

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	448.0	443.0	458.0
On Roll Special Ed Full-Time	71.0	82.0	82.0
On Roll Subtotal	519.0	525.0	540.0
Sent to Other Districts Special Ed	26.0	22.0	29.0
Received	17.0	18.0	15.0

**Advertised Revenues**

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	9,687,907	9,881,665	10,078,058
	Total Tuition	10-1300	275,880	204,486	302,990
	Unrestricted Miscellaneous Revenues	10-1XXX	49,074	17,815	17,500
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	220	220
	Interest Earned on Maintenance Reserve	10-1XXX	0	100	400
	Interest Earned on Capital Reserve Funds	10-1XXX	780	780	1,200
	Total Revenues from Local Sources		10,013,641	10,105,066	10,400,368
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	24,930	24,930	24,930
	Extraordinary Aid	10-3131	274,540	242,953	66,088
	Categorical Special Education Aid	10-3132	289,173	341,470	464,083
	Equalization Aid	10-3176	0	89,194	89,194
	Categorical Security Aid	10-3177	40,383	40,383	40,383
	Other State Aids	10-3XXX	42	0	0
	Total Revenues from State Sources		629,068	738,930	684,678
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	810,645	389,090
	Withdrawal from Maintenance Reserve	10-310	0	0	26,500
	Adjustment for Prior Year Encumbrances		0	23,250	0
	Actual Revenues (Over)/Under Expenditures		158,979	0	0
General Fund Revenues	Total Operating Budget		10,801,688	11,677,891	11,500,636
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	37,985	1	0
	Other Revenue from Local Sources	20-1XXX	1,722	2,500	2,500
	Total Revenues from Local Sources	20-1XXX	39,707	2,501	2,500
Special Revenue Fund Revenues from Federal Sources	I.D.E.A. Part B (Handicapped)	20-4420-4429	122,405	120,925	120,000
	CARES Act Education Stabilization Fund	20-4530	59,167	0	0
	Coronavirus Relief Fund (CRF)	20-4532	13,653	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	0	25,000	18,750
	CRRSA Act-Mental Health Grant	20-4536	0	45,000	45,000
	Total Revenues from Federal Sources		195,225	190,925	183,750
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-1,230	0	0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues	Total Grants and Entitlements		233,702	193,426	186,250
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	431,618	325,500	0
	Total Revenues from Local Sources		431,618	325,500	0
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	49,387	0	0
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		481,005	325,500	0
Debt Service Fund Revenues	Total Repayment of Debt		481,005	325,500	0
All Fund Revenues	Total Revenues/Sources		11,516,395	12,196,817	11,686,886
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		11,516,395	12,196,817	11,686,886

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,137,566	3,292,160	3,208,505
	Special Education-Instruction	11-2XX-100-XXX	1,079,633	1,125,042	1,224,658
	Basic Skills/Remedial-Instruction	11-230-100-XXX	91,047	93,433	98,012
	Bilingual Education-Instruction	11-240-100-XXX	87,558	93,514	89,336
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	25,503	55,285	53,593
	School-Sponsored Athletics-Instruction	11-402-100-XXX	12,086	38,730	38,100
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,233,856	1,319,992	1,511,785
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	69,456	71,684	77,620
	Undistributed Expenditures-Health Services	11-000-213-XXX	78,560	88,676	83,608
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	364,330	365,683	329,682
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	406,206	427,054	412,547
	Undistributed Expenditures-Guidance	11-000-218-XXX	142,567	168,084	139,009
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	417,773	446,886	450,877
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	146,985	141,423	27,102
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	115,889	95,375	97,658
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	22,771	38,388	38,080
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	393,552	447,080	433,696
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	123,772	187,258	195,779
	Undistributed Expenditures-Central Services	11-000-251-XXX	262,147	278,438	287,674
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	80,048	107,862	107,760
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	764,809	936,900	883,688
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	113,595	194,006	107,224
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,405,835	1,616,113	1,562,896
	Total Undistributed Expenditures			6,142,151	6,930,902
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	100	400
	Interest Earned on Current Expense Emergency Res	10-607	0	220	220
General Fund Current Expenses	Total General Current Expense		10,575,544	11,629,386	11,459,509

