

Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	329.0	306.0	293.0
On Roll Special Ed Full-Time	55.0	55.0	51.0
On Roll Subtotal	384.0	361.0	344.0
In Private School Placements	1.0	1.0	1.0
Sent to Other Districts Regular	37.0	39.0	57.0
Sent to Other Districts Special Ed	7.0	6.0	11.0
Received	41.0	45.0	44.0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	10,498,077	10,498,077	10,498,077
	Total Tuition	10-1300	845,138	803,477	924,400
	Unrestricted Miscellaneous Revenues	10-1XXX	154,937	4,357	4,500
	Other Restricted Miscellaneous Revenues	10-1XXX	6,778	0	0
	Total Revenues from Local Sources		11,504,930	11,305,911	11,426,977
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	136,684	136,684	136,684
	Extraordinary Aid	10-3131	140,160	50,000	50,000
	Categorical Special Education Aid	10-3132	314,672	314,672	314,672
	Categorical Security Aid	10-3177	43,782	43,782	43,782
	Adjustment Aid	10-3178	26,108	20,181	10,696
	Other State Aids	10-3XXX	12,250	0	0
	State Reimbursements from Securing Our Childrens Future Bond Act	10-3256	20,000	0	0
	Total Revenues from State Sources		693,656	565,319	555,834
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	2,028,980	1,526,944
	Adjustment for Prior Year Encumbrances		0	247,072	0
	Actual Revenues (Over)/Under Expenditures		-552,813	0	0
General Fund Revenues	Total Operating Budget		11,645,773	14,147,282	13,509,755
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	8,501	6,531	0
	Scholarship Fund Revenue	20-1770	4	0	0
	Other Revenue from Local Sources	20-1XXX	4,886	6,538	10,462
	Total Revenues from Local Sources	20-1XXX	13,391	13,069	10,462
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	48,203	26,205	22,275
	Title II	20-4451-4455	11,540	10,180	10,000
	Title IV	20-4471-4474	11,631	10,000	10,000
	ARP-IDEA Preschool	20-4409	0	1,580	1,580
	ARP-IDEA Basic	20-4419	0	18,512	0
	IDEA Part B (Handicapped)	20-4420-4429	137,075	149,726	127,267
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	0	50,000

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	0	40,000
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	0	40,000
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	0	0	45,000
	ARP-ESSER	20-4540	0	0	422,756
	CARES Act Education Stabilization Fund	20-4530	41,274	1,444	0
	Coronavirus Relief Fund (CRF)	20-4532	14,189	0	0
	CRRSA Act-ESSER II	20-4534	101,505	156,601	31,535
	CRRSA Act-Learning Acceleration Grant	20-4535	0	0	17,826
	CRRSA Act-Mental Health Grant	20-4536	0	0	35,065
	Total Revenues from Federal Sources			365,417	374,248
Special Revenue Fund Revenues	Total Grants and Entitlements		381,438	385,676	863,766
All Fund Revenues	Total Revenues/Sources		12,027,211	14,532,958	14,373,521
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		12,027,211	14,532,958	14,373,521

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,390,200	3,873,380	3,731,377
	Special Education-Instruction	11-2XX-100-XXX	1,144,026	1,502,334	1,490,647
	Basic Skills/Remedial-Instruction	11-230-100-XXX	95,056	306,128	248,222
	Bilingual Education-Instruction	11-240-100-XXX	17,552	20,658	20,720
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	49,492	100,013	106,839
	School-Sponsored Athletics-Instruction	11-402-100-XXX	18,472	26,000	27,500
	Summer School	11-422-XXX-XXX	33,888	70,998	51,546
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,170,787	1,166,936	1,177,927
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	26,802	30,806	25,055
	Undistributed Expenditures-Health Services	11-000-213-XXX	207,145	218,768	157,750
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	134,765	151,449	110,590
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	67,620	156,588	158,900
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	483,325	423,539	523,775
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	147,138	106,551	15,278
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	292,951	359,175	363,052
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	763	2,950	5,450
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	270,834	334,454	275,733
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	168,496	170,277	194,248
	Undistributed Expenditures-Central Services	11-000-251-XXX	147,213	156,800	143,886
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	22,344	24,000	24,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,258,472	1,733,518	1,528,549
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	222,397	492,832	473,821
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,837,759	2,204,749	2,294,088
	Undistributed Expenditures-Food Services	11-000-310-930	23,591	50,000	50,000
	Total Undistributed Expenditures		6,482,402	7,783,392	7,522,102
General Fund Current Expenses	Total General Current Expense		11,231,088	13,682,903	13,198,953

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	237,589	280,165	172,348
	Facilities Acquisition and Construction Services	12-000-400-XXX	141,609	113,240	63,240
	Total Capital Outlay		379,198	393,405	235,588
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	35,487	70,974	75,214
	General Fund Grand Total		11,645,773	14,147,282	13,509,755
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	4,886	6,538	10,462
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	48,203	26,205	22,275
	Title II	20-XXX-XXX-XXX	11,540	10,180	10,000
	Title IV	20-XXX-XXX-XXX	11,631	10,000	10,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	137,075	149,726	127,267
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	0	18,512	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	0	1,580	1,580
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	41,274	1,444	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	14,189	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	101,505	156,601	31,535
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	0	0	17,826
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	0	0	35,065
	ARP-ESSER Grant Program	20-487-xxx-xxx	0	0	422,756
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	0	50,000
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	0	40,000
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	0	40,000
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	0	45,000
	Total Federal Projects	20-XXX-XXX-XXX	365,417	374,248	853,304
	Special Revenue Fund Expenses	Total Special Revenue Funds		381,438	385,676
All Fund Expenses	Total Expenditures/Appropriations		12,027,211	14,532,958	14,373,521
Expenses Net of Transfers	Total Expenditures Net of Transfers		12,027,211	14,532,958	14,373,521

