

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	341.0	349.0	355.0
On Roll Special Ed Full-Time	48.0	56.0	58.0
On Roll Subtotal	389.0	405.0	413.0
In Private School Placements	5.0	3.0	4.0
Sent to Other Districts Regular	125.0	129.0	140.0
Sent to Other Districts Special Ed	21.0	22.0	19.0
In State Facilities		1.0	1.0

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	6,006,987	6,127,127	6,300,195
	Unrestricted Miscellaneous Revenues	10-1XXX	151,882	0	0
	Interest Earned on Maintenance Reserve	10-1XXX	81	80	80
	Interest Earned on Capital Reserve Funds	10-1XXX	1,198	500	500
	Other Restricted Miscellaneous Revenues	10-1XXX	205	0	0
	Total Revenues from Local Sources		6,160,353	6,127,707	6,300,775
General Fund Revenues from State Sources	School Choice Aid	10-3116	267,232	278,176	327,264
	Categorical Transportation Aid	10-3121	111,609	111,609	111,609
	Extraordinary Aid	10-3131	91,287	0	0
	Categorical Special Education Aid	10-3132	446,058	472,283	605,157
	Equalization Aid	10-3176	4,154,788	4,337,510	4,337,510
	Categorical Security Aid	10-3177	133,028	133,028	146,386
	Aid for Adult and Post-Graduate Programs	10-3191	2,808	0	0
	Total Revenues from State Sources		5,206,810	5,332,606	5,527,926
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,171,322	1,063,857
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	2,000,000	2,436,297
	Withdrawal from Maintenance Reserve	10-310	0	0	81,127
	Adjustment for Prior Year Encumbrances		0	1,119,744	0
	Actual Revenues (Over)/Under Expenditures		-952,634	0	0
General Fund Revenues	Total Operating Budget		10,414,529	15,751,379	15,409,982
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	14,141	3,000	3,000
	Total Revenues from Local Sources	20-1XXX	14,141	3,000	3,000
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	46,291	63,009	74,080
	Other Restricted Entitlements	20-32XX	193,482	232,066	232,066
	Total Revenues from State Sources		239,773	295,075	306,146

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	103,911	125,280	100,224
	Title II	20-4451-4455	11,528	18,864	15,091
	Title IV	20-4471-4474	9,250	10,000	8,000
	IDEA Part B (Handicapped)	20-4420-4429	161,777	168,407	134,725
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	21,001	0	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	8,244	0	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	37,568	0	0
	ARP-ESSER	20-4540	166,335	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	10,252	0	0
	CRRSA Act-Mental Health Grant	20-4536	35,531	0	0
	Total Revenues from Federal Sources		565,397	322,551	258,040
Special Revenue Fund Revenues	Total Grants and Entitlements		817,438	620,626	567,186
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	117,329	114,467	104,089
	Total Revenues from Local Sources		117,329	114,467	104,089
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	36,421	35,533	32,311
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		153,750	150,000	136,400
Debt Service Fund Revenues	Total Repayment of Debt		153,750	150,000	136,400
All Fund Revenues	Total Revenues/Sources		11,385,717	16,522,005	16,113,568
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		11,385,717	16,522,005	16,113,568

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	2,281,038	2,571,555	2,719,551
	Special Education-Instruction	11-2XX-100-XXX	745,783	743,000	908,000
	Basic Skills/Remedial-Instruction	11-230-100-XXX	269,221	343,000	356,600
	Bilingual Education-Instruction	11-240-100-XXX	0	12,200	72,200
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	32,017	43,000	47,000
	School-Sponsored Athletics-Instruction	11-402-100-XXX	27,284	52,800	52,800
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,892,127	3,668,400	3,672,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	69,002	87,010	120,500
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	154,655	169,000	252,000
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	0	35,000	35,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	46,806	50,000	52,000
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	223,946	234,941	263,500
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	103,058	125,000	130,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	53,000	0	55,000
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	0	7,300	7,300
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	348,308	393,771	398,523
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	60,916	76,000	75,500
	Undistributed Expenditures-Central Services	11-000-251-XXX	146,825	150,000	152,250
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	24,220	22,300	28,900
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	563,236	848,503	844,247
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	526,824	750,000	750,000
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,040,123	1,517,000	1,624,550
	Total Undistributed Expenditures		6,253,046	8,134,225	8,461,270
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	80	80
General Fund Current Expenses	Total General Current Expense		9,608,389	11,899,860	12,617,501

