

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	1,039.0	947.0	889.0
On Roll Regular Shared-Time	35.0	33.0	29.0
On Roll Special Ed Full-Time	230.0	213.0	237.0
On Roll Special Ed Shared-Time	16.0	14.0	9.0
On Roll Subtotal	1,320.0	1,207.0	1,164.0
In Private School Placements	4.0	3.0	3.0
Sent to Other Districts Special Ed	5.0	6.0	5.0
Received	71.0	16.5	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	11,444,162	11,967,081	12,206,423
	Total Tuition	10-1300	382,223	140,000	165,000
	Unrestricted Miscellaneous Revenues	10-1XXX	119,700	125,000	100,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	1	1
	Total Revenues from Local Sources		11,946,085	12,232,082	12,471,424
General Fund Revenues from State Sources	School Choice Aid	10-3116	344,110	208,326	241,803
	Extraordinary Aid	10-3131	184,808	0	185,000
	Categorical Special Education Aid	10-3132	975,623	975,623	975,623
	Equalization Aid	10-3176	10,042,670	9,373,592	8,067,783
	Categorical Security Aid	10-3177	23,602	23,602	23,602
	Other State Aids	10-3XXX	5,800	0	0
	Total Revenues from State Sources		11,576,613	10,581,143	9,493,811
General Fund Revenues from Federal Sources	Impact Aid-8002 Or 8003 General	10-4101	979,094	980,000	1,006,149
	Medicaid Reimbursement	10-4200	55,769	54,813	53,851
	Total Revenues from Federal Sources		1,034,863	1,034,813	1,060,000
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	300,000	550,000
	Withdrawal from Impact Aid Reserve (General)	10-318	0	0	225,000
	Adjustment for Prior Year Encumbrances		0	17,605	0
	Actual Revenues (Over)/Under Expenditures		364,999	0	0
General Fund Revenues	Total Operating Budget		24,922,560	24,165,643	23,800,235
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	7,091	11,416	0
	Total Revenues from Local Sources	20-1XXX	7,091	11,416	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	242,005	235,606	200,265
	Title II	20-4451-4455	34,367	77,597	65,957
	Title III	20-4491-4494	25,403	48,889	41,556
	I.D.E.A. Part B (Handicapped)	20-4420-4429	294,096	335,266	287,976
	Total Revenues from Federal Sources		595,871	697,358	595,754
Special Revenue Fund Revenues	Total Grants and Entitlements		602,962	708,774	595,754

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	1,578,172	547,131	550,732
	Total Revenues from Local Sources		1,578,172	547,131	550,732
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	855,035	0	0
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	0
	Total Local Repayment of Debt		2,433,207	547,132	550,732
	Actual Revenues (Over)/Under Expenditures		-1	0	0
Debt Service Fund Revenues	Total Repayment of Debt		2,433,206	547,132	550,732
All Fund Revenues	Total Revenues/Sources		27,958,728	25,421,549	24,946,721
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		27,958,728	25,421,549	24,946,721

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	6,931,968	6,699,847	6,407,736
	Special Education-Instruction	11-2XX-100-XXX	2,833,994	2,875,748	2,901,208
	Basic Skills/Remedial-Instruction	11-230-100-XXX	609,416	659,366	599,230
	Bilingual Education-Instruction	11-240-100-XXX	93,138	69,182	72,292
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	150,707	183,785	161,684
	School-Sponsored Athletics-Instruction	11-402-100-XXX	706,702	691,746	712,207
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	356,919	576,468	629,755
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	98,762	32,283	33,521
	Undistributed Expenditures-Health Services	11-000-213-XXX	302,257	238,835	242,393
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	541,243	384,486	389,521
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	220,714	265,899	248,017
	Undistributed Expenditures-Guidance	11-000-218-XXX	635,738	676,097	705,314
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	622,352	405,543	452,860
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	272,375	181,182	103,460
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	140,362	104,988	103,088
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	234,017	151,500	82,460
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	484,097	487,028	398,336
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,143,033	1,026,175	1,017,675
	Undistributed Expenditures-Central Services	11-000-251-XXX	364,987	384,887	361,123
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	40,260	157,431	72,906
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,287,371	2,334,434	2,330,356
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,367,071	1,453,504	1,351,955
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,287,471	4,054,556	4,352,466
Total Undistributed Expenditures			13,399,029	12,915,296	12,875,206
General Fund Current Expenses	Total General Current Expense		24,724,954	24,094,970	23,729,563

