

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	551.0	529.0	548.0
On Roll Special Ed Full-Time	79.0	82.0	81.0
On Roll Subtotal	630.0	611.0	629.0
In Private School Placements	2.0		2.0
Received	11.0	12.0	11.0

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	5,440,686	5,549,498	5,660,488
	Total Tuition	10-1300	52,061	46,328	50,000
	Unrestricted Miscellaneous Revenues	10-1XXX	45,032	1,200	1,200
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	300	100
	Interest Earned on Maintenance Reserve	10-1XXX	0	500	100
	Interest Earned on Capital Reserve Funds	10-1XXX	0	500	0
	Total Revenues from Local Sources			5,537,779	5,598,326
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	119,772	273,159	273,159
	Extraordinary Aid	10-3131	7,744	0	0
	Categorical Special Education Aid	10-3132	396,644	396,644	417,072
	Equalization Aid	10-3176	2,979,731	2,979,731	2,979,731
	Categorical Security Aid	10-3177	85,007	85,007	85,007
	Under Adequacy Aid	10-3180	19,421	0	0
	PARCC Readiness Aid	10-3181	7,110	0	0
	Per Pupil Growth Aid	10-3182	7,110	0	0
	Professional Learning Community Aid	10-3183	6,490	0	0
	Other State Aids	10-3XXX	147,599	0	0
	State Reimbursement for Lead Testing of Drinking Water	10-3300	1,820	0	0
	Total Revenues from State Sources			3,778,448	3,734,541
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	23,268	12,809	15,935
	Total Revenues from Federal Sources		23,268	12,809	15,935
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	25,689	34,941	155,342
	Withdrawal from Capital Reserve for Local Share	10-307	0	500	0
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	198,434	348,354	545,000
	Withdrawal from Current Expense Emergency Reserve	10-312	0	0	143,400
	Actual Revenues (Over)/Under Expenditures			224,020	0
General Fund Revenues	Total Operating Budget		9,787,638	9,729,471	10,326,534

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	87,533	74,400	74,800
	Title II	20-4451-4455	15,666	19,814	15,790
	Title III	20-4491-4494	16,133	12,460	14,200
	Title IV	20-4471-4474	10,000	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	173,513	141,430	179,000
	Total Revenues from Federal Sources			302,845	258,104
Special Revenue Fund Revenues	Total Grants and Entitlements		302,845	258,104	293,790
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	273,788	276,172	278,204
	Total Revenues from Local Sources		273,788	276,172	278,204
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	164,506	165,939	167,159
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	0
	Total Local Repayment of Debt		438,294	442,112	445,363
Debt Service Fund Revenues	Total Repayment of Debt		438,294	442,112	445,363
All Fund Revenues	Total Revenues/Sources		10,528,777	10,429,687	11,065,687
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		10,528,777	10,429,687	11,065,687

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	3,214,869	2,917,503	3,233,069
	Special Education-Instruction	11-2XX-100-XXX	1,147,509	1,155,353	1,268,033
	Basic Skills/Remedial-Instruction	11-230-100-XXX	121,154	62,211	88,205
	Bilingual Education-Instruction	11-240-100-XXX	33,753	34,200	34,200
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	36,966	173,878	173,878
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	15,254	15,711	16,094
	Undistributed Expenditures-Health Services	11-000-213-XXX	70,505	72,627	74,975
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	203,097	212,676	220,538
	Undistributed Expenditures-Guidance	11-000-218-XXX	81,085	91,109	94,614
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	298,086	296,391	315,386
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	1,400	1,500	1,500
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	160,378	167,081	171,076
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	10,526	22,549	22,549
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	326,421	350,654	339,797
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	168,158	168,044	194,047
	Undistributed Expenditures-Central Services	11-000-251-XXX	174,093	180,491	183,847
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	820,491	548,138	553,230
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	438,216	443,443	443,488
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,870,086	2,199,719	2,322,311
	Total Undistributed Expenditures		4,674,762	4,944,011	5,127,330
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	500	100
	Interest Earned on Current Expense Emergency Res	10-607	0	300	100
General Fund Current Expenses	Total General Current Expense		9,192,047	9,114,078	9,751,037
Capital Outlay	Equipment	12-XXX-XXX-730	23,008	0	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	212,527	590,626	547,925
	Increase In Capital Reserve	10-604	351,967	0	0
	Interest Deposit to Capital Reserve	10-604	0	500	0
	Total Capital Outlay		587,502	591,126	547,925

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	8,089	24,267	27,572
	General Fund Grand Total		9,787,638	9,729,471	10,326,534
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	87,533	74,400	74,800
	Title II	20-XXX-XXX-XXX	15,666	19,814	15,790
	Title III	20-XXX-XXX-XXX	16,133	12,460	14,200
	Title IV	20-XXX-XXX-XXX	10,000	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	173,513	141,430	179,000
	Total Federal Projects	20-XXX-XXX-XXX	302,845	258,104	293,790
Special Revenue Fund Expenses	Total Special Revenue Funds		302,845	258,104	293,790
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	438,294	442,112	445,363
	Total Debt Service Funds		438,294	442,112	445,363
All Fund Expenses	Total Expenditures/Appropriations		10,528,777	10,429,687	11,065,687
Expenses Net of Transfers	Total Expenditures Net of Transfers		10,528,777	10,429,687	11,065,687

