

**Advertised Enrollments**

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	744.0	764.0	774.0
On Roll Regular Shared-Time	3.0	4.0	4.0
On Roll Special Ed Full-Time	184.0	183.0	183.0
On Roll Special Ed Shared-Time	2.0	1.0	1.0
On Roll Subtotal	933.0	952.0	962.0
In Private School Placements	17.0	18.0	18.0
Sent to Other Districts Regular	1.5	2.0	2.0
Sent to Other Districts Special Ed	7.0	3.5	3.5
Received	8.0	6.0	6.0
In State Facilities		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	17,814,116	18,461,751	19,181,759
	Total Tuition	10-1300	764,466	686,253	720,332
	Unrestricted Miscellaneous Revenues	10-1XXX	158,055	193,136	158,055
	Interest Earned on Maintenance Reserve	10-1XXX	1,000	1,000	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	1,000	1,000	1,000
	Total Revenues from Local Sources		18,738,637	19,343,140	20,062,146
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	96,677	106,500	106,500
	Extraordinary Aid	10-3131	385,196	300,000	288,897
	Categorical Special Education Aid	10-3132	687,768	687,768	687,768
	Equalization Aid	10-3176	3,876,700	3,876,700	3,532,648
	Categorical Security Aid	10-3177	19,744	19,744	19,744
	Adjustment Aid	10-3178	126,667	0	0
	PARCC Readiness Aid	10-3181	10,240	0	0
	Per Pupil Growth Aid	10-3182	10,240	0	0
	Professional Learning Community Aid	10-3183	9,470	0	0
	Other State Aids	10-3XXX	70,492	0	0
	Total Revenues from State Sources		5,293,194	4,990,712	4,635,557
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	15,297	7,505	15,376
	Total Revenues from Federal Sources		15,297	7,505	15,376
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	940,224	469,780	996,548
	Withdrawal from Capital Reserve for Local Share	10-307	365,000	1,311,764	29,896
	Withdrawal from Maintenance Reserve	10-310	475,269	475,000	454,712
	Other Financing Sources	10-5XXX	468,693	0	0
	Adjustment for Prior Year Encumbrances		0	4,694	0
	Actual Revenues (Over)/Under Expenditures		-965,827	0	0
General Fund Revenues	Total Operating Budget		25,330,487	26,602,595	26,194,235

## 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	86,791	96,785	67,036
	Title II	20-4451-4455	21,150	20,337	15,252
	I.D.E.A. Part B (Handicapped)	20-4420-4429	222,031	220,220	176,176
	Total Revenues from Federal Sources		329,972	337,342	258,464
Special Revenue Fund Revenues	Total Grants and Entitlements		329,972	337,342	258,464
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	327,100	302,975	299,725
	Total Revenues from Local Sources		327,100	302,975	299,725
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	8,225	0
	Total Local Repayment of Debt		327,100	311,200	299,725
Debt Service Fund Revenues	Total Repayment of Debt		327,100	311,200	299,725
All Fund Revenues	Total Revenues/Sources		25,987,559	27,251,137	26,752,424
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		25,987,559	27,251,137	26,752,424

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	6,109,223	6,396,241	6,524,146
	Special Education-Instruction	11-2XX-100-XXX	2,121,582	2,519,433	2,527,239
	Bilingual Education-Instruction	11-240-100-XXX	5,665	0	0
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	189,035	187,577	190,729
	School-Sponsored Athletics-Instruction	11-402-100-XXX	710,681	753,482	793,983
	Summer School	11-422-XXX-XXX	19,620	93,328	91,193
	Instructional Alternative Ed Program	11-423-XXX-XXX	46,919	28,473	29,042
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,706,452	2,894,621	3,289,823
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	94,367	54,105	55,187
	Undistributed Expenditures-Health Services	11-000-213-XXX	158,310	436,885	357,590
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	726,352	534,614	399,353
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	86,625	48,275	49,241
	Undistributed Expenditures-Guidance	11-000-218-XXX	656,319	644,306	655,837
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	635,594	740,436	750,460
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	762,265	905,069	920,810
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	296,273	306,382	315,287
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	5,295	1,400	0
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	520,358	549,852	496,774
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	452,761	463,770	473,268
	Undistributed Expenditures-Central Services	11-000-251-XXX	298,867	320,941	325,934
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	141,786	130,896	131,477
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,651,895	1,800,251	1,800,374
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,413,744	853,696	1,112,234
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,723,658	4,446,288	4,837,811
	Total Undistributed Expenditures		14,330,921	15,131,787	15,971,460
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	1,000	1,000	1,000
	Increase In Maintenance Reserve	10-606	668,740	0	0
General Fund Current Expenses	Total General Current Expense		24,203,386	25,111,321	26,128,792

## Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	6,231	148,614	34,547
	Facilities Acquisition and Construction Services	12-000-400-XXX	29,896	1,341,660	29,896
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	365,000	0	0
	Increase In Capital Reserve	10-604	724,974	0	0
	Interest Deposit to Capital Reserve	10-604	1,000	1,000	1,000
	Total Capital Outlay		1,127,101	1,491,274	65,443
General Fund Expenses and Transfers	General Fund Grand Total		25,330,487	26,602,595	26,194,235
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	86,791	96,785	67,036
	Title II	20-XXX-XXX-XXX	21,150	20,337	15,252
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	222,031	220,220	176,176
	Total Federal Projects	20-XXX-XXX-XXX	329,972	337,342	258,464
Special Revenue Fund Expenses	Total Special Revenue Funds		329,972	337,342	258,464
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	327,100	311,200	299,725
	Total Debt Service Funds		327,100	311,200	299,725
All Fund Expenses	Total Expenditures/Appropriations		25,987,559	27,251,137	26,752,424
Expenses Net of Transfers	Total Expenditures Net of Transfers		25,987,559	27,251,137	26,752,424

