

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	1,641.0	1,603.0	1,625.0
On Roll Special Ed Full-Time	235.0	258.0	258.0
On Roll Special Ed Shared-Time		1.0	1.0
On Roll Subtotal	1,876.0	1,862.0	1,884.0
In Private School Placements	16.0	11.0	13.0
Sent to Other Districts Special Ed	6.5	6.0	6.0
Received	9.0	6.0	4.0

## 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	29,650,483	30,391,745	31,352,804
	Total Tuition	10-1300	635,198	628,904	480,412
	Rents and Royalties	10-1910	18,374	8,000	8,000
	Unrestricted Miscellaneous Revenues	10-1XXX	335,572	169,500	173,500
	Interest Earned on Capital Reserve Funds	10-1XXX	9,000	9,000	9,000
	Total Revenues from Local Sources		30,648,627	31,207,149	32,023,716
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	123,908	123,908	123,908
	Extraordinary Aid	10-3131	255,467	0	0
	Categorical Special Education Aid	10-3132	833,204	958,949	1,162,943
	Categorical Security Aid	10-3177	147,881	147,881	147,881
	Other State Aids	10-3XXX	8,410	0	0
	Total Revenues from State Sources		1,368,870	1,230,738	1,434,732
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,557,944	1,588,281
	Withdrawal from Capital Reserve for Local Share	10-307	0	340,000	450,845
	Transfers from Other Funds	10-5200	79,085	0	0
	Adjustment for Prior Year Encumbrances		0	63,300	0
	Actual Revenues (Over)/Under Expenditures		194,754	0	0
General Fund Revenues	Total Operating Budget		32,291,336	34,399,131	35,497,574
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	166,826	0	0
	Total Revenues from Local Sources	20-1XXX	166,826	0	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	163,845	131,099	111,434
	Title II	20-4451-4455	39,455	37,813	32,141
	Title IV	20-4471-4474	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-4420-4429	361,391	362,522	308,143
	Total Revenues from Federal Sources		574,691	541,434	460,218
Special Revenue Fund Revenues	Total Grants and Entitlements		741,517	541,434	460,218
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	180,624	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	1,270,959	1,608,785	1,644,384
	Total Revenues from Local Sources		1,270,959	1,608,785	1,644,384
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	116,725	215,524	212,627
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	230,626	180,624
	Total Local Repayment of Debt		1,568,308	2,054,935	2,037,635
	Actual Revenues (Over)/Under Expenditures		-180,624	0	0
Debt Service Fund Revenues	Total Repayment of Debt		1,387,684	2,054,935	2,037,635
All Fund Revenues	Total Revenues/Sources		34,420,537	36,995,500	37,995,427
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		34,420,537	36,995,500	37,995,427

## 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	11,569,875	12,012,386	12,362,929
	Special Education-Instruction	11-2XX-100-XXX	2,369,644	2,087,870	2,312,534
	Basic Skills/Remedial-Instruction	11-230-100-XXX	258,267	241,740	306,367
	Bilingual Education-Instruction	11-240-100-XXX	0	1,735	1,735
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	248,303	264,108	315,859
	School-Sponsored Athletics-Instruction	11-402-100-XXX	599,951	686,967	676,219
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,593,227	2,322,407	2,040,650
	Undistributed Expenditures-Health Services	11-000-213-XXX	332,378	409,857	409,166
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	709,036	753,294	823,918
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	313,764	346,205	408,214
	Undistributed Expenditures-Guidance	11-000-218-XXX	546,013	646,632	663,643
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	822,564	759,460	747,693
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	17,850	36,200	36,200
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	589,977	587,672	625,044
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	9,182	41,935	26,690
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	961,582	920,473	953,595
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,748,336	2,000,169	1,998,658
	Undistributed Expenditures-Central Services	11-000-251-XXX	509,814	508,570	511,744
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	221,942	172,954	172,489
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,373,202	2,640,064	2,738,128
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	905,365	1,050,192	1,026,376
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	5,459,783	5,213,884	5,543,951
	Undistributed Expenditures-Food Services	11-000-310-930	0	25,000	0
		Total Undistributed Expenditures		17,114,015	18,434,968
General Fund Current Expenses	Total General Current Expense		32,160,055	33,729,774	34,701,802

## Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	107,040	636,116	87,531
	Facilities Acquisition and Construction Services	12-000-400-XXX	24,241	24,241	699,241
	Interest Deposit to Capital Reserve	10-604	0	9,000	9,000
	Total Capital Outlay		131,281	669,357	795,772
General Fund Expenses and Transfers	General Fund Grand Total		32,291,336	34,399,131	35,497,574
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	166,826	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	163,845	131,099	111,434
	Title II	20-XXX-XXX-XXX	39,455	37,813	32,141
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	361,391	362,522	308,143
	Total Federal Projects	20-XXX-XXX-XXX	574,691	541,434	460,218
Special Revenue Fund Expenses	Total Special Revenue Funds		741,517	541,434	460,218
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,387,684	2,054,935	2,037,635
	Total Debt Service Funds		1,387,684	2,054,935	2,037,635
All Fund Expenses	Total Expenditures/Appropriations		34,420,537	36,995,500	37,995,427
Expenses Net of Transfers	Total Expenditures Net of Transfers		34,420,537	36,995,500	37,995,427

