

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	1,869.0	1,877.0	2,018.0
On Roll Regular Shared-Time	16.0	22.0	1.0
On Roll Special Ed Full-Time	342.0	365.0	420.0
On Roll Special Ed Shared-Time	12.0	9.0	2.0
On Roll Subtotal	2,239.0	2,273.0	2,441.0
In Private School Placements	13.0	12.0	15.0
Sent to Other Districts Special Ed	9.0	9.0	8.0
Received	124.5	133.5	122.5

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	33,634,320	34,307,006	36,049,321
	Total Tuition	10-1300	2,142,499	2,053,100	1,994,434
	Rents and Royalties	10-1910	981	10,000	1,000
	Unrestricted Miscellaneous Revenues	10-1XXX	133,596	14,000	103,000
	Interest Earned on Maintenance Reserve	10-1XXX	10,549	2,000	2,000
	Interest Earned on Capital Reserve Funds	10-1XXX	10,819	2,000	2,000
	Total Revenues from Local Sources		35,932,764	36,388,106	38,151,755
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	256,592	256,592	256,592
	Extraordinary Aid	10-3131	400,723	100,000	100,000
	Categorical Special Education Aid	10-3132	2,076,427	2,377,990	2,545,746
	Categorical Security Aid	10-3177	55,181	168,713	205,509
	Other State Aids	10-3XXX	36,266	0	0
	Total Revenues from State Sources		2,825,189	2,903,295	3,107,847
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	14,696	29,999	38,741
	FFCRA/SEMI and ARRA/SEMI Revenue	10-4210	1,486	0	0
	Total Revenues from Federal Sources		16,182	29,999	38,741
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	4,217,062	2,447,054
	Adjustment for Prior Year Encumbrances		0	201,728	0
	Actual Revenues (Over)/Under Expenditures		561,085	0	0
General Fund Revenues	Total Operating Budget		39,335,220	43,740,190	43,745,397
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	321,921	128,000	174,133
	Scholarship Fund Revenue	20-1770	348	0	0
	Total Revenues from Local Sources	20-1XXX	322,269	128,000	174,133
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	475,360	628,941	503,154
	Total Revenues from State Sources		475,360	628,941	503,154

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	129,187	120,234	96,187
	Title II	20-4451-4455	7,617	65,753	52,602
	Title III	20-4491-4494	2,460	107	86
	Title IV	20-4471-4474	12,593	31,145	24,916
	ARP-IDEA Preschool	20-4409	351	9,255	0
	ARP-IDEA Basic	20-4419	46,532	28,507	0
	IDEA Part B (Handicapped)	20-4420-4429	564,744	650,799	520,639
	ARP-ESSER	20-4540	894,471	783,218	626,574
	CRRSA Act-ESSER II	20-4534	33,100	288,306	230,615
	CRRSA Act-Learning Acceleration Grant	20-4535	24,803	368	294
	CRRSA Act-Mental Health Grant	20-4536	45,000	0	0
	Total Revenues from Federal Sources		1,760,858	1,977,692	1,551,913
Special Revenue Fund Revenues	Total Grants and Entitlements		2,531,256	2,763,002	2,229,200
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,798,031	1,849,432	1,809,675
	Total Revenues from Local Sources		1,798,031	1,849,432	1,809,675
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	0	3
	Total Local Repayment of Debt		1,798,031	1,849,432	1,809,678
Debt Service Fund Revenues	Total Repayment of Debt		1,798,031	1,849,432	1,809,678
All Fund Revenues	Total Revenues/Sources		43,664,507	48,352,624	47,784,275
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		43,664,507	48,352,624	47,784,275

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	12,951,330	13,519,324	13,152,988
	Special Education-Instruction	11-2XX-100-XXX	2,251,031	3,013,793	3,007,261
	Basic Skills/Remedial-Instruction	11-230-100-XXX	120,089	336,305	246,666
	Bilingual Education-Instruction	11-240-100-XXX	89,136	93,553	95,773
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	391,609	349,688	373,302
	School-Sponsored Athletics-Instruction	11-402-100-XXX	600,024	704,800	710,570
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,100,679	2,629,760	2,888,209
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	34,718	39,126	44,540
	Undistributed Expenditures-Health Services	11-000-213-XXX	351,642	372,981	348,839
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	494,036	507,931	519,141
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	680,932	538,901	621,129
	Undistributed Expenditures-Guidance	11-000-218-XXX	723,737	948,221	1,011,830
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,338,366	1,180,236	1,311,510
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	84,731	269,823	242,887
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	67,015	119,210	118,076
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	67,813	103,438	102,862
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	641,807	700,723	749,738
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,979,523	1,954,383	2,033,452
	Undistributed Expenditures-Central Services	11-000-251-XXX	350,029	369,677	380,163
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	4,183,974	5,216,274	4,915,515
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	2,720,903	2,767,423	3,137,767
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	6,370,025	7,058,177	7,563,737
	Total Undistributed Expenditures		22,189,930	24,776,284	25,989,395
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	2,000	2,000
General Fund Current Expenses	Total General Current Expense		38,593,149	42,795,747	43,577,955

