

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	508.0	466.0	470.0
On Roll Special Ed Full-Time	98.0	113.0	105.0
On Roll Subtotal	606.0	579.0	575.0
In Private School Placements		1.0	1.0
Received	241.0	217.0	205.0
In State Facilities		1.0	0.0

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	3,931,616	4,097,539	4,266,893
	Total Tuition	10-1300	4,665,225	4,147,517	4,302,005
	Unrestricted Miscellaneous Revenues	10-1XXX	10,499	700	4,150
	Interest Earned on Maintenance Reserve	10-1XXX	0	10	15
	Interest Earned on Capital Reserve Funds	10-1XXX	0	50	40
	Total Revenues from Local Sources			8,607,340	8,245,816
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	14,798	14,798	14,798
	Categorical Special Education Aid	10-3132	295,639	295,639	352,075
	Equalization Aid	10-3176	2,302,610	2,162,872	2,296,541
	Categorical Security Aid	10-3177	58,460	58,460	61,165
	Other State Aids	10-3XXX	92,227	0	0
	Total Revenues from State Sources			2,763,734	2,531,769
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	21,424	26,202
	Total Revenues from Federal Sources			0	21,424
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	300,000	300,000
	Withdrawal from Maintenance Reserve	10-310	0	225,000	225,000
	Adjustment for Prior Year Encumbrances		0	223,615	0
	Actual Revenues (Over)/Under Expenditures		292,426	0	0
General Fund Revenues	Total Operating Budget		11,663,500	11,547,624	11,848,884
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	188,918	0	0
	Other Revenue from Local Sources	20-1XXX	5,800	0	0
	Total Revenues from Local Sources	20-1XXX	194,718	0	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	457,266	569,480	632,688
	Other Restricted Entitlements	20-32XX	888,850	0	0
	Total Revenues from State Sources		1,346,116	569,480	632,688

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	93,649	44,000	56,000
	Title II	20-4451-4455	9,709	6,000	6,000
	Title IV	20-4471-4474	10,000	0	0
	IDEA Part B (Handicapped)	20-4420-4429	153,429	152,000	147,000
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	22,183	20,000	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	20,000	20,000	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	20,000	20,000	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	25,279	44,250	0
	ARP-ESSER	20-4540	148,941	148,942	0
	Other	20-4XXX	4,907	3,900	3,900
	CRRSA Act-Mental Health Grant	20-4536	6,340	0	0
	Total Revenues from Federal Sources		514,437	459,092	212,900
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	13,449	14,237	15,064
Special Revenue Fund Revenues	Total Grants and Entitlements		2,059,933	1,042,809	860,652
All Fund Revenues	Total Revenues/Sources		13,723,433	12,590,433	12,709,536
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	13,449	14,237	15,064
	Total Revenues/Sources Net of Transfers		13,709,984	12,576,196	12,694,472

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	3,839,363	3,334,479	3,571,065
	Special Education-Instruction	11-2XX-100-XXX	1,134,062	963,549	951,164
	Basic Skills/Remedial-Instruction	11-230-100-XXX	211,120	216,033	156,479
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	87,752	87,000	95,000
	School-Sponsored Athletics-Instruction	11-402-100-XXX	325,897	383,008	375,745
	Summer School	11-422-XXX-XXX	813	14,373	21,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	10,199	121,470	142,379
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	24,251	25,845	26,295
	Undistributed Expenditures-Health Services	11-000-213-XXX	160,567	182,373	165,037
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	397,693	353,602	411,370
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	9,296	7,500	500
	Undistributed Expenditures-Guidance	11-000-218-XXX	254,111	223,144	231,356
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	63,399	86,293	65,000
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	26,600	15,800	13,400
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	79,826	83,129	85,099
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	507	15,000	15,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	301,458	394,773	345,974
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	480,859	498,624	519,250
	Undistributed Expenditures-Central Services	11-000-251-XXX	215,233	245,270	231,329
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	90,795	119,000	130,039
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,303,291	1,329,860	1,283,714
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	181,903	256,085	343,749
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,280,432	2,532,774	2,623,809
	Total Undistributed Expenditures			5,880,420	6,490,542
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	10	15
General Fund Current Expenses	Total General Current Expense		11,479,427	11,488,994	11,803,768

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	83,162	7,000	9,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	74,713	25,398	1,448
	Interest Deposit to Capital Reserve	10-604	0	50	40
	Total Capital Outlay		157,875	32,448	10,488
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	26,198	26,182	34,628
	General Fund Grand Total		11,663,500	11,547,624	11,848,884
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	5,800	0	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	261,213	319,386	316,916
	Support Services	20-218-200-XXX	209,502	264,331	330,836
	Total Preschool Education Aid	20-218-XXX-XXX	470,715	583,717	647,752
Special Revenue Fund Expenses for Other State Projects	Other	20-XXX-XXX-XXX	888,850	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	1,359,565	583,717	647,752
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	93,649	44,000	56,000
	Title II	20-XXX-XXX-XXX	9,709	6,000	6,000
	Title IV	20-XXX-XXX-XXX	10,000	0	0
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	153,429	152,000	147,000
	Other	20-XXX-XXX-XXX	4,907	3,900	3,900
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	6,340	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	148,941	148,942	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	22,183	20,000	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	20,000	20,000	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	20,000	20,000	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	25,279	44,250	0
	Total Federal Projects	20-XXX-XXX-XXX	514,437	459,092	212,900
Special Revenue Fund Expenses	Total Special Revenue Funds		2,059,933	1,042,809	860,652
All Fund Expenses	Total Expenditures/Appropriations		13,723,433	12,590,433	12,709,536

