

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	451.0	470.0	487.0
On Roll Special Ed Full-Time	63.0	68.0	67.0
On Roll Subtotal	514.0	538.0	554.0
Sent to Other Districts Special Ed	1.0		0.0
Received	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	6,035,359	6,156,066	6,279,187
	Total Tuition	10-1300	38,530	12,000	12,000
	Unrestricted Miscellaneous Revenues	10-1XXX	52,413	50,000	30,000
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	3,500	2,799
	Interest Earned on Maintenance Reserve	10-1XXX	0	1,000	750
	Interest Earned on Capital Reserve Funds	10-1XXX	0	0	1
	Other Restricted Miscellaneous Revenues / Paycheck Protection Program (Apsds Only)	10-1XXX	0	0	20,950
	Total Revenues from Local Sources		6,126,302	6,222,566	6,345,687
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	26,367	26,367	26,367
	Extraordinary Aid	10-3131	25,767	0	0
	Categorical Special Education Aid	10-3132	461,143	461,143	461,143
	Equalization Aid	10-3176	958,853	1,049,022	1,113,709
	Categorical Security Aid	10-3177	42,839	42,839	42,839
	Other State Aids	10-3XXX	5,220	0	0
	Total Revenues from State Sources		1,520,189	1,579,371	1,644,058
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	298,570	388,364
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	1
	Adjustment for Prior Year Encumbrances		0	85,679	0
	Actual Revenues (Over)/Under Expenditures		-378,528	0	0
General Fund Revenues	Total Operating Budget		7,267,963	8,186,186	8,378,110
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	20,550	25,000	0
	Total Revenues from Local Sources	20-1XXX	20,550	25,000	0
Special Revenue Fund Revenues from Federal Sources	Title II	20-4451-4455	16,445	13,156	10,524
	I.D.E.A. Part B (Handicapped)	20-4420-4429	119,743	117,085	93,667
	Total Revenues from Federal Sources		136,188	130,241	104,191
Special Revenue Fund Revenues	Total Grants and Entitlements		156,738	155,241	104,191
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	173,999	0	0

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	578,125	561,547	400,805
	Total Revenues from Local Sources		578,125	561,547	400,805
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	63,396	63,909	63,116
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	14,114	173,999
	Total Local Repayment of Debt		815,520	639,570	637,920
	Actual Revenues (Over)/Under Expenditures		-173,999	0	0
Debt Service Fund Revenues	Total Repayment of Debt		641,521	639,570	637,920
All Fund Revenues	Total Revenues/Sources		8,066,222	8,980,997	9,120,221
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		8,066,222	8,980,997	9,120,221

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	2,544,770	2,830,812	2,819,483
	Special Education-Instruction	11-2XX-100-XXX	876,784	875,025	1,010,715
	Basic Skills/Remedial-Instruction	11-230-100-XXX	140,998	132,642	168,432
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	34,640	46,000	48,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	108,530	155,531	40,000
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	10,534	12,524	12,526
	Undistributed Expenditures-Health Services	11-000-213-XXX	143,530	149,831	159,992
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	198,264	206,788	186,058
	Undistributed Expenditures-Guidance	11-000-218-XXX	59,628	61,835	89,415
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	306,630	297,071	308,941
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	117,796	132,829	155,499
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	109,604	136,951	147,584
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	376,149	406,438	428,915
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	136,655	121,557	115,106
	Undistributed Expenditures-Central Services	11-000-251-XXX	270,116	269,966	281,181
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	550,246	715,866	714,782
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	54,424	134,650	105,150
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,147,525	1,453,308	1,527,020
	Total Undistributed Expenditures		3,589,631	4,255,145	4,272,169
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,000	750
	Interest Earned on Current Expense Emergency Res	10-607	0	3,500	2,799
General Fund Current Expenses	Total General Current Expense		7,186,823	8,144,124	8,322,848
Capital Outlay	Equipment	12-XXX-XXX-730	3,750	6,500	1
	Facilities Acquisition and Construction Services	12-000-400-XXX	77,390	35,562	55,260
	Interest Deposit to Capital Reserve	10-604	0	0	1
	Total Capital Outlay		81,140	42,062	55,262
General Fund Expenses and Transfers	General Fund Grand Total		7,267,963	8,186,186	8,378,110
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	20,550	25,000	0

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special Revenue Fund Expenses for Federal Projects	Title II	20-XXX-XXX-XXX	16,445	13,156	10,524
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	119,743	117,085	93,667
	Total Federal Projects	20-XXX-XXX-XXX	136,188	130,241	104,191
Special Revenue Fund Expenses	Total Special Revenue Funds		156,738	155,241	104,191
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	641,521	639,570	637,920
	Total Debt Service Funds		641,521	639,570	637,920
All Fund Expenses	Total Expenditures/Appropriations		8,066,222	8,980,997	9,120,221
Expenses Net of Transfers	Total Expenditures Net of Transfers		8,066,222	8,980,997	9,120,221

