Cumberland Lawrence Twp Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	423.0	434.0	443.0
On Roll Special Ed Full-Time	78.0	74.0	73.0
On Roll Subtotal	501.0	508.0	516.0
In Private School Placements	3.0	4.0	4.0
Sent to Other Districts Regular	55.0	36.0	34.0
Sent to Other Districts Special Ed	20.0	14.0	13.0
Received	1.0	1.0	0.0

Cumberland Advertised Revenues Lawrence Twp

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Local Tax Levy	10-1210	2,283,372	2,329,039	2,375,620
	Unrestricted Miscellaneous Revenues	10-1XXX	68,633	20,000	20,000
General Fund Revenues from Local Sources	Interest Earned on Maintenance Reserve	10-1XXX	0	50	50
	Interest Earned on Capital Reserve Funds	10-1XXX	1,089	225	225
	Total Revenues from Local Sources		2,353,094	2,349,314	2,395,895
	School Choice Aid	10-3116	510,400	471,240	443,280
	Categorical Transportation Aid	10-3121	87,111	87,111	87,111
	Extraordinary Aid	10-3131	15,183	0	0
General Fund Revenues from State Sources	Categorical Special Education Aid	10-3132	335,985	372,413	372,413
General Fund Revenues from State Sources	Equalization Aid	10-3176	5,206,532	5,213,334	5,178,069
	Categorical Security Aid	10-3177	160,344	160,344	160,344
	Other State Aids	10-3XXX	4,060	0	0
	Total Revenues from State Sources		6,319,615	6,304,442	6,241,217
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	20,776	24,158
General Fund Revenues from Federal Sources	Total Revenues from Federal Sources		0	20,776	24,158
	Budgeted Fund Balance-Operating Budget	10-303	0	252,411	251,777
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	745,000
General Fund Revenues from Other Sources	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	118,900	75,000
	Adjustment for Prior Year Encumbrances		0	36,858	0
	Actual Revenues (Over)/Under Expenditures		137,717	0	0
General Fund Revenues	Total Operating Budget		8,810,426	9,082,701	9,733,047
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	38	0	0
	Total Revenues from Local Sources	20-1XXX	38	0	0
	Preschool Education Aid-Prior Year Carryover	20-3218	12,205	6,829	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	488,011	692,340	652,953
	Total Revenues from State Sources		500,216	699,169	652,953

Cumberland Advertised Revenues Lawrence Twp

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Title I	20-4411-4416	232,411	243,582	194,866
	Title II	20-4451-4455	36,326	35,520	28,416
Special Revenue Fund Revenues from Federal Sources	Title IV	20-4471-4474	14,245	13,796	11,037
Special Revenue Fund Revenues Irom Federal Sources	I.D.E.A. Part B (Handicapped)	20-4420-4429	160,836	161,764	129,411
	Other	20-4XXX	28,823	4,580	3,664
	Total Revenues from Federal Sources		472,641	459,242	367,394
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	0	0	1,000
Special Revenue Fund Revenues	Total Grants and Entitlements		972,895	1,158,411	1,021,347
Dobt One in Freed December from Local Occurre	Local Tax Levy	40-1210	285,232	275,228	283,562
Debt Service Fund Revenues from Local Sources	Total Revenues from Local Sources		285,232	275,228	283,562
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	105,131	101,550	97,968
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	1
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		390,363	376,779	381,531
Debt Service Fund Revenues	Total Repayment of Debt		390,363	376,779	381,531
All Fund Revenues	Total Revenues/Sources		10,173,684	10,617,891	11,135,925
Dovernues Net of Transfers	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	0	0	1,000
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		10,173,684	10,617,891	11,134,925

Cumberland Advertised Appropriations Lawrence Twp

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	2,603,028	2,461,634	2,519,424
Our and Eve d Ourset Eve age to be be true for	Special Education-Instruction	11-2XX-100-XXX	416,849	674,729	737,901
	Basic Skills/Remedial-Instruction	11-230-100-XXX	9,717	0	
General Fund Current Expenses for Instruction	Bilingual Education-Instruction	11-240-100-XXX	19,048	32,652	27,80
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	16,878	22,000	22,00
	School-Sponsored Athletics-Instruction	11-402-100-XXX	26,496	34,750	34,75
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,424,796	1,712,176	1,077,58
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	37,296	33,059	49,13
	Undistributed Expenditures-Health Services	11-000-213-XXX	67,343	71,456	102,37
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	111,176	118,766	113,43
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	249,313	176,275	192,21
	Undistributed Expenditures-Guidance	11-000-218-XXX	64,944	67,231	64,98
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	205,895	238,931	244,91
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	8,602	8,369	8,00
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	94,027	102,681	119,38
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	159,631	190,205	191,47
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	151,099	171,734	168,29
	Undistributed Expenditures-Central Services	11-000-251-XXX	166,957	178,495	181,87
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	25,714	25,300	30,00
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	525,580	546,617	585,87
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	894,508	885,919	1,033,95
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,208,920	1,264,991	1,357,899
	Total Undistributed Expenditures		5,395,801	5,792,205	5,521,376
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	50	5
General Fund Current Expenses	Total General Current Expense		8,487,817	9,018,020	8,863,302

Cumberland Lawrence Twp Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Equipment	12-XXX-XXX-730	53,168	15,558	84,500
	Facilities Acquisition and Construction Services	12-000-400-XXX	43,316	40,020	785,020
Capital Outlay	Increase In Capital Reserve	10-604	200,000	0	0
	Interest Deposit to Capital Reserve	10-604	1,089	225	225
	Total Capital Outlay		297,573	55,803	869,745
Conoral Fund Fynancia and Transfera	Transfer of Funds to Charter Schools	10-000-100-56X	25,036	8,878	0
General Fund Expenses and Transfers	General Fund Grand Total		8,810,426	9,082,701	9,733,047
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	38	0	0
	Preschool Education Aid Instruction	20-218-100-XXX	310,258	437,352	433,975
Special Revenue Fund Expenses for Preschool Education Aid	Support Services	20-218-200-XXX	189,958	261,817	203,863
pecial Revenue Fund Expenses for Freschool Education Ald	Facility Acquisition and Construction Services	20-218-400-XXX	0	0	16,115
	Total Preschool Education Aid	20-218-XXX-XXX	500,216	699,169	653,953
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	500,216	699,169	653,953
	Title I	20-XXX-XXX-XXX	232,411	243,582	194,866
	Title II	20-XXX-XXX-XXX	36,326	35,520	28,416
Special Revenue Fund Expenses for Federal Projects	Title IV	20-XXX-XXX-XXX	14,245	13,796	11,037
Special Revenue Fund Expenses for Federal Projects	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	160,836	161,764	129,411
	Other	20-XXX-XXX-XXX	28,823	4,580	3,664
	Total Federal Projects	20-XXX-XXX-XXX	472,641	459,242	367,394
Special Revenue Fund Expenses	Total Special Revenue Funds		972,895	1,158,411	1,021,347
Debt Service Fund Evnences	Total Regular Debt Service	40-701-510-XXX	390,363	376,779	381,531
Debt Service Fund Expenses	Total Debt Service Funds		390,363	376,779	381,531
All Fund Expenses	Total Expenditures/Appropriations		10,173,684	10,617,891	11,135,925
Evnances Not of Transfers	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	0	1,000
Expenses Net of Transfers	Total Expenditures Net of Transfers		10,173,684	10,617,891	11,134,925

Cumberland Advertised Recapitulation of Balances Lawrence Twp

Fund Balance Category	Budget Category	Audited Balance 06/30/2018	Audited Balance 06/30/2019	Estimated Balance 06/30/2020	Estimated Balance 06/30/2021
	Capital Reserve	544,632	745,721	745,946	1,171
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	338,000	338,000	338,050	338,100
Destricted for Consul Operating Dudget	Legal Reserve	454,215	467,858	232,534	0
Restricted for General Operating Budget	Tuition Reserve	298,900	193,900	75,000	0
	Current Expense Emergency Reserve	250,000	250,000	250,000	250,000
	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 Repayment of Debt	Repayment of Debt	0	0	0	0
	General Operating Budget	286,269	286,330	269,243	250,000
Unrestricted	Repayment of Debt	2	2	1	0