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	211,282	14,623	25,068
	Facilities Acquisition and Construction Services	12-000-400-XXX	14,862	33,102	14,859
	Interest Deposit to Capital Reserve	10-604	0	780	1,200
	Total Capital Outlay		226,144	48,505	41,127
General Fund Expenses and Transfers	General Fund Grand Total		10,801,688	11,677,891	11,500,636
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	1,722	2,500	2,500
	Student Activity Fund	20-475-XXX-XXX	36,755	1	0
Special Revenue Fund Expenses for Federal Projects	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	122,405	120,925	120,000
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	59,167	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	13,653	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	0	25,000	18,750
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	0	45,000	45,000
	Total Federal Projects	20-XXX-XXX-XXX	195,225	190,925	183,750
Special Revenue Fund Expenses	Total Special Revenue Funds		233,702	193,426	186,250
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	481,005	325,500	0
	Total Debt Service Funds		481,005	325,500	0
All Fund Expenses	Total Expenditures/Appropriations		11,516,395	12,196,817	11,686,886
Expenses Net of Transfers	Total Expenditures Net of Transfers		11,516,395	12,196,817	11,686,886

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2020	Audited Balance 06/30/2021	Estimated Balance 06/30/2022	Estimated Balance 06/30/2023
Unrestricted	General Operating Budget	565,361	824,564	509,204	250,000
	Repayment of Debt	1	1	0	0
Restricted for General Operating Budget	Capital Reserve	1,250,849	1,252,729	1,253,509	1,254,709
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	13,571	406,652	406,752	380,652
	Legal Reserve	1,136,358	625,170	129,886	0
	Unemployment Fund	0	0	0	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	219,441	219,441	219,661	219,881
	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 Special Revenue Fund	Student Activity Fund	20,775	22,005	22,005	22,005
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2019-20 Actual Costs	2020-21 Actual Costs	2021-22 Original Budget	2021-22 Revised Budget	2022-23 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$16,369	\$17,774	\$19,205	\$19,248	\$18,222
Total Classroom Instruction	\$9,310	\$10,292	\$10,850	\$10,773	\$10,478
Classroom-Salaries and Benefits	\$9,042	\$9,639	\$10,358	\$10,222	\$10,183
Classroom-General Supplies and Textbooks	\$224	\$625	\$455	\$515	\$262
Classroom-Purchased Services	\$44	\$29	\$37	\$36	\$33
Total Support Services	\$3,276	\$3,892	\$3,946	\$4,108	\$3,583
Support Services-Salaries and Benefits	\$2,336	\$2,604	\$2,930	\$3,047	\$2,734
Total Administrative Costs	\$1,994	\$1,930	\$2,273	\$2,247	\$2,204
Administration Salaries and Benefits	\$1,527	\$1,450	\$1,657	\$1,644	\$1,622
Total Operations and Maintenance of Plant	\$1,568	\$1,566	\$1,908	\$1,893	\$1,740
Operations and Maintenance-Salaries and Benefits	\$517	\$491	\$560	\$555	\$549
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$211	\$88	\$218	\$217	\$206
Total Equipment Costs	\$0	\$407	\$0	\$28	\$46
Legal Costs	\$77	\$19	\$67	\$67	\$46
Employee Benefits as a percentage of salaries*	26.67%	23.37%	23.92%	24.37%	23.26%

\*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 2021-22 revised appropriations and the 2022-23 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
630	maintenace reserve	100,000	to balance budget

Estimated Tax Rates

Municipality	Category	Amount
Northvale	(A) General Fund School Levy	10,079,298
	(D) Total School Levy	10,303,327
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	866,279,703
	(H) Estimated Equalized Valuation (as of 10/01/21)	1,032,586,080
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.1635
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.1894
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.9761
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.9978

Employee Contract List for District

Name	Category	Measure
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Dir of B&G
	Base Annual Salary Amount	\$95,481
	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	18
	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	12
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$50
	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	\$3,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	75 days at \$40 per day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Anthony Coppola

Employee Contract List for District

Name	Category	Measure
Anthony Coppola	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$2,938
	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	Payout of 8 days in lieu of vacation
	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
Kimberly Faustini	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Sp Ed Director
	Base Annual Salary Amount	\$128,750
	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	15
	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	18
	Description of Other Contracted Non-Working Days	Holidays

Employee Contract List for District

Name	Category	Measure
Kimberly Faustini	Total Allowances Amount	\$1,000
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	No payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
Additional Comment 2	None Reported	
Additional Comment 3	None Reported	
Louis Turco	Job Title	Business Administrator
	Job Title II	Treasurer
	Base Annual Salary Amount	\$134,576
	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
Louis Turco	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	18
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$3,740
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,409
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$24,912
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Included in sick 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
Louis Turco	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 Pinajian	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$194,476
	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	20
	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	18
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$12,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,659
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$36,966
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum paid upon retirement	

Employee Contract List for District

Name	Category	Measure
Michael Pinajian	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum paid upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused days included with sick
	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	
Nadine McGrath	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Dir of Curriculum
	Base Annual Salary Amount	\$113,300
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Nadine McGrath	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	18
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$1,000
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	no Payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported