

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	1,107.0	1,080.0	1,114.0
On Roll Special Ed Full-Time	107.0	128.0	143.0
On Roll Subtotal	1,214.0	1,208.0	1,257.0
In Private School Placements	11.0	13.0	0.0
Sent to Contracted Preschool		2.0	0.0
Sent to Other Districts Regular	3.0	2.0	0.0
Sent to Other Districts Special Ed	3.0	4.0	2.0
Received	31.0		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	9,595,921	9,787,839	9,983,596
	Unrestricted Miscellaneous Revenues	10-1XXX	42,644	13,000	13,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	5	5
	Interest Earned on Capital Reserve Funds	10-1XXX	0	10	10
	Total Revenues from Local Sources		9,638,565	9,800,854	9,996,611
General Fund Revenues from State Sources	School Choice Aid	10-3116	171,607	148,888	140,152
	Categorical Transportation Aid	10-3121	74,021	74,021	74,021
	Extraordinary Aid	10-3131	102,271	40,000	40,000
	Categorical Special Education Aid	10-3132	931,640	931,640	931,640
	Equalization Aid	10-3176	4,812,506	5,443,356	6,316,884
	Categorical Security Aid	10-3177	337,882	337,882	337,882
	Other State Aids	10-3XXX	16,710	0	0
	Total Revenues from State Sources		6,446,637	6,975,787	7,840,579
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	45,681	68,533	55,277
	Total Revenues from Federal Sources		45,681	68,533	55,277
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	357,203	179,657
	Withdrawal from Capital Reserve for Local Share	10-307	1,100,333	0	575,000
	Withdrawal from Maintenance Reserve	10-310	94,310	0	125,000
	Actual Revenues (Over)/Under Expenditures		133,657	0	0
General Fund Revenues	Total Operating Budget		17,459,183	17,202,377	18,772,124
Special Revenue Fund Revenues from Local Sources	Tuition-Preschool	20-1310	12,000	0	0
	Other Revenue from Local Sources	20-1XXX	3,374	131,299	131,299
	Total Revenues from Local Sources	20-1XXX	15,374	131,299	131,299
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	0	124,841
	Preschool Education Aid	20-3218	1,332,157	2,051,259	2,086,239
	Total Revenues from State Sources		1,332,157	2,051,259	2,211,080

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	324,467	340,379	279,628
	Title II	20-4451-4455	46,606	50,905	43,269
	Title III	20-4491-4494	1,746	2,584	2,196
	I.D.E.A. Part B (Handicapped)	20-4420-4429	317,258	320,511	272,434
	Preschool Development Expansion Grant	20-4527	519,945	0	0
	Total Revenues from Federal Sources			1,210,022	714,379
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten/Kindergarten (Special Education)	20-5200	0	0	51,336
Special Revenue Fund Revenues	Total Grants and Entitlements		2,557,553	2,896,937	2,991,242
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	228,745	229,545	230,195
	Total Revenues from Local Sources		228,745	229,545	230,195
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		228,745	229,545	230,195
Debt Service Fund Revenues	Total Repayment of Debt		228,745	229,545	230,195
All Fund Revenues	Total Revenues/Sources		20,245,481	20,328,859	21,993,561
Revenues Net of Transfers	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergarten/Kindergarten (Special Education)	20-5200	0	0	51,336
	Total Revenues/Sources Net of Transfers		20,245,481	20,328,859	21,942,225

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	4,604,308	4,839,331	5,281,227
	Special Education-Instruction	11-2XX-100-XXX	1,446,051	1,719,710	1,755,662
	Basic Skills/Remedial-Instruction	11-230-100-XXX	378,122	592,496	778,332
	Bilingual Education-Instruction	11-240-100-XXX	153,390	186,192	170,599
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	54,820	64,280	66,440
	School-Sponsored Athletics-Instruction	11-402-100-XXX	43,907	74,363	51,247
	Summer School	11-422-XXX-XXX	38,884	58,728	99,815
	Other Supplemental/At-Risk Programs	11-424-XXX-XXX	139,486	75,349	57,132
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	737,694	1,099,465	1,246,566
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	19,766	21,225	22,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	226,730	203,421	213,994
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	488,121	246,473	263,006
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	92,201	385,327	502,502
	Undistributed Expenditures-Guidance	11-000-218-XXX	256,093	254,955	254,197
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	363,115	493,371	499,089
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	221,462	235,521	229,294
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	309,209	335,872	346,023
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	54,236	79,800	50,300
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	488,500	502,779	460,621
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	662,002	708,077	714,724
	Undistributed Expenditures-Central Services	11-000-251-XXX	268,302	278,529	293,369
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,140,392	1,321,541	1,323,902
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	615,011	614,450	698,300
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,452,316	2,549,499	2,631,656
	Total Undistributed Expenditures		8,395,150	9,330,305	9,749,543
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	5	5
	Increase In Maintenance Reserve	10-606	50,000	0	0
General Fund Current Expenses	Total General Current Expense		15,304,118	16,940,759	18,010,002