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	40,116	0	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	602,149	3,595,722	250,162
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	0	2,286,522
	Interest Deposit to Capital Reserve	10-604	0	500	500
	Total Capital Outlay		642,265	3,596,222	2,537,184
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	163,875	255,297	255,297
	General Fund Grand Total		10,414,529	15,751,379	15,409,982
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	46,291	63,009	74,080
	Total Preschool Education Aid	20-218-XXX-XXX	46,291	63,009	74,080
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	11,802	11,504	11,504
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	74,269	96,726	96,726
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	33,874	49,410	49,410
	Nonpublic Nursing Services	20-XXX-XXX-XXX	22,841	23,880	23,880
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	8,466	9,751	9,751
	Nonpublic Security Aid	20-XXX-XXX-XXX	42,230	40,795	40,795
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	239,773	295,075	306,146
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	103,911	125,280	100,224
	Title II	20-XXX-XXX-XXX	11,528	18,864	15,091
	Title IV	20-XXX-XXX-XXX	9,250	10,000	8,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	161,777	168,407	134,725
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	10,252	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	35,531	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	166,335	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	21,001	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	8,244	0	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	37,568	0	0
	Total Federal Projects	20-XXX-XXX-XXX	565,397	322,551	258,040

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Expenses	Total Special Revenue Funds		817,438	620,626	567,186
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	153,750	150,000	136,400
	Total Debt Service Funds		153,750	150,000	136,400
All Fund Expenses	Total Expenditures/Appropriations		11,385,717	16,522,005	16,113,568
Expenses Net of Transfers	Total Expenditures Net of Transfers		11,385,717	16,522,005	16,113,568

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	455,411	525,417	344,095	270,238
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	2,663,999	2,436,297	2,436,797	1,000
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	81,046	81,127	81,207	160
	Legal Reserve	1,981,941	1,980,000	990,000	0
	Unemployment Fund	39,238	39,442	39,442	39,442
	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	17,556	19,429	19,429	19,429
	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	\$14,149	\$16,461	\$19,069	\$19,051	\$20,469
Total Classroom Instruction	\$9,055	\$10,782	\$12,259	\$12,199	\$13,122
Classroom-Salaries and Benefits	\$8,530	\$9,624	\$11,190	\$11,102	\$11,903
Classroom-General Supplies and Textbooks	\$337	\$1,045	\$716	\$746	\$1,005
Classroom-Purchased Services	\$187	\$113	\$354	\$351	\$214
Total Support Services	\$1,901	\$2,079	\$2,261	\$2,244	\$2,791
Support Services-Salaries and Benefits	\$1,656	\$1,776	\$1,839	\$1,824	\$2,158
Total Administrative Costs	\$1,651	\$1,750	\$1,851	\$1,907	\$1,905
Administration Salaries and Benefits	\$1,060	\$1,073	\$1,136	\$1,144	\$1,165
Total Operations and Maintenance of Plant	\$1,380	\$1,634	\$2,385	\$2,391	\$2,335
Operations and Maintenance-Salaries and Benefits	\$631	\$722	\$1,001	\$993	\$1,006
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$162	\$194	\$313	\$311	\$316
Total Equipment Costs	\$121	\$106	\$0	\$0	\$0
Legal Costs	\$20	\$48	\$31	\$30	\$30
Employee Benefits as a percentage of salaries*	26.93%	25.56%	33.32%	33.29%	32.19%

\*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 services with Woodlynne BOE	0

Estimated Tax Rates

Municipality	Category	Amount
Merchantville Bor	(A) General Fund School Levy	6,213,661
	(D) Total School Levy	6,322,939
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	242,078,800
	(H) Estimated Equalized Valuation (as of 10/01/23)	341,004,085
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	2.5668
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	2.6119
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.8222
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.8542

Employee Contract List for District

Name	Category	Measure
Kim Klaus	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	LDTC
	Base Annual Salary Amount	\$119,000
	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	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	\$845
	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	\$21,865
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout
	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
Kim Klaus	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
Krista Travaglini	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Curriculum
	Base Annual Salary Amount	\$98,960
	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	10
	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
Krista Travaglini	Total Allowances Amount	\$845
	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	\$18,806
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	No 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
	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
Scott Strong	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$153,233
	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
Scott Strong	Job Title Other District	None Reported
	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	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	0
	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	\$3,100
	Total Bonuses Amount	\$23,719
	Total Stipends Amount	\$5,000
	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	\$38,574
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	No 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

Employee Contract List for District

Name	Category	Measure
Scott Strong	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
Shared Service Agreement	Job Title	Business Administrator
	Job Title II	Business Office Staff
	Base Annual Salary Amount	\$0
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	07
	Shared District	5900
	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	0
	Contracted Number of Annual Sick Days	0
	Contracted Number of Annual Personal Days	0
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	No payout

Employee Contract List for District

Name	Category	Measure
Shared Service Agreement	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No 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
	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