

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	894.0	901.0	909.0
On Roll Special Ed Full-Time	98.0	106.0	99.0
On Roll Subtotal	992.0	1,007.0	1,008.0
In Private School Placements	5.0	2.0	3.0
Sent to Other Districts Special Ed	0.0	0.0	1.0
Received	46.0	47.0	37.0

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	16,078,918	16,483,219	16,812,883
	Total Tuition	10-1300	249,150	215,000	187,000
	Unrestricted Miscellaneous Revenues	10-1XXX	146,940	64,180	64,180
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	125	50
	Interest Earned on Maintenance Reserve	10-1XXX	0	600	120
	Interest Earned on Capital Reserve Funds	10-1XXX	0	600	600
	Total Revenues from Local Sources			16,475,008	16,763,724
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	112,978	112,978	112,978
	Extraordinary Aid	10-3131	142,332	0	0
	Categorical Special Education Aid	10-3132	417,318	481,487	586,451
	Categorical Security Aid	10-3177	77,327	77,327	77,327
	Other State Aids	10-3XXX	10,516	0	0
	Total Revenues from State Sources			760,471	671,792
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	376,451	922,679
	Withdrawal from Capital Reserve for Local Share	10-307	0	480,000	1,255,000
	Withdrawal from Maintenance Reserve	10-310	0	201,356	0
	Withdrawal from Current Expense Emergency Reserve	10-312	0	50,000	50,000
	Adjustment for Prior Year Encumbrances		0	21,566	0
	Actual Revenues (Over)/Under Expenditures			-425,401	0
General Fund Revenues	Total Operating Budget		16,810,078	18,564,889	20,069,268
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	472,702	80,000	0
	Total Revenues from Local Sources	20-1XXX	472,702	80,000	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	202,361	196,573	167,087
	Total Revenues from State Sources		202,361	196,573	167,087
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	96,214	91,803	78,000
	Title II	20-4451-4455	13,093	14,447	11,684
	Title IV	20-4471-4474	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-4420-4429	296,130	294,135	254,634
	Total Revenues from Federal Sources		415,437	410,385	352,818

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special Revenue Fund Revenues	Total Grants and Entitlements		1,090,500	686,958	519,905
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	820,709	848,801	1,290,241
	Total Revenues from Local Sources		820,709	848,801	1,290,241
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	41,011	41,419	40,059
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		861,720	890,220	1,330,300
Debt Service Fund Revenues	Total Repayment of Debt		861,720	890,220	1,330,300
All Fund Revenues	Total Revenues/Sources		18,762,298	20,142,067	21,919,473
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		18,762,298	20,142,067	21,919,473

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	5,859,216	6,261,225	6,388,218
	Special Education-Instruction	11-2XX-100-XXX	1,405,135	1,378,067	1,478,856
	Basic Skills/Remedial-Instruction	11-230-100-XXX	297,062	232,969	342,095
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	113,738	93,829	84,130
	School-Sponsored Athletics-Instruction	11-402-100-XXX	58,309	66,484	63,484
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	263,737	325,779	346,499
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	18,353	18,485	12,134
	Undistributed Expenditures-Health Services	11-000-213-XXX	214,919	236,078	244,128
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	413,906	466,007	494,533
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	93,014	134,203	46,197
	Undistributed Expenditures-Guidance	11-000-218-XXX	279,562	283,247	328,519
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	471,902	474,146	495,530
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	187,389	193,642	209,577
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	252,633	289,996	358,287
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	68,354	100,984	128,501
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	507,083	469,210	521,932
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	462,921	497,854	465,307
	Undistributed Expenditures-Central Services	11-000-251-XXX	269,137	280,994	280,847
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	49,952	54,862	60,153
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,252,321	1,511,993	1,552,256
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	563,659	737,880	665,154
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,623,513	3,936,723	4,225,743
		Total Undistributed Expenditures		8,992,355	10,012,083
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	600	120
	Interest Earned on Current Expense Emergency Res	10-607	0	125	50
General Fund Current Expenses	Total General Current Expense		16,725,815	18,045,382	18,792,250

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	20,220	11,611	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	64,043	507,296	1,276,418
	Interest Deposit to Capital Reserve	10-604	0	600	600
	Total Capital Outlay		84,263	519,507	1,277,018
General Fund Expenses and Transfers	General Fund Grand Total		16,810,078	18,564,889	20,069,268
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	472,702	80,000	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	16,170	14,864	12,635
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	32,657	31,636	26,890
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	66,718	70,267	59,727
	Nonpublic Nursing Services	20-XXX-XXX-XXX	29,714	27,354	23,251
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	11,052	10,152	8,629
	Nonpublic Security Aid	20-XXX-XXX-XXX	46,050	42,300	35,955
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	202,361	196,573	167,087
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	96,214	91,803	78,000
	Title II	20-XXX-XXX-XXX	13,093	14,447	11,684
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	296,130	294,135	254,634
	Total Federal Projects	20-XXX-XXX-XXX	415,437	410,385	352,818
Special Revenue Fund Expenses	Total Special Revenue Funds		1,090,500	686,958	519,905
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	861,720	890,220	1,330,300
	Total Debt Service Funds		861,720	890,220	1,330,300
All Fund Expenses	Total Expenditures/Appropriations		18,762,298	20,142,067	21,919,473
Expenses Net of Transfers	Total Expenditures Net of Transfers		18,762,298	20,142,067	21,919,473

