#### Bergen Maywood Boro Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	845.0	817.0	814.0
On Roll Special Ed Full-Time	163.0	165.0	161.0
On Roll Subtotal	1,008.0	982.0	975.0
In Private School Placements	12.0	9.0	10.0
Sent to Other Districts Regular	274.0	284.5	325.0
Sent to Other Districts Special Ed	55.5	62.5	84.0
Received	2.0	6.0	0.0
In State Facilities		1.0	1.0

#### Bergen Maywood Boro Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Local Tax Levy-Base Budget	10-1210	20,757,621	21,380,350	22,430,204
	Total Tax Levy	10-121x	20,757,621	21,380,350	22,430,204
	Transportation Fees from Other Local Education Authorities	10-1420-1440	141,494	30,000	65,000
General Fund Revenues from Local Sources	Unrestricted Miscellaneous Revenues	10-1XXX	264,375	53,000	85,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	10	10
	Interest Earned on Capital Reserve Funds	10-1XXX	0	10	10
	Total Revenues from Local Sources		21,163,490	21,463,370	22,580,224
	Categorical Transportation Aid	10-3121	153,364	524,576	716,471
	Extraordinary Aid	10-3131	479,035	0	50,000
	Categorical Special Education Aid	10-3132	1,419,516	1,589,852	2,271,631
General Fund Revenues from State Sources	Equalization Aid	10-3176	324,912	1,775,568	623,474
	Categorical Security Aid	10-3177	77,713	176,736	333,154
	Other State Aids	10-3XXX	97,339	0	
	Total Revenues from State Sources		2,551,879	4,066,732	3,994,730
Concret Fund Dovernues from Foderal Courses	Medicaid Reimbursement	10-4200	0	26,573	3,992
General Fund Revenues from Federal Sources	Total Revenues from Federal Sources		0	26,573	3,992
	Budgeted Fund Balance-Operating Budget	10-303	0	847,121	1,148,686
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	100,000	
	Withdrawal from Capital Reserve for Transfer To Debt Service Fund	10-317	0	200,000	410,563
General Fund Revenues from Other Sources	Withdrawal from Maintenance Reserve	10-310	0	0	75,000
	Transfers from Other Funds	10-5200	1,000,280	0	
	Adjustment for Prior Year Encumbrances		0	47,758	
	Actual Revenues (Over)/Under Expenditures		-813,375	0	(
General Fund Revenues	Total Operating Budget		23,902,274	26,751,554	28,213,195
Chariel Devenue Fund Devenue from Land Comme	Student Activity Fund Revenue	20-1760	71,430	0	(
Special Revenue Fund Revenues from Local Sources	Total Revenues from Local Sources	20-1XXX	71,430	0	(

#### Bergen Maywood Boro Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Title I	20-4411-4416	167,309	81,482	65,186
	Title II	20-4451-4455	29,078	20,966	16,773
	Title IV	20-4471-4474	10,487	5,000	4,000
	IDEA Part B (Handicapped)	20-4420-4429	274,223	281,986	225,588
Chariel Bayanya Fund Bayanyaa fram Fadaral Cauraga	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	63,287	0	0
Special Revenue Fund Revenues from Federal Sources	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	10,080	11,841	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	27,511	0	0
	ARP-ESSER	20-4540	379,660	0	0
	Other	20-4XXX	0	62,693	0
	Total Revenues from Federal Sources		961,635	463,968	311,547
Special Revenue Fund Revenues	Total Grants and Entitlements		1,031,661	463,968	311,547
Debt Service Fund Transfer and Other Financing	Transfers from Capital Reserve	40-5210	70,000	200,000	410,563
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	714,150	1,425,635	1,444,102
Dept Service Fund Revenues from Local Sources	Total Revenues from Local Sources		714,150	1,425,635	1,444,102
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	0	330,151	421,110
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		784,150	1,955,786	2,275,775
Debt Service Fund Revenues	Total Repayment of Debt		784,150	1,955,786	2,275,775
All Fund Revenues	Total Revenues/Sources		25,718,085	29,171,308	30,800,517
Dayanuas Not of Transfers	Deduct Transfer-Transfers from Capital Reserve	40-5210	70,000	200,000	410,563
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		25,648,085	28,971,308	30,389,954

