

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	757.0	741.0	760.0
On Roll Special Ed Full-Time	123.0	117.0	116.0
On Roll Subtotal	880.0	858.0	876.0
In Private School Placements	26.0	24.0	25.0
Sent to Other Districts Regular	544.0	512.0	497.0
Sent to Other Districts Special Ed	121.0	133.0	127.0
Received	1.0	1.0	0.0
In State Facilities	1.0		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	13,959,387	14,447,965	14,447,965
	Total Tuition	10-1300	13,801	20,000	12,500
	Transportation Fees from Other Local Education Authorities	10-1420-1440	28,265	10,000	15,625
	Unrestricted Miscellaneous Revenues	10-1XXX	326,760	380,000	350,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	2,000	500
	Interest Earned on Capital Reserve Funds	10-1XXX	11,048	7,500	5,000
	Total Revenues from Local Sources		14,339,261	14,867,465	14,831,590
General Fund Revenues from State Sources	School Choice Aid	10-3116	319,817	335,529	347,139
	Categorical Transportation Aid	10-3121	632,435	632,435	632,435
	Extraordinary Aid	10-3131	295,198	200,000	200,000
	Categorical Special Education Aid	10-3132	981,906	981,906	981,906
	Equalization Aid	10-3176	10,246,188	10,037,616	9,969,582
	Categorical Security Aid	10-3177	200,265	200,265	200,265
	Other State Aids	10-3XXX	6,220	0	0
Total Revenues from State Sources		12,682,029	12,387,751	12,331,327	
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	54,314	37,048	42,542
	Total Revenues from Federal Sources		54,314	37,048	42,542
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,764,570	2,241,404
	Withdrawal from Capital Reserve for Local Share	10-307	0	0	629,715
	Other Financing Sources	10-5XXX	296,074	0	0
	Adjustment for Prior Year Encumbrances		0	17,871	0
	Actual Revenues (Over)/Under Expenditures		5,843	0	0
General Fund Revenues	Total Operating Budget		27,377,521	29,074,705	30,076,578
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	0	0	10,000
	Other Revenue from Local Sources	20-1XXX	16,335	24,118	25,000
	Total Revenues from Local Sources	20-1XXX	16,335	24,118	35,000

## Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	360,490	444,052
	Preschool Education Aid	20-3218	1,740,067	1,574,520	1,868,020
	Total Revenues from State Sources		1,740,067	1,935,010	2,312,072
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	201,348	230,814	196,192
	Title II	20-4451-4455	33,086	40,017	34,014
	Title IV	20-4471-4474	13,598	16,122	13,704
	I.D.E.A. Part B (Handicapped)	20-4420-4429	227,156	247,341	210,300
	CARES Act Education Stabilization Fund	20-4530	2,500	173,027	0
	CARES-Digital Divide Grant	20-4531	0	21,118	0
	Coronavirus Relief Fund (CRF)	20-4532	0	81,456	0
	Other	20-4XXX	0	100,000	0
	Total Revenues from Federal Sources		477,688	909,895	454,210
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten	20-5200	63,395	40,000	0
	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	156,815	133,430
Special Revenue Fund Revenues	Total Grants and Entitlements		2,297,485	3,065,838	2,934,712
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	30,420	0	0
	Total Revenues from Local Sources		30,420	0	0
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		30,420	0	0
	Actual Revenues (Over)/Under Expenditures		-5,700	0	0
Debt Service Fund Revenues	Total Repayment of Debt		24,720	0	0
All Fund Revenues	Total Revenues/Sources		29,699,726	32,140,543	33,011,290
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten	20-5200	63,395	40,000	0
	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	156,815	133,430
	Total Revenues/Sources Net of Transfers		29,636,331	31,943,728	32,877,860

## 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	3,541,322	5,621,507	5,669,390
	Special Education-Instruction	11-2XX-100-XXX	1,291,228	888,392	1,056,819
	Basic Skills/Remedial-Instruction	11-230-100-XXX	1,086,614	56,872	14,307
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	800	18,000	18,000
	Summer School	11-422-XXX-XXX	29,118	48,225	53,125
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	10,371,554	11,026,429	10,570,986
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	175,835	114,031	115,420
	Undistributed Expenditures-Health Services	11-000-213-XXX	185,435	195,503	198,492
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	316,034	313,477	321,987
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	312,588	307,260	313,688
	Undistributed Expenditures-Guidance	11-000-218-XXX	131,713	147,550	151,872
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	415,649	419,134	419,393
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	397,980	278,534	298,181
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	493,724	448,522	462,276
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	123,376	190,870	158,539
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	345,614	339,397	330,606
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	368,685	461,035	470,001
	Undistributed Expenditures-Central Services	11-000-251-XXX	428,427	440,687	449,388
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,894,042	1,809,133	1,844,884
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,887,246	2,307,052	2,182,419
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,929,496	2,958,115	3,052,951
	Undistributed Expenditures-Food Services	11-000-310-930	5,451	20,314	15,314
		Total Undistributed Expenditures		20,782,849	21,777,043
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	2,000	500
	Increase In Maintenance Reserve	10-606	0	200,000	200,000
General Fund Current Expenses	Total General Current Expense		26,731,931	28,612,039	28,368,538

## Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	110,225	38,025	5,900
	Facilities Acquisition and Construction Services	12-000-400-XXX	250,493	193,966	1,683,046
	Increase In Capital Reserve	10-604	247,108	209,390	0
	Interest Deposit to Capital Reserve	10-604	11,048	7,500	5,000
	Total Capital Outlay		618,874	448,881	1,693,946
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	26,716	13,785	14,094
	General Fund Grand Total		27,377,521	29,074,705	30,076,578
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	16,335	24,118	25,000
	Student Activity Fund	20-475-XXX-XXX	0	0	10,000
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	777,520	932,267	1,048,678
	Support Services	20-218-200-XXX	1,018,262	1,189,910	1,273,935
	Facility Acquisition and Construction Services	20-218-400-XXX	7,680	9,648	122,889
	Total Preschool Education Aid	20-218-XXX-XXX	1,803,462	2,131,825	2,445,502
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	1,803,462	2,131,825	2,445,502
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	201,348	230,814	196,192
	Title II	20-XXX-XXX-XXX	33,086	40,017	34,014
	Title IV	20-XXX-XXX-XXX	13,598	16,122	13,704
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	227,156	247,341	210,300
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	2,500	173,027	0
	Other	20-XXX-XXX-XXX	0	100,000	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	21,118	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	81,456	0
	Total Federal Projects	20-XXX-XXX-XXX	477,688	909,895	454,210
Special Revenue Fund Expenses	Total Special Revenue Funds		2,297,485	3,065,838	2,934,712
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	24,720	0	0
	Total Debt Service Funds		24,720	0	0
All Fund Expenses	Total Expenditures/Appropriations		29,699,726	32,140,543	33,011,290

## Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Regular	11-105-100-935	63,395	40,000	0
	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	156,815	133,430
	Total Expenditures Net of Transfers		29,636,331	31,943,728	32,877,860

## 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	526,357	784,512	1,001,402	376,687
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	202,000	402,500
	Legal Reserve	1,020,236	1,511,485	955,987	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	2,198,167	1,897,719	1,866,147	580,730
	Repayment of Debt	513	6,213	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	\$18,588	\$18,108	\$19,685	\$19,748	\$20,048
Total Classroom Instruction	\$9,655	\$9,634	\$10,535	\$10,854	\$11,229
Classroom-Salaries and Benefits	\$8,977	\$9,213	\$10,109	\$10,331	\$10,685
Classroom-General Supplies and Textbooks	\$595	\$348	\$306	\$373	\$381
Classroom-Purchased Services	\$83	\$73	\$120	\$150	\$163
Total Support Services	\$4,039	\$4,423	\$5,043	\$4,581	\$4,521
Support Services-Salaries and Benefits	\$2,704	\$3,195	\$3,492	\$3,148	\$3,148
Total Administrative Costs	\$1,960	\$1,658	\$1,752	\$1,871	\$1,855
Administration Salaries and Benefits	\$1,528	\$1,228	\$1,384	\$1,450	\$1,439
Total Operations and Maintenance of Plant	\$2,876	\$2,354	\$2,305	\$2,392	\$2,398
Operations and Maintenance-Salaries and Benefits	\$769	\$787	\$935	\$946	\$913
Board Contribution to Food Services	\$0	\$6	\$22	\$24	\$18
Total Extracurricular Costs	\$6	\$1	\$22	\$22	\$22
Total Equipment Costs	\$291	\$132	\$28	\$56	\$147
Legal Costs	\$70	\$60	\$70	\$54	\$61
Employee Benefits as a percentage of salaries*	28.89%	32.58%	31.78%	30.80%	31.41%

\*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)
Food Services	Privatized	0
Insurance Coverages and Benefits	Use of New Jersey Schools Insurance Group and Southern Coastal Health Insurance Consortium	0
Purchasing	State Contracts, Cooperative services agreements	0
Technology Services	Use of Cooperative services Agreements	0
Transportation Services, including Fuel	Use of County Special Services Commission for out of district transportation	0

## Estimated Tax Rates

Municipality	Category	Amount
Waterford Twp	(A) General Fund School Levy	14,447,965
	(D) Total School Levy	14,447,965
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	706,870,300
	(H) Estimated Equalized Valuation (as of 10/01/20)	805,458,381
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	2.0439
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	2.0439
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.7938
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.7938

Employee Contract List for District

Name	Category	Measure
Brenda Harring	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$162,709
	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	06/30/25
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$5,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,600
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$30,645
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped
	Contractual Post-Employment Benefit Description of Payout of Vacation days	25 x \$625.8
	Contractual Post-Employment Benefit Description of Payout of Personal days	Lapse to sick
	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
Brenda Harring	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
Daniel Fox	Job Title	Assistant Superintendent
	Job Title II	Business Administrator
	Base Annual Salary Amount	\$152,181
	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	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	0
Description of Other Contracted Non-Working Days	None Reported	

Employee Contract List for District

Name	Category	Measure
Daniel Fox	Total Allowances Amount	\$4,850
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,103
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$29,633
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped
	Contractual Post-Employment Benefit Description of Payout of Vacation days	25 x \$585.31
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal lapse to 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	
Edward Leypoldt	Job Title	Information Technology
	Job Title II	Technology Coordinator
	Base Annual Salary Amount	\$101,970
	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
	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	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Edward Leypoldt	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	\$24,805
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped
	Contractual Post-Employment Benefit Description of Payout of Vacation days	25 x \$392.19
	Contractual Post-Employment Benefit Description of Payout of Personal days	Lapse to 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

Employee Contract List for District

Name	Category	Measure
Edward Leypoldt	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
Elizabeth Scola	Job Title	Other
	Job Title II	Data Coordinator
	Base Annual Salary Amount	\$79,568
	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	185
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$0
	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	\$12,000
Contractual Post-Employment Benefit Description of Payout of Sick days	\$75 x 160	

Employee Contract List for District

Name	Category	Measure
Elizabeth Scola	Contractual Post-Employment Benefit Description of Payout of Vacation days	No Vacation Earned
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal lapse to 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