

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	1,241.0	1,303.0	1,324.0
On Roll Regular Shared-Time	2.0	11.0	11.0
On Roll Special Ed Full-Time	264.0	268.0	297.0
On Roll Special Ed Shared-Time	3.0	5.0	5.0
On Roll Subtotal	1,510.0	1,587.0	1,637.0
In Private School Placements	8.0	8.0	10.0
Sent to Other Districts Regular	0.0	3.0	0.0
Sent to Other Districts Special Ed	11.0	10.0	7.0
Received	1.0		0.0

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	15,656,016	15,656,016	15,656,016
	Unrestricted Miscellaneous Revenues	10-1XXX	133,668	100,000	100,000
	Interest Earned on Capital Reserve Funds	10-1XXX	3,485	3,000	3,000
	Total Revenues from Local Sources		15,793,169	15,759,016	15,759,016
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	95,941	95,941	95,941
	Extraordinary Aid	10-3131	143,417	0	0
	Categorical Special Education Aid	10-3132	1,352,887	1,352,887	1,352,887
	Equalization Aid	10-3176	7,417,386	8,377,776	10,266,954
	Categorical Security Aid	10-3177	468,818	468,818	468,818
	Total Revenues from State Sources		9,478,449	10,295,422	12,184,600
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	59,558	45,531	45,363
	Total Revenues from Federal Sources		59,558	45,531	45,363
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	250,000	275,682
	Transfers from Other Funds	10-5200	290,704	0	0
	Adjustment for Prior Year Encumbrances		0	1,191,023	0
	Actual Revenues (Over)/Under Expenditures		-1,490,547	0	0
General Fund Revenues	Total Operating Budget		24,131,333	27,540,992	28,264,661
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	338,834	316,991	250,000
	Title II	20-4451-4455	37,541	38,826	50,000
	Title III	20-4491-4494	9,879	19,759	5,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	331,189	363,587	300,000
	Other	20-4XXX	4,444	0	0
	Total Revenues from Federal Sources		721,887	739,163	605,000
Special Revenue Fund Revenues	Total Grants and Entitlements		721,887	739,163	605,000
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	368	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	123,662	0	0
	Total Revenues from Local Sources		123,662	0	0

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		124,030	0	0
	Actual Revenues (Over)/Under Expenditures		-368	0	0
Debt Service Fund Revenues	Total Repayment of Debt		123,662	0	0
All Fund Revenues	Total Revenues/Sources		24,976,882	28,280,155	28,869,661
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		24,976,882	28,280,155	28,869,661

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	6,272,519	7,090,395	7,674,983
	Special Education-Instruction	11-2XX-100-XXX	2,634,991	2,700,052	2,741,452
	Basic Skills/Remedial-Instruction	11-230-100-XXX	27,192	33,008	28,918
	Bilingual Education-Instruction	11-240-100-XXX	251,858	319,249	332,142
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	160,147	170,550	193,139
	School-Sponsored Athletics-Instruction	11-402-100-XXX	449,200	565,400	602,319
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,268,721	1,337,072	1,527,862
	Undistributed Expenditures-Health Services	11-000-213-XXX	403,592	416,980	437,033
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	230,983	238,983	246,153
	Undistributed Expenditures-Guidance	11-000-218-XXX	514,490	589,462	615,632
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	724,130	775,899	798,446
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	323,521	229,005	192,904
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	508,575	596,363	717,726
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	19,756	45,500	46,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	482,671	633,626	803,253
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	954,561	1,057,220	1,131,079
	Undistributed Expenditures-Central Services	11-000-251-XXX	404,499	422,326	421,602
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	120,748	328,976	131,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,603,358	2,579,010	2,808,009
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	666,782	696,244	763,000
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,601,552	4,087,235	4,359,200
	Total Undistributed Expenditures		12,827,939	14,033,901	14,998,899
General Fund Current Expenses	Total General Current Expense		22,623,846	24,912,555	26,571,852
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	1,471,021	931,161	11,571
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	1,653,934	1,634,331
	Interest Deposit to Capital Reserve	10-604	0	3,000	3,000
	Total Capital Outlay		1,471,021	2,588,095	1,648,902

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special School Expenses for Other Special School	Other Special Schools-Support Services	13-4XX-200-XXX	0	2,500	0
	Total Other Special Schools	13-4XX-X00-XXX	0	2,500	0
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	0	2,500	0
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	36,466	37,842	43,907
	General Fund Grand Total		24,131,333	27,540,992	28,264,661
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	338,834	316,991	250,000
	Title II	20-XXX-XXX-XXX	37,541	38,826	50,000
	Title III	20-XXX-XXX-XXX	9,879	19,759	5,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	331,189	363,587	300,000
	Other	20-XXX-XXX-XXX	4,444	0	0
	Total Federal Projects	20-XXX-XXX-XXX	721,887	739,163	605,000
Special Revenue Fund Expenses	Total Special Revenue Funds		721,887	739,163	605,000
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	123,662	0	0
	Total Debt Service Funds		123,662	0	0
All Fund Expenses	Total Expenditures/Appropriations		24,976,882	28,280,155	28,869,661
Expenses Net of Transfers	Total Expenditures Net of Transfers		24,976,882	28,280,155	28,869,661

