

Advertised Enrollments

Pupil Enrollment Categories	10-15-2024 Actual	10-15-2025 Actual	10-15-2026 Estimate
On Roll Regular Full-Time	1,951.0	1,985.0	2,003.0
On Roll Special Ed Full-Time	373.0	366.0	382.0
On Roll Subtotal	2,324.0	2,351.0	2,385.0
In Private School Placements	12.0	10.0	7.0
Sent to Other Districts Special Ed	5.0	4.0	7.0
Received	8.0	14.0	0.0

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	44,204,044	45,573,917	47,169,004
	Total Tax Levy	10-121x	44,204,044	45,573,917	47,169,004
	Transportation Fees from Individuals	10-1410	328,002	275,000	325,000
	Unrestricted Miscellaneous Revenues	10-1XXX	672,115	375,928	266,790
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	370	0	0
	Interest Earned on Maintenance Reserve	10-1XXX	32,920	0	0
	Interest Earned on Capital Reserve Funds	10-1XXX	239,300	0	0
	Total Revenues from Local Sources		45,476,751	46,224,845	47,760,794
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	373,002	361,386	362,071
	Extraordinary Aid	10-3131	538,376	0	0
	Categorical Special Education Aid	10-3132	2,599,617	2,723,616	2,886,900
	Categorical Security Aid	10-3177	227,775	307,415	346,992
	Other State Aids	10-3XXX	36,426	0	0
	Total Revenues from State Sources		3,775,196	3,392,417	3,595,963
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	10,745	4,990	23,572
	Total Revenues from Federal Sources		10,745	4,990	23,572
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	2,609,555	1,600,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	1,500,000	0
	Withdrawal from Capital Reserve for Transfer To Debt Service Fund	10-317	0	639,552	554,743
	Adjustment for Prior Year Encumbrances		0	346,851	0
	Actual Revenues (Over)/Under Expenditures		2,583,224	0	0
General Fund Revenues	Total Operating Budget		51,845,916	54,718,210	53,535,072
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	594,738	90,000	90,000
	Scholarship Fund Revenue	20-1770	7,571	80,000	80,000
	Total Revenues from Local Sources	20-1XXX	602,309	170,000	170,000
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	620,552	437,137	637,137
	Total Revenues from State Sources		620,552	437,137	637,137

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	64,050	85,500	59,850
	Title II	20-4451-4455	30,319	30,206	21,144
	Title III	20-4491-4494	16,423	11,294	7,905
	Title IV	20-4471-4474	15,149	7,377	5,163
	IDEA Part B (Handicapped)	20-4420-4429	691,984	610,000	610,000
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	1,403	0	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	15,364	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	13,439	0	0
	ARP-ESSER	20-4540	1,778	0	0
	CRRSA Act-Mental Health Grant	20-4536	56,346	0	0
	Total Revenues from Federal Sources		906,255	744,377	704,062
Special Revenue Fund Revenues	Total Grants and Entitlements		2,120,542	1,351,514	1,511,199
Debt Service Fund Transfer and Other Financing	Transfers from Capital Reserve	40-5210	0	639,552	554,743
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	4,156,779	4,173,380	4,309,092
	Interest on Investments	40-1510	476,168	0	0
	Other Miscellaneous	40-1XXX	0	475,000	300,000
	Miscellaneous	40-1XXX	476,168	475,000	300,000
	Total Revenues from Local Sources		4,632,947	4,648,380	4,609,092
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	812,782	836,338	809,159
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	14,370	10,356
	Total Local Repayment of Debt		5,445,729	6,138,640	5,983,350
	Actual Revenues (Over)/Under Expenditures		-10,356	0	0
Debt Service Fund Revenues	Total Repayment of Debt		5,435,373	6,138,640	5,983,350
All Fund Revenues	Total Revenues/Sources		59,401,831	62,208,364	61,029,621
Revenues Net of Transfers	Deduct Transfer-Transfers from Capital Reserve	40-5210	0	639,552	554,743
	Total Revenues/Sources Net of Transfers		59,401,831	61,568,812	60,474,878

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	14,658,333	15,623,738	16,035,642
	Special Education-Instruction	11-2XX-100-XXX	6,015,094	6,472,238	6,424,697
	Basic Skills/Remedial-Instruction	11-230-100-XXX	90,119	126,143	119,540
	Bilingual Education-Instruction	11-240-100-XXX	165,904	174,157	181,103
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	247,869	268,763	266,278
	School-Sponsored Athletics-Instruction	11-402-100-XXX	732,253	760,310	765,160
	Other Instructional Programs-Instruction	11-4XX-100-XXX	0	3,000	3,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,097,916	1,441,957	1,482,117
	Undistributed Expenditures-Health Services	11-000-213-XXX	1,985,830	2,208,202	2,305,184
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	325,395	366,479	381,018
	Undistributed Expenditures-Guidance	11-000-218-XXX	864,214	1,007,440	1,024,904
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,328,037	1,402,621	1,459,370
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	978,872	1,250,881	1,073,913
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	320,395	333,375	341,966
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	723,006	813,054	775,101
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,998,774	2,144,029	2,191,475
	Undistributed Expenditures-Central Services	11-000-251-XXX	429,783	510,045	524,777
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	253,942	264,599	271,217
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,778,613	3,972,254	4,223,442
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	2,519,029	2,494,926	2,544,964
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	6,924,293	9,489,603	10,429,484
	Total Undistributed Expenditures		23,528,099	27,699,465	29,028,932
General Fund Current Expenses	Total General Current Expense		45,437,671	51,127,814	52,824,352
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	100,314	100,314	100,314
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	6,265,500	1,500,000	0
	Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	0	639,552	554,743
	Increase In Capital Reserve	10-604	0	1,309,555	0
	Total Capital Outlay		6,365,814	3,549,421	655,057

