

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	901.0	879.0	888.0
On Roll Special Ed Full-Time	203.0	194.0	200.0
On Roll Subtotal	1,104.0	1,073.0	1,088.0
In Private School Placements	6.0	6.0	7.0
Sent to Other Districts Special Ed	3.0	7.0	8.0
Received	19.0	13.0	0.0

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	21,472,745	21,997,997	22,437,957
	Total Tuition	10-1300	57,200	30,400	42,000
	Transportation Fees from Individuals	10-1410	65,490	0	0
	Unrestricted Miscellaneous Revenues	10-1XXX	31,659	38,500	40,000
	Interest Earned on Maintenance Reserve	10-1XXX	2,276	50	50
	Interest Earned on Capital Reserve Funds	10-1XXX	9,271	50	50
	Total Revenues from Local Sources		21,638,641	22,066,997	22,520,057
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	126,575	126,575	126,575
	Extraordinary Aid	10-3131	149,168	158,506	0
	Categorical Special Education Aid	10-3132	787,755	808,446	907,656
	Equalization Aid	10-3176	11,741	11,741	11,741
	Categorical Security Aid	10-3177	55,927	55,927	55,927
	Total Revenues from State Sources		1,131,166	1,161,195	1,101,899
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	3,819	0	0
	Total Revenues from Federal Sources		3,819	0	0
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	875,701	1,478,801
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	539,743
	Withdrawal from Maintenance Reserve	10-310	0	44,419	0
	Other Financing Sources	10-5XXX	150,247	0	0
	Adjustment for Prior Year Encumbrances		0	762,425	0
	Actual Revenues (Over)/Under Expenditures		-1,004,933	0	0
General Fund Revenues	Total Operating Budget		21,918,940	24,910,737	25,640,500
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	0	0	500
	Other Revenue from Local Sources	20-1XXX	94,885	0	0
	Total Revenues from Local Sources	20-1XXX	94,885	0	500
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	135,198	0	0
	Total Revenues from State Sources		135,198	0	0

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	103,588	10,000	10,000
	Title II	20-4451-4455	32,460	20,000	20,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	309,345	240,000	240,000
	CARES Act Education Stabilization Fund	20-4530	5,945	94,909	0
	CARES-Digital Divide Grant	20-4531	0	7,435	0
	Coronavirus Relief Fund (CRF)	20-4532	0	37,846	0
	Other	20-4XXX	0	25,000	0
	Total Revenues from Federal Sources			451,338	435,190
Special Revenue Fund Revenues	Total Grants and Entitlements		681,421	435,190	270,500
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	467,200	474,900	465,100
	Total Revenues from Local Sources		467,200	474,900	465,100
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		467,200	474,900	465,100
Debt Service Fund Revenues	Total Repayment of Debt		467,200	474,900	465,100
All Fund Revenues	Total Revenues/Sources		23,067,561	25,820,827	26,376,100
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		23,067,561	25,820,827	26,376,100

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	7,541,090	8,070,480	8,306,601
	Special Education-Instruction	11-2XX-100-XXX	2,212,043	2,234,301	2,499,201
	Basic Skills/Remedial-Instruction	11-230-100-XXX	124,762	130,055	61,862
	Bilingual Education-Instruction	11-240-100-XXX	69,710	95,264	107,810
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	38,924	26,000	26,000
	School-Sponsored Athletics-Instruction	11-402-100-XXX	33,986	47,512	49,000
	Community Services Programs/Operations	11-800-330-XXX	8,740	10,000	10,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	570,104	923,843	1,053,079
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	32,175	37,823	39,123
	Undistributed Expenditures-Health Services	11-000-213-XXX	318,558	350,261	349,807
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	426,501	432,131	442,783
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	340,421	219,247	238,212
	Undistributed Expenditures-Guidance	11-000-218-XXX	410,217	409,254	458,143
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,136,747	1,161,384	1,145,472
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	187,943	185,997	219,802
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	599,978	902,073	729,568
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	21,063	36,655	38,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	505,561	674,480	571,879
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	794,508	885,840	851,819
	Undistributed Expenditures-Central Services	11-000-251-XXX	312,478	286,742	281,611
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	118,261	166,703	146,467
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,027,896	2,742,567	2,743,764
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	477,885	557,536	519,100
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,466,433	4,253,856	4,139,921
	Total Undistributed Expenditures			11,746,729	14,226,392
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	50	50
General Fund Current Expenses	Total General Current Expense		21,775,984	24,840,054	25,029,074

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	98,525	20,000	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	21,633	21,633	561,376
	Interest Deposit to Capital Reserve	10-604	0	50	50
	Total Capital Outlay		120,158	41,683	561,426
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	22,798	29,000	50,000
	Total Summer School	13-422-X00-XXX	22,798	29,000	50,000
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	22,798	29,000	50,000
General Fund Expenses and Transfers	General Fund Grand Total		21,918,940	24,910,737	25,640,500
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	94,885	0	0
	Student Activity Fund	20-475-XXX-XXX	0	0	500
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	9,699	0	0
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	26,040	0	0
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	41,964	0	0
	Nonpublic Nursing Services	20-XXX-XXX-XXX	19,982	0	0
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	6,624	0	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	30,889	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	135,198	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	103,588	10,000	10,000
	Title II	20-XXX-XXX-XXX	32,460	20,000	20,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	309,345	240,000	240,000
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	5,945	94,909	0
	Other	20-XXX-XXX-XXX	0	25,000	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	7,435	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	37,846	0
	Total Federal Projects	20-XXX-XXX-XXX	451,338	435,190	270,000
Special Revenue Fund Expenses	Total Special Revenue Funds		681,421	435,190	270,500