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	621,911	1,370,719	1,373,719	1,376,719
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	0	176,637	176,637	0
	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 Repayment of Debt	Repayment of Debt	0	0	0	0
Unrestricted	General Operating Budget	784,316	876,044	626,044	526,999
	Repayment of Debt	1,857	2,225	0	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	\$13,030	\$13,733	\$14,503	\$14,517	\$14,905
Total Classroom Instruction	\$7,255	\$7,567	\$8,126	\$8,048	\$8,301
Classroom-Salaries and Benefits	\$6,925	\$7,107	\$7,739	\$7,666	\$8,011
Classroom-General Supplies and Textbooks	\$269	\$381	\$296	\$298	\$208
Classroom-Purchased Services	\$61	\$79	\$91	\$84	\$82
Total Support Services	\$2,091	\$2,205	\$2,368	\$2,238	\$2,268
Support Services-Salaries and Benefits	\$1,807	\$1,918	\$2,036	\$1,914	\$1,870
Total Administrative Costs	\$1,526	\$1,564	\$1,650	\$1,839	\$1,820
Administration Salaries and Benefits	\$1,253	\$1,265	\$1,319	\$1,376	\$1,395
Total Operations and Maintenance of Plant	\$1,724	\$1,927	\$1,827	\$1,853	\$1,950
Operations and Maintenance-Salaries and Benefits	\$959	\$961	\$1,063	\$1,030	\$1,074
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$435	\$469	\$532	\$539	\$566
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$9	\$11	\$10	\$10	\$15
Employee Benefits as a percentage of salaries*	28.69%	26.05%	29.05%	26.63%	26.64%

*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	Member of Joint Insurance Fund	0
Municipal/Public Works	The Manville School District has a shared service agreement with Somerset County Public Works to assist with blacktop and sidewalk repairs	0
	The Manville School District has a shared services agreement with Manville Borough. The district provides one FT Custodian that is responsible for cleaning the borough offices, municipal building and Court, police station, Department of Public Works and Manville Library. The borough provides the district with snow removal.	0
Transportation Services, including Fuel	Educational Services Commission & Somerset County Educational Services for student transportation	0

Estimated Tax Rates

Municipality	Category	Amount
Manville Borough	(A) General Fund School Levy	15,656,016
	(D) Total School Levy	15,656,016
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	880,208,509
	(H) Estimated Equalized Valuation (as of 10/01/19)	926,819,107
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.7787
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.7787
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.6892
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.6892

Employee Contract List for District

Name	Category	Measure
Allison Bogart	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$135,000
	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	08/11/19
	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	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	19
	Description of Other Contracted Non-Working Days	Holidays Approved by BOE
	Total Allowances Amount	\$8,400
	Total Bonuses Amount	\$3,376
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$551
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$6,230
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Per Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum Per Contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Maximum Per Contract
	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
Allison Bogart	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
Jamil Maroun	Job Title	Assistant Superintendent
	Job Title II	N/A
	Base Annual Salary Amount	\$135,000
	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	22
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	19
Description of Other Contracted Non-Working Days	Holidays Approved by BOE	

Employee Contract List for District

Name	Category	Measure
Jamil Maroun	Total Allowances Amount	\$8,400
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$551
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$6,231
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum per contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Maximum 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	
Keith Gardener	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	N/A
	Base Annual Salary Amount	\$102,899
	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
Keith Gardener	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	27
	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	19
	Description of Other Contracted Non-Working Days	Holidays Approved by BOE
	Total Allowances Amount	\$250
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$326
	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	Maximum Per Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum Per Contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Maximum 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

Employee Contract List for District

Name	Category	Measure
Keith Gardener	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
Robert Beers	Job Title	Superintendent
	Job Title II	N/A
	Base Annual Salary Amount	\$165,000
	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	08/01/17
	End Date of Contract	06/30/21
	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	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	19
	Description of Other Contracted Non-Working Days	Holidays Approved by BOE
	Total Allowances Amount	\$9,400
	Total Bonuses Amount	\$24,734
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$551
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$34,038
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum per contract

Employee Contract List for District

Name	Category	Measure
Robert Beers	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum per contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Maximum 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
William Wright	Job Title	Information Technology
	Job Title II	N/A
	Base Annual Salary Amount	\$93,978
	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	12

Employee Contract List for District

Name	Category	Measure
William Wright	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	19
	Description of Other Contracted Non-Working Days	Holidays Approved by BOE
	Total Allowances Amount	\$100
	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	Maximum Per Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum Per Contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Maximum 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