

### Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	4,585.0	4,447.0	4,302.0
On Roll Regular Shared-Time	12.0	15.0	0.0
On Roll Special Ed Full-Time	684.0	648.0	673.0
On Roll Special Ed Shared-Time	5.0	5.0	0.0
On Roll Subtotal	5,286.0	5,115.0	4,975.0
In Private School Placements	25.0	23.0	20.0
Sent to Other Districts Regular	0.0	0.0	12.0
Sent to Other Districts Special Ed	9.0	9.0	15.0
Received	16.0	12.0	11.0

## Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	85,426,531	87,135,060	88,877,761
	Total Tuition	10-1300	978,515	900,000	400,997
	Transportation Fees from Individuals	10-1410	241,335	208,000	208,000
	Private Contributions	10-1920	47,148	47,067	0
	Unrestricted Miscellaneous Revenues	10-1XXX	850,078	524,981	495,951
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	333	333	334
	Interest Earned on Maintenance Reserve	10-1XXX	333	333	333
	Interest Earned on Capital Reserve Funds	10-1XXX	334	334	333
	Total Revenues from Local Sources		87,544,607	88,816,108	89,983,709
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	1,296,717	1,296,717	1,296,717
	Extraordinary Aid	10-3131	3,168,786	1,700,000	1,700,000
	Categorical Special Education Aid	10-3132	2,797,493	3,268,458	3,900,214
	Categorical Security Aid	10-3177	101,447	101,447	101,447
	Other State Aids	10-3XXX	111,940	0	0
	Total Revenues from State Sources		7,476,383	6,366,622	6,998,378
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	4,215	20,873	6,883
	Total Revenues from Federal Sources		4,215	20,873	6,883
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	2,294,793	3,028,692
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	552,258	0
	Withdrawal from Maintenance Reserve	10-310	0	453,238	24,027
	Transfers from Other Funds	10-5200	43,500	0	0
	Adjustment for Prior Year Encumbrances		0	240,982	0
	Actual Revenues (Over)/Under Expenditures		-599,391	0	0
General Fund Revenues	Total Operating Budget		94,469,314	98,744,874	100,041,689
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	117,926	0	0
	Total Revenues from Local Sources	20-1XXX	117,926	0	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	274,031	0	0
	Total Revenues from State Sources		274,031	0	0

## Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	229,239	334,157	334,157
	Title II	20-4451-4455	33,215	49,650	49,650
	Title III	20-4491-4494	42,646	39,835	39,835
	Title IV	20-4471-4474	17,819	19,464	19,464
	I.D.E.A. Part B (Handicapped)	20-4420-4429	1,154,897	1,189,537	1,189,537
	Total Revenues from Federal Sources			1,477,816	1,632,643
Special Revenue Fund Revenues	Total Grants and Entitlements		1,869,773	1,632,643	1,632,643
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	5,107,583	5,106,178	5,107,890
	Total Revenues from Local Sources		5,107,583	5,106,178	5,107,890
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	264,578	264,205	264,322
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1,380	1
	Total Local Repayment of Debt		5,372,161	5,371,763	5,372,213
	Actual Revenues (Over)/Under Expenditures		1,801	0	0
Debt Service Fund Revenues	Total Repayment of Debt		5,373,962	5,371,763	5,372,213
All Fund Revenues	Total Revenues/Sources		101,713,049	105,749,280	107,046,545
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		101,713,049	105,749,280	107,046,545

## Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	28,712,670	29,393,974	29,995,161
	Special Education-Instruction	11-2XX-100-XXX	12,669,872	13,011,944	13,288,899
	Basic Skills/Remedial-Instruction	11-230-100-XXX	723,283	758,977	792,547
	Bilingual Education-Instruction	11-240-100-XXX	291,466	429,948	422,161
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	412,082	414,736	460,690
	School-Sponsored Athletics-Instruction	11-402-100-XXX	1,318,716	1,440,464	1,474,644
	Other Supplemental/At-Risk Programs	11-424-XXX-XXX	626,951	663,794	683,400
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,277,410	2,469,358	2,411,680
	Undistributed Expenditures-Health Services	11-000-213-XXX	854,508	952,333	911,350
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	1,383,970	1,388,178	1,529,863
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	1,261,095	1,364,409	1,117,026
	Undistributed Expenditures-Guidance	11-000-218-XXX	2,756,727	2,923,447	2,993,377
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	2,573,216	2,602,911	2,725,502
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	1,264,677	1,357,639	1,438,829
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	931,738	941,504	946,189
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	1,380,878	1,462,266	1,454,026
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	1,137,732	1,219,133	1,144,510
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	3,862,168	4,348,476	4,049,162
	Undistributed Expenditures-Central Services	11-000-251-XXX	686,105	902,569	825,271
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	726,750	1,008,135	935,240
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	6,635,205	7,468,958	8,383,994
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	5,407,828	5,661,933	5,837,115
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	14,488,033	14,786,288	15,736,202
		Total Undistributed Expenditures		47,628,040	50,857,537
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	333	333
	Interest Earned on Current Expense Emergency Res	10-607	0	333	334
General Fund Current Expenses	Total General Current Expense		92,383,080	96,972,040	99,557,505

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	636,138	607,996	245,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	544,430	612,246	238,851
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	902,833	552,258	0
	Interest Deposit to Capital Reserve	10-604	0	334	333
	Total Capital Outlay		2,083,401	1,772,834	484,184
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	2,833	0	0
	General Fund Grand Total		94,469,314	98,744,874	100,041,689
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	117,926	0	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	20,531	0	0
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	63,220	0	0
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	92,901	0	0
	Nonpublic Nursing Services	20-XXX-XXX-XXX	32,110	0	0
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	10,147	0	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	55,122	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	274,031	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	229,239	334,157	334,157
	Title II	20-XXX-XXX-XXX	33,215	49,650	49,650
	Title III	20-XXX-XXX-XXX	42,646	39,835	39,835
	Title IV	20-XXX-XXX-XXX	17,819	19,464	19,464
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	1,154,897	1,189,537	1,189,537
	Total Federal Projects	20-XXX-XXX-XXX	1,477,816	1,632,643	1,632,643
Special Revenue Fund Expenses	Total Special Revenue Funds		1,869,773	1,632,643	1,632,643
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	5,373,962	5,371,763	5,372,213
	Total Debt Service Funds		5,373,962	5,371,763	5,372,213
All Fund Expenses	Total Expenditures/Appropriations		101,713,049	105,749,280	107,046,545
Expenses Net of Transfers	Total Expenditures Net of Transfers		101,713,049	105,749,280	107,046,545

## Advertised Recapitulation of Balances

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
Restricted for General Operating Budget	Capital Reserve	8,911,490	8,551,224	7,999,300	7,999,633
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	4,586,061	4,586,394	4,133,489	4,109,795
	Legal Reserve	4,563,175	5,157,624	3,028,692	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	910,000	910,333	910,666	911,000
	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
Unrestricted	General Operating Budget	3,509,821	3,635,973	1,970,078	1,970,078
	Repayment of Debt	3,182	1,381	1	0

### Advertised Per Pupil Cost Calculations

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	\$15,034	\$15,987	\$17,529	\$17,403	\$18,353
Total Classroom Instruction	\$9,485	\$10,016	\$10,723	\$10,655	\$11,267
Classroom-Salaries and Benefits	\$9,047	\$9,542	\$10,244	\$10,175	\$10,754
Classroom-General Supplies and Textbooks	\$406	\$439	\$431	\$433	\$463
Classroom-Purchased Services	\$32	\$36	\$48	\$47	\$49
Total Support Services	\$2,659	\$2,848	\$3,070	\$3,069	\$3,219
Support Services-Salaries and Benefits	\$2,366	\$2,548	\$2,657	\$2,683	\$2,865
Total Administrative Costs	\$1,366	\$1,461	\$1,624	\$1,758	\$1,691
Administration Salaries and Benefits	\$1,166	\$1,259	\$1,382	\$1,500	\$1,442
Total Operations and Maintenance of Plant	\$1,160	\$1,270	\$1,682	\$1,490	\$1,711
Operations and Maintenance-Salaries and Benefits	\$64	\$89	\$155	\$137	\$128
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$364	\$392	\$430	\$432	\$466
Total Equipment Costs	\$17	\$120	\$71	\$119	\$49
Legal Costs	\$33	\$45	\$34	\$37	\$32
Employee Benefits as a percentage of salaries*	23.26%	24.79%	24.52%	24.24%	25.50%

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

\*\*Federal and State funds in the blended resource school-based budgets.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 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.

## Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	District participates in the NJSBIG consortium of school districts to purchase property, liability and workers compensation insurances	0
Municipal/Public Works	District has shared service agreements with the Township of Bernards under which the township provides snow plowing and salting services in exchange for use of school facilities for recreation purposes and camps. The district purchases fuel at reduced costs from the township. The township provides engineering services as well as the use of some township athletic facilities on an occasional basis.	0
Others	District participates in ACES consortium of School Districts for purchase of electricity	0
Purchasing	District is member of the MRESC and the ED-Data Co-op.	0
Transportation Services, including Fuel	District uses both the SCESC and the MUJC to reduce transportation costs by sharing joined routes with other districts	0



## Estimated Tax Rates

Municipality	Category	Amount
Bernards Township	(A) General Fund School Levy	88,006,411
	(D) Total School Levy	93,113,446
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	6,826,378,444
	(H) Estimated Equalized Valuation (as of 10/01/19)	7,144,678,920
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.2892
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.3640
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.2318
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.3033

## Employee Contract List for District

Name	Category	Measure
Alex Blinder	Job Title	Information Technology
	Job Title II	n/a
	Base Annual Salary Amount	\$122,596
	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
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	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)	\$646
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$1,886
	Contractual Post-Employment Benefit Description of Payout of Sick days	n/a
	Contractual Post-Employment Benefit Description of Payout of Vacation days	4 days @ \$471.52 per day
	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

## Employee Contract List for District

Name	Category	Measure
Alex Blinder	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
Anthony Bispo	Job Title	Other
	Job Title II	n/a
	Base Annual Salary Amount	\$140,000
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	18
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	None Reported	

## Employee Contract List for District

Name	Category	Measure
Anthony Bispo	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$218
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$2,154
	Contractual Post-Employment Benefit Description of Payout of Sick days	n/a
	Contractual Post-Employment Benefit Description of Payout of Vacation days	4 days @ \$538.46 per day.
	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	
Anthony La Marco	Job Title	Assistant Business Administrator
	Job Title II	n/a
	Base Annual Salary Amount	\$113,850
	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
Anthony La Marco	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
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	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)	\$218
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$645
	Contractual Post-Employment Benefit Description of Payout of Sick days	21.5 days @ \$30 per day.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	0 days @ \$437.88 per day
	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	

## Employee Contract List for District

Name	Category	Measure
Anthony La Marco	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
Beth Calabrese	Job Title	Other
	Job Title II	n/a
	Base Annual Salary Amount	\$106,904
	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
	Contracted Number of Annual Vacation Days	5
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	25
	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	\$1,757	
Contractual Post-Employment Benefit Description of Payout of Sick days	38 days @ \$30 per day. Capped at \$5,000.00	

## Employee Contract List for District

Name	Category	Measure
Beth Calabrese	Contractual Post-Employment Benefit Description of Payout of Vacation days	1.5 days @ \$411.17 per day
	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	
Cherie Ackerman	Job Title	Secretary
	Job Title II	n/a
	Base Annual Salary Amount	\$76,443
	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
	Contracted Number of Annual Vacation Days	25
Contracted Number of Annual Sick Days	15	

Employee Contract List for District

Name	Category	Measure
Cherie Ackerman	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	19
	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)	\$343
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$6,280
	Contractual Post-Employment Benefit Description of Payout of Sick days	162.75 days @ \$30 per day. Capped at \$5,000.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	4.75 days @ \$294.01 per day
	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



## Employee Contract List for District

Name	Category	Measure
Georgeann Borushko	Job Title	Other
	Job Title II	n/a
	Base Annual Salary Amount	\$88,970
	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
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	19
	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)	\$301
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$10,304
	Contractual Post-Employment Benefit Description of Payout of Sick days	311.5 days @ \$30 per day. Capped at \$5,000.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	15.5 days @ \$342.19 per day
	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