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	7,730	55,596	164,413
	Facilities Acquisition and Construction Services	12-000-400-XXX	227,947	161,012	582,699
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	1,100,333	0	0
	Increase In Capital Reserve	10-604	809,431	0	0
	Interest Deposit to Capital Reserve	10-604	0	10	10
	Total Capital Outlay		2,145,441	216,618	747,122
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	9,624	45,000	15,000
	General Fund Grand Total		17,459,183	17,202,377	18,772,124
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	3,374	131,299	131,299
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	892,357	1,124,250	1,289,842
	Support Services	20-218-200-XXX	451,800	927,009	972,574
	Total Preschool Education Aid	20-218-XXX-XXX	1,344,157	2,051,259	2,262,416
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	1,344,157	2,051,259	2,262,416
Special Revenue Fund Expenses for Preschool Expansion Grant	Preschool Expansion Grant Instruction	20-220-100-XXX	179,950	0	0
	Preschool Expansion Grant Support Services	20-220-200-XXX	339,995	0	0
	Preschool Expansion Grant	20-220-XXX-XXX	519,945	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	324,467	340,379	279,628
	Title II	20-XXX-XXX-XXX	46,606	50,905	43,269
	Title III	20-XXX-XXX-XXX	1,746	2,584	2,196
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	317,258	320,511	272,434
	Total Federal Projects	20-XXX-XXX-XXX	1,210,022	714,379	597,527
Special Revenue Fund Expenses	Total Special Revenue Funds		2,557,553	2,896,937	2,991,242
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	228,745	229,545	230,195
	Total Debt Service Funds		228,745	229,545	230,195
All Fund Expenses	Total Expenditures/Appropriations		20,245,481	20,328,859	21,993,561
Expenses Net of Transfers	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	0	51,336
	Total Expenditures Net of Transfers		20,245,481	20,328,859	21,942,225

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	1,066,777	775,876	975,886	400,896
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	200,000	155,690	205,695	80,700
	Legal Reserve	501,136	225,000	75,000	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	353,050	555,908	448,705	344,048
	Repayment of Debt	0	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	\$11,787	\$12,575	\$14,165	\$14,303	\$14,540
Total Classroom Instruction	\$7,376	\$7,785	\$8,570	\$8,647	\$8,993
Classroom-Salaries and Benefits	\$6,290	\$6,664	\$7,312	\$7,378	\$7,402
Classroom-General Supplies and Textbooks	\$397	\$472	\$457	\$479	\$634
Classroom-Purchased Services	\$689	\$649	\$801	\$790	\$957
Total Support Services	\$1,885	\$2,200	\$2,803	\$2,829	\$2,862
Support Services-Salaries and Benefits	\$1,247	\$1,422	\$2,145	\$2,135	\$2,175
Total Administrative Costs	\$1,312	\$1,427	\$1,466	\$1,481	\$1,409
Administration Salaries and Benefits	\$1,091	\$1,169	\$1,191	\$1,198	\$1,166
Total Operations and Maintenance of Plant	\$1,119	\$1,063	\$1,189	\$1,210	\$1,163
Operations and Maintenance-Salaries and Benefits	\$533	\$555	\$556	\$560	\$533
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$95	\$99	\$136	\$135	\$111
Total Equipment Costs	\$41	\$6	\$44	\$46	\$131
Legal Costs	\$5	\$52	\$40	\$41	\$8
Employee Benefits as a percentage of salaries*	28.99%	28.36%	28.84%	26.19%	26.05%

*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)
Custodial and Maintenance Services	Use Collingswood BOE for electrical/maintenance services	0
	Use Educational Data Services for Maintenance Services	0
	Use ESCNJ Cooperative Pricing for Maintenance Services	0
Insurance Coverages and Benefits	Use School Alliance Insurance Fund for district insurance	0
	Use School Health Insurance Fund for health insurance	0
Municipal/Public Works	Use Bellmawr Borough for roadway/grounds projects (Snow removal, concrete, grounds etc) and fuel	0
Purchasing	Use ESCNJ for internet cooperative purchasing	0
	Use ACES for procurement of natural gas and electricity	0
	Use Ed-Data Services for purchase of school supplies	0
Staffing - Other	Use CCESC for Guidance Services	0
Technology Services	Use Collingswood BOE and EIRC as needed for technology support	0
	Use joint-purchasing agreement with Somerdale BOE for technology services	0
Transportation Services, including Fuel	Use CCESC for student transportation and Bellmawr Boro for Fuel	0

Estimated Tax Rates

Municipality	Category	Amount
Bellmar	(A) General Fund School Levy	9,885,717
	(D) Total School Levy	10,115,587
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	783,550,100
	(H) Estimated Equalized Valuation (as of 10/01/19)	772,427,149
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.2617
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.2910
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.2798
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.3096

Employee Contract List for District

Name	Category	Measure
Derek Watson	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Buildings & Grounds
	Base Annual Salary Amount	\$86,700
	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	07/01/20
	End Date of Contract	06/30/21
	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	\$2,156
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$9,783
	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 sick day payout at retirement (\$100/day)
	Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
	Contractual Post-Employment Benefit Description of Payout of Personal days	Convert to sick days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Employee Contract List for District

Name	Category	Measure
Derek Watson	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 DiBlasio	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$83,200
	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	07/01/20
	End Date of Contract	06/30/21
	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	

Employee Contract List for District

Name	Category	Measure
John DiBlasio	Total Allowances Amount	\$1,806
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,065
	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 Reimb @ \$100/day at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
	Contractual Post-Employment Benefit Description of Payout of Personal days	Convert to sick days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
Additional Comment 2	None Reported	
Additional Comment 3	None Reported	
Patrick Doyle	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$114,127
	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
Patrick Doyle	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/20
	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	12
	Contracted Number of Annual Personal Days	4
	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	\$2,906
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$9,757
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$23,779
	Contractual Post-Employment Benefit Description of Payout of Sick days	Unused sick days capped at \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max per diem vacation day payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	Converts to sick days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported	

Employee Contract List for District

Name	Category	Measure
Patrick Doyle	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
TBD	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$160,000
	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	07/01/20
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$6,627
	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	\$27,308
	Contractual Post-Employment Benefit Description of Payout of Sick days	Unused sick days capped at \$15,000

Employee Contract List for District

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Vaca Payout 20 Days @ Per Diem Rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused Personal Days convert to Sick Days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
TBD	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