

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	245.0	244.0	243.0
On Roll Special Ed Full-Time	42.0	44.0	38.0
On Roll Subtotal	287.0	288.0	281.0
In Private School Placements	10.0	8.0	10.0
Sent to Other Districts Regular	99.0	102.0	122.0
Sent to Other Districts Special Ed	23.0	21.0	22.0

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	8,717,867	8,892,660	9,084,342
	Total Tuition	10-1300	37,718	52,000	52,000
	Unrestricted Miscellaneous Revenues	10-1XXX	11,675	4,000	4,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	200	200
	Interest Earned on Capital Reserve Funds	10-1XXX	0	200	200
	Total Revenues from Local Sources			8,767,260	8,949,060
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	90,222	109,013	128,697
	Extraordinary Aid	10-3131	140,672	65,600	65,600
	Categorical Special Education Aid	10-3132	423,968	441,797	474,868
	Categorical Security Aid	10-3177	20,869	49,170	49,170
	Other State Aids	10-3XXX	8,816	0	0
	Total Revenues from State Sources			684,547	665,580
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	1,119,125	801,260	531,170
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	1,410,000	280,000
	Withdrawal from Maintenance Reserve	10-310	0	210,000	100,000
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	100,000	100,000
	Withdrawal from Tuition Reserve for Excess Over Adjustments	10-311	100,000	0	0
	Other Financing Sources	10-5XXX	33	0	0
	Adjustment for Prior Year Encumbrances		0	387,316	0
	Actual Revenues (Over)/Under Expenditures			-771,774	0
General Fund Revenues	Total Operating Budget		9,899,191	12,523,216	10,870,247
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	33,609	10,000	10,000
	Other Revenue from Local Sources	20-1XXX	174	0	0
	Total Revenues from Local Sources	20-1XXX	33,783	10,000	10,000

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	77,199	74,284	38,822
	Title II	20-4451-4455	7,574	8,853	7,028
	Title III	20-4491-4494	2,939	2,204	0
	Title IV	20-4471-4474	11,563	13,974	11,179
	IDEA Part B (Handicapped)	20-4420-4429	74,337	77,692	62,154
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	21,725	29,075	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	40,000	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	6,597	27,281	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	42,230	18,212	0
	ARP-ESSER	20-4540	0	63,275	0
	CARES Act Education Stabilization Fund	20-4530	9,408	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	0	870	0
	CRRSA Act-Mental Health Grant	20-4536	36,535	14,594	0
	Total Revenues from Federal Sources			330,107	330,314
Special Revenue Fund Revenues	Total Grants and Entitlements		362,369	340,314	129,183
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	0	0	829,970
	Total Revenues from Local Sources		0	0	829,970
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	0	0	230,396
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		0	0	1,060,366
Debt Service Fund Revenues	Total Repayment of Debt		0	0	1,060,366
All Fund Revenues	Total Revenues/Sources		10,261,560	12,863,530	12,059,796
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		10,261,560	12,863,530	12,059,796

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	1,942,885	2,129,018	2,236,097
	Special Education-Instruction	11-2XX-100-XXX	663,932	763,526	766,733
	Basic Skills/Remedial-Instruction	11-230-100-XXX	72,024	125,075	130,123
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	17,109	45,247	40,344
	School-Sponsored Athletics-Instruction	11-402-100-XXX	34,145	22,068	24,885
	Other Instructional Programs-Instruction	11-4XX-100-XXX	13,461	28,964	32,965
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,438,362	2,836,159	2,613,707
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	30,915	34,771	35,768
	Undistributed Expenditures-Health Services	11-000-213-XXX	94,901	113,027	101,458
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	107,097	131,098	120,246
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	63,840	100,335	50,496
	Undistributed Expenditures-Guidance	11-000-218-XXX	54,716	93,644	96,827
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	113,425	314,708	333,740
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	56,199	62,506	72,792
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	136,850	213,998	158,183
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	11,119	31,480	35,180
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	299,805	319,250	314,328
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	108,050	117,020	109,200
	Undistributed Expenditures-Central Services	11-000-251-XXX	145,032	191,016	160,452
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	38,139	52,621	65,650
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	461,883	811,067	705,058
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	773,269	866,222	994,117
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	983,731	1,268,376	1,289,373
	Total Undistributed Expenditures			5,917,333	7,557,298
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	502	200	200
	Increase In Maintenance Reserve	10-606	93,430	0	0
General Fund Current Expenses	Total General Current Expense		8,754,821	10,671,396	10,487,922

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	62,234	244,503	86,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	177,487	1,607,117	296,125
	Increase In Capital Reserve	10-604	900,000	0	0
	Interest Deposit to Capital Reserve	10-604	1,882	200	200
	Total Capital Outlay		1,141,603	1,851,820	382,325
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	2,767	0	0
	General Fund Grand Total		9,899,191	12,523,216	10,870,247
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	174	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	77,199	74,284	38,822
	Title II	20-XXX-XXX-XXX	7,574	8,853	7,028
	Title III	20-XXX-XXX-XXX	2,939	2,204	0
	Title IV	20-XXX-XXX-XXX	11,563	13,974	11,179
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	74,337	77,692	62,154
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	9,408	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	0	870	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	36,535	14,594	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	0	63,275	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	21,725	29,075	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	40,000	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	6,597	27,281	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	42,230	18,212	0
	Total Federal Projects	20-XXX-XXX-XXX	330,107	330,314	119,183
	Special Revenue Fund Expenses	Total Special Revenue Funds		362,369	340,314
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	0	0	1,060,366
	Total Debt Service Funds		0	0	1,060,366
All Fund Expenses	Total Expenditures/Appropriations		10,261,560	12,863,530	12,059,796
Expenses Net of Transfers	Total Expenditures Net of Transfers		10,261,560	12,863,530	12,059,796

