

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	1,603.0	1,592.0	1,592.0
On Roll Special Ed Full-Time	237.0	257.0	259.0
On Roll Subtotal	1,840.0	1,849.0	1,851.0
In Private School Placements	15.0	18.0	18.0
Sent to Other Districts Regular	0.0	1.0	0.0
Sent to Other Districts Special Ed	14.0	21.0	22.0
Received	1.0		0.0
In State Facilities	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	25,775,293	26,290,798	27,805,889
	Total Tuition	10-1300	7,568	0	0
	Unrestricted Miscellaneous Revenues	10-1XXX	422,923	25,000	25,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	20	20
	Total Revenues from Local Sources		26,205,784	26,315,818	27,830,909
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	184,243	184,243	184,243
	Extraordinary Aid	10-3131	341,852	0	0
	Categorical Special Education Aid	10-3132	1,574,641	1,574,641	1,574,641
	Equalization Aid	10-3176	1,292,668	1,772,290	2,429,922
	Categorical Security Aid	10-3177	224,941	224,941	224,941
	Total Revenues from State Sources		3,618,345	3,756,115	4,413,747
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	36,860	52,199
	ARRA/SEMI Revenue	10-4210	8,493	0	0
	Total Revenues from Federal Sources		8,493	36,860	52,199
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	3,500,998	3,268,787
	Adjustment for Prior Year Encumbrances		0	396,448	0
	Actual Revenues (Over)/Under Expenditures		5,615,650	0	0
General Fund Revenues	Total Operating Budget		35,448,272	34,006,239	35,565,642
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	175,841	206,466	164,600
	Total Revenues from State Sources		175,841	206,466	164,600
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	145,002	174,396	139,000
	Title II	20-4451-4455	29,606	34,992	24,000
	Title III	20-4491-4494	13,983	21,573	17,850
	Title IV	20-4471-4474	11,196	10,872	9,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	452,972	515,126	471,976
	Total Revenues from Federal Sources		652,759	756,959	661,826
Special Revenue Fund Revenues	Total Grants and Entitlements		828,600	963,425	826,426

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	514,529	516,868	517,637
	Total Revenues from Local Sources		514,529	516,868	517,637
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	60	134
	Total Local Repayment of Debt		514,529	516,928	517,771
	Actual Revenues (Over)/Under Expenditures		-74	0	0
Debt Service Fund Revenues	Total Repayment of Debt		514,455	516,928	517,771
All Fund Revenues	Total Revenues/Sources		36,791,327	35,486,592	36,909,839
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		36,791,327	35,486,592	36,909,839

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	7,625,771	9,116,328	9,806,086
	Special Education-Instruction	11-2XX-100-XXX	2,716,405	2,894,845	3,326,604
	Basic Skills/Remedial-Instruction	11-230-100-XXX	343,680	425,543	378,625
	Bilingual Education-Instruction	11-240-100-XXX	249,063	266,700	275,150
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	88,527	104,096	114,976
	School-Sponsored Athletics-Instruction	11-402-100-XXX	464,560	566,157	591,232
	Community Services Programs/Operations	11-800-330-XXX	21,073	26,000	26,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,763,740	3,565,910	3,607,977
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	0	0	20,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	352,964	441,504	551,185
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	181,939	183,975	191,443
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	335,288	430,451	450,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	508,493	530,871	616,471
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	426,237	486,483	496,536
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	486,359	487,902	356,195
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	76,839	77,709	177,579
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	70,651	101,850	113,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	489,776	911,325	760,304
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,324,587	1,405,830	1,523,433
	Undistributed Expenditures-Central Services	11-000-251-XXX	631,743	544,769	538,876
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	134,275	174,000	132,997
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,824,362	3,745,631	3,975,077
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	991,483	1,143,509	1,233,148
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,241,337	4,388,609	4,502,549
	Total Undistributed Expenditures			14,840,073	18,620,328
General Fund Current Expenses	Total General Current Expense		26,349,152	32,019,997	33,765,943