## 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	812,171	1,139,572	808,572	366,727
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	3,389,466	2,922,738	1,364,794	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	912,439	909,704	909,704	686,217
	Repayment of Debt	230,626	411,250	180,624	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	\$14,535	\$15,526	\$15,940	\$16,308	\$16,796
Total Classroom Instruction	\$8,861	\$9,294	\$9,423	\$9,490	\$9,847
Classroom-Salaries and Benefits	\$8,445	\$8,812	\$8,920	\$8,925	\$9,354
Classroom-General Supplies and Textbooks	\$391	\$420	\$470	\$533	\$458
Classroom-Purchased Services	\$26	\$62	\$33	\$33	\$35
Total Support Services	\$1,779	\$2,132	\$2,065	\$2,304	\$2,384
Support Services-Salaries and Benefits	\$1,545	\$1,816	\$1,682	\$1,903	\$1,970
Total Administrative Costs	\$1,996	\$2,152	\$2,237	\$2,300	\$2,298
Administration Salaries and Benefits	\$1,505	\$1,657	\$1,773	\$1,825	\$1,817
Total Operations and Maintenance of Plant	\$1,352	\$1,403	\$1,581	\$1,581	\$1,628
Operations and Maintenance-Salaries and Benefits	\$700	\$762	\$824	\$816	\$860
Board Contribution to Food Services	\$0	\$0	\$13	\$13	\$0
Total Extracurricular Costs	\$537	\$535	\$604	\$607	\$627
Total Equipment Costs	\$98	\$56	\$336	\$342	\$46
Legal Costs	\$55	\$129	\$72	\$73	\$90
Employee Benefits as a percentage of salaries*	24.45%	26.80%	25.01%	25.00%	25.35%

\*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)
Insurance Coverages and Benefits	Member of 2 joint insurance funds SAIF for property & casualty and MEIG for workers compensation insurance	0
Purchasing	Member of purchasing cooperative Ed Data	0
	Member of purchasing cooperative Educational Services Commission of NJ	0
	Member of purchasing cooperative Union County Cooperative Pricing	0
	Member of the Alliance for Competitive Energy (ACES) for heating and electric	0
Transportation Services, including Fuel	Busing through Educational Services Commission	0

**Estimated Tax Rates**

Municipality	Category	Amount
Glen Ridge Borough	(A) General Fund School Levy	31,352,804
	(D) Total School Levy	32,997,188
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	1,701,070,200
	(H) Estimated Equalized Valuation (as of 10/01/19)	1,856,175,358
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.8431
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.9398
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.6891
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.7777

Employee Contract List for District

Name	Category	Measure
Barbara Murphy	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$176,300
	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	245
	Contracted Number of Annual Vacation Days	30
	Contracted Number of Annual Sick Days	15
	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	\$10,420
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,757
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$17,590
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum of \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	upon retirement or separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout at retirement
	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
Barbara Murphy	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
Cynthia Sabaday Short	Job Title	Other
	Job Title II	Accounts Payable
	Base Annual Salary Amount	\$75,215
	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	245
	Contracted Number of Annual Vacation Days	24
	Contracted Number of Annual Sick Days	15
	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
Cynthia Sabaday Short	Total Allowances Amount	\$2,000
	Total Bonuses Amount	\$1,550
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,427
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$24,088
	Contractual Post-Employment Benefit Description of Payout of Sick days	max \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	24 plus 5 carry over max
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout
	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	
Dirk Phillips	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$174,689
	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
Dirk Phillips	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	08/01/17
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	245
	Contracted Number of Annual Vacation Days	30
	Contracted Number of Annual Sick Days	15
	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	\$27,750
	Total Bonuses Amount	\$26,186
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,427
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$78,245
	Contractual Post-Employment Benefit Description of Payout of Sick days	max payout of \$15,000 + accumulated days as of June 7, 2007
	Contractual Post-Employment Benefit Description of Payout of Vacation days	not to exceed 60 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout at retirement
	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
Dirk Phillips	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
Glory Santangelo	Job Title	Secretary
	Job Title II	None Reported
	Base Annual Salary Amount	\$78,046
	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	07/31/20
	Contracted Number of Annual Work Days	245
	Contracted Number of Annual Vacation Days	24
	Contracted Number of Annual Sick Days	15
	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	\$2,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,427
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$24,430	
Contractual Post-Employment Benefit Description of Payout of Sick days	max \$15,000	

Employee Contract List for District

Name	Category	Measure
Glory Santangelo	Contractual Post-Employment Benefit Description of Payout of Vacation days	24 plus 5 carry over max
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout
	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	
Louise Cox	Job Title	Secretary
	Job Title II	None Reported
	Base Annual Salary Amount	\$82,781
	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	245
	Contracted Number of Annual Vacation Days	24
Contracted Number of Annual Sick Days	15	

Employee Contract List for District

Name	Category	Measure
Louise Cox	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	\$2,000
	Total Bonuses Amount	\$1,550
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,427
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$25,190
	Contractual Post-Employment Benefit Description of Payout of Sick days	max \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	24 plus 5 carryover max
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout
	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