

**Advertised Enrollments**

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	672.0	644.0	659.0
On Roll Special Ed Full-Time	89.0	92.0	107.0
On Roll Subtotal	761.0	736.0	766.0
In Private School Placements	2.0	3.0	2.0
Sent to Other Districts Regular	334.0	341.0	344.0
Sent to Other Districts Special Ed	46.0	40.0	42.0
Received	15.0	26.0	13.0

## 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	13,176,071	13,506,475	13,776,605
	Total Tuition	10-1300	61,495	48,000	49,245
	Rents and Royalties	10-1910	2,447	0	0
	Unrestricted Miscellaneous Revenues	10-1XXX	42,896	6,000	6,000
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	1,000	1,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	1,000	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	3,000	3,000
	Total Revenues from Local Sources		13,282,909	13,565,475	13,836,850
General Fund Revenues from State Sources	School Choice Aid	10-3116	163,320	177,150	166,941
	Categorical Transportation Aid	10-3121	39,846	114,378	114,378
	Extraordinary Aid	10-3131	143,211	0	0
	Categorical Special Education Aid	10-3132	704,190	704,190	704,190
	Equalization Aid	10-3176	2,624,662	2,624,662	2,551,704
	Categorical Security Aid	10-3177	26,030	26,030	26,030
	Under Adequacy Aid	10-3180	12,277	0	0
	PARCC Readiness Aid	10-3181	11,820	0	0
	Per Pupil Growth Aid	10-3182	11,820	0	0
	Professional Learning Community Aid	10-3183	11,660	0	0
	Other State Aids	10-3XXX	9,216	0	0
	State Reimbursement for Lead Testing of Drinking Water	10-3300	3,164	0	0
Total Revenues from State Sources		3,761,216	3,646,410	3,563,243	
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	0	75,359
	Withdrawal from Capital Reserve for Local Share	10-307	0	150,000	0
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	636,878	625,033
	Transfers from Other Funds	10-5200	28,548	0	0
	Actual Revenues (Over)/Under Expenditures		-716,552	0	0
General Fund Revenues	Total Operating Budget		16,356,121	17,998,763	18,100,485

**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	79,997	80,315	80,315
	Title II	20-4451-4455	20,320	21,955	21,955
	Title IV	20-4471-4474	10,000	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	169,919	163,354	163,354
	Total Revenues from Federal Sources		280,236	275,624	275,624
Special Revenue Fund Revenues	Total Grants and Entitlements		280,236	275,624	275,624
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	883,234	883,647	881,628
	Total Revenues from Local Sources		883,234	883,647	881,628
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	210,098	210,197	209,716
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,093,332	1,093,844	1,091,344
Debt Service Fund Revenues	Total Repayment of Debt		1,093,332	1,093,844	1,091,344
All Fund Revenues	Total Revenues/Sources		17,729,689	19,368,231	19,467,453
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		17,729,689	19,368,231	19,467,453

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,049,000	3,321,696	3,427,283
	Special Education-Instruction	11-2XX-100-XXX	1,184,146	1,332,609	1,331,019
	Basic Skills/Remedial-Instruction	11-230-100-XXX	109,566	110,717	115,748
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	19,575	25,840	30,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	5,987,176	6,208,725	6,508,366
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	25,167	25,334	26,516
	Undistributed Expenditures-Health Services	11-000-213-XXX	151,678	155,329	161,506
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	146,479	178,197	194,811
	Undistributed Expenditures-Guidance	11-000-218-XXX	100,349	104,392	106,532
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	259,836	301,058	268,170
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	1,098	15,808	15,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	36,696	58,160	58,115
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	3,936	15,800	5,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	326,427	369,214	386,406
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	276,313	289,198	289,021
	Undistributed Expenditures-Central Services	11-000-251-XXX	185,991	186,235	203,059
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	60,932	71,570	67,172
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	944,955	1,194,023	1,160,863
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	595,012	714,905	718,650
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,931,503	2,737,214	2,752,117
		Total Undistributed Expenditures		11,033,548	12,625,162
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,000	1,000
	Interest Earned on Current Expense Emergency Res	10-607	0	1,000	1,000
General Fund Current Expenses	Total General Current Expense		15,395,835	17,418,024	17,827,354
Capital Outlay	Equipment	12-XXX-XXX-730	24,155	134,857	10,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	131	442,882	260,131
	Increase In Capital Reserve	10-604	936,000	0	0
	Interest Deposit to Capital Reserve	10-604	0	3,000	3,000
		Total Capital Outlay		960,286	580,739