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	222,001	21,079	46,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	513,440	921,364	119,442
	Interest Deposit to Capital Reserve	10-604	0	2,000	2,000
	Total Capital Outlay		735,441	944,443	167,442
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	6,630	0	0
	General Fund Grand Total		39,335,220	43,740,190	43,745,397
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	34,146	29,136	23,309
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	148,805	172,233	137,786
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	104,062	134,026	107,221
	Nonpublic Nursing Services	20-XXX-XXX-XXX	57,964	60,600	48,480
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	19,005	24,696	19,757
	Nonpublic Security Aid	20-XXX-XXX-XXX	104,725	208,250	166,601
	Other	20-XXX-XXX-XXX	6,653	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	475,360	628,941	503,154
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	129,187	120,234	96,187
	Title II	20-XXX-XXX-XXX	7,617	65,753	52,602
	Title III	20-XXX-XXX-XXX	2,460	107	86
	Title IV	20-XXX-XXX-XXX	12,593	31,145	24,916
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	564,744	650,799	520,639
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	46,532	28,507	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	351	9,255	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	33,100	288,306	230,615
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	24,803	368	294
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	45,000	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	894,471	783,218	626,574
	Total Federal Projects	20-XXX-XXX-XXX	1,760,858	1,977,692	1,551,913
Special Revenue Fund Expenses	Total Special Revenue Funds		2,531,256	2,763,002	2,229,200

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	1,798,031	1,849,432	1,809,678
	Total Debt Service Funds		1,798,031	1,849,432	1,809,678
All Fund Expenses	Total Expenditures/Appropriations		43,664,507	48,352,624	47,784,275
Expenses Net of Transfers	Total Expenditures Net of Transfers		43,664,507	48,352,624	47,784,275

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	2,132,357	2,214,115	1,117,691	870,769
	Repayment of Debt	3	3	3	0
Restricted for General Operating Budget	Capital Reserve	913,455	924,274	926,274	928,274
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	890,714	901,263	903,263	905,263
	Legal Reserve	5,448,884	5,320,770	2,200,132	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	179,323	206,206	206,206	206,206
	Scholarship Fund	28,369	28,717	348	348
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	\$14,884	\$15,164	\$16,326	\$16,565	\$15,392
Total Classroom Instruction	\$8,779	\$8,785	\$9,474	\$9,581	\$8,776
Classroom-Salaries and Benefits	\$8,064	\$8,243	\$8,828	\$8,923	\$8,385
Classroom-General Supplies and Textbooks	\$383	\$180	\$226	\$259	\$193
Classroom-Purchased Services	\$332	\$362	\$420	\$398	\$197
Total Support Services	\$2,119	\$2,143	\$2,228	\$2,254	\$2,230
Support Services-Salaries and Benefits	\$1,881	\$1,845	\$1,909	\$1,929	\$1,914
Total Administrative Costs	\$1,585	\$1,681	\$1,666	\$1,684	\$1,646
Administration Salaries and Benefits	\$1,406	\$1,532	\$1,470	\$1,486	\$1,456
Total Operations and Maintenance of Plant	\$1,874	\$2,023	\$2,414	\$2,483	\$2,195
Operations and Maintenance-Salaries and Benefits	\$551	\$639	\$736	\$744	\$749
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$521	\$527	\$529	\$548	\$525
Total Equipment Costs	\$107	\$100	\$5	\$9	\$19
Legal Costs	\$50	\$30	\$22	\$22	\$29
Employee Benefits as a percentage of salaries*	29.94%	29.24%	30.15%	30.14%	31.54%

\*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)
Municipal/Public Works	Shared services for snow removal, leaf pickup, grounds keeping, salt	0
Others	Shared bus routes with UCESC, MUJC, NJESC	0
	Turf Field - Shared Services with Municipality	0
Professional Staff Development	Shared services for snow removal, leaf pickup, grounds keeping	0
Recycling	Cooperative purchase with Municipality	0
Transportation Services, including Fuel	Cooperative purchase with Municipality	0

Estimated Tax Rates

Municipality	Category	Amount
Clark Township	(A) General Fund School Levy	35,178,164
	(D) Total School Levy	37,007,717
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	3,244,681,115
	(H) Estimated Equalized Valuation (as of 10/01/23)	3,614,705,260
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.0842
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.1406
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.9732
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.0238

Employee Contract List for District

Name	Category	Measure
Edward Grande	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$225,000
	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	06/30/28
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	17
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$7,000
	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	\$58,269
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Seperation
	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
Edward Grande	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
Gene Zannetti	Job Title	Accountant
	Job Title II	None Reported
	Base Annual Salary Amount	\$84,510
	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	14
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	Holidays

Employee Contract List for District

Name	Category	Measure
Gene Zannetti	Total Allowances Amount	\$200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,067
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$10,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement
	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
John Pignor	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Maintenance Supervisor
	Base Annual Salary Amount	\$93,252
	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 Pignor	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	14
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$300
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$14,963
	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	Upon Retirement
	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

Employee Contract List for District

Name	Category	Measure
John Pignor	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
R. Paul Vizzuso	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$160,152
	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	25
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	17
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$7,000
	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	\$45,769
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement

Employee Contract List for District

Name	Category	Measure
R. Paul Vizzuso	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Seperation
	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