

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	1,286.0	1,294.0	1,338.0
On Roll Special Ed Full-Time	209.0	222.0	213.0
On Roll Subtotal	1,495.0	1,516.0	1,551.0
In Private School Placements	2.0	2.0	2.0
Sent to Other Districts Special Ed	3.0	1.0	1.0
Received	497.0	506.0	535.0

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	13,525,584	13,822,989	14,153,729
	Total Tuition	10-1300	8,028,080	8,284,580	8,257,440
	Unrestricted Miscellaneous Revenues	10-1XXX	142,023	70,500	75,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	31	31
	Interest Earned on Capital Reserve Funds	10-1XXX	2,109	31	31
	Total Revenues from Local Sources		21,697,796	22,178,131	22,486,231
General Fund Revenues from State Sources	School Choice Aid	10-3116	484,496	698,245	806,922
	Categorical Transportation Aid	10-3121	118,664	118,664	118,664
	Extraordinary Aid	10-3131	26,592	0	0
	Categorical Special Education Aid	10-3132	501,850	501,850	501,850
	Equalization Aid	10-3176	446,874	446,874	446,874
	Categorical Security Aid	10-3177	81,344	81,344	81,344
	Adjustment Aid	10-3178	83,524	58,061	45,529
	Other State Aids	10-3XXX	4,099	0	0
	State Reimbursement for Lead Testing of Drinking Water	10-3300	0	0	5,996
	Total Revenues from State Sources		1,747,443	1,905,038	2,007,179
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	28,816	23,639
	Ffcra/SEMI or ARRA/SEMI Revenue	10-4210	19,859	0	0
	Total Revenues from Federal Sources		19,859	28,816	23,639
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	540,130	540,298
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	350,000
	Withdrawal from Maintenance Reserve	10-310	0	200,000	23,760
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	100,000	100,000
	Adjustment for Prior Year Encumbrances		0	564,259	0
	Actual Revenues (Over)/Under Expenditures		-601,815	0	0
General Fund Revenues	Total Operating Budget		22,863,283	25,516,374	25,531,107

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	0	0	467,365
	Scholarship Fund Revenue	20-1770	0	0	26,144
	Other Revenue from Local Sources	20-1XXX	764	0	0
	Total Revenues from Local Sources	20-1XXX	764	0	493,509
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	325,972	384,621	326,929
	Total Revenues from State Sources		325,972	384,621	326,929
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	91,403	98,943	84,102
	Title II	20-4451-4455	16,319	17,138	14,567
	Title IV	20-4471-4474	12,597	10,860	9,231
	I.D.E.A. Part B (Handicapped)	20-4420-4429	264,345	512,267	435,427
	CARES Act Education Stabilization Fund	20-4530	0	92,801	0
	CARES-Digital Divide Grant	20-4531	0	12,789	0
	Coronavirus Relief Fund (CRF)	20-4532	0	34,859	0
	Total Revenues from Federal Sources		384,664	779,657	543,327
Special Revenue Fund Revenues	Total Grants and Entitlements		711,400	1,164,278	1,363,765
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,015,713	1,007,513	1,003,512
	Total Revenues from Local Sources		1,015,713	1,007,513	1,003,512
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	0	1
	Total Local Repayment of Debt		1,015,713	1,007,513	1,003,513
	Actual Revenues (Over)/Under Expenditures		-1	0	0
Debt Service Fund Revenues	Total Repayment of Debt		1,015,712	1,007,513	1,003,513
All Fund Revenues	Total Revenues/Sources		24,590,395	27,688,165	27,898,385
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		24,590,395	27,688,165	27,898,385

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	7,694,902	8,113,075	8,366,228
	Special Education-Instruction	11-2XX-100-XXX	2,400,700	2,545,512	2,711,256
	Basic Skills/Remedial-Instruction	11-230-100-XXX	516,963	542,935	561,766
	Bilingual Education-Instruction	11-240-100-XXX	130	56,208	29,034
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	135,912	135,792	124,172
	School-Sponsored Athletics-Instruction	11-402-100-XXX	597,067	651,248	659,997
	Other Instructional Programs-Instruction	11-4XX-100-XXX	8,680	5,500	5,750
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	259,879	365,466	159,733
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	98,513	105,420	85,433
	Undistributed Expenditures-Health Services	11-000-213-XXX	479,353	495,863	420,555
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	170,054	187,261	189,510
	Undistributed Expenditures-Guidance	11-000-218-XXX	482,044	555,862	600,272
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	751,770	945,316	939,516
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	166,110	174,148	181,495
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	125,641	148,569	154,119
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	23,420	88,570	118,413
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	570,530	636,313	598,240
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	916,440	1,035,083	966,008
	Undistributed Expenditures-Central Services	11-000-251-XXX	330,890	419,321	395,755
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	98,961	102,570	106,125
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,788,711	2,840,421	2,362,501
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	319,362	478,195	465,512
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,196,303	4,548,296	4,864,157
		Total Undistributed Expenditures		10,777,981	13,126,674
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	31	31
	Increase In Maintenance Reserve	10-606	300,000	0	0
General Fund Current Expenses	Total General Current Expense		22,432,335	25,176,975	25,065,578