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	467,200	474,900	465,100
	Total Debt Service Funds		467,200	474,900	465,100
All Fund Expenses	Total Expenditures/Appropriations		23,067,561	25,820,827	26,376,100
Expenses Net of Transfers	Total Expenditures Net of Transfers		23,067,561	25,820,827	26,376,100

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2019	Audited Balance 06/30/2020	Estimated Balance 06/30/2021	Estimated Balance 06/30/2022
Restricted for General Operating Budget	Capital Reserve	619,090	1,128,361	1,128,411	588,718
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	152,048	154,324	109,955	110,005
	Legal Reserve	624,611	1,279,001	988,399	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	1,019,496	1,058,456	973,368	482,966
	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2018-19 Actual Costs	2019-20 Actual Costs	2020-21 Original Budget	2020-21 Revised Budget	2021-22 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,565	\$18,794	\$21,503	\$21,768	\$21,546
Total Classroom Instruction	\$11,104	\$11,217	\$12,677	\$12,612	\$12,762
Classroom-Salaries and Benefits	\$10,840	\$10,933	\$12,314	\$12,293	\$12,316
Classroom-General Supplies and Textbooks	\$224	\$240	\$300	\$261	\$351
Classroom-Purchased Services	\$40	\$44	\$62	\$58	\$96
Total Support Services	\$3,673	\$3,670	\$4,106	\$4,114	\$3,992
Support Services-Salaries and Benefits	\$2,598	\$2,592	\$2,952	\$2,782	\$2,890
Total Administrative Costs	\$1,757	\$1,881	\$2,105	\$2,244	\$2,042
Administration Salaries and Benefits	\$1,481	\$1,548	\$1,703	\$1,622	\$1,630
Total Operations and Maintenance of Plant	\$1,928	\$1,931	\$2,509	\$2,693	\$2,640
Operations and Maintenance-Salaries and Benefits	\$539	\$457	\$665	\$600	\$546
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$85	\$81	\$86	\$84	\$84
Total Equipment Costs	\$12	\$89	\$0	\$19	\$0
Legal Costs	\$8	\$21	\$26	\$36	\$25
Employee Benefits as a percentage of salaries*	25.32%	25.15%	31.16%	29.48%	27.74%

*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 2020-21 revised appropriations and the 2021-22 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)
Curriculum Services	PARTICIPATES IN SHARED CURRICULUM SERVICES WITH PASCACK VALLEY RHS (PVRHS) & OTHER DISTRICTS	0
Insurance Coverages and Benefits	PARTICIPATES IN THE NORTHEAST SCHOOL BOARD INSURANCE GROUP (NESBIG) WITH APPROX. (40) OTHER BOARD OF EDUCATIONS FOR PROPERTY/CASUALTY INSURANCE, EMPLOYMENT PRACTICES INSURANCE, AND WORKERS' COMPENSATION INSURANCE.	0
Purchasing	PARTICIPATES IN COOPERATIVE PURCHASING (ED DATA, ESCNJ, UNION CO.COOP, HCESC, ECT)	0
Special Education Services	PARTICIPATES IN REGION II COOPERATIVE IN SPECIAL ED SERVICES SUCH AS TRANSPORTATION, STAFF DEVELOPMENT, & TRAINING	0
Technology Services	SHARE PRIVATE OPTIC NETWORK WITH PASSCACK VALLEY RHS (PVRHS) AND VIRTUALIZATION AS WELL	0

Estimated Tax Rates

Municipality	Category	Amount
Hillsdale	(A) General Fund School Levy	22,217,977
	(D) Total School Levy	22,687,977
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	1,697,221,457
	(H) Estimated Equalized Valuation (as of 10/01/20)	1,881,812,392
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.3091
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.3368
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.1807
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.2056

Employee Contract List for District

Name	Category	Measure
Michael Amuso	Job Title	Other
	Job Title II	Maint./B&G Supervisor
	Base Annual Salary Amount	\$93,902
	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	07/01/21
	End Date of Contract	06/30/22
	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	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$325
	Total Bonuses Amount	\$2,400
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Amt at Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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
Michael Amuso	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
Michael Ushoefer	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$105,898
	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	07/01/21
	End Date of Contract	06/30/22
	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	16
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Michael Ushoefer	Total Allowances Amount	\$730
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,218
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Amt at Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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	
Robert Lombardy	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$194,973
	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
Robert Lombardy	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/24
	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	16
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$7,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$475
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	N/A
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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
Robert Lombardy	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
Sacha Pouliot	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$148,526
	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	07/01/21
	End Date of Contract	06/30/22
	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	16
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,470
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$542
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$0	
Contractual Post-Employment Benefit Description of Payout of Sick days	N/A	

Employee Contract List for District

Name	Category	Measure
Sacha Pouliot	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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