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2022	Audited Balance 06/30/2023	Estimated Balance 06/30/2024	Estimated Balance 06/30/2025
Unrestricted	General Operating Budget	434,835	331,624	146,789	146,789
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,712,746	2,614,628	1,204,828	925,028
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	324,829	418,761	208,961	109,161
	Legal Reserve	1,735,550	1,147,595	531,170	0
	Unemployment Fund	22,023	22,101	22,101	22,101
	Tuition Reserve	200,000	200,000	100,000	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
	State Military Impact Aid Reserve Pursuant to P.L. 2023 c.112			0	0
Restricted for Special Revenue Fund	Student Activity Fund	15,879	17,400	17,400	17,400
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2021-22 Actual Costs	2022-23 Actual Costs	2023-24 Original Budget	2023-24 Revised Budget	2024-25 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,863	\$18,780	\$21,808	\$24,197	\$24,484
Total Classroom Instruction	\$11,655	\$11,540	\$12,040	\$13,362	\$14,191
Classroom-Salaries and Benefits	\$10,920	\$10,821	\$11,038	\$12,156	\$13,220
Classroom-General Supplies and Textbooks	\$652	\$536	\$498	\$548	\$587
Classroom-Purchased Services	\$83	\$183	\$504	\$658	\$384
Total Support Services	\$2,673	\$2,772	\$4,049	\$4,589	\$4,345
Support Services-Salaries and Benefits	\$2,108	\$2,231	\$3,116	\$3,427	\$3,477
Total Administrative Costs	\$2,575	\$2,432	\$2,589	\$2,776	\$2,776
Administration Salaries and Benefits	\$1,914	\$1,891	\$1,903	\$1,814	\$2,099
Total Operations and Maintenance of Plant	\$1,771	\$1,781	\$2,826	\$3,142	\$2,851
Operations and Maintenance-Salaries and Benefits	\$839	\$905	\$1,294	\$1,425	\$1,545
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$146	\$203	\$262	\$289	\$286
Total Equipment Costs	\$294	\$214	\$279	\$849	\$306
Legal Costs	\$125	\$134	\$111	\$119	\$91
Employee Benefits as a percentage of salaries*	25.50%	26.42%	29.22%	29.70%	28.40%

*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 2023-24 revised appropriations and the 2024-25 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)
Insurance Coverages and Benefits	The District participates in a Pooled Insurance Program that enables us to purchase property, liability, and other insurances at a discounted rate.	0
Municipal/Public Works	The Borough provides trash pick up to the District at no cost. They also provide snow removal and ice melt distribution at no cost. The Borough and District share use of the gym.	0
Purchasing	The District participates in the ACES program which allows the district to purchase utilities at a reduced cost. The District participates in the Ed Data Cooperative bidding service.	0
Transportation Services, including Fuel	The District participates with Educational Services of Morris County for regular and special education transportation.	0

Estimated Tax Rates

Municipality	Category	Amount
Riverdale Borough	(A) General Fund School Levy	9,084,342
	(D) Total School Levy	9,674,080
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	974,013,725
	(H) Estimated Equalized Valuation (as of 10/01/23)	1,034,088,464
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.9327
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.9932
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.8785
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.9355

Employee Contract List for District

Name	Category	Measure
Jayson Gutierrez	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$163,239
	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	07/01/23
	End Date of Contract	06/30/24
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$5,212
	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	\$10,673
	Contractual Post-Employment Benefit Description of Payout of Sick days	Up to 12 sick days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Up to 5 vacation days
	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
Jayson Gutierrez	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
Mark Sernatinger	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$133,770
	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	07/01/23
	End Date of Contract	06/30/24
	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	0
Description of Other Contracted Non-Working Days	None Reported	

Employee Contract List for District

Name	Category	Measure
Mark Sernatinger	Total Allowances Amount	\$2,660
	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	\$2,787
	Contractual Post-Employment Benefit Description of Payout of Sick days	N/A
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Up to 5 days payout
	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	
Sandy Vicale	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$102,900
	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
Sandy Vicale	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/23
	End Date of Contract	06/30/24
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$3,384
	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	\$2,144
	Contractual Post-Employment Benefit Description of Payout of Sick days	N/A
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Up to 5 days
	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
Sandy Vicale	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
Stacy DiLorenzo	Job Title	Psychologist
	Job Title II	Supervisor of Special Ser
	Base Annual Salary Amount	\$99,607
	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	07/01/23
	End Date of Contract	06/30/24
	Contracted Number of Annual Work Days	200
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
	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	\$2,471
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$33,021
	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
Stacy DiLorenzo	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	