

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	764.0	779.0	784.0
On Roll Regular Shared-Time	4.0	1.0	1.0
On Roll Special Ed Full-Time	183.0	176.0	170.0
On Roll Special Ed Shared-Time	1.0		0.0
On Roll Subtotal	952.0	956.0	955.0
In Private School Placements	18.0	17.0	20.0
Sent to Other Districts Regular	2.0	0.5	5.0
Sent to Other Districts Special Ed	3.5	4.0	4.0
Received	6.0	5.0	5.0
In State Facilities	1.0	1.0	0.0

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	18,461,751	19,181,759	19,652,291
	Total Tuition	10-1300	756,760	720,332	720,332
	Unrestricted Miscellaneous Revenues	10-1XXX	0	158,055	158,055
	Interest Earned on Maintenance Reserve	10-1XXX	2,391	1,000	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	4,061	1,000	1,000
	Other Restricted Miscellaneous Revenues / Paycheck Protection Program (Apsds Only)	10-1XXX	313,064	0	0
	Total Revenues from Local Sources		19,538,027	20,062,146	20,532,678
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	106,500	106,500	106,500
	Extraordinary Aid	10-3131	635,395	288,897	288,897
	Categorical Special Education Aid	10-3132	687,768	687,768	687,768
	Equalization Aid	10-3176	3,876,700	3,532,648	2,942,936
	Categorical Security Aid	10-3177	19,744	19,744	19,744
	Other State Aids	10-3XXX	63,273	0	0
	Total Revenues from State Sources		5,389,380	4,635,557	4,045,845
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	24,139	15,376	11,750
	Total Revenues from Federal Sources		24,139	15,376	11,750
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	996,548	0
	Withdrawal from Capital Reserve for Local Share	10-307	0	29,896	0
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	29,896
	Withdrawal from Maintenance Reserve	10-310	0	454,712	122,356
	Transfers from Other Funds	10-5200	609,993	0	0
	Actual Revenues (Over)/Under Expenditures		779,328	0	0
General Fund Revenues	Total Operating Budget		26,340,867	26,194,235	24,742,525
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	6,884	0	0
	Total Revenues from Local Sources	20-1XXX	6,884	0	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	3,960	0	0
	Total Revenues from State Sources		3,960	0	0

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	87,671	67,036	76,380
	Title II	20-4451-4455	19,642	15,252	20,448
	Title IV	20-4471-4474	0	0	6,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	220,220	176,176	224,894
	Total Revenues from Federal Sources		327,533	258,464	327,722
Special Revenue Fund Revenues	Total Grants and Entitlements		338,377	258,464	327,722
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	302,975	299,725	287,575
	Total Revenues from Local Sources		302,975	299,725	287,575
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		302,975	299,725	287,575
	Actual Revenues (Over)/Under Expenditures		8,225	0	0
Debt Service Fund Revenues	Total Repayment of Debt		311,200	299,725	287,575
All Fund Revenues	Total Revenues/Sources		26,990,444	26,752,424	25,357,822
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		26,990,444	26,752,424	25,357,822

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	6,168,160	6,524,146	6,406,377
	Special Education-Instruction	11-2XX-100-XXX	2,376,451	2,527,239	2,468,225
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	192,122	190,729	179,278
	School-Sponsored Athletics-Instruction	11-402-100-XXX	717,603	793,983	787,624
	Summer School	11-422-XXX-XXX	89,010	91,193	119,498
	Instructional Alternative Ed Program	11-423-XXX-XXX	26,587	29,042	22,033
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,959,532	3,289,823	3,098,304
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	48,665	55,187	51,802
	Undistributed Expenditures-Health Services	11-000-213-XXX	333,032	357,590	296,546
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	399,002	399,353	164,733
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	18,288	49,241	187,258
	Undistributed Expenditures-Guidance	11-000-218-XXX	632,740	655,837	585,319
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	719,948	750,460	667,839
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	902,488	920,810	724,160
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	303,054	315,287	308,480
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	1,400	0	0
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	534,777	496,774	456,054
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	458,413	473,268	538,214
	Undistributed Expenditures-Central Services	11-000-251-XXX	328,200	325,934	339,312
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	120,704	131,477	132,665
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,619,766	1,800,374	1,655,461
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,524,311	1,112,234	1,252,218
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,032,523	4,837,811	4,096,020
	Total Undistributed Expenditures			14,936,843	15,971,460
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,000	1,000
General Fund Current Expenses	Total General Current Expense		24,506,776	26,128,792	24,538,420

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	113,832	34,547	173,209
	Facilities Acquisition and Construction Services	12-000-400-XXX	29,896	29,896	29,896
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	1,690,363	0	0
	Interest Deposit to Capital Reserve	10-604	0	1,000	1,000
	Total Capital Outlay		1,834,091	65,443	204,105
General Fund Expenses and Transfers	General Fund Grand Total		26,340,867	26,194,235	24,742,525
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	6,884	0	0
Special Revenue Fund Expenses for Other State Projects	Other	20-XXX-XXX-XXX	3,960	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	3,960	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	87,671	67,036	76,380
	Title II	20-XXX-XXX-XXX	19,642	15,252	20,448
	Title IV	20-XXX-XXX-XXX	0	0	6,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	220,220	176,176	224,894
	Total Federal Projects	20-XXX-XXX-XXX	327,533	258,464	327,722
Special Revenue Fund Expenses	Total Special Revenue Funds		338,377	258,464	327,722
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	311,200	299,725	287,575
	Total Debt Service Funds		311,200	299,725	287,575
All Fund Expenses	Total Expenditures/Appropriations		26,990,444	26,752,424	25,357,822
Expenses Net of Transfers	Total Expenditures Net of Transfers		26,990,444	26,752,424	25,357,822