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	200,001	200,001	200,001
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	136,509	236,509	237,509	238,259
	Legal Reserve	623,819	622,081	350,851	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	136,498	211,498	214,998	217,797
	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	281,342	314,853	287,513	250,000
	Repayment of Debt	14,114	188,113	173,999	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	\$13,468	\$13,556	\$15,147	\$14,587	\$14,751
Total Classroom Instruction	\$8,606	\$8,365	\$9,309	\$8,928	\$9,072
Classroom-Salaries and Benefits	\$7,863	\$7,625	\$8,252	\$7,872	\$8,304
Classroom-General Supplies and Textbooks	\$203	\$265	\$508	\$478	\$298
Classroom-Purchased Services	\$539	\$474	\$549	\$578	\$470
Total Support Services	\$1,993	\$2,167	\$2,337	\$2,282	\$2,345
Support Services-Salaries and Benefits	\$1,415	\$1,748	\$1,970	\$1,876	\$1,932
Total Administrative Costs	\$1,602	\$1,762	\$1,848	\$1,770	\$1,769
Administration Salaries and Benefits	\$1,200	\$1,286	\$1,339	\$1,275	\$1,269
Total Operations and Maintenance of Plant	\$1,171	\$1,180	\$1,539	\$1,497	\$1,453
Operations and Maintenance-Salaries and Benefits	\$602	\$602	\$768	\$732	\$731
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$96	\$83	\$115	\$109	\$111
Total Equipment Costs	\$0	\$7	\$13	\$12	\$0
Legal Costs	\$99	\$177	\$136	\$131	\$108
Employee Benefits as a percentage of salaries*	23.76%	24.27%	29.68%	29.50%	28.76%

*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)
Banking	Lenape Regional School District - joined with other Lenape Regional Districts to procure Banking Services	20,000
Insurance Coverages and Benefits	School Health Insurance Fund - joined with other districts in the state for the purchase of health insurance.	50,000
	Burlington County Insurance Pool Joint Insurance Fund - joined with other districts county-wide for the purchase of Property, General Liability, Workers Compensation, Educator's Legal Liability insurance coverages. This also includes offerings for District Safety, Health, compliance issues and training.	50,000
Municipal/Public Works	Medford Lakes Police Department - participates in L.E.A.D. substance abuse training and services as an SRO in the district at cost.	5,000
	Borough of Medford Lakes - Department of Public Works provides snow plowing service assistance, assists in tree trimming and provides trash removal services at Nokomis School at no cost to the District.	4,500
Others	Lenape Regional School District - joined with other Lenape Regional Districts to procure trash services and professional development	10,000
	Joined County Consortium for the purchase of state mandated teacher evaluation/accountability program.	3,000
Purchasing	Ed-Data Services - joined with over 300 other districts in the state of NJ for the purchase of classroom supplies.	1,000
	NJESC - joined state-wide shared services consortium for goods and services.	1,000
	New Jersey State Contract - participation in pre-bid program for variety of purchases.	2,500
Transportation Services, including Fuel	Medford School District for transportation and Lenape Regional School District for fuel. Joined with other Lenape Regional Districts to share busing for special education students, field trips and sporting events.	2,000

Estimated Tax Rates

Municipality	Category	Amount
Medford Lakes	(A) General Fund School Levy	6,279,187
	(D) Total School Levy	6,679,992
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	450,066,500
	(H) Estimated Equalized Valuation (as of 10/01/19)	494,154,461
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.3952
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.4842
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.2707
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.3518

Employee Contract List for District

Name	Category	Measure
Anthony Dent	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$145,952
	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	07/01/15
	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	2
	Description of Other Contracted Non-Working Days	Family Illness
	Total Allowances Amount	\$20,044
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,200
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	MAX
	Contractual Post-Employment Benefit Description of Payout of Vacation days	30 DAY payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	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
Anthony Dent	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
Caole Ramage	Job Title	Principal
	Job Title II	Director of Curriculum
	Base Annual Salary Amount	\$132,915
	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	2
Description of Other Contracted Non-Working Days	Family Illness	

Employee Contract List for District

Name	Category	Measure
Caole Ramage	Total Allowances Amount	\$4,510
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	30 day payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	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	
Dr. Michael Lee	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	CST
	Base Annual Salary Amount	\$131,432
	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
Dr. Michael Lee	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	2
	Description of Other Contracted Non-Working Days	Family Illness
	Total Allowances Amount	\$2,482
	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	n/a
	Contractual Post-Employment Benefit Description of Payout of Vacation days	payout 30
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	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
Dr. Michael Lee	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
Gregory Witham	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Buildings and Grounds
	Base Annual Salary Amount	\$75,598
	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	2
	Description of Other Contracted Non-Working Days	Family Illness
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$0	
Contractual Post-Employment Benefit Description of Payout of Sick days	payout of unused sick	

Employee Contract List for District

Name	Category	Measure
Gregory Witham	Contractual Post-Employment Benefit Description of Payout of Vacation days	payout of unused vac
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	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
Michael Colling	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$134,671
	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
Michael Colling	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	2
	Description of Other Contracted Non-Working Days	Family Illness
	Total Allowances Amount	\$5,758
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,200
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	30 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	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