Restricted Entitlements	20-32XX	384,701	480,315	450,000
	Total Revenues from State Sources		547,748	927,785	883,851
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	248,312	252,798	229,386
	Title II	20-4451-4455	12,287	31,130	26,460
	Title III	20-4491-4494	13,709	15,221	12,938
	Title IV	20-4471-4474	7,446	17,639	14,993
	I.D.E.A. Part B (Handicapped)	20-4420-4429	269,089	302,715	257,000
	Total Revenues from Federal Sources		550,843	619,503	540,777
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten/Kindergarten (Special Education)	20-5200	62,768	34,440	150,475
Special Revenue Fund Revenues	Total Grants and Entitlements		1,177,665	1,581,728	1,697,578
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	374,922	320,849	321,200
	Total Revenues from Local Sources		374,922	320,849	321,200
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	0
	Total Local Repayment of Debt		374,922	320,850	321,200
	Actual Revenues (Over)/Under Expenditures		328	0	0
Debt Service Fund Revenues	Total Repayment of Debt		375,250	320,850	321,200
All Fund Revenues	Total Revenues/Sources		12,547,664	14,059,041	14,184,558
Revenues Net of Transfers	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergarten/Kindergarten (Special Education)	20-5200	62,768	34,440	150,475
	Total Revenues/Sources Net of Transfers		12,484,896	14,024,601	14,034,083

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	2,722,967	2,657,782	2,558,106	
	Special Education-Instruction	11-2XX-100-XXX	768,294	746,536	642,262	
	Bilingual Education-Instruction	11-240-100-XXX	141,000	144,400	149,383	
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	32,710	40,500	42,500	
	School-Sponsored Athletics-Instruction	11-402-100-XXX	53,919	60,678	63,000	
	Other Supplemental/At-Risk Programs	11-424-XXX-XXX	16,526	43,750	44,953	
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,822,080	3,286,423	3,513,592	
	Undistributed Expenditures-Health Services	11-000-213-XXX	90,450	101,300	79,000	
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	99,538	100,750	107,961	
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	8,051	13,000	15,500	
	Undistributed Expenditures-Guidance	11-000-218-XXX	86,325	88,650	93,043	
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	340,433	363,916	379,622	
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	2,250	1,000	1,000	
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	143,689	155,870	157,677	
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	4,334	12,500	12,500	
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	242,703	284,589	297,890	
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	231,691	258,092	245,617	
	Undistributed Expenditures-Central Services	11-000-251-XXX	256,442	264,251	267,374	
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	640,968	785,167	752,346	
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	466,987	471,500	518,500	
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,764,442	1,808,956	1,820,550	
	Total Undistributed Expenditures			7,200,383	7,995,964	8,262,172
	General Fund Current Expenses	Total General Current Expense		10,935,799	11,689,610	11,762,376
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	19,441	407,441	339,441	
	Interest Deposit to Capital Reserve	10-604	0	15	15	
	Total Capital Outlay		19,441	407,456	339,456	

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	39,509	42,000	45,000
	Total Summer School	13-422-X00-XXX	39,509	42,000	45,000
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	39,509	42,000	45,000
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	0	17,397	18,948
	General Fund Grand Total		10,994,749	12,156,463	12,165,780
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	16,306	0	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	149,870	211,671	466,120
	Support Services	20-218-200-XXX	75,945	270,239	240,681
	Total Preschool Education Aid	20-218-XXX-XXX	225,815	481,910	706,801
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	42,461	40,905	40,000
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	71,610	107,255	100,000
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	108,674	115,377	110,000
	Nonpublic Nursing Services	20-XXX-XXX-XXX	74,205	74,302	70,000
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	28,801	27,576	25,000
Special Revenue Fund Expenses for State Projects	Nonpublic Security Aid	20-XXX-XXX-XXX	58,950	114,900	105,000
	Total State Projects	20-XXX-XXX-XXX	610,516	962,225	1,156,801
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	248,312	252,798	229,386
	Title II	20-XXX-XXX-XXX	12,287	31,130	26,460
	Title III	20-XXX-XXX-XXX	13,709	15,221	12,938
	Title IV	20-XXX-XXX-XXX	7,446	17,639	14,993
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	269,089	302,715	257,000
	Total Federal Projects	20-XXX-XXX-XXX	550,843	619,503	540,777
Special Revenue Fund Expenses	Total Special Revenue Funds		1,177,665	1,581,728	1,697,578
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	375,250	320,850	321,200
	Total Debt Service Funds		375,250	320,850	321,200
All Fund Expenses	Total Expenditures/Appropriations		12,547,664	14,059,041	14,184,558
Expenses Net of Transfers	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	62,768	34,440	150,475
	Total Expenditures Net of Transfers		12,484,896	14,024,601	14,034,083