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	911,570	1,748,945	1,669,545	415,145
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	231,950	244,000	43,244	43,364
	Legal Reserve	1,233,683	1,299,130	922,679	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	100,000	100,000	50,125	175
	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	888,657	489,050	370,866	370,866
	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	\$16,397	\$15,832	\$16,504	\$16,820	\$17,570
Total Classroom Instruction	\$10,326	\$9,984	\$10,214	\$10,409	\$10,963
Classroom-Salaries and Benefits	\$9,320	\$9,082	\$9,328	\$9,496	\$10,053
Classroom-General Supplies and Textbooks	\$384	\$293	\$313	\$320	\$268
Classroom-Purchased Services	\$621	\$610	\$574	\$593	\$643
Total Support Services	\$2,803	\$2,592	\$2,776	\$2,832	\$2,956
Support Services-Salaries and Benefits	\$2,408	\$2,217	\$2,341	\$2,383	\$2,343
Total Administrative Costs	\$1,682	\$1,540	\$1,579	\$1,607	\$1,607
Administration Salaries and Benefits	\$1,381	\$1,279	\$1,304	\$1,327	\$1,306
Total Operations and Maintenance of Plant	\$1,370	\$1,489	\$1,721	\$1,755	\$1,840
Operations and Maintenance-Salaries and Benefits	\$787	\$886	\$911	\$927	\$1,068
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$215	\$226	\$208	\$211	\$197
Total Equipment Costs	\$29	\$20	\$2	\$12	\$0
Legal Costs	\$61	\$61	\$29	\$30	\$41
Employee Benefits as a percentage of salaries*	35.85%	36.15%	37.54%	37.54%	38.97%

*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.

Unusual Revenues and Appropriations

Line Number	Source	Amount	Explanation
140	Parent Paid	187,000	PK, Non Resident and Staff pay tuition, see spreadsheet for detail
300	Parent Paid	64,180	Participation fees for sports and clubs covers about 45% of actual costs
600	Cap Reserve Withdrawal	480,000	Cover cost of Permits , engineering and dredging pond
	Cap Reserve Withdrawal	775,000	Cover cost of updating LRFP, Land Acquisition Checklist Requirements and purchase of a contiguous property
76020	Cap Reserve Withdrwal	5,000	Contract review for Pond Project and Property Acquisition
76040	Cap Reserve Withdrawal	75,000	Cost for testing and submission for Pond Renvation and Property Acquisiton
76060	Cap Reserve Withdrawal	20,000	Unspecific profession/Technical services for the Pond Project and/or Property Acquisition
76080	Withdrawal for Cap Reserve	430,000	Estimated cost of Pond Dredging
76120	Cap Reserve Withdraw	725,000	Purchase property surrounded by district campus. Vacant lot may be used for staging voter approved project immediately and future parking.
765	State of NJ	167,087	Non Public Aid for Textbooks, RN, Technology, Security, 192/193 Services

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	MOCSSIF - Liability Package, E&O, Workers Comp and Student Accident	0
Municipal/Public Works	Rumson Borough DPW services, Recreation Programs, Engineering Services, Shared Purchases, Police Security	0
Others	MOESC provides NP services, ESEA and IDEA services to eligible NP Schools	0
	Transportation is tiered with Holy Cross, RCDS and RFH HS for efficiency	0
Professional Staff Development	Jointure with Tri-Districts, Open participation and shared costs	0
Purchasing	ACES Co-Op purchase of electric and natural gas	0
	ESC of NJ Co-Op purchases of goods and services	0
Transportation Services, including Fuel	MOESC provides special education and Non-Public transportation	0
	Middletown BOE provides transportation jointures for special education placements	0

Estimated Tax Rates

Municipality	Category	Amount
Rumson Boro	(A) General Fund School Levy	16,812,883
	(D) Total School Levy	18,103,124
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	3,677,902,471
	(H) Estimated Equalized Valuation (as of 10/01/19)	3,852,766,411
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.4571
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.4922
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.4364
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.4699

Employee Contract List for District

Name	Category	Measure
Allen, Debra	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$146,256
	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	15
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$4,110
	Total Bonuses Amount	\$1,500
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,296
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$26,250
	Contractual Post-Employment Benefit Description of Payout of Sick days	NA <15 Years of Service in District
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 20 Days at per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are not paid
	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
Allen, Debra	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
Bormann, John	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$164,751
	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	07/03/17
	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	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	Holidays

Employee Contract List for District

Name	Category	Measure
Bormann, John	Total Allowances Amount	\$9,500
	Total Bonuses Amount	\$13,730
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,296
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$27,673
	Contractual Post-Employment Benefit Description of Payout of Sick days	NA as <15 Years of service in District
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused Vacation Days paid at per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unusded Personal days are not paid out
	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	
O'Brien, James	Job Title	Business Administrator
	Job Title II	B&G Supervisor
	Base Annual Salary Amount	\$106,336
	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
O'Brien, James	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	15
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$1,300
	Total Bonuses Amount	\$3,190
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,296
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$23,180
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max upon retirement with 15 years in district
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 20 days at per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are not paid
	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
O'Brien, James	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
Pelissier, Louis	Job Title	Information Technology
	Job Title II	Network Coordinator
	Base Annual Salary Amount	\$87,627
	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	15
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$1,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,296
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$20,055	
Contractual Post-Employment Benefit Description of Payout of Sick days	NA <15 Years in District	

Employee Contract List for District

Name	Category	Measure
Pelissier, Louis	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 15 days at the per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused days are not paid out
	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