

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	809.0	786.0	792.0
On Roll Special Ed Full-Time	145.0	154.0	159.0
On Roll Subtotal	954.0	940.0	951.0
In Private School Placements	1.0	7.0	11.0
Sent to Other Districts Regular	2.0		0.0
Sent to Other Districts Special Ed	3.0	2.0	2.0
Received	14.0	18.0	18.0

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	19,993,908	20,773,055	21,825,057
	Total Tuition	10-1300	71,673	125,812	48,000
	Transportation Fees from Individuals	10-1410	75,335	45,000	75,000
	Transportation Fees from Other Local Education Authorities	10-1420-1440	14,010	0	0
	Unrestricted Miscellaneous Revenues	10-1XXX	234,561	60,000	115,365
	Other Restricted Miscellaneous Revenues	10-1XXX	3,243	0	0
	Total Revenues from Local Sources		20,392,730	21,003,867	22,063,422
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	161,007	161,007	256,714
	Extraordinary Aid	10-3131	195,571	0	0
	Categorical Special Education Aid	10-3132	905,886	1,044,885	1,083,293
	Family Crisis Transportation Aid	10-3133	33,339	0	0
	Categorical Security Aid	10-3177	19,487	66,755	90,091
	Total Revenues from State Sources		1,315,290	1,272,647	1,430,098
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	676,766	406,668
	Withdrawal from Capital Reserve for Local Share	10-307	0	300,000	822,983
	Withdrawal from Maintenance Reserve	10-310	0	20,000	23,500
	Transfers from Other Funds	10-5200	184,924	0	0
	Adjustment for Prior Year Encumbrances		0	104,861	0
	Actual Revenues (Over)/Under Expenditures		1,075,740	0	0
General Fund Revenues	Total Operating Budget		22,968,684	23,378,141	24,746,671
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	51,659	0	0
	Scholarship Fund Revenue	20-1770	294	0	0
	Other Revenue from Local Sources	20-1XXX	24,031	20,524	10,000
	Total Revenues from Local Sources	20-1XXX	75,984	20,524	10,000
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	14,025	5,613	5,000
	Total Revenues from State Sources		14,025	5,613	5,000

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	28,634	26,439	0
	Title II	20-4451-4455	14,050	13,981	10,000
	Title IV	20-4471-4474	10,000	10,000	5,000
	IDEA Part B (Handicapped)	20-4420-4429	232,002	247,706	205,000
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	58,522	22,047	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	26,416	13,584	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	9,456	23,042	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	0	22,500	0
	ARP-ESSER	20-4540	60,000	0	0
	CRRSA Act-ESSER II	20-4534	6,574	0	0
	Other	20-4XXX	0	58,000	0
	CRRSA Act-Mental Health Grant	20-4536	22,500	0	0
	Total Revenues from Federal Sources		468,154	437,299	220,000
Special Revenue Fund Revenues	Total Grants and Entitlements		554,968	463,436	235,000
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,862,704	1,030,342	1,044,414
	Total Revenues from Local Sources		1,862,704	1,030,342	1,044,414
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	463,021	530,783	538,030
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		2,325,725	1,561,125	1,582,444
Debt Service Fund Revenues	Total Repayment of Debt		2,325,725	1,561,125	1,582,444
All Fund Revenues	Total Revenues/Sources		25,849,377	25,402,702	26,564,115
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		25,849,377	25,402,702	26,564,115

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	6,091,596	6,255,920	6,218,421
	Special Education-Instruction	11-2XX-100-XXX	2,515,883	2,206,551	2,042,746
	Basic Skills/Remedial-Instruction	11-230-100-XXX	286,149	267,953	477,053
	Bilingual Education-Instruction	11-240-100-XXX	103,791	103,585	110,777
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	135,696	116,385	136,865
	School-Sponsored Athletics-Instruction	11-402-100-XXX	66,254	66,200	63,400
	Instructional Alternative Ed Program	11-423-XXX-XXX	4,255	0	0
	Other Instructional Programs-Instruction	11-4XX-100-XXX	0	13,079	15,570
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	429,151	850,115	1,094,500
	Undistributed Expenditures-Health Services	11-000-213-XXX	288,742	289,424	294,145
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	570,602	637,427	603,630
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	563,229	761,347	734,850
	Undistributed Expenditures-Guidance	11-000-218-XXX	307,077	334,516	352,409
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	729,866	753,333	706,728
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	160,459	167,560	311,960
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	86,666	80,172	59,083
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	146,467	250,167	132,801
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	568,182	560,082	512,840
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	660,341	656,549	688,314
	Undistributed Expenditures-Central Services	11-000-251-XXX	391,880	410,357	412,392
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	173,883	176,731	184,850
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,032,493	1,967,539	2,077,070
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	932,065	960,878	1,082,700
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,523,304	5,110,735	5,499,300
	Undistributed Expenditures-Food Services	11-000-310-930	16,636	0	0
	Total Undistributed Expenditures		12,581,043	13,966,932	14,747,572
General Fund Current Expenses	Total General Current Expense		21,784,667	22,996,605	23,812,404