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	1,128,844	1,480,619	1,160,634	840,649
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	202,450	202,450	202,450	202,450
	Legal Reserve	0	0	0	0
	Tuition Reserve	450,000	450,000	225,000	0
	Current Expense Emergency Reserve	85,005	85,005	17,005	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	356,757	373,476	313,476	248,476
	Repayment of Debt	329	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	\$14,456	\$15,230	\$15,771	\$17,520	\$16,442
Total Classroom Instruction	\$9,034	\$9,841	\$9,774	\$10,825	\$10,086
Classroom-Salaries and Benefits	\$8,522	\$9,283	\$9,287	\$10,190	\$9,581
Classroom-General Supplies and Textbooks	\$330	\$316	\$269	\$393	\$237
Classroom-Purchased Services	\$181	\$243	\$218	\$242	\$268
Total Support Services	\$1,781	\$2,019	\$2,162	\$2,412	\$2,373
Support Services-Salaries and Benefits	\$1,611	\$1,908	\$1,941	\$2,153	\$2,002
Total Administrative Costs	\$1,890	\$1,863	\$2,075	\$2,252	\$2,139
Administration Salaries and Benefits	\$1,612	\$1,671	\$1,795	\$1,940	\$1,865
Total Operations and Maintenance of Plant	\$1,508	\$1,260	\$1,470	\$1,712	\$1,528
Operations and Maintenance-Salaries and Benefits	\$80	\$73	\$110	\$127	\$125
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$218	\$219	\$259	\$285	\$280
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$23	\$10	\$19	\$21	\$20
Employee Benefits as a percentage of salaries*	36.21%	36.71%	39.34%	37.34%	39.73%

*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)
Business Services	Share SBA with Lake Como and Loch Arbour	0
Insurance Coverages and Benefits	Belong to MOCSIFF for Insurance	0
Municipal/Public Works	Borough of Belmar provides snow removal and other services for the district.	0
Transportation Services, including Fuel	Use MOESC for transportation and jointures with Neptune and Red Bank Regional	0

Estimated Tax Rates

Municipality	Category	Amount
Belmar Borough	(A) General Fund School Levy	8,749,895
	(D) Total School Levy	9,076,694
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,683,434,200
	(H) Estimated Equalized Valuation (as of 10/01/18)	1,817,767,196
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.5198
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.5392
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.4814
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.4993

Employee Contract List for District

Name	Category	Measure
David Hallman	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$158,100
	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	22
	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	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,529
	District Contributions Above Teacher Contract for Retirement Plans	\$6,564
	Total Contractual Post-Employment Benefit Amount	\$20,946
	Contractual Post-Employment Benefit Description of Payout of Sick days	50% per diem up to a maximum of \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Rollover up to 10 days per year
	Contractual Post-Employment Benefit Description of Payout of Personal days	Can roll over 3 days maximum to sick days if unused
	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
David Hallman	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
Lauren Vasile	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Special Services
	Base Annual Salary Amount	\$87,635
	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	0
	Contracted Number of Annual Sick Days	10
	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
Lauren Vasile	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$260
	District Contributions Above Teacher Contract for Retirement Plans	\$1,843
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	50% per diem up to \$15,000
	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	
Loretta Hill	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$162,224
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	25
	Shared District	4840

Employee Contract List for District

Name	Category	Measure
Loretta Hill	Job Title Other District	School Business Administr
	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	\$1,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,007
	District Contributions Above Teacher Contract for Retirement Plans	\$7,049
	Total Contractual Post-Employment Benefit Amount	\$46,446
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum as of June 2017
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum based on 22 days rolled over
	Contractual Post-Employment Benefit Description of Payout of Personal days	up to 3 can be rolled into sick days if unused
	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
Loretta Hill	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
Sarah Wilton	Job Title	Assistant Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$118,565
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$734
	District Contributions Above Teacher Contract for Retirement Plans	\$4,708
	Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum allowed - \$150 per diem	

Employee Contract List for District

Name	Category	Measure
Sarah Wilton	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