Gloucester Glassboro Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	1,626.0	1,518.0	1,746.0
On Roll Special Ed Full-Time	301.0	297.0	297.0
On Roll Subtotal	1,927.0	1,815.0	2,043.0
In Private School Placements	27.0	22.0	0.0
Sent to Other Districts Regular	6.0	7.0	4.0
Sent to Other Districts Special Ed	18.0	19.0	19.0
Received	12.0	9.0	4.0
In State Facilities	1.0		0.0

Gloucester Glassboro Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
	Local Tax Levy	10-1210	20,335,186	20,839,814	21,256,610
	Other Local Governmental Units-Unrestricted	10-12XX	0	10,000	
	Total Tuition	10-1300	328,738	202,356	200,000
	Transportation Fees from Other Local Education Authorities	10-1420-1440	84,967	175,000	150,000
General Fund Revenues from Local Sources	Rents and Royalties	10-1910	7,933	10,000	10,000
	Unrestricted Miscellaneous Revenues	10-1XXX	422,773	90,000	95,000
	Advertising Fees-School Buses	10-1992	16,293	11,000	10,000
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	250	
	Total Revenues from Local Sources		21,195,890	21,338,420	21,721,610
	School Choice Aid	10-3116	142,688	142,868	150,807
	Extraordinary Aid	10-3131	363,246	363,246	225,000
General Fund Revenues from State Sources	Categorical Special Education Aid	10-3132	92,586	92,586	92,586
General Fund Revenues from State Sources	Equalization Aid	10-3176	14,597,332	14,310,937	14,184,559
	Other State Aids	10-3XXX	1,520,691	0	
	Total Revenues from State Sources		16,716,543	14,909,637	14,652,952
	Medicaid Reimbursement	10-4200	0	128,797	77,862
General Fund Revenues from Federal Sources	Ffcra/SEMI or ARRA/SEMI Revenue	10-4210	100,576	0	
	Total Revenues from Federal Sources		100,576	128,797	77,862
	Budgeted Fund Balance-Operating Budget	10-303	0	6,533,348	1,496,854
	Withdrawal from Current Expense Emergency Reserve	10-312	0	0	50,000
General Fund Revenues from Other Sources	Withdrawal from Bus Advertising Reserve for Fuel Costs	10-315	0	8,147	8,146
	Adjustment for Prior Year Encumbrances		0	45,392	
	Actual Revenues (Over)/Under Expenditures		-1,512,138	0	
General Fund Revenues	Total Operating Budget		36,500,871	42,963,741	38,007,424
Change Dayanya Fund Dayanyaa francis and Carress	Other Revenue from Local Sources	20-1XXX	47,569	12,895	
Special Revenue Fund Revenues from Local Sources	Total Revenues from Local Sources	20-1XXX	47,569	12,895	

Gloucester Glassboro 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	392,501	28,895
	Preschool Education Aid	20-3218	612,451	1,329,570	1,212,204
	Total Revenues from State Sources		612,451	1,722,071	1,241,099
	Title I	20-4411-4416	680,270	926,188	587,869
	Title II	20-4451-4455	52,531	205,077	77,501
	Title III	20-4491-4494	4,051	21,560	12,066
	Title IV	20-4471-4474	32,387	40,670	43,221
	I.D.E.A. Part B (Handicapped)	20-4420-4429	618,301	627,500	532,028
	Vocational Education	20-4430	0	18,262	15,523
On a del December 5 and December 6 and 5 and 0 and 0	CARES Act Education Stabilization Fund	20-4530	0	578,189	0
Special Revenue Fund Revenues from Federal Sources	CARES-Digital Divide Grant	20-4531	0	45,062	0
	Coronavirus Relief Fund (CRF)	20-4532	0	153,783	0
	CRRSA Act-ESSER II	20-4534	0	0	2,267,366
	CRRSA Act-Learning Acceleration Grant	20-4535	0	0	145,508
	Other	20-4XXX	390,274	446,377	0
	CRRSA Act-Mental Health Grant	20-4536	0	0	45,000
	Total Revenues from Federal Sources		1,777,814	3,062,668	3,726,082
Charles Devenue Fund Devenues from Other Courses	Transfers from Operating Budget-Pre-Kindergarten	20-5200	352,402	296,501	0
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	303,051
Special Revenue Fund Revenues	Total Grants and Entitlements		2,790,236	5,094,135	5,270,232
	Local Tax Levy	40-1210	962,570	987,234	961,964
Debt Service Fund Revenues from Local Sources	Interest on Investments	40-1510	1,987	0	0
Debt Service Fund Revenues from Local Sources	Miscellaneous	40-1XXX	1,987	0	0
	Total Revenues from Local Sources		964,557	987,234	961,964
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	672,521	666,546	664,411