## Bergen Maywood Boro Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	4,890,538	5,530,138	5,650,328
	Special Education-Instruction	11-2XX-100-XXX	2,674,306	2,743,890	2,761,380
Compared Franch Cramment Franchiscope for Instruction	Basic Skills/Remedial-Instruction 11		275,142	107,784	176,552
General Fund Current Expenses for Instruction	Bilingual Education-Instruction	11-240-100-XXX	107,493	145,105	148,270
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	16,924	45,500	44,000
	School-Sponsored Athletics-Instruction	11-402-100-XXX	31,531	42,500	41,500
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	6,247,672	6,823,514	7,610,322
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	10,074	10,578	11,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	188,223	193,587	200,673
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	594,297	712,694	764,195
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	256,914	475,363	550,477
	Undistributed Expenditures-Guidance	11-000-218-XXX	127,836	253,141	269,945
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	685,921	761,200	760,339
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	118,000	133,728	138,500
Congrel Fund Current Evenence for Support Services	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	127,188	187,250	191,886
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	8,902	10,638	11,050
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	416,237	472,391	449,172
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	417,279	442,106	433,677
	Undistributed Expenditures-Central Services	11-000-251-XXX	316,955	349,876	348,694
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	98,000	75,705	77,219
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,541,218	1,824,812	1,961,854
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,442,468	1,426,253	1,412,519
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,072,883	3,349,577	3,689,635
	Total Undistributed Expenditures		15,670,067	17,502,413	18,881,157
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	10	10
General Fund Current Expenses	Total General Current Expense		23,666,001	26,117,340	27,703,197

### Bergen Maywood Boro Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Equipment	12-XXX-XXX-730	0	196,089	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	49,650	149,650	49,650
Capital Outlay	Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	70,000	200,000	410,563
	Interest Deposit to Capital Reserve	10-604	0	10	10
	Total Capital Outlay		119,650	545,749	460,223
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	116,623	88,465	49,775
General Fund Expenses and Translers	General Fund Grand Total		23,902,274	26,751,554	28,213,195
	Title I	20-XXX-XXX-XXX	167,309	81,482	65,186
	Title II	20-XXX-XXX-XXX	29,078	20,966	16,773
	Title IV	20-XXX-XXX-XXX	10,487	5,000	4,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	274,223	281,986	225,588
Special Revenue Fund Expenses for Federal Projects	Other	20-XXX-XXX-XXX	0	62,693	0
Special Nevertue Fund Expenses for Federal Flojects	ARP-ESSER Grant Program	20-487-xxx-xxx	379,660	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	63,287	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	10,080	11,841	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	27,511	0	0
	Total Federal Projects	20-XXX-XXX-XXX	961,635	463,968	311,547
Special Revenue Fund Expenses	Total Special Revenue Funds		1,031,661	463,968	311,547
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	784,150	1,955,786	2,275,775
Dobt Oct vice 1 and Expenses	Total Debt Service Funds		784,150	1,955,786	2,275,775
All Fund Expenses	Total Expenditures/Appropriations		25,718,085	29,171,308	30,800,517
Expenses Net of Transfers	Deduct Transfer-Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	70,000	200,000	410,563
Expenses Net of Hansiers	Total Expenditures Net of Transfers		25,648,085	28,971,308	30,389,954