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	13,449	14,237	15,064
	Total Expenditures Net of Transfers		13,709,984	12,576,196	12,694,472

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	549,893	641,485	550,000	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	565,508	468,344	468,394	468,434
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	754,242	602,308	377,318	152,333
	Legal Reserve	0	0	0	0
	Unemployment Fund	0	0	0	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
	State Military Impact Aid Reserve Pursuant to P.L. 2023 c.112			0	0
Restricted for Special Revenue Fund	Student Activity Fund	155,207	163,994	163,994	163,994
	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	\$18,140	\$19,460	\$19,235	\$20,244	\$20,856
Total Classroom Instruction	\$10,828	\$11,684	\$10,962	\$11,421	\$11,909
Classroom-Salaries and Benefits	\$10,299	\$11,132	\$10,437	\$10,875	\$11,291
Classroom-General Supplies and Textbooks	\$420	\$482	\$416	\$438	\$502
Classroom-Purchased Services	\$110	\$70	\$109	\$109	\$115
Total Support Services	\$2,291	\$2,290	\$2,335	\$2,410	\$2,603
Support Services-Salaries and Benefits	\$1,989	\$1,950	\$1,901	\$1,815	\$2,131
Total Administrative Costs	\$2,110	\$2,259	\$2,523	\$2,779	\$2,774
Administration Salaries and Benefits	\$1,689	\$1,890	\$2,027	\$2,141	\$2,250
Total Operations and Maintenance of Plant	\$2,063	\$2,403	\$2,463	\$2,630	\$2,548
Operations and Maintenance-Salaries and Benefits	\$960	\$1,010	\$1,100	\$1,162	\$1,094
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$837	\$825	\$952	\$1,004	\$1,022
Total Equipment Costs	\$101	\$138	\$12	\$12	\$16
Legal Costs	\$27	\$19	\$50	\$69	\$52
Employee Benefits as a percentage of salaries*	31.24%	31.73%	38.10%	38.88%	39.20%

*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)
Business Services	Shared business services (BA) with sending district - Harmony	0
Curriculum Services	Shared with sending districts	0
Custodial and Maintenance Services	Equipment and services are shared with the town whenever possible	0
Insurance Coverages and Benefits	District is enrolled in NJSIG	0
Others	District sponsors various after school activities and athletics to share with the town	0
Professional Staff Development	Shared with sending districts including county in-service presenters and consultants and teacher training	0
Purchasing	District participates in ACES and HCESC purchasing for power, utilities and fuel	0
	District purchases supplies through HCESC and MCESC when cost effective	0
Social Worker/Psychologist	Shared CST clusterwide based in Belvidere	0
Superintendent and Assistant Sup.	Shared Superintendent with sending district - Harmony	0

Estimated Tax Rates

Municipality	Category	Amount
Belvidere Town	(A) General Fund School Levy	4,266,893
	(D) Total School Levy	4,266,893
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	253,062,250
	(H) Estimated Equalized Valuation (as of 10/01/23)	232,850,805
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.6861
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.6861
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.8325
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.8325

Employee Contract List for District

Name	Category	Measure
Andrew Kennedy	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Operations Chief
	Base Annual Salary Amount	\$84,000
	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	07/01/23
	End Date of Contract	06/30/24
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$525
	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	\$12,346
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum at retirement or separation
	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
Andrew Kennedy	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
Christopher Carrubba	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$203,975
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	41
	Shared District	2040
	Job Title Other District	Superintendent
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/25
	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	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
Christopher Carrubba	Total Allowances Amount	\$4,218
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$34,613
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum at retirement or separation
	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	
Erik Lee	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$87,560
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	41
	Shared District	5480

Employee Contract List for District

Name	Category	Measure
Erik Lee	Job Title Other District	Information Technology
	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	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
	Total Allowances Amount	\$480
	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	\$14,235
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum at retirement or separation
	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
Erik Lee	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
Rachelle Tjalma	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$193,802
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	41
	Shared District	2040
	Job Title Other District	Business Administrator
	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	260
	Contracted Number of Annual Vacation Days	25
	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
	Total Allowances Amount	\$2,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$33,635
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum at retirement	

Employee Contract List for District

Name	Category	Measure
Rachelle Tjalma	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum at retirement or separation
	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