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	42,431	40,975	55,663
	General Fund Grand Total		51,845,916	54,718,210	53,535,072
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	56,126	90,229	90,229
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	69,273	60,411	60,411
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	100,701	135,572	135,572
	Nonpublic Nursing Services	20-XXX-XXX-XXX	116,887	107,000	107,000
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	53,625	43,925	43,925
	Nonpublic Security Aid	20-XXX-XXX-XXX	223,940	0	200,000
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	620,552	437,137	637,137
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	64,050	85,500	59,850
	Title II	20-XXX-XXX-XXX	30,319	30,206	21,144
	Title III	20-XXX-XXX-XXX	16,423	11,294	7,905
	Title IV	20-XXX-XXX-XXX	15,149	7,377	5,163
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	691,984	610,000	610,000
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	56,346	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	1,778	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	1,403	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	15,364	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	13,439	0	0
	Total Federal Projects	20-XXX-XXX-XXX	906,255	744,377	704,062
Special Revenue Fund Expenses	Total Special Revenue Funds		2,120,542	1,351,514	1,511,199
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	5,435,373	6,138,640	5,983,350
	Total Debt Service Funds		5,435,373	6,138,640	5,983,350
All Fund Expenses	Total Expenditures/Appropriations		59,401,831	62,208,364	61,029,621
Expenses Net of Transfers	Deduct Transfer-Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	0	639,552	554,743
	Total Expenditures Net of Transfers		59,401,831	61,568,812	60,474,878

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	1,452,714	1,611,720	1,087,427	1,087,427
	Repayment of Debt	14,370	24,726	10,356	0
Restricted for General Operating Budget	Capital Reserve	8,275,993	4,781,460	4,551,463	3,996,720
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	1,138,494	1,171,414	1,171,414	1,171,414
	Legal Reserve	3,409,555	4,209,555	1,600,000	0
	Unemployment Fund	377,159	377,159	377,159	377,159
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	12,806	13,176	13,176	13,176
	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	303,056	313,659	313,659	313,659
	Scholarship Fund	212,564	210,535	210,535	210,535
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	\$17,503	\$18,272	\$19,293	\$20,098	\$20,452
Total Classroom Instruction	\$10,727	\$11,144	\$11,813	\$12,227	\$12,452
Classroom-Salaries and Benefits	\$10,271	\$10,402	\$11,251	\$11,618	\$11,832
Classroom-General Supplies and Textbooks	\$378	\$644	\$421	\$464	\$473
Classroom-Purchased Services	\$79	\$98	\$141	\$145	\$147
Total Support Services	\$2,723	\$2,946	\$3,154	\$3,345	\$3,366
Support Services-Salaries and Benefits	\$2,057	\$2,137	\$2,290	\$2,364	\$2,454
Total Administrative Costs	\$1,727	\$1,778	\$1,876	\$1,967	\$1,960
Administration Salaries and Benefits	\$1,464	\$1,511	\$1,581	\$1,632	\$1,692
Total Operations and Maintenance of Plant	\$1,762	\$1,840	\$1,859	\$1,949	\$2,054
Operations and Maintenance-Salaries and Benefits	\$959	\$986	\$1,077	\$1,112	\$1,147
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$505	\$505	\$519	\$536	\$539
Total Equipment Costs	\$63	\$0	\$0	\$0	\$0
Legal Costs	\$37	\$49	\$43	\$45	\$45
Employee Benefits as a percentage of salaries*	25.20%	23.80%	30.28%	30.09%	32.40%

*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	Part of SHIF coop	0
Municipal/Public Works	Work together on several different projects	0
Purchasing	Purchase goods and services thru several different cooperative purchasing agencies	0
Transportation Services, including Fuel	Use Educational Services Commision for all transportation routes	0

Estimated Tax Rates

Municipality	Category	Amount
Metuchen Borough	(A) General Fund School Levy	46,371,460
	(D) Total School Levy	50,612,696
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	1,097,683,100
	(H) Estimated Equalized Valuation (as of 10/01/25)	3,715,921,124
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	4.2245
	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	4.6109
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.2479
	(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.3620

Employee Contract List for District

Name	Category	Measure
Brian Shanley	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	none
	Base Annual Salary Amount	\$130,965
	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	25
	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	0
	Description of Other Contracted Non-Working Days	None Reported
Chris Thumann	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	none
	Base Annual Salary Amount	\$131,661
	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

Employee Contract List for District

Name	Category	Measure
Chris Thumann	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
Deneane Bonassisa	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	none
	Base Annual Salary Amount	\$155,152
	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	07/01/25
	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	4
	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
Jeffrey Ruhnke	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$96,122
	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	25
	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	0
	Description of Other Contracted Non-Working Days	None Reported
Michael Harvier	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$211,309
	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

Employee Contract List for District

Name	Category	Measure
Michael Harvier	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$3,600
	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	\$51,676
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum 15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum 64 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	personal days converted to sick days
	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

Employee Contract List for District

Name	Category	Measure
Tania Herzog	Job Title	Assistant Superintendent
	Job Title II	none
	Base Annual Salary Amount	\$195,017
	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	25
	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	0
	Description of Other Contracted Non-Working Days	None Reported
Vincent Caputo	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$230,000
	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	06/30/30

Employee Contract List for District

Name	Category	Measure
Vincent Caputo	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	4
	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	\$6,600
	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	\$26,492
	Contractual Post-Employment Benefit Description of Payout of Sick days	15000 maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	13 accrued days
	Contractual Post-Employment Benefit Description of Payout of Personal days	personal daays convetted to sick days.
	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