Gloucester Advertised Revenues Glassboro

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,637,078	1,653,780	1,626,375
Debt Service Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures		9,147	0	0
Debt Service Fund Revenues	Total Repayment of Debt		1,646,225	1,653,780	1,626,375
All Fund Revenues	Total Revenues/Sources		40,937,332	49,711,656	44,904,031
	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten	20-5200	352,402	296,501	0
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	303,051
	Total Revenues/Sources Net of Transfers		40,584,930	49,415,155	44,600,980

Gloucester Glassboro Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	9,653,611	11,291,269	10,028,158
	Special Education-Instruction	11-2XX-100-XXX	3,174,013	3,530,733	2,710,335
	Basic Skills/Remedial-Instruction	11-230-100-XXX	336,857	456,110	229,438
General Fund Current Expenses for Instruction	Bilingual Education-Instruction	11-240-100-XXX	268,107	262,367	268,572
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	93,340	119,253	75,495
	School-Sponsored Athletics-Instruction	11-402-100-XXX	335,393	413,454	367,215
	Summer School	11-422-XXX-XXX	32,517	42,452	10,450
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,508,441	3,106,030	3,056,584
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	110,042	169,759	179,763
	Undistributed Expenditures-Health Services	11-000-213-XXX	457,792	576,995	530,458
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	342,767	375,975	302,851
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	353,209	658,388	616,380
	Undistributed Expenditures-Guidance	11-000-218-XXX	817,375	924,048	682,841
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	892,654	958,933	852,965
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	414,376	589,784	517,903
General Fund Current Expenses for Support Services	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	165,393	245,733	123,495
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	9,109	12,150	7,900
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	677,160	771,431	645,389
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,344,667	1,430,729	1,316,084
	Undistributed Expenditures-Central Services	11-000-251-XXX	469,854	579,693	527,412
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	559,712	758,402	821,947
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,743,184	3,354,404	3,130,690
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	2,344,493	2,714,006	1,993,884
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	7,895,798	8,866,834	8,108,235
	Total Undistributed Expenditures		22,106,026	26,093,294	23,414,781
General Fund Current Expenses for Increased Reserves	Interest Earned on Current Expense Emergency Res	10-607	0	250	(
General Fund Current Expenses for increased Reserves	Increase In Bus Advertising Reserve for Fuel Costs	10-610	6,619	0	(
General Fund Current Expenses	Total General Current Expense		36,006,483	42,209,182	37,104,444

Gloucester Advertised Appropriations Glassboro

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
	Equipment	12-XXX-XXX-730	344,784	435,470	424,327
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	123,975	288,708	356,920
	Total Capital Outlay		468,759	724,178	781,247
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	25,629	30,381	121,733
General Fund Expenses and Translets	General Fund Grand Total		36,500,871	42,963,741	38,007,424
Special Revenue Fund Expenses for Grants and Entitlements	·		47,569	12,895	C
	Preschool Education Aid Instruction	20-218-100-XXX	726,671	1,441,034	881,079
Special Devenue Fund Expanses for Preschool Education Aid	Support Services	20-218-200-XXX	229,020	577,538	613,071
Special Revenue Fund Expenses for Preschool Education Aid	Facility Acquisition and Construction Services	20-218-400-XXX	9,162	0	50,000
	Total Preschool Education Aid	20-218-XXX-XXX	964,853	2,018,572	1,544,150
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	964,853	2,018,572	1,544,150
	Title I	20-XXX-XXX-XXX	680,270	926,188	587,869
	Title II	20-XXX-XXX-XXX	52,531	205,077	77,501
	Title III	20-XXX-XXX-XXX	4,051	21,560	12,066
	Title IV	20-XXX-XXX-XXX	32,387	40,670	43,221
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	618,301	627,500	532,028
	Vocational Education	20-XXX-XXX-XXX	0	18,262	15,523
Special Revenue Fund Expenses for Federal Projects	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	578,189	0
Special Revenue Fund Expenses for Federal Projects	Other	20-XXX-XXX-XXX	390,274	446,377	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	45,062	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	153,783	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	0	0	2,267,366
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	0	0	145,508
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	0	0	45,000
	Total Federal Projects	20-XXX-XXX-XXX	1,777,814	3,062,668	3,726,082
Special Revenue Fund Expenses	Total Special Revenue Funds		2,790,236	5,094,135	5,270,232

