

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	928.0	936.0	924.0
On Roll Special Ed Full-Time	192.0	194.0	222.0
On Roll Subtotal	1,120.0	1,130.0	1,146.0
In Private School Placements	14.0	12.0	0.0
Sent to Contracted Preschool		69.0	0.0
Sent to Other Districts Special Ed	19.0	25.0	8.0
Received	5.0	1.0	0.0

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	15,025,266	15,325,771	15,325,771
	Total Tuition	10-1300	65,857	77,270	31,054
	Unrestricted Miscellaneous Revenues	10-1XXX	309,619	117,730	87,946
	Interest Earned on Maintenance Reserve	10-1XXX	500	0	0
	Interest Earned on Capital Reserve Funds	10-1XXX	500	1,000	1,000
	Total Revenues from Local Sources		15,401,742	15,521,771	15,445,771
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	203,338	203,338	203,338
	Extraordinary Aid	10-3131	305,344	200,000	200,000
	Categorical Special Education Aid	10-3132	764,979	764,979	764,979
	Equalization Aid	10-3176	4,803,287	5,353,466	6,139,945
	Categorical Security Aid	10-3177	328,102	328,102	328,102
	Total Revenues from State Sources		6,405,050	6,849,885	7,636,364
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	72,932	55,040	65,617
	Total Revenues from Federal Sources		72,932	55,040	65,617
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	1,101,503	904,290	700,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	331,381	685,000	1,352,993
	Withdrawal from Maintenance Reserve	10-310	76,000	1,735	0
	Actual Revenues (Over)/Under Expenditures		-649,486	0	0
General Fund Revenues	Total Operating Budget		22,739,122	24,017,721	25,200,745
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	42,000	20,300	16,241
	Total Revenues from Local Sources	20-1XXX	42,000	20,300	16,241
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	0	70,000
	Preschool Education Aid	20-3218	529,534	1,209,758	1,507,878
	Other Restricted Entitlements	20-32XX	200,897	202,966	162,373
	Total Revenues from State Sources		730,431	1,412,724	1,740,251

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	314,040	319,856	255,885
	Title II	20-4451-4455	34,997	11,505	9,204
	Title III	20-4491-4494	11,049	10,112	8,087
	Title IV	20-4471-4474	17,826	14,530	11,624
	I.D.E.A. Part B (Handicapped)	20-4420-4429	316,431	325,070	260,056
	Total Revenues from Federal Sources			694,343	681,073
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	0	20,000	79,656
Special Revenue Fund Revenues	Total Grants and Entitlements		1,466,774	2,134,097	2,381,004
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	565,982	581,400	576,500
	Total Revenues from Local Sources		565,982	581,400	576,500
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		565,982	581,400	576,500
	Actual Revenues (Over)/Under Expenditures		45,218	0	0
Debt Service Fund Revenues	Total Repayment of Debt		611,200	581,400	576,500
All Fund Revenues	Total Revenues/Sources		24,817,096	26,733,218	28,158,249
Revenues Net of Transfers	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	0	20,000	79,656
	Total Revenues/Sources Net of Transfers		24,817,096	26,713,218	28,078,593

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	5,918,454	6,210,045	6,345,617
	Special Education-Instruction	11-2XX-100-XXX	2,329,593	2,682,272	2,688,254
	Basic Skills/Remedial-Instruction	11-230-100-XXX	0	21,443	0
	Bilingual Education-Instruction	11-240-100-XXX	239,054	253,326	261,000
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	112,533	142,600	147,200
	School-Sponsored Athletics-Instruction	11-402-100-XXX	429,793	440,710	432,050
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,173,090	2,500,497	2,814,518
	Undistributed Expenditures-Health Services	11-000-213-XXX	235,219	254,984	261,849
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	645,143	857,492	764,693
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	270,291	288,000	298,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	343,762	365,491	378,845
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	527,680	568,008	574,725
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	79,263	108,229	108,764
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	178,292	191,751	178,106
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	499,125	609,068	587,397
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	860,122	918,030	924,226
	Undistributed Expenditures-Central Services	11-000-251-XXX	375,001	393,759	387,942
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	196,188	240,939	242,764
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,615,231	1,946,765	1,968,162
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	824,283	878,500	899,600
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,865,218	3,243,092	3,471,540
	Total Undistributed Expenditures		11,687,908	13,364,605	13,861,131
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	500	0	0
General Fund Current Expenses	Total General Current Expense		20,717,835	23,115,001	23,735,252
Capital Outlay	Equipment	12-XXX-XXX-730	110,111	130,627	125,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	285,732	655,593	1,227,993
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	113,788	0	0
	Increase In Capital Reserve	10-604	1,356,604	0	0
	Interest Deposit to Capital Reserve	10-604	500	1,000	1,000