# Bergen Maywood Boro Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2023	Audited Balance 06/30/2024	Estimated Balance 06/30/2025	Estimated Balance 06/30/2026
Unrestricted	General Operating Budget	1,540,422	1,219,225	944,845	534,076
Offiestricted	Repayment of Debt	0	0	0	0
	Capital Reserve	983,902	1,914,182	1,614,192	1,203,639
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	250,000	325,000	325,010	250,020
	Legal Reserve	1,171,265	1,310,658	737,917	0
Restricted for General Operating Budget	Unemployment Fund	113,641	97,319	97,319	97,319
	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
Destricted for Consciel Developer 5	Student Activity Fund	19,631	21,035	21,035	21,035
Restricted for Special Revenue Fund	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Bergen Maywood Boro
Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2022-23 Actual Costs	2023-24 Actual Costs	2024-25 Original Budget	2024-25 Revised Budget	2025-26 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$16,022	\$16,045	\$17,592	\$18,307	\$19,238
Total Classroom Instruction	\$10,167	\$10,078	\$10,719	\$10,972	\$11,464
Classroom-Salaries and Benefits	\$9,663	\$9,511	\$9,985	\$10,195	\$10,699
Classroom-General Supplies and Textbooks	\$429	\$490	\$656	\$713	\$701
Classroom-Purchased Services	\$75	\$77	\$78	\$64	\$64
Total Support Services	\$2,347	\$2,472	\$2,988	\$3,259	\$3,477
Support Services-Salaries and Benefits	\$1,664	\$1,566	\$2,049	\$2,081	\$2,161
Total Administrative Costs	\$1,573	\$1,534	\$1,564	\$1,678	\$1,676
Administration Salaries and Benefits	\$1,240	\$1,273	\$1,303	\$1,369	\$1,398
Total Operations and Maintenance of Plant	\$1,704	\$1,762	\$2,094	\$2,146	\$2,352
Operations and Maintenance-Salaries and Benefits	\$814	\$969	\$1,116	\$1,216	\$1,377
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$93	\$58	\$100	\$109	\$109
Total Equipment Costs	\$266	\$0	\$186	\$201	\$0
Legal Costs	\$16	\$15	\$20	\$35	\$21
Employee Benefits as a percentage of salaries*	25.92%	28.26%	28.03%	28.17%	30.07%

<sup>\*</sup>Does not include pension and social security paid by the State on-behalf of the district.

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 2024-25 revised appropriations and the 2025-26 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.

<sup>\*\*</sup>Federal and State funds in the blended resource school-based budgets.

#### Bergen Maywood Boro Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	NESBIG	0
Special Education Services	Region V for Special Education	0
Transportation Continue in alculing Fuel	South Bergen Jointure Commission	0
Transportation Services, including Fuel	Region V for Special Education	0

#### Bergen Maywood Boro Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	21,905,277
	(D) Total School Levy	23,372,154
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	1,877,296,900
Mayayaad Darayah	(H) Estimated Equalized Valuation (as of 10/01/24)	2,078,955,592
Maywood Borough	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.1669
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.2450
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.0537
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.1242

Name	Category	Measure
	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$163,080
	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	07/01/24
	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	15
Jennifer Pfohl	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	recess
	Total Allowances Amount	\$4,362
	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	\$15,209
	Contractual Post-Employment Benefit Description of Payout of Sick days	n/a
	Contractual Post-Employment Benefit Description of Payout of Vacation days	capped at 25
	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

Name	Category	Measure
	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
Jennifer Pfohl	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
	Job Title	Other
	Job Title II	Supervisor of Buildings a
	Base Annual Salary Amount	\$98,413
	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
John Mantony	Member of Collective Bargaining Unit (CBU)?	N
John Montany	Beginning Date of Contract	07/01/24
	End Date of Contract	06/30/25
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	recess

Name	Category	Measure
	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	\$8,201
	Contractual Post-Employment Benefit Description of Payout of Sick days	n/a
	Contractual Post-Employment Benefit Description of Payout of Vacation days	max 20
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
John Montany	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
JOHN WORKANY	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
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$202,827
Michael Jordan	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/24
	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	15
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	recess
	Total Allowances Amount	\$5,500
Michael Jordan	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	\$34,503
	Contractual Post-Employment Benefit Description of Payout of Sick days	max 37.5
	Contractual Post-Employment Benefit Description of Payout of Vacation days	max 25
	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

Name	Category	Measure
Michael Jordan	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
	Job Title	Administrative Assistant
	Job Title II	None Reported
	Base Annual Salary Amount	\$78,728
	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	07/01/24
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	240
Susan Baliatico	Contracted Number of Annual Vacation Days	20
	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	13
	Description of Other Contracted Non-Working Days	recess
	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	\$8,201
	Contractual Post-Employment Benefit Description of Payout of Sick days	n/a

Name	Category	Measure
Susan Baliatico	Contractual Post-Employment Benefit Description of Payout of Vacation days	max 25
	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