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	6,070	0	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	191,536	70,672	70,671
	Interest Deposit to Capital Reserve	10-604	0	1	1
	Total Capital Outlay		197,606	70,673	70,672
General Fund Expenses and Transfers	General Fund Grand Total		24,922,560	24,165,643	23,800,235
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	7,091	11,416	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	242,005	235,606	200,265
	Title II	20-XXX-XXX-XXX	34,367	77,597	65,957
	Title III	20-XXX-XXX-XXX	25,403	48,889	41,556
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	294,096	335,266	287,976
	Total Federal Projects	20-XXX-XXX-XXX	595,871	697,358	595,754
Special Revenue Fund Expenses	Total Special Revenue Funds		602,962	708,774	595,754
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	2,433,206	547,132	550,732
	Total Debt Service Funds		2,433,206	547,132	550,732
All Fund Expenses	Total Expenditures/Appropriations		27,958,728	25,421,549	24,946,721
Expenses Net of Transfers	Total Expenditures Net of Transfers		27,958,728	25,421,549	24,946,721

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	13,306	13,306	13,307	13,308
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	0	0	0	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)	1,704,026	962,626	1,025,360	800,360
	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	367,755	736,484	836,484	286,484
	Repayment of Debt	1	2	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	\$17,277	\$17,684	\$18,030	\$18,644	\$18,994
Total Classroom Instruction	\$10,127	\$10,113	\$10,473	\$10,953	\$11,209
Classroom-Salaries and Benefits	\$9,254	\$9,461	\$9,725	\$10,265	\$10,538
Classroom-General Supplies and Textbooks	\$407	\$215	\$219	\$210	\$230
Classroom-Purchased Services	\$467	\$437	\$529	\$478	\$441
Total Support Services	\$2,778	\$2,951	\$2,778	\$2,565	\$2,615
Support Services-Salaries and Benefits	\$2,519	\$2,713	\$2,384	\$2,263	\$2,338
Total Administrative Costs	\$1,818	\$1,936	\$1,928	\$2,121	\$2,043
Administration Salaries and Benefits	\$1,616	\$1,712	\$1,655	\$1,762	\$1,805
Total Operations and Maintenance of Plant	\$1,719	\$1,855	\$1,957	\$2,079	\$2,161
Operations and Maintenance-Salaries and Benefits	\$366	\$441	\$436	\$488	\$530
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$804	\$813	\$880	\$911	\$948
Total Equipment Costs	\$52	\$5	\$0	\$0	\$0
Legal Costs	\$22	\$32	\$24	\$34	\$26
Employee Benefits as a percentage of salaries*	26.51%	27.91%	27.17%	28.07%	30.98%

*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	North Hanover - Gasoline/Diesel Fuel	0
Insurance Coverages and Benefits	MOCSSIF - Worker's Compensation Insurance	0
Municipal/Public Works	Sewer Plant Services - Ocean County Library	0
Purchasing	ACES Member - Cooperative purchasing for electricity and natural gas	0
	ESCNJ & HCESC Member - Cooperative purchasing	0
Transportation Services, including Fuel	Transportation Coordinator - Millstone Township School District	0
	North Hanover - Gasoline/Diesel Fuel	0
	Plumsted Township - Courtesy Busing	0

Estimated Tax Rates

Municipality	Category	Amount
Plumsted Township	(A) General Fund School Levy	12,206,423
	(D) Total School Levy	12,757,154
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	784,583,100
	(H) Estimated Equalized Valuation (as of 10/01/19)	907,137,357
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.5558
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.6260
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.3456
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.4063

Employee Contract List for District

Name	Category	Measure
Edward Novatkowski	Job Title	Other
	Job Title II	Sewer Plant Operator
	Base Annual Salary Amount	\$78,320
	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	240
	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	14
	Description of Other Contracted Non-Working Days	Contractual Holidays
	Total Allowances Amount	\$500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$133
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$5,548
	Contractual Post-Employment Benefit Description of Payout of Sick days	None
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payment per diem rate at separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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
Edward Novatkowski	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
Gerald North	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$168,806
	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	07/01/17
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	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	23
	Description of Other Contracted Non-Working Days	Contractual Holidays

Employee Contract List for District

Name	Category	Measure
Gerald North	Total Allowances Amount	\$5,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$171
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$26,687
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payment per diem rate at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payment per diem rate at retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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	
Joseph Occhiuzzo	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Buildings & Grounds
	Base Annual Salary Amount	\$78,555
	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
Joseph Occhiuzzo	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	240
	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	14
	Description of Other Contracted Non-Working Days	Contractual Holidays
	Total Allowances Amount	\$350
	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	\$5,564
	Contractual Post-Employment Benefit Description of Payout of Sick days	None
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payment per diem at separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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
Joseph Occhiuzzo	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
Lori Wilkins	Job Title	Administrative Assistant
	Job Title II	None Reported
	Base Annual Salary Amount	\$76,425
	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	240
	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	23
	Description of Other Contracted Non-Working Days	Contractual Holidays
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$99
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$5,254
Contractual Post-Employment Benefit Description of Payout of Sick days	None	

Employee Contract List for District

Name	Category	Measure
Lori Wilkins	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payment per diem rate at separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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	
Sean Gately	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$160,740
	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
Sean Gately	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	23
	Description of Other Contracted Non-Working Days	Contractual Holidays
	Total Allowances Amount	\$5,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$30,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payment per diem rate at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payment per diem rate at retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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