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	242,656	130,000	7,482
	Facilities Acquisition and Construction Services	12-000-400-XXX	1,755,683	1,680,224	1,578,507
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	7,000,000	0	0
	Interest Deposit to Capital Reserve	10-604	0	20	20
	Total Capital Outlay		8,998,339	1,810,244	1,586,009
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	100,781	175,998	213,690
	General Fund Grand Total		35,448,272	34,006,239	35,565,642
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	11,107	9,593	8,500
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	53,992	60,855	55,700
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	51,878	83,907	57,000
	Nonpublic Nursing Services	20-XXX-XXX-XXX	20,176	18,259	16,400
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	7,488	6,552	5,000
	Nonpublic Security Aid	20-XXX-XXX-XXX	31,200	27,300	22,000
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	175,841	206,466	164,600
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	145,002	174,396	139,000
	Title II	20-XXX-XXX-XXX	29,606	34,992	24,000
	Title III	20-XXX-XXX-XXX	13,983	21,573	17,850
	Title IV	20-XXX-XXX-XXX	11,196	10,872	9,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	452,972	515,126	471,976
	Total Federal Projects	20-XXX-XXX-XXX	652,759	756,959	661,826
Special Revenue Fund Expenses	Total Special Revenue Funds		828,600	963,425	826,426
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	514,455	516,928	517,771
	Total Debt Service Funds		514,455	516,928	517,771
All Fund Expenses	Total Expenditures/Appropriations		36,791,327	35,486,592	36,909,839
Expenses Net of Transfers	Total Expenditures Net of Transfers		36,791,327	35,486,592	36,909,839

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	7,502,071	1,702,071	1,702,091	1,702,111
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	6,510,925	6,733,016	3,232,018	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	502,865	708,965	708,965	672,196
	Repayment of Debt	60	134	74	-60

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	\$12,183	\$12,388	\$14,430	\$15,005	\$15,878
Total Classroom Instruction	\$7,042	\$7,127	\$8,249	\$8,484	\$9,105
Classroom-Salaries and Benefits	\$6,649	\$6,618	\$7,593	\$7,805	\$8,419
Classroom-General Supplies and Textbooks	\$216	\$300	\$400	\$421	\$424
Classroom-Purchased Services	\$177	\$210	\$256	\$257	\$263
Total Support Services	\$1,521	\$1,533	\$1,701	\$1,767	\$1,897
Support Services-Salaries and Benefits	\$1,227	\$1,142	\$1,332	\$1,368	\$1,464
Total Administrative Costs	\$1,689	\$1,674	\$1,882	\$1,938	\$1,892
Administration Salaries and Benefits	\$1,474	\$1,514	\$1,487	\$1,527	\$1,547
Total Operations and Maintenance of Plant	\$1,596	\$1,681	\$2,011	\$2,213	\$2,360
Operations and Maintenance-Salaries and Benefits	\$743	\$773	\$819	\$859	\$1,034
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$319	\$345	\$407	\$420	\$439
Total Equipment Costs	\$20	\$133	\$69	\$71	\$4
Legal Costs	\$48	\$39	\$75	\$77	\$77
Employee Benefits as a percentage of salaries*	20.10%	20.63%	25.00%	25.00%	23.46%