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	739,821	893,354	545,000	0
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	291,251	291,251	291,751	291,851
	Legal Reserve	28,802	28,802	0	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	143,000	143,000	143,300	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	281,828	411,481	405,342	250,000
	Repayment of Debt	1	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	\$13,303	\$13,766	\$13,806	\$13,951	\$14,567
Total Classroom Instruction	\$9,076	\$9,237	\$9,266	\$9,397	\$10,033
Classroom-Salaries and Benefits	\$8,701	\$8,780	\$9,013	\$9,131	\$9,774
Classroom-General Supplies and Textbooks	\$274	\$351	\$112	\$117	\$114
Classroom-Purchased Services	\$101	\$106	\$142	\$149	\$145
Total Support Services	\$1,777	\$1,728	\$1,846	\$1,961	\$1,968
Support Services-Salaries and Benefits	\$1,707	\$1,672	\$1,739	\$1,848	\$1,858
Total Administrative Costs	\$1,270	\$1,331	\$1,412	\$1,498	\$1,481
Administration Salaries and Benefits	\$1,091	\$1,150	\$1,180	\$1,254	\$1,237
Total Operations and Maintenance of Plant	\$1,140	\$1,429	\$1,259	\$1,070	\$1,044
Operations and Maintenance-Salaries and Benefits	\$534	\$555	\$657	\$607	\$595
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$67	\$36	\$0	\$0	\$0
Legal Costs	\$4	\$16	\$24	\$26	\$32
Employee Benefits as a percentage of salaries*	30.38%	31.50%	37.21%	38.78%	37.37%

*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)
Curriculum Services	Curriculum Services Shared with Cluster Schools	0
Insurance Coverages and Benefits	NJ SBIG-Insurance Coverage - Property, W/C, Etc...	0
Purchasing	Hunterdon/Warren ESC Purchasing Co-op, Fuel oil, Propane, School Supplies	0
	South Jersey Technology Partnership for Technology	0
Staffing - Other	1/2 ESL Teacher with Washington Borough	0
	Behavioral shared services with Other Districts	0
	WeatherWorks shared with cluster districts	0
Transportation Services, including Fuel	Warren Hills - Joint Transportation	0
	Franklin Township - Joint Transportation	0
	WC Special Services - Joint Transportation	0
	Sussex County - Joint Transportation	0

Estimated Tax Rates

Municipality	Category	Amount
Mansfield Twp	(A) General Fund School Levy	5,660,488
	(D) Total School Levy	5,938,692
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	673,450,875
	(H) Estimated Equalized Valuation (as of 10/01/18)	745,710,193
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.8405
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.8818
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7591
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7964

Employee Contract List for District

Name	Category	Measure
Annette Stankavish	Job Title	Other
	Job Title II	Other
	Base Annual Salary Amount	\$89,728
	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	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	13
	Description of Other Contracted Non-Working Days	0
	Total Allowances Amount	\$100
	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	\$20,425
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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
Annette Stankavish	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
Anthony Giordano	Job Title	Superintendent
	Job Title II	Superintendent
	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	07/01/19
	End Date of Contract	06/30/20
	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	13
	Description of Other Contracted Non-Working Days	0

Employee Contract List for District

Name	Category	Measure
Anthony Giordano	Total Allowances Amount	\$2,650
	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	\$26,154
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max \$15K
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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	
John Meltisky	Job Title	Principal
	Job Title II	Principal
	Base Annual Salary Amount	\$107,887
	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
John Meltisky	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	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	13
	Description of Other Contracted Non-Working Days	0
	Total Allowances Amount	\$1,500
	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	\$7,475
	Contractual Post-Employment Benefit Description of Payout of Sick days	Balance
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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
John Meltisky	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
Paul DeAngelo	Job Title	Business Administrator
	Job Title II	Business Administrator
	Base Annual Salary Amount	\$97,280
	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	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	13
	Description of Other Contracted Non-Working Days	0
	Total Allowances Amount	\$9,232
	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	\$2,550	
Contractual Post-Employment Benefit Description of Payout of Sick days	Balance Upon Retirement	

Employee Contract List for District

Name	Category	Measure
Paul DeAngelo	Contractual Post-Employment Benefit Description of Payout of Vacation days	Balance Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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
Randy Wanous	Job Title	Other
	Job Title II	Other
	Base Annual Salary Amount	\$97,515
	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	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Randy Wanous	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	0
	Total Allowances Amount	\$400
	Total Bonuses Amount	\$2,700
	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	\$19,275
	Contractual Post-Employment Benefit Description of Payout of Sick days	Balance Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Balance Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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