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	24,429	55,368	63,866
	Facilities Acquisition and Construction Services	12-000-400-XXX	1,117,238	326,168	428,462
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	0	441,939
	Total Capital Outlay		1,141,667	381,536	934,267
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	42,350	0	0
	General Fund Grand Total		22,968,684	23,378,141	24,746,671
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	24,031	20,524	10,000
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	2,178	751	500
	Nonpublic Nursing Services	20-XXX-XXX-XXX	3,696	1,560	1,500
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	1,386	637	500
	Nonpublic Security Aid	20-XXX-XXX-XXX	6,765	2,665	2,500
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	14,025	5,613	5,000
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	28,634	26,439	0
	Title II	20-XXX-XXX-XXX	14,050	13,981	10,000
	Title IV	20-XXX-XXX-XXX	10,000	10,000	5,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	232,002	247,706	205,000
	Other	20-XXX-XXX-XXX	0	58,000	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	6,574	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	22,500	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	60,000	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	58,522	22,047	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	26,416	13,584	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	9,456	23,042	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	22,500	0
	Total Federal Projects	20-XXX-XXX-XXX	468,154	437,299	220,000
Special Revenue Fund Expenses	Total Special Revenue Funds		554,968	463,436	235,000

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	2,325,725	1,561,125	1,582,444
	Total Debt Service Funds		2,325,725	1,561,125	1,582,444
All Fund Expenses	Total Expenditures/Appropriations		25,849,377	25,402,702	26,564,115
Expenses Net of Transfers	Total Expenditures Net of Transfers		25,849,377	25,402,702	26,564,115

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	1,442,268	1,042,750	397,900	397,900
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	2,151,077	1,224,632	924,632	101,649
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	50,000	50,000	30,000	6,500
	Legal Reserve	321,967	667,494	406,668	0
	Unemployment Fund	17,500	20,743	20,743	20,743
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	87,000	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	77,755	80,846	80,846	80,846
	Scholarship Fund	5,277	5,381	5,381	5,381
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	\$20,404	\$21,250	\$22,100	\$22,562	\$22,750
Total Classroom Instruction	\$11,639	\$12,227	\$12,827	\$12,732	\$12,715
Classroom-Salaries and Benefits	\$10,396	\$10,930	\$11,477	\$11,681	\$11,691
Classroom-General Supplies and Textbooks	\$729	\$496	\$572	\$447	\$613
Classroom-Purchased Services	\$514	\$801	\$779	\$603	\$411
Total Support Services	\$3,463	\$3,738	\$4,053	\$4,410	\$4,387
Support Services-Salaries and Benefits	\$2,794	\$2,940	\$3,103	\$3,258	\$3,538
Total Administrative Costs	\$2,287	\$2,393	\$2,397	\$2,535	\$2,535
Administration Salaries and Benefits	\$1,938	\$2,009	\$2,101	\$2,166	\$2,219
Total Operations and Maintenance of Plant	\$2,659	\$2,477	\$2,423	\$2,482	\$2,613
Operations and Maintenance-Salaries and Benefits	\$1,445	\$1,385	\$1,328	\$1,366	\$1,478
Board Contribution to Food Services	\$6	\$17	\$0	\$0	\$0
Total Extracurricular Costs	\$235	\$270	\$259	\$256	\$280
Total Equipment Costs	\$191	\$25	\$50	\$59	\$67
Legal Costs	\$40	\$56	\$36	\$40	\$37
Employee Benefits as a percentage of salaries*	33.77%	35.46%	39.76%	39.54%	40.90%

*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.

Estimated Tax Rates

Municipality	Category	Amount
Florham Park	(A) General Fund School Levy	21,069,282
	(D) Total School Levy	22,106,660
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	3,753,932,620
	(H) Estimated Equalized Valuation (as of 10/01/23)	4,523,040,861
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.5613
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.5889
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.4658
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.4888

Employee Contract List for District

Name	Category	Measure
Dr. Steven Caponegro	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$212,180
	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	07/01/21
	End Date of Contract	06/30/26
	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	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	\$600
	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	\$40,298
	Contractual Post-Employment Benefit Description of Payout of Sick days	1:1 Max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1:1 to 31
	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
Dr. Steven Caponegro	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
James Stiles	Job Title	Other
	Job Title II	Technology Coordinator
	Base Annual Salary Amount	\$100,000
	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	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
James Stiles	Total Allowances Amount	\$600
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,370
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$25,603
	Contractual Post-Employment Benefit Description of Payout of Sick days	1:1 Max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	25 days max
	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
John Csatlos	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$206,372
	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
John Csatlos	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	21
	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	\$600
	Total Bonuses Amount	\$7,500
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	1:1 Max
	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

Employee Contract List for District

Name	Category	Measure
John Csatlos	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
Philip Infantolino	Job Title	Other
	Job Title II	Supervisor B&G
	Base Annual Salary Amount	\$124,511
	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	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	\$600
	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	\$28,048
	Contractual Post-Employment Benefit Description of Payout of Sick days	1:1 Max

Employee Contract List for District

Name	Category	Measure
Philip Infantolino	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 25 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
	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