

Advertised Enrollments

Pupil Enrollment Categories	10-15-2024 Actual	10-15-2025 Actual	10-15-2026 Estimate
On Roll Regular Full-Time	102.0	120.0	120.0
On Roll Special Ed Full-Time	14.0	13.0	11.0
On Roll Subtotal	116.0	133.0	131.0
In Private School Placements	9.0	8.0	1.0
Sent to Other Districts Regular	145.0	149.0	156.0
Sent to Other Districts Special Ed	30.0	35.5	37.5
Received	12.0	17.0	13.0

Advertised Revenues

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	9,814,891	10,035,028	11,173,582
	Total Tax Levy	10-121x	9,814,891	10,035,028	11,173,582
	Total Tuition	10-1300	114,530	100,000	100,000
	Unrestricted Miscellaneous Revenues	10-1XXX	193,283	140,000	140,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	1,000	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	65,622	1,000	1,000
	Total Revenues from Local Sources		10,188,326	10,277,028	11,415,582
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	202,394	188,076	181,290
	Extraordinary Aid	10-3131	221,446	50,000	214,912
	Categorical Special Education Aid	10-3132	319,977	360,587	397,878
	Categorical Security Aid	10-3177	29,320	36,129	40,712
	Other State Aids	10-3XXX	34,091	0	0
	Total Revenues from State Sources		807,228	634,792	834,792
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	450,000	1,555,537
	Withdrawal from Capital Reserve for Local Share	10-307	0	450,000	0
	Withdrawal from Maintenance Reserve	10-310	0	75,000	0
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	100,000	100,000
	Adjustment for Prior Year Encumbrances		0	838,865	0
	Actual Revenues (Over)/Under Expenditures		-375,771	0	0
General Fund Revenues	Total Operating Budget		10,619,783	12,825,685	13,905,911
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	40,138	6,000	0
	Other Revenue from Local Sources	20-1XXX	12,335	0	0
	Total Revenues from Local Sources	20-1XXX	52,473	6,000	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	256,937	305,465	211,500
	Total Revenues from State Sources		256,937	305,465	211,500

Advertised Revenues

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	51,271	41,427	41,153
	Title II	20-4451-4455	9,615	7,128	7,692
	Title IV	20-4471-4474	10,000	10,000	8,000
	IDEA Part B (Handicapped)	20-4420-4429	168,115	134,470	178,018
	Total Revenues from Federal Sources		239,001	193,025	234,863
Special Revenue Fund Revenues	Total Grants and Entitlements		537,900	504,490	446,363
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	322,026	348,984	145,971
	Total Revenues from Local Sources		322,026	348,984	145,971
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	178,661	179,779	75,197
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		500,687	528,763	221,168
	Actual Revenues (Over)/Under Expenditures		24,783	0	0
Debt Service Fund Revenues	Total Repayment of Debt		525,470	528,763	221,168
All Fund Revenues	Total Revenues/Sources		11,683,153	13,858,938	14,573,442
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		11,683,153	13,858,938	14,573,442

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	1,724,506	1,740,959	1,571,083
	Special Education-Instruction	11-2XX-100-XXX	252,941	336,900	365,600
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	4,224,691	5,329,386	6,531,825
	Undistributed Expenditures-Health Services	11-000-213-XXX	89,493	208,827	105,097
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	372,230	310,396	437,616
	Undistributed Expenditures>Other Support Services, Students>Extraordinary Services	11-000-217-XXX	0	220,630	0
	Undistributed Expenditures-Guidance	11-000-218-XXX	1,166	2,120	20,500
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	259,320	349,644	505,179
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	273,256	197,730	242,315
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	127,092	105,450	260,818
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	8,186	26,926	19,800
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	211,056	242,857	188,401
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	37,449	38,800	30,610
	Undistributed Expenditures-Central Services	11-000-251-XXX	97,507	173,985	128,575
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	875,118	775,284	705,839
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	986,239	1,074,941	1,310,363
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	857,459	1,024,685	1,476,438
	Total Undistributed Expenditures		8,420,262	10,081,661	11,963,376
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,000	1,000
General Fund Current Expenses	Total General Current Expense		10,397,709	12,160,520	13,901,059
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	222,074	664,165	3,852
	Interest Deposit to Capital Reserve	10-604	0	1,000	1,000
	Total Capital Outlay		222,074	665,165	4,852
General Fund Expenses and Transfers	General Fund Grand Total		10,619,783	12,825,685	13,905,911
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	12,335	0	0