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	93,402	273,870	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	237,251	65,498	465,498
	Increase In Capital Reserve	10-604	94,000	0	0
	Interest Deposit to Capital Reserve	10-604	2,109	31	31
	Total Capital Outlay		426,762	339,399	465,529
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	4,186	0	0
	General Fund Grand Total		22,863,283	25,516,374	25,531,107
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	764	0	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	21,814	25,046	21,289
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	105,927	163,496	138,972
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	102,873	114,641	97,445
	Nonpublic Nursing Services	20-XXX-XXX-XXX	36,818	29,988	25,490
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	4,788	0	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	53,752	51,450	43,733
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	325,972	384,621	326,929
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	91,403	98,943	84,102
	Title II	20-XXX-XXX-XXX	16,319	17,138	14,567
	Title IV	20-XXX-XXX-XXX	12,597	10,860	9,231
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	264,345	512,267	435,427
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	92,801	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	12,789	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	34,859	0
	Total Federal Projects	20-XXX-XXX-XXX	384,664	779,657	543,327
Special Revenue Fund Expenses	Total Special Revenue Funds		711,400	1,164,278	1,363,765
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,015,712	1,007,513	1,003,513
	Total Debt Service Funds		1,015,712	1,007,513	1,003,513
All Fund Expenses	Total Expenditures/Appropriations		24,590,395	27,688,165	27,898,385
Expenses Net of Transfers	Total Expenditures Net of Transfers		24,590,395	27,688,165	27,898,385

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	404,696	500,805	500,836	150,867
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	400,000	700,000	500,031	476,302
	Legal Reserve	989,080	1,039,596	540,298	0
	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
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0
Unrestricted	General Operating Budget	513,398	520,866	480,034	480,034
	Repayment of Debt	0	1	1	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	\$14,271	\$14,271	\$15,336	\$16,051	\$15,758
Total Classroom Instruction	\$8,785	\$8,875	\$9,319	\$9,396	\$9,610
Classroom-Salaries and Benefits	\$8,335	\$8,448	\$8,804	\$8,861	\$9,077
Classroom-General Supplies and Textbooks	\$229	\$183	\$224	\$242	\$242
Classroom-Purchased Services	\$221	\$243	\$290	\$293	\$291
Total Support Services	\$1,875	\$1,885	\$2,133	\$2,186	\$2,149
Support Services-Salaries and Benefits	\$1,652	\$1,671	\$1,786	\$1,823	\$1,808
Total Administrative Costs	\$1,612	\$1,543	\$1,614	\$1,750	\$1,628
Administration Salaries and Benefits	\$1,283	\$1,258	\$1,277	\$1,368	\$1,291
Total Operations and Maintenance of Plant	\$1,383	\$1,366	\$1,633	\$2,073	\$1,736
Operations and Maintenance-Salaries and Benefits	\$826	\$835	\$876	\$899	\$927
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$594	\$576	\$605	\$620	\$607
Total Equipment Costs	\$155	\$62	\$99	\$181	\$0
Legal Costs	\$71	\$30	\$39	\$73	\$44
Employee Benefits as a percentage of salaries*	27.61%	27.88%	29.53%	28.53%	29.78%

*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)
Insurance Coverages and Benefits	Member of the Burlington County Joint Insurance Fund	0
Municipal/Public Works	Share facilities, fields , and facilities with the Haddon Heights Youth Sports, Barrington School District, and Lawnside School District	0
Others	Share facilities, track and fields with Barrington School District and Lawnside School District	0
Professional Staff Development	Utilize programs through Joint Insurance Fund	0
Purchasing	Cooperative Purchasing arrangements with Ed-Data, ESCNJ, CCESC, and HESC	0
	Phone Service through ACT	0
Staffing - Other	Share ELL Teacher with Somerdale School District	0
Transportation Services, including Fuel	CCESC Services	0
	Purchase Fuel from the Borough of Haddon Heights	0
	Busses are parked on Barrington Property	0

Estimated Tax Rates

Municipality	Category	Amount
Haddon Heights Bor	(A) General Fund School Levy	13,988,359
	(D) Total School Levy	14,993,871
	(B) Estimated Net Taxable Valuation (as of 01/01/21)	839,075,306
	(H) Estimated Equalized Valuation (as of 10/01/20)	853,499,683
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.6671
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.7870
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.6389
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.7568

Employee Contract List for District

Name	Category	Measure
Christopher Lina	Job Title	Information Technology
	Job Title II	Director of Technology
	Base Annual Salary Amount	\$101,570
	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	240
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	6
	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	\$4,330
	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	\$14,821
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$30 per day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem * remaining days
	Contractual Post-Employment Benefit Description of Payout of Personal days	\$30 per day
	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
Christopher Lina	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
David Binder	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Facilities Director
	Base Annual Salary Amount	\$84,998
	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	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	6
	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
David Binder	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$800
	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	\$9,504
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$30 per day for max of 100 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem * Remaining Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	\$30 per day
	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	
Michael Adams	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$176,942
	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
Michael Adams	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/16
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	6
	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	\$2,429
	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	\$37,899
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Payout of \$15,000 (\$272 per day)
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem * Remaining Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	\$272 per day
	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
Michael Adams	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
Stephen Burns	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$136,578
	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	6
	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	\$1,915
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$750
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$28,760
Contractual Post-Employment Benefit Description of Payout of Sick days	Per diem per day	

Employee Contract List for District

Name	Category	Measure
Stephen Burns	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem per day
	Contractual Post-Employment Benefit Description of Payout of Personal days	Per diem per day
	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