

**Advertised Enrollments**

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	978.0	945.0	965.0
On Roll Special Ed Full-Time	192.0	211.0	208.0
On Roll Subtotal	1,170.0	1,156.0	1,173.0
In Private School Placements	6.0	6.0	0.0
Sent to Other Districts Special Ed		1.0	5.0
Received	12.0	11.0	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	18,893,447	19,271,316	19,656,742
	Other Local Governmental Units-Restricted	10-12XX	0	38,000	38,000
	Total Tuition	10-1300	1,194,011	1,082,378	1,080,000
	Transportation Fees from Other Local Education Authorities	10-1420-1440	227,844	161,970	162,000
	Rents and Royalties	10-1910	0	9,270	9,000
	Unrestricted Miscellaneous Revenues	10-1XXX	0	23,000	23,000
	Advertising Fees-School Buses	10-1992	0	900	900
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	2,576	0	0
	Interest Earned on Maintenance Reserve	10-1XXX	554	60	60
	Interest Earned on Capital Reserve Funds	10-1XXX	1,950	500	500
	Other Restricted Miscellaneous Revenues	10-1XXX	46,156	1,000	1,000
	Total Revenues from Local Sources			20,366,538	20,588,394
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	660,581	660,581	573,133
	Extraordinary Aid	10-3131	46,677	75,000	90,000
	Categorical Special Education Aid	10-3132	727,841	983,693	983,693
	Equalization Aid	10-3176	1,139,507	1,139,507	990,912
	Categorical Security Aid	10-3177	98,526	98,526	98,526
	Adjustment Aid	10-3178	199,999	124,506	0
	PARCC Readiness Aid	10-3181	11,505	0	0
	Per Pupil Growth Aid	10-3182	11,505	0	0
	Professional Learning Community Aid	10-3183	11,810	0	0
	Other State Aids	10-3XXX	11,020	0	0
Total Revenues from State Sources			2,918,971	3,081,813	2,736,264
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	15,371	20,292
	Total Revenues from Federal Sources			0	15,371

## Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	375,586	953,583
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	110,000	250,000
	Withdrawal from Current Expense Emergency Reserve	10-312	0	250,000	0
	Other Financing Sources	10-5XXX	114,296	0	0
	Adjustment for Prior Year Encumbrances		0	178,598	0
	Actual Revenues (Over)/Under Expenditures		-1,049,140	0	0
General Fund Revenues	Total Operating Budget		22,350,665	24,599,762	24,931,341
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	54,890	0	0
	Total Revenues from Local Sources	20-1XXX	54,890	0	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	166,105	198,175	150,540
	Total Revenues from State Sources		166,105	198,175	150,540
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	118,985	121,601	97,280
	Title II	20-4451-4455	35,835	37,317	29,854
	I.D.E.A. Part B (Handicapped)	20-4420-4429	304,011	288,017	230,414
	Total Revenues from Federal Sources		458,831	446,935	357,548
Special Revenue Fund Revenues	Total Grants and Entitlements		679,826	645,110	508,088
Debt Service Fund Transfer and Other Financing	Other Financing Sources	40-5XXX	2,231	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	872,194	874,228	875,051
	Total Revenues from Local Sources		872,194	874,228	875,051
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	43,537	43,792	43,975
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1,399	2,231
	Total Local Repayment of Debt		917,962	919,419	921,257
	Actual Revenues (Over)/Under Expenditures		-2,231	0	0
Debt Service Fund Revenues	Total Repayment of Debt		915,731	919,419	921,257
All Fund Revenues	Total Revenues/Sources		23,946,222	26,164,291	26,360,686
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		23,946,222	26,164,291	26,360,686

## 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	6,854,651	7,280,348	7,524,407
	Special Education-Instruction	11-2XX-100-XXX	3,169,787	3,342,429	3,433,663
	Basic Skills/Remedial-Instruction	11-230-100-XXX	178,168	167,190	108,705
	Bilingual Education-Instruction	11-240-100-XXX	54,754	37,835	39,493
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	30,624	44,820	43,500
	Summer School	11-422-XXX-XXX	97,797	98,000	99,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	298,901	395,725	341,798
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	12,250	12,630	12,611
	Undistributed Expenditures-Health Services	11-000-213-XXX	430,658	409,430	332,419
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	413,790	439,699	443,731
	Undistributed Expenditures-Guidance	11-000-218-XXX	361,016	368,571	377,577
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	831,329	981,338	1,143,104
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	6,524	10,000	10,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	226,159	232,056	237,624
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	20,327	44,880	44,400
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	470,612	399,971	407,082
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	763,045	818,431	770,193
	Undistributed Expenditures-Central Services	11-000-251-XXX	270,836	235,832	294,722
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	92,563	69,994	72,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,836,652	2,026,793	2,046,957
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,310,867	1,375,208	1,401,930
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,497,950	5,149,646	5,315,365
	Total Undistributed Expenditures			11,843,479	12,970,204
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	60	60
General Fund Current Expenses	Total General Current Expense		22,229,260	23,940,886	24,500,841

## Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	121,405	548,376	180,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	0	110,000	250,000
	Interest Deposit to Capital Reserve	10-604	0	500	500
	Total Capital Outlay		121,405	658,876	430,500
General Fund Expenses and Transfers	General Fund Grand Total		22,350,665	24,599,762	24,931,341
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	54,890	0	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	10,699	12,100	7,680
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	43,404	65,000	55,250
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	78,915	83,700	66,560
	Nonpublic Nursing Services	20-XXX-XXX-XXX	14,259	20,500	8,370
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	7,081	5,975	4,780
	Nonpublic Security Aid	20-XXX-XXX-XXX	11,747	10,900	7,900
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	166,105	198,175	150,540
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	118,985	121,601	97,280
	Title II	20-XXX-XXX-XXX	35,835	37,317	29,854
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	304,011	288,017	230,414
	Total Federal Projects	20-XXX-XXX-XXX	458,831	446,935	357,548
Special Revenue Fund Expenses	Total Special Revenue Funds		679,826	645,110	508,088
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	915,731	919,419	921,257
	Total Debt Service Funds		915,731	919,419	921,257
All Fund Expenses	Total Expenditures/Appropriations		23,946,222	26,164,291	26,360,686
Expenses Net of Transfers	Total Expenditures Net of Transfers		23,946,222	26,164,291	26,360,686

**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	451,029	452,979	343,479	93,979
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	58,834	50,656	50,716	50,776
	Legal Reserve	102,832	877,137	774,305	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	250,000	250,000	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	731,435	940,455	667,701	488,423
	Repayment of Debt	1,399	3,630	2,231	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	\$16,903	\$17,220	\$18,591	\$19,144	\$19,367
Total Classroom Instruction	\$10,875	\$11,399	\$12,056	\$12,496	\$12,639
Classroom-Salaries and Benefits	\$10,305	\$10,776	\$11,239	\$11,644	\$11,801
Classroom-General Supplies and Textbooks	\$206	\$222	\$291	\$325	\$323
Classroom-Purchased Services	\$363	\$401	\$526	\$527	\$515
Total Support Services	\$2,556	\$2,482	\$2,754	\$2,787	\$2,866
Support Services-Salaries and Benefits	\$2,199	\$2,250	\$2,439	\$2,391	\$2,479
Total Administrative Costs	\$1,515	\$1,517	\$1,625	\$1,677	\$1,677
Administration Salaries and Benefits	\$1,333	\$1,336	\$1,465	\$1,503	\$1,508
Total Operations and Maintenance of Plant	\$1,852	\$1,622	\$1,813	\$1,830	\$1,821
Operations and Maintenance-Salaries and Benefits	\$1,025	\$269	\$283	\$293	\$289
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$32	\$30	\$47	\$50	\$48
Total Equipment Costs	\$16	\$103	\$306	\$474	\$153
Legal Costs	\$36	\$28	\$26	\$24	\$24
Employee Benefits as a percentage of salaries*	32.33%	31.72%	35.36%	35.40%	35.41%

\*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)
Insurance Coverages and Benefits	The district has insurance coverage through NJSIG and medical and prescription coverage through SHBP.	0
Municipal/Public Works	The Borough of Ringwood provides garbage and recycling pick-up to the district.	0
	The Borough of Ringwood provides salt to the district during the winter months.	0
	The Borough of Ringwood provides athletic field maintenance in exchange for use of school facilities for their recreation programs.	0
	The Borough of Ringwood and the district split the cost for security guards for the recreation programs and other events held at the schools.	0
	The Borough of Ringwood and the district jointly purchase gasoline and diesel fuel for their fleet of vehicles.	0
Purchasing	The district is a member of the Middlesex Regional cooperative purchasing program. The district is also a member of the Educational Data Purchasing cooperative.	0
Special Education Services	The district has a shared services agreement with the Pompton Lakes Board of Education to share a supervisor for the district's autistic program.	0
	The district contracts with Essex Regional ESC to administrator the federal and state grants for the non public schools.	0
Transportation Services, including Fuel	The district has jointure contracts with Lakeland Regional BOE, Wanaque BOE and nonpublic schools . The district also has an agreement to service the Lakeland Regional BOE fleet of buses.	0
	The district has a shared services agreement with the Lakeland Regional BOE to perform maintenance services on their fleet of buses. Ringwood and Lakeland also have jointure agreements for student transportation.	0

**Estimated Tax Rates**

Municipality	Category	Amount
Ringwood	(A) General Fund School Levy	19,656,742
	(D) Total School Levy	20,531,793
	(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= $100 \times (A) / (B)$	1.3405
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.4002
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.1479
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.1990

Employee Contract List for District

Name	Category	Measure
Debra Lypowy	Job Title	Other
	Job Title II	Trans. Supervisor
	Base Annual Salary Amount	\$95,925
	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	25
	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	16
	Description of Other Contracted Non-Working Days	holidays
	Total Allowances Amount	\$150
	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	\$7,800
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$65/day max of 120 days.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout for vacation days.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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
Debra Lypowy	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
Nicholas Bernice	Job Title	Superintendent
	Job Title II	None Reported
	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	07/01/18
	End Date of Contract	06/30/23
	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	15
Description of Other Contracted Non-Working Days	holidays	

Employee Contract List for District

Name	Category	Measure
Nicholas Bernice	Total Allowances Amount	\$8,440
	Total Bonuses Amount	\$25,283
	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	\$28,053
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout is \$15000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout is \$13,053
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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	
Richard Buurman	Job Title	Other
	Job Title II	Head Mechanic
	Base Annual Salary Amount	\$94,000
	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
Richard Buurman	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	25
	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	16
	Description of Other Contracted Non-Working Days	holidays
	Total Allowances Amount	\$150
	Total Bonuses Amount	\$2,000
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,539
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$9,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$60/day maximum of 150 days.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout for vacation days.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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
Richard Buurman	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
Steven Evans	Job Title	Other
	Job Title II	Buildings & Grounds Super
	Base Annual Salary Amount	\$95,000
	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	240
	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	16
	Description of Other Contracted Non-Working Days	holidays
	Total Allowances Amount	\$150
	Total Bonuses Amount	\$1,000
	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	\$5,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$50/day max of 100 days.

Employee Contract List for District

Name	Category	Measure
Steven Evans	Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout for vacation days.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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