Cumberland Advertised Per Pupil Cost Calculations Lawrence Twp

Per Pupil Cost Calculations	2017-18 Actual Costs	2018-19 Actual Costs	2019-20 Original Budget	2019-20 Revised Budget	2020-21 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$12,648	\$13,008	\$13,124	\$14,014	\$14,319
Total Classroom Instruction	\$7,866	\$8,289	\$8,202	\$9,150	\$9,200
Classroom-Salaries and Benefits	\$7,440	\$7,510	\$7,763	\$8,639	\$8,584
Classroom-General Supplies and Textbooks	\$275	\$544	\$279	\$338	\$459
Classroom-Purchased Services	\$151	\$235	\$160	\$173	\$158
Total Support Services	\$2,265	\$2,292	\$2,379	\$2,186	\$2,399
Support Services-Salaries and Benefits	\$1,996	\$2,000	\$2,173	\$1,893	\$2,077
Total Administrative Costs	\$1,306	\$1,187	\$1,283	\$1,343	\$1,324
Administration Salaries and Benefits	\$946	\$885	\$906	\$965	\$932
Total Operations and Maintenance of Plant	\$1,092	\$1,122	\$1,121	\$1,186	\$1,245
Operations and Maintenance-Salaries and Benefits	\$443	\$419	\$434	\$464	\$473
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$112	\$107	\$131	\$138	\$135
Total Equipment Costs	\$33	\$104	\$13	\$31	\$195
Legal Costs	\$19	\$7	\$28	\$30	\$29
Employee Benefits as a percentage of salaries*	29.66%	30.09%	31.32%	31.13%	30.28%

^{*}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 2019-20 revised appropriations and the 2020-21 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.

^{**}Federal and State funds in the blended resource school-based budgets.

Cumberland Lawrence Twp Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Business Services	BUSINESS OFFICE SERVICES WITH UPPER PITTSGROVE AND DOWNE	0
Others	SNOW REMOVAL WITH TOWNSHIP	0
Others	PURCHASE MAINTENANCE AND NURSING SUPPLIES THROUGH MILLVILLE	0
Social Worker/Psychologist	SHARED CST SERVICES WITH DOWNE AND MAURICE RIVER	0
Technology Services	TECH SERVICES WITH UPPER PITTSGROVE AND DOWNE BOE	0
Transportation Services, including Fuel	TRANSPORTATION JOINTURE WITH CO-OP	0

Cumberland Lawrence Twp Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	2,352,329
	(D) Total School Levy	2,631,724
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	232,365,585
Lauranaa Tura	(H) Estimated Equalized Valuation (as of 10/01/19)	226,656,130
Lawrence Twp	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.0123
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.1326
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.0378
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.1611

Name	Category	Measure
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	CST
	Base Annual Salary Amount	\$86,569
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	200
	Contracted Number of Annual Vacation Days	C
	Contracted Number of Annual Sick Days	10
Eileen Culver	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	C
	Number of Other Contracted Non-Working Days	C
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,000
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per Diem rate Max \$15000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No vacation per contract 10 month employee
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal days convert to sick days per contract
	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
Eileen Culver	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 Assessment
	Base Annual Salary Amount	\$89,908
	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
Heather Burkhart	Member of Collective Bargaining Unit (CBU)?	N
neather burkhant	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	200
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported

Name	Category	Measure
	Total Allowances Amount	\$4,600
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per Diem rate per day max \$15000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	no vacation per contract 10 month employee
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal days convert to sick days per contract
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Heather Burkhart	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Heather Burkhart	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	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$110,123
Lisa DiNovi	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	33
	Shared District	5320

Name	Category	Measure
	Job Title Other District	Business Administrator
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	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	3
	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	\$3,200
Lisa DiNovi	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,400
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$27,720
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max is \$15000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem rate for all accumulated vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	personal days convert to sick days per contract
	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
Lisa DiNovi	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	Shared Service contract with Upper Pittsgrove
	Additional Comment 2	Shared Services contract with Downe Township
	Additional Comment 3	None Reported
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$140,627
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
Shelleymarie Magan	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	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	\$3,000
	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	\$31,230
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max Amount is \$15000

Name	Category	Measure
Shelleymarie Magan	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem rate for accumulated days max 30 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No personal per contract
	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