## Employee Contract List for District

Name	Category	Measure
Georgeann Borushko	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
John Dyer	Job Title	Information Technology
	Job Title II	n/a
	Base Annual Salary Amount	\$87,282
	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
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	None Reported

## Employee Contract List for District

Name	Category	Measure
John Dyer	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$301
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$2,350
	Contractual Post-Employment Benefit Description of Payout of Sick days	N/A
	Contractual Post-Employment Benefit Description of Payout of Vacation days	7 days @ \$335.70 per day
	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	
Kevin Reilly	Job Title	Other
	Job Title II	n/a
	Base Annual Salary Amount	\$76,088
	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
Kevin Reilly	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
	Contracted Number of Annual Vacation Days	19
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	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	\$2,254
	Contractual Post-Employment Benefit Description of Payout of Sick days	60.5 days @ \$30 per day. Capped at \$5,000.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1.5 days @ \$292.65 per day
	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	

Employee Contract List for District

Name	Category	Measure
Kevin Reilly	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
Kristin Fox	Job Title	Assistant Superintendent
	Job Title II	n/a
	Base Annual Salary Amount	\$160,590
	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
	Contracted Number of Annual Vacation Days	30
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,300
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$7,883
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$8,369
Contractual Post-Employment Benefit Description of Payout of Sick days	86 days @ \$65 per day. Capped at \$15,000	

## Employee Contract List for District

Name	Category	Measure
Kristin Fox	Contractual Post-Employment Benefit Description of Payout of Vacation days	4.5 days @ \$617.65 per day.
	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
Lance Jordan	Job Title	Guidance Counselor
	Job Title II	n/a
	Base Annual Salary Amount	\$79,156
	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
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	15

## Employee Contract List for District

Name	Category	Measure
Lance Jordan	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	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)	\$2
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$2,892
	Contractual Post-Employment Benefit Description of Payout of Sick days	n/a
	Contractual Post-Employment Benefit Description of Payout of Vacation days	9.5 days @ \$304.45 per day.
	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

## Employee Contract List for District

Name	Category	Measure
Maureen Bearnarth	Job Title	Information Technology
	Job Title II	n/a
	Base Annual Salary Amount	\$82,543
	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
	Contracted Number of Annual Vacation Days	22
	Contracted Number of Annual Sick Days	10
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	19
	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)	\$319
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$1,540
	Contractual Post-Employment Benefit Description of Payout of Sick days	9 days @\$30 per day. Capped at \$5,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	4 days @ \$317.47 per day
	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



## Employee Contract List for District

Name	Category	Measure
Maureen Bearnarth	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
Nick Markarian	Job Title	Superintendent
	Job Title II	n/a
	Base Annual Salary Amount	\$204,526
	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	07/01/17
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	30
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
Description of Other Contracted Non-Working Days	None Reported	

## Employee Contract List for District

Name	Category	Measure
Nick Markarian	Total Allowances Amount	\$2,275
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,668
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$52,828
	Contractual Post-Employment Benefit Description of Payout of Sick days	310.5 days @ \$50 per day. Capped at \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	43.5 days @\$535.05 and 18.5 days @ \$786.64
	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	
Roderic Mclaughlin	Job Title	Business Administrator
	Job Title II	n/a
	Base Annual Salary Amount	\$194,670
	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
Roderic Mclaughlin	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
	Contracted Number of Annual Vacation Days	30
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,300
	Total Bonuses Amount	\$12,965
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,234
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$24,911
	Contractual Post-Employment Benefit Description of Payout of Sick days	41.5 days @ \$50 per day. Capped at \$10,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	30.5 days @ \$748.73
	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	

## Employee Contract List for District

Name	Category	Measure
Roderic Mclaughlin	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
Sean Siet	Job Title	Assistant Superintendent
	Job Title II	n/a
	Base Annual Salary Amount	\$182,677
	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
	Contracted Number of Annual Vacation Days	30
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,300
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$21,089
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$12,313
	Contractual Post-Employment Benefit Description of Payout of Sick days	157 days @ \$65 per day. Capped at \$15,000

## Employee Contract List for District

Name	Category	Measure
Sean Siet	Contractual Post-Employment Benefit Description of Payout of Vacation days	3 days @ \$702.60 per day
	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	