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Total Capital Outlay		1,866,735	787,220	1,353,993
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	154,552	115,500	111,500
	General Fund Grand Total		22,739,122	24,017,721	25,200,745
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	42,000	20,300	16,241
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	63,227	70,600	138,568
	Support Services	20-218-200-XXX	413,917	1,005,683	1,468,974
	Facility Acquisition and Construction Services	20-218-400-XXX	52,390	153,475	49,992
	Total Preschool Education Aid	20-218-XXX-XXX	529,534	1,229,758	1,657,534
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	10,573	9,804	7,843
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	77,922	78,998	63,199
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	56,441	61,526	49,220
	Nonpublic Nursing Services	20-XXX-XXX-XXX	19,206	18,042	14,434
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	7,056	6,696	5,357
	Nonpublic Security Aid	20-XXX-XXX-XXX	29,699	27,900	22,320
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	730,431	1,432,724	1,819,907
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	314,040	319,856	255,885
	Title II	20-XXX-XXX-XXX	34,997	11,505	9,204
	Title III	20-XXX-XXX-XXX	11,049	10,112	8,087
	Title IV	20-XXX-XXX-XXX	17,826	14,530	11,624
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	316,431	325,070	260,056
	Total Federal Projects	20-XXX-XXX-XXX	694,343	681,073	544,856
	Special Revenue Fund Expenses	Total Special Revenue Funds		1,466,774	2,134,097
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	611,200	581,400	576,500
	Total Debt Service Funds		611,200	581,400	576,500
All Fund Expenses	Total Expenditures/Appropriations		24,817,096	26,733,218	28,158,249
Expenses Net of Transfers	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	20,000	79,656
	Total Expenditures Net of Transfers		24,817,096	26,713,218	28,078,593

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2018	Audited Balance 06/30/2019	Estimated Balance 06/30/2020	Estimated Balance 06/30/2021
Restricted for General Operating Budget	Capital Reserve	1,226,938	2,252,661	1,568,661	216,668
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	77,235	1,735	0	0
	Legal Reserve	1,500,000	1,500,000	700,000	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	983,937	531,920	480,354	480,354
	Repayment of Debt	45,218	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2017-18 Actual Costs	2018-19 Actual Costs	2019-20 Original Budget	2019-20 Revised Budget	2020-21 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$14,778	\$16,023	\$17,566	\$17,818	\$18,010
Total Classroom Instruction	\$8,867	\$9,460	\$10,196	\$10,129	\$10,249
Classroom-Salaries and Benefits	\$8,068	\$8,659	\$9,315	\$8,349	\$8,451
Classroom-General Supplies and Textbooks	\$406	\$429	\$426	\$405	\$431
Classroom-Purchased Services	\$393	\$372	\$455	\$1,375	\$1,367
Total Support Services	\$1,943	\$2,353	\$2,619	\$2,839	\$2,938
Support Services-Salaries and Benefits	\$1,112	\$1,269	\$1,361	\$1,493	\$1,586
Total Administrative Costs	\$1,942	\$2,005	\$2,248	\$2,266	\$2,246
Administration Salaries and Benefits	\$1,221	\$1,318	\$1,418	\$1,480	\$1,515
Total Operations and Maintenance of Plant	\$1,485	\$1,606	\$1,847	\$1,930	\$1,929
Operations and Maintenance-Salaries and Benefits	\$683	\$756	\$850	\$852	\$832
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$525	\$578	\$631	\$629	\$621
Total Equipment Costs	\$163	\$146	\$118	\$253	\$154
Legal Costs	\$147	\$67	\$117	\$104	\$66
Employee Benefits as a percentage of salaries*	23.12%	25.94%	28.52%	29.89%	31.76%

*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 2019-20 revised appropriations and the 2020-21 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 development services provided by South Bergen Jointure Commission	0
Food Services	Breakfast and lunch program outsourced to Pomptonian	0
Insurance Coverages and Benefits	Insurance coverage provided by New Jersey School Boards Insurance Group	0
Municipal/Public Works	Trash and recycling services performed by Bogota DPW, gasoline and fuel purchases Village of Ridgefield Park	0
Purchasing	Cooperative purchasing with Educational Data Services, HCESC and ESCNJ	0
	Natural gas and electric supplied by ESCNJ cooperative purchasing agency	0
Special Education Services	Special Education services provided by South Bergen Jointure Commission and Bergen County Special Services	0
Staffing - Other	Outsourced secretary, aide and substitute services with ESS LLC	0
Transportation Services, including Fuel	Joint transportation with South Bergen Jointure Commission	0

Estimated Tax Rates

Municipality	Category	Amount
Bogota Borough	(A) General Fund School Levy	15,325,771
	(D) Total School Levy	15,904,721
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	639,934,700
	(H) Estimated Equalized Valuation (as of 10/01/19)	808,100,391
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	2.3949
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	2.4854
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.8965
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.9682

Employee Contract List for District

Name	Category	Measure
Damian Kennedy	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$146,575
	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	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	14
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	10
	Description of Other Contracted Non-Working Days	Holiday/Recess
	Total Allowances Amount	\$8,600
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement 563 per diem, max \$15,000 per statute
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon separation 563 per diem, max 25 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable
	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
Damian Kennedy	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	
Frank Calero	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Technology Coordinator
	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	07/01/19
	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	14
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
Description of Other Contracted Non-Working Days	Holiday/Recess	

Employee Contract List for District

Name	Category	Measure
Frank Calero	Total Allowances Amount	\$2,000
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement \$367 per diem, max \$15,000 per statute
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not applicable
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Applicable
	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	
Irfan Evcil	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$132,613
	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
Irfan Evcil	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	14
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holiday/Recess
	Total Allowances Amount	\$3,500
	Total Bonuses Amount	\$11,006
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement \$510 per diem, max \$15,000 per statute
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon separation \$510 per diem, max 28 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable
	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
Irfan Evcil	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 Naturile	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Sup. of Buildings&Grounds
	Base Annual Salary Amount	\$90,000
	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	11/18/19
	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	14
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	14
	Description of Other Contracted Non-Working Days	Holiday/Recess
	Total Allowances Amount	\$3,700
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$5,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$0	
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement \$346 per diem, max \$15,000 per statute	

Employee Contract List for District

Name	Category	Measure
Nicholas Naturile	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not applicable
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable
	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