*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)
Curriculum Services	PARTICIPATE WITH 13+ SCHOOL DISTRICTS THROUGH SOUTH BERGEN JOINTURE COMMISSION	0
	BERGEN COUNTY COMMUNITY COLLEGE - EARLY COLLEGE PROGRAM, EARLY CAREER PROGRAM	0
Insurance Coverages and Benefits	MEMBER OF CONSORTIUM - POOLED INSURANCE - LIABILITY THROUGH SCHOOL ALLIANCE INSURANCE FUND AND WORKER'S COMPENSATION THROUGH SOBER	0
Municipal/Public Works	SHARED SERVICE WITH THE TOWN - GARBAGE AND RECYCLING COLLECTION	0
	INTER-LOCAL COLLABORATION OF SREVICES WITH NAPD (NORTH ARLINGTON POLICE DEPARTMENT)	0
	BOROUGH/DPW LANDSCAPE SERVICES AT ALL SCHOOLS AND ALLOW DUMPING AT DPW; LEND EQUIPMENT AS NEEDED, BOE CUTS GRASS A BORO FIELD, MAINTAINS AND ALLOWS BOE FIELD USAGE; BOE ALLOWS SCHOOL USAGE FOR RECREATION USE, CLEANS PLAYGROUNDS, BOE MAINTAINS ALLEN FIELD	0
Others	NJ ACES PROGRAM FOR COOPERATIVE PURCHASE OF ELECTRIC AND NATURLA GAS SERVICES	0
Purchasing	ED DATA SERVICE, MIDDLESEX REGIONAL PURCHASING COOPERATIVE, NUNTERDON COUNTY EDUCATION SERVICES COMMISSION, UNION COUNTY COOP	0
Special Education Services	REGION V - AIDE, ASSISTIVE TECHNOLOGY EVALUATIONS, ABA, AND OTHER SERVICES	0
	SOUTH BERGEN JOINTURE COMMISSION - TRANSPORTATION/SPECIAL EDUCATION PLACEMENT	0
Staffing - Other	WRESTLING / SWIMMING / HOCKEY COOPERATIVE WITH LYNDHURST BOE, KEARNY BOE, AND RUTHFORD BOE	0

Estimated Tax Rates

Municipality	Category	Amount
North Arlington Bor	(A) General Fund School Levy	27,048,344
	(D) Total School Levy	27,564,665
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	1,713,924,747
	(H) Estimated Equalized Valuation (as of 10/01/19)	1,808,965,629
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.5782
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.6083
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.4952
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.5238

Employee Contract List for District

Name	Category	Measure
Antonio Alho	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Supervisor of B&G
	Base Annual Salary Amount	\$104,900
	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	07/01/20
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	18
	Description of Other Contracted Non-Working Days	Holiday/Other
	Total Allowances Amount	\$630
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$10,910
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$17,360
	Contractual Post-Employment Benefit Description of Payout of Sick days	310 DAYS @ \$30 PER DAY
	Contractual Post-Employment Benefit Description of Payout of Vacation days	20 DAYS @ \$403 PER DAY (PER DIEM RATE)
	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
Antonio Alho	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
Michael Asmus	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$97,997
	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	07/01/20
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	18
	Description of Other Contracted Non-Working Days	Holiday/Other

Employee Contract List for District

Name	Category	Measure
Michael Asmus	Total Allowances Amount	\$600
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$9,355
	Contractual Post-Employment Benefit Description of Payout of Sick days	60.5 DAYS @ \$30 PER DAY
	Contractual Post-Employment Benefit Description of Payout of Vacation days	20 DAYS @ \$377 PER DAY (PER DIEM RATE)
	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	
Samantha Dembowski	Job Title	Business Administrator
	Job Title II	None Reported
	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

Employee Contract List for District

Name	Category	Measure
Samantha Dembowski	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/20
	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	18
	Description of Other Contracted Non-Working Days	Holiday/Other
	Total Allowances Amount	\$3,900
	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	\$16,243
	Contractual Post-Employment Benefit Description of Payout of Sick days	64.5 DAYS @ \$85 PER DAY
	Contractual Post-Employment Benefit Description of Payout of Vacation days	20 DAYS @ \$538 PER DAY (PER DIEM RATE)
	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
Samantha Dembowski	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
Stephen Yurchak	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$198,552
	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	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	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	18
	Description of Other Contracted Non-Working Days	Holiday/Other
	Total Allowances Amount	\$4,610
	Total Bonuses Amount	\$5,000
	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	\$22,799
Contractual Post-Employment Benefit Description of Payout of Sick days	71 DAYS @ \$85 PER DAY	

Employee Contract List for District

Name	Category	Measure
Stephen Yurchak	Contractual Post-Employment Benefit Description of Payout of Vacation days	22 DAYS @ \$762 PER DAY (PER DIEM RATE)
	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