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Expenses and Transfers	General Fund Grand Total		16,356,121	17,998,763	18,100,485
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	79,997	80,315	80,315
	Title II	20-XXX-XXX-XXX	20,320	21,955	21,955
	Title IV	20-XXX-XXX-XXX	10,000	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	169,919	163,354	163,354
	Total Federal Projects	20-XXX-XXX-XXX	280,236	275,624	275,624
Special Revenue Fund Expenses	Total Special Revenue Funds		280,236	275,624	275,624
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,093,332	1,093,844	1,091,344
	Total Debt Service Funds		1,093,332	1,093,844	1,091,344
All Fund Expenses	Total Expenditures/Appropriations		17,729,689	19,368,231	19,467,453
Expenses Net of Transfers	Total Expenditures Net of Transfers		17,729,689	19,368,231	19,467,453

**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	563,236	1,499,236	1,352,236	1,355,236
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	180,000	180,000	181,000	182,000
	Legal Reserve	0	0	0	0
	Tuition Reserve	686,878	1,261,911	625,033	0
	Current Expense Emergency Reserve	180,000	180,000	181,000	182,000
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0
Unrestricted	General Operating Budget	285,557	435,334	435,334	359,975
	Repayment of Debt	0	0	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	\$10,842	\$11,584	\$13,229	\$14,256	\$13,836
Total Classroom Instruction	\$7,176	\$7,488	\$8,464	\$9,077	\$8,857
Classroom-Salaries and Benefits	\$6,928	\$7,266	\$8,023	\$8,586	\$8,380
Classroom-General Supplies and Textbooks	\$85	\$86	\$195	\$238	\$255
Classroom-Purchased Services	\$163	\$136	\$246	\$253	\$223
Total Support Services	\$1,095	\$1,205	\$1,386	\$1,524	\$1,442
Support Services-Salaries and Benefits	\$958	\$1,027	\$1,158	\$1,201	\$1,179
Total Administrative Costs	\$1,271	\$1,390	\$1,499	\$1,623	\$1,618
Administration Salaries and Benefits	\$1,103	\$1,117	\$1,150	\$1,248	\$1,289
Total Operations and Maintenance of Plant	\$1,258	\$1,466	\$1,832	\$1,980	\$1,860
Operations and Maintenance-Salaries and Benefits	\$792	\$914	\$1,099	\$1,180	\$1,159
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$41	\$34	\$47	\$50	\$56
Total Equipment Costs	\$16	\$32	\$172	\$183	\$13
Legal Costs	\$8	\$66	\$63	\$68	\$78
Employee Benefits as a percentage of salaries*	34.47%	32.46%	43.45%	43.50%	42.38%

\*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)
Municipal/Public Works	Salt if needed for parking lots	0
Staffing - Other	Shared Librarian 0.5 FTE with Alpha School District.	0
Transportation Services, including Fuel	WCSSD to provide special education transportation to share routes with other districts	0

**Estimated Tax Rates**

Municipality	Category	Amount
Lopatcong Township	(A) General Fund School Levy	13,776,605
	(D) Total School Levy	14,739,233
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	882,304,420
	(H) Estimated Equalized Valuation (as of 10/01/18)	896,271,450
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.5614
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.6705
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.5371
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.6445

Employee Contract List for District

Name	Category	Measure
Atilla Sabahoglu	Job Title	Business Administrator
	Job Title II	None Reported
	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	07/09/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$5,500
	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	\$5,481
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not in the Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Contract Daily Rate x Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not in the Contract
	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
Atilla Sabahoglu	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
Brian Fleming	Job Title	Other
	Job Title II	Building & Ground Manager
	Base Annual Salary Amount	\$77,697
	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	06/30/18
	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	

Employee Contract List for District

Name	Category	Measure
Brian Fleming	Total Allowances Amount	\$3,000
	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	\$5,977
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not in the Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Contract Daily Rate x Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not in the Contract
	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	
Noelle Kondikoff	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$94,446
	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
Noelle Kondikoff	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/17
	End Date of Contract	06/30/18
	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	\$6,000
	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	\$7,265
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not In the Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Contract Days x Daily Rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not In the Contract
	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
Noelle Kondikoff	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
Rainie Roncoroni	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$145,000
	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	07/01/17
	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	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	\$4,300
	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	\$27,269
Contractual Post-Employment Benefit Description of Payout of Sick days	Only Upon Retirement	

Employee Contract List for District

Name	Category	Measure
Rainie Roncoroni	Contractual Post-Employment Benefit Description of Payout of Vacation days	Only Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	Current&Contract
	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	
Rick Bonney	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$85,000
	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	07/01/17
	End Date of Contract	06/30/18
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Rick Bonney	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	\$6,000
	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	\$6,538
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not in the Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Contract Daily Rate x Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not in the Contract
	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