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	1,985,239	2,346,213	1,035,449	1,006,553
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	789,611	984,082	510,082	56,370
	Legal Reserve	0	459,780	459,780	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	1,511,570	1,089,961	1,068,726	531,958
	Repayment of Debt	8,225	8,225	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	\$19,161	\$20,988	\$22,976	\$22,498	\$22,643
Total Classroom Instruction	\$10,454	\$11,275	\$12,755	\$12,209	\$12,461
Classroom-Salaries and Benefits	\$10,114	\$10,954	\$12,299	\$11,764	\$12,060
Classroom-General Supplies and Textbooks	\$199	\$190	\$279	\$252	\$276
Classroom-Purchased Services	\$141	\$132	\$178	\$193	\$125
Total Support Services	\$3,942	\$4,440	\$4,729	\$4,728	\$4,582
Support Services-Salaries and Benefits	\$3,241	\$3,533	\$3,840	\$3,766	\$3,865
Total Administrative Costs	\$1,589	\$1,796	\$1,813	\$1,849	\$1,817
Administration Salaries and Benefits	\$1,175	\$1,277	\$1,344	\$1,334	\$1,368
Total Operations and Maintenance of Plant	\$1,772	\$2,001	\$2,091	\$2,156	\$2,157
Operations and Maintenance-Salaries and Benefits	\$894	\$1,027	\$1,161	\$1,136	\$1,165
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$1,093	\$1,158	\$1,231	\$1,198	\$1,249
Total Equipment Costs	\$78	\$7	\$161	\$157	\$36
Legal Costs	\$45	\$73	\$49	\$54	\$47
Employee Benefits as a percentage of salaries*	25.73%	26.57%	28.12%	29.66%	31.69%

\*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
420	State of NJ CUT in State Aid	106,500	The district's State Aid was CUT \$248K in the current year of FY19 and is being CUT an additional \$344K in the Budget year of FY20.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	Lakeland & Ringwood BOE's sharing costs of new teacher evaluation system (Stronge).	0
	Lakeland, Wanaque & Ringwood BOE's articulate regularly on the curriculum.	0
Municipal/Public Works	Wanaque & Ringwood Public Works Depts. assist our school with snow removal from Lakeland property - no money exchanged, we share athletic fields with towns.	0
	Lakeland Groundskeepers help maintain Wanaque Borough fields - saves the Municipality, in exchange Lakeland uses fields.	0
Professional Staff Development	Tri-District Professional Development meetings held with all 3 districts in the Regional HS area; Ringwood, Wanaque and Lakeland Regional HS.	0
Purchasing	Lakeland participates in the Middlesex Regional Education Services Commission for technology and school bus purchases.	0
	Lakeland participates with the Education Data bids for supplies.	0
Transportation Services, including Fuel	Inter-local agreement with Ringwood BOE for transportation of students, vehicles, fuel and maintenance.	0

## Estimated Tax Rates

Municipality	Category	Amount
Ringwood	(A) General Fund School Levy	10,783,419
	(D) Total School Levy	11,149,000
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,466,348,400
	(H) Estimated Equalized Valuation (as of 10/01/18)	1,712,423,683
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.7354
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.7603
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.6297
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.6511
Wanaque	(A) General Fund School Levy	8,398,340
	(D) Total School Levy	8,332,484
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,119,326,200
	(H) Estimated Equalized Valuation (as of 10/01/18)	1,309,153,450
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.7503
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.7444
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.6415
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.6365

Employee Contract List for District

Name	Category	Measure
Cathy Pagana	Job Title	Executive Assistant
	Job Title II	Exec Conf Admin Asst
	Base Annual Salary Amount	\$79,116
	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	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	25
	Description of Other Contracted Non-Working Days	Holiday/Recess
	Total Allowances Amount	\$0
	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	\$12,534
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$55 per day-max of 120 days/10 year tenure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	20 days max at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for payout on personal 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
Cathy Pagana	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
Hugh Beattie	Job Title	Superintendent
	Job Title II	Superintendent
	Base Annual Salary Amount	\$174,689
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/17
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	23
	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	25
Description of Other Contracted Non-Working Days	Holiday/Recess	

Employee Contract List for District

Name	Category	Measure
Hugh Beattie	Total Allowances Amount	\$5,000
	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	\$15,755
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$70 per day-max of 150 days/10 year tenure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	23 days max at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for payout on personal 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	
Kathryn Davenport	Job Title	Business Administrator
	Job Title II	Business Administrator
	Base Annual Salary Amount	\$139,757
	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
Kathryn Davenport	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	23
	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	25
	Description of Other Contracted Non-Working Days	Holiday/Recess
	Total Allowances Amount	\$5,000
	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	\$9,530
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$70 per day-max of 150 days/10 year tenure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	23 days max at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for payout on personal 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
Kathryn Davenport	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
Patricia Lux	Job Title	Accountant
	Job Title II	Payroll
	Base Annual Salary Amount	\$84,230
	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	240
	Contracted Number of Annual Vacation Days	10
	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	25
	Description of Other Contracted Non-Working Days	Holiday/Recess
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$10,485
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$4,960
Contractual Post-Employment Benefit Description of Payout of Sick days	\$55 per day-max of 120 days/10 year tenure	

Employee Contract List for District

Name	Category	Measure
Patricia Lux	Contractual Post-Employment Benefit Description of Payout of Vacation days	10 days max at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for payout on personal 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