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	2,346,213	1,202,904	1,174,008	1,145,112
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	984,082	836,512	382,800	261,444
	Legal Reserve	459,780	459,780	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)	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	1,089,961	1,419,813	523,885	523,885
	Repayment of Debt	8,225	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	\$20,988	\$21,410	\$22,643	\$22,738	\$21,149
Total Classroom Instruction	\$11,275	\$11,713	\$12,461	\$12,513	\$11,929
Classroom-Salaries and Benefits	\$10,954	\$11,421	\$12,060	\$12,110	\$11,576
Classroom-General Supplies and Textbooks	\$190	\$203	\$276	\$277	\$234
Classroom-Purchased Services	\$132	\$89	\$125	\$126	\$119
Total Support Services	\$4,440	\$4,385	\$4,582	\$4,601	\$3,803
Support Services-Salaries and Benefits	\$3,533	\$3,696	\$3,865	\$3,882	\$3,143
Total Administrative Costs	\$1,796	\$1,827	\$1,817	\$1,824	\$1,847
Administration Salaries and Benefits	\$1,277	\$1,325	\$1,368	\$1,374	\$1,451
Total Operations and Maintenance of Plant	\$2,001	\$1,975	\$2,157	\$2,166	\$1,981
Operations and Maintenance-Salaries and Benefits	\$1,027	\$1,131	\$1,165	\$1,170	\$1,149
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$1,158	\$1,166	\$1,249	\$1,254	\$1,204
Total Equipment Costs	\$7	\$122	\$36	\$36	\$181
Legal Costs	\$73	\$38	\$47	\$47	\$47
Employee Benefits as a percentage of salaries*	26.57%	27.35%	31.69%	31.69%	27.31%

*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
300	Facilities Use, Library Fines, PTO Donations	158,055	Bud at 100% of PY Actual Misc Revenues

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	Lakeland & Ringwood BOE's sharing costs of new teacher evaluation system (Stronge).	0
	Lakeland, Wanaque & Ringwood BOE's articulate regularly on the curriculum.	0
Municipal/Public Works	Wanaque & Ringwood Public Works Depts. assist our school with snow removal from Lakeland property - no money exchanged, we share athletic fields with towns.	0
	Lakeland Groundskeepers help maintain Wanaque Borough fields - saves the Municipality, in exchange Lakeland uses fields.	0
Professional Staff Development	Tri-District Professional Development meetings are held with all 3 districts in the Regional HS area; Ringwood, Wanaque and Lakeland Regional HS.	0
Purchasing	Lakeland participates in the Middlesex Regional Education Services Commission for technology and school bus purchases.	0
	Lakeland participates with the Education Data bids for supplies.	0
Transportation Services, including Fuel	Inter-local agreement with Ringwood BOE for transportation of students, vehicles, fuel and maintenance.	0

Estimated Tax Rates

Municipality	Category	Amount
Ringwood	(A) General Fund School Levy	11,073,190
	(D) Total School Levy	11,235,226
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	1,455,303,300
	(H) Estimated Equalized Valuation (as of 10/01/19)	1,762,775,084
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.7609
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.7720
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.6282
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.6374
Wanaque	(A) General Fund School Levy	8,579,101
	(D) Total School Levy	8,704,640
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	1,113,829,600
	(H) Estimated Equalized Valuation (as of 10/01/19)	1,363,664,067
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.7702
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.7815
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.6291
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.6383

Employee Contract List for District

Name	Category	Measure
Cathy Pagana	Job Title	Executive Assistant
	Job Title II	Exec Conf Admin Ass't
	Base Annual Salary Amount	\$78,191
	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	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	26
	Description of Other Contracted Non-Working Days	HOLIDAYS
	Total Allowances Amount	\$200
	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	\$11,813
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$55 per day-max of 120 days/10 year tenure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	20 days max at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for payout on personal 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
Cathy Pagana	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
Hugh Beattie	Job Title	Superintendent
	Job Title II	Superintendent
	Base Annual Salary Amount	\$187,471
	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	08/21/19
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	23
	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	26
Description of Other Contracted Non-Working Days	HOLIDAYS	

Employee Contract List for District

Name	Category	Measure
Hugh Beattie	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	\$17,304
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$70 per day-max of 150 days/10 year tenure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	23 days max at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for payout on personal 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	
Kathryn Davenport	Job Title	Business Administrator
	Job Title II	Business Administrator
	Base Annual Salary Amount	\$142,552
	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
Kathryn Davenport	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	23
	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	26
	Description of Other Contracted Non-Working Days	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	\$11,042
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$70 per day-max of 150 days/10 year tenure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	23 days max at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for payout on personal 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
Kathryn Davenport	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
Michael Novak	Job Title	Assistant Superintendent
	Job Title II	Assistant Superintendent
	Base Annual Salary Amount	\$127,427
	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	08/23/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	23
	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	26
	Description of Other Contracted Non-Working Days	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	\$14,141
Contractual Post-Employment Benefit Description of Payout of Sick days	\$70 per day-max of 150 days/10 year tenure	

Employee Contract List for District

Name	Category	Measure
Michael Novak	Contractual Post-Employment Benefit Description of Payout of Vacation days	23 days max at daily rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision for payout on personal 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