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2020	Audited Balance 06/30/2021	Estimated Balance 06/30/2022	Estimated Balance 06/30/2023
Unrestricted	General Operating Budget	335,082	601,898	654,007	554,008
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	0	0	0	0
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	3,299,531	3,421,324	1,426,945	0
	Unemployment Fund	112,237	120,178	120,178	120,178
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	0	0	0	0
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Special Revenue Fund	Student Activity Fund	7,767	5,233	5,233	5,233
	Scholarship Fund	1,905	1,809	1,809	1,809
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2019-20 Actual Costs	2020-21 Actual Costs	2021-22 Original Budget	2021-22 Revised Budget	2022-23 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$26,239	\$25,592	\$32,998	\$33,491	\$33,764
Total Classroom Instruction	\$16,046	\$15,350	\$19,929	\$20,302	\$20,844
Classroom-Salaries and Benefits	\$15,618	\$14,670	\$18,550	\$18,912	\$19,596
Classroom-General Supplies and Textbooks	\$408	\$665	\$1,325	\$1,333	\$1,190
Classroom-Purchased Services	\$19	\$15	\$54	\$57	\$58
Total Support Services	\$4,535	\$4,348	\$4,980	\$4,897	\$4,856
Support Services-Salaries and Benefits	\$3,902	\$3,739	\$3,942	\$3,846	\$3,719
Total Administrative Costs	\$1,945	\$1,915	\$2,226	\$2,299	\$2,299
Administration Salaries and Benefits	\$1,560	\$1,529	\$1,678	\$1,743	\$1,832
Total Operations and Maintenance of Plant	\$3,301	\$3,658	\$5,223	\$5,355	\$5,072
Operations and Maintenance-Salaries and Benefits	\$1,894	\$1,776	\$2,358	\$2,357	\$2,546
Board Contribution to Food Services	\$88	\$61	\$139	\$139	\$146
Total Extracurricular Costs	\$267	\$217	\$430	\$429	\$484
Total Equipment Costs	\$329	\$618	\$780	\$780	\$504
Legal Costs	\$106	\$107	\$139	\$145	\$117
Employee Benefits as a percentage of salaries*	28.03%	27.61%	28.79%	28.72%	31.00%

*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 2021-22 revised appropriations and the 2022-23 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)
Custodial and Maintenance Services	Lawn and athletic field maintenance through the City of Margate	0
	City of Margate utilizes Margate School Districts for sports and activities. All custodial, maintenance and utilities are paid through school district.	0
Food Services	School lunch program with Ventnor School District	0
Insurance Coverages and Benefits	ACCASBO Insurance fund for property insurance & Workers Compensation	0
Municipal/Public Works	Snow removal of district parking and lots through the City of Margate	0
	Water through the City of Margate	0
	Trash through the City of Margate	0
Professional Staff Development	SRI/ETTC for Staff Development	0
Purchasing	Federal E-rate program for discounted internet service	0
	Alliance for Competitive Energy Services (ACES) for gas heat	0
	Alliance for Competitive Energy Services (ACES) for electric	0
Recycling	Recycle through the City of Margate	0
Technology Services	Atlantic County AVA Commission	0
Transportation Services, including Fuel	Transportation jointures with Ventnor School District	0
	Purchase of diesel fuel and gasoline through the City of Margate	0
	Transportation jointures with Mainland Regional School District	0

Estimated Tax Rates

Municipality	Category	Amount
Margate City City	(A) General Fund School Levy	10,498,077
	(D) Total School Levy	10,498,077
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	3,797,014,200
	(H) Estimated Equalized Valuation (as of 10/01/21)	4,753,397,847
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.2765
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.2765
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.2209
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.2209

Employee Contract List for District

Name	Category	Measure
Audrey Becker	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$143,000
	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	07/01/21
	End Date of Contract	06/28/24
	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	\$4,912
	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	\$31,500
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum Payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No personal days paid out
	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
Audrey Becker	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
Jennifer Germana	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$99,704
	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	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	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

Employee Contract List for District

Name	Category	Measure
Jennifer Germana	Total Allowances Amount	\$11,550
	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	\$30,339
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum Payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No personal day payout
	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	
Kurtis Woodrow	Job Title	Other
	Job Title II	Facilities Director
	Base Annual Salary Amount	\$100,320
	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
Kurtis Woodrow	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	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	\$400
	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	\$26,576
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum 200 days @ \$75 each
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum of 30 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout on personal 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

Employee Contract List for District

Name	Category	Measure
Kurtis Woodrow	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
Michael Morris	Job Title	Other
	Job Title II	Technology Coordinator
	Base Annual Salary Amount	\$76,679
	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	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	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	\$500
	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	\$24,585	
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Payout	

Employee Contract List for District

Name	Category	Measure
Michael Morris	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum 30 days @ per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No personal day payout
	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	