Gloucester Advertised Appropriations Glassboro

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	1,646,225	1,653,780	1,626,375
Debt Service Fund Expenses	Total Debt Service Funds		1,646,225	1,653,780	1,626,375
All Fund Expenses	Total Expenditures/Appropriations		40,937,332	49,711,656	44,904,031
	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Regular	11-105-100-935	352,402	296,501	0
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	0	303,051
	Total Expenditures Net of Transfers		40.584.930	49,415,155	44.600.980

Gloucester Advertised Recapitulation of Balances Glassboro

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
	Capital Reserve	0	0	0	0
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
Destricted for Conseq Operation Dudget	Legal Reserve	5,123,125	2,929,628	218,182	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	50,000	50,000	50,250	250
	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
	General Operating Budget	1,138,785	4,723,520	2,134,382	847,564
Unrestricted	Repayment of Debt	-11,046	-20,193	-20,193	-20,193

Gloucester Advertised Per Pupil Cost Calculations Glassboro

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	\$16,258	\$16,619	\$19,757	\$21,003	\$16,268
Total Classroom Instruction	\$9,387	\$9,671	\$12,541	\$13,265	\$9,216
Classroom-Salaries and Benefits	\$8,695	\$8,976	\$11,519	\$12,104	\$8,552
Classroom-General Supplies and Textbooks	\$345	\$349	\$500	\$585	\$324
Classroom-Purchased Services	\$347	\$346	\$522	\$577	\$340
Total Support Services	\$2,503	\$2,660	\$2,771	\$3,002	\$2,644
Support Services-Salaries and Benefits	\$2,301	\$2,487	\$2,470	\$2,627	\$2,409
Total Administrative Costs	\$1,952	\$2,035	\$2,095	\$2,219	\$2,098
Administration Salaries and Benefits	\$1,548	\$1,619	\$1,547	\$1,648	\$1,663
Total Operations and Maintenance of Plant	\$1,833	\$1,709	\$1,878	\$2,028	\$1,821
Operations and Maintenance-Salaries and Benefits	\$1,052	\$1,009	\$1,037	\$1,095	\$998
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$320	\$286	\$314	\$333	\$279
Total Equipment Costs	\$130	\$185	\$227	\$240	\$233
Legal Costs	\$53	\$46	\$64	\$67	\$60
Employee Benefits as a percentage of salaries*	34.43%	37.12%	37.90%	37.40%	39.59%

^{*}Does not include pension and social security paid by the State on-behalf of the district.

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.

^{**}Federal and State funds in the blended resource school-based budgets.

Gloucester Glassboro Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	Rowan University partnerships providing students with courses at reduced rates	0
Municipal/Public Works	Borough provides trash removal, fuel, and shared garage space	0
Purchasing	Member of multiple Cooperatives, ACES, Ed Data	0
Technology Services	The district and the Borough share fiber	0
	Interlocal Shared Services Agreement with Delsea Regional for Transportation Coordinator & Dispatcher	0
Transportation Services, including Fuel	Fuel purchased through Glassboro Borough	0
	Jointures with other LEA's	0

Gloucester Glassboro Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	21,048,212
	(D) Total School Levy	22,022,811
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	1,263,853,866
Olasakana Danawak	(H) Estimated Equalized Valuation (as of 10/01/20)	1,288,088,684
Glassboro Borough	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.6654
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.7425
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.6341
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.7097

Name	Category	Measure
	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$140,000
	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	12/01/20
	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
Lisa Ridgway	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	\$13,220
	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	\$10,760
	Contractual Post-Employment Benefit Description of Payout of Sick days	After five years, payout at \$110 per day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260 of annual salary
	Contractual Post-Employment Benefit Description of Payout of Personal days	Converted into Sick days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	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
Lisa Ridgway	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
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$177,327
	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
Mark Cilveratoin	Member of Collective Bargaining Unit (CBU)?	N
Mark Silverstein	Beginning Date of Contract	07/01/17
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	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	Bereavement

Name	Category	Measure
	Total Allowances Amount	\$8,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,284
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$1,364
	Contractual Post-Employment Benefit Description of Payout of Sick days	1/260 of Salary up to 15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260 of Salary
	Contractual Post-Employment Benefit Description of Payout of Personal days	Converted to Sick Days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Mark Silverstein	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Mark Silverstein	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
	Job Title	Other
	Job Title II	Chief Academic Officer
	Base Annual Salary Amount	\$139,000
Robert Preston	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	08/27/20
	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	\$1,304
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Robert Preston	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	\$14,586
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$115 * Sick Days remaining
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Daily rate * Vacation Days remaining
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not subject to 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

Name	Category	Measure
Robert Preston	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