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	12,307	24,028	15,178
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	9,547	11,817	6,873
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	70,228	77,875	56,182
	Nonpublic Nursing Services	20-XXX-XXX-XXX	55,862	72,509	46,072
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	18,178	17,146	14,543
	Nonpublic Security Aid	20-XXX-XXX-XXX	90,815	102,090	72,652
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	256,937	305,465	211,500
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	51,271	41,427	41,153
	Title II	20-XXX-XXX-XXX	9,615	7,128	7,692
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	168,115	134,470	178,018
	Total Federal Projects	20-XXX-XXX-XXX	239,001	193,025	234,863
Special Revenue Fund Expenses	Total Special Revenue Funds		537,900	504,490	446,363
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	525,470	528,763	221,168
	Total Debt Service Funds		525,470	528,763	221,168
All Fund Expenses	Total Expenditures/Appropriations		11,683,153	13,858,938	14,573,442
Expenses Net of Transfers	Total Expenditures Net of Transfers		11,683,153	13,858,938	14,573,442

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2024	Audited Balance 06/30/2025	Estimated Balance 06/30/2026	Estimated Balance 06/30/2027
Unrestricted	General Operating Budget	824,555	505,537	505,537	250,000
	Repayment of Debt	24,783	0	0	0
Restricted for General Operating Budget	Capital Reserve	2,957,687	2,930,045	2,481,045	2,482,045
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	143,520	128,520	54,520	55,520
	Legal Reserve	876,818	1,750,000	1,300,000	0
	Unemployment Fund	37,360	42,572	42,572	42,572
	Tuition Reserve	243,686	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 Special Revenue Fund	Student Activity Fund	15,132	25,643	25,643	25,643
	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	2023-24 Actual Costs	2024-25 Actual Costs	2025-26 Original Budget	2025-26 Revised Budget	2026-27 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$44,754	\$45,232	\$42,505	\$43,272	\$46,243
Total Classroom Instruction	\$20,388	\$21,468	\$20,249	\$20,192	\$21,838
Classroom-Salaries and Benefits	\$17,225	\$17,683	\$16,432	\$16,234	\$19,838
Classroom-General Supplies and Textbooks	\$1,109	\$666	\$729	\$1,050	\$498
Classroom-Purchased Services	\$2,054	\$3,119	\$3,088	\$2,909	\$1,502
Total Support Services	\$12,569	\$11,679	\$11,570	\$12,605	\$15,095
Support Services-Salaries and Benefits	\$7,677	\$7,614	\$6,899	\$6,804	\$8,290
Total Administrative Costs	\$4,395	\$3,404	\$2,866	\$3,787	\$2,896
Administration Salaries and Benefits	\$1,998	\$1,617	\$1,492	\$1,281	\$681
Total Operations and Maintenance of Plant	\$7,402	\$8,681	\$7,819	\$6,687	\$6,415
Operations and Maintenance-Salaries and Benefits	\$3,012	\$4,393	\$4,143	\$3,049	\$2,887
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$1,108	\$406	\$615	\$688	\$573
Employee Benefits as a percentage of salaries*	31.84%	31.38%	37.83%	39.17%	55.18%

*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.nj.gov/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2025-26 revised appropriations and the 2026-27 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	NESBIG	0
Municipal/Public Works	Borough of Saddle River	0
Purchasing	Educational Data Services	0
Special Education Services	Region V	0
Transportation Services, including Fuel	Region I	0
	South Bergen Jointure Commission	0

Estimated Tax Rates

Municipality	Category	Amount
Saddle River Bor	(A) General Fund School Levy	10,604,305
	(D) Total School Levy	10,759,483
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	2,588,133,250
	(H) Estimated Equalized Valuation (as of 10/01/25)	2,955,839,710
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.4097
	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.4157
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.3588
	(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.3640

Employee Contract List for District

Name	Category	Measure
Edward Cebulski	Job Title	Other
	Job Title II	Head Custodian
	Base Annual Salary Amount	\$83,412
	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	07/01/25
	End Date of Contract	06/30/26
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	11
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$15,000 max @ per diem rate
	Contractual Post-Employment Benefit Description of Payout of Vacation days	none
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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 Cebulski	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
Jennifer Macones	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$173,000
	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	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	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	11
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Jennifer Macones	Total Allowances Amount	\$3,800
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	none
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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
Leslie Boel	Job Title	Psychologist
	Job Title II	CST Supervisor
	Base Annual Salary Amount	\$130,746
	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
Leslie Boel	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	0
	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	11
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per diem rate @ \$15,000 max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	none
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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
Leslie Boel	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 Services Agreement	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$100,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	03
	Shared District	4310
	Job Title Other District	Business Administrator
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/25
	End Date of Contract	06/30/26
	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	none

Employee Contract List for District

Name	Category	Measure
Shared Services Agreement	Contractual Post-Employment Benefit Description of Payout of Vacation days	none
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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
Victoria Hickey	Job Title	Vice Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$137,638
	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	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Victoria Hickey	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	11
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per diem @ \$15,000 max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	none
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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