

**Advertised Enrollments**

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	407.0	399.0	418.0
On Roll Special Ed Full-Time	81.0	82.0	63.0
On Roll Subtotal	488.0	481.0	481.0
In Private School Placements	1.0	3.0	0.0
Sent to Other Districts Regular	0.0	0.0	4.0
Sent to Other Districts Special Ed	3.0	1.0	0.0

## Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	6,650,000	6,625,000	6,900,000
	Total Tuition	10-1300	18,845	10,000	20,000
	Unrestricted Miscellaneous Revenues	10-1XXX	43,980	16,563	13,514
	Total Revenues from Local Sources		6,712,825	6,651,563	6,933,514
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	70,649	83,167	83,167
	Extraordinary Aid	10-3131	5,037	0	0
	Categorical Special Education Aid	10-3132	351,956	351,956	351,956
	Equalization Aid	10-3176	1,333,417	1,333,417	1,214,163
	Categorical Security Aid	10-3177	52,071	52,071	52,071
	Adjustment Aid	10-3178	145,963	89,321	45,129
	PARCC Readiness Aid	10-3181	5,230	0	0
	Per Pupil Growth Aid	10-3182	5,230	0	0
	Professional Learning Community Aid	10-3183	4,990	0	0
	Other State Aids	10-3XXX	1,622	0	0
Total Revenues from State Sources		1,976,165	1,909,932	1,746,486	
General Fund Revenues from Federal Sources	Impact Aid-8002 Or 8003 General	10-4101	37,802	35,000	35,000
	Total Revenues from Federal Sources		37,802	35,000	35,000
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	263,836	225,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	519,255	0
	Transfers from Other Funds	10-5200	281,584	0	0
	Adjustment for Prior Year Encumbrances		0	573,909	0
	Actual Revenues (Over)/Under Expenditures		-657,421	0	0
General Fund Revenues	Total Operating Budget		8,350,955	9,953,495	8,940,000
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	29,297	0	0
	Total Revenues from Local Sources	20-1XXX	29,297	0	0

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	64,971	55,308	47,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	137,387	147,641	125,000
	Other	20-4XXX	48,674	0	0
	Total Revenues from Federal Sources		251,032	202,949	172,000
Special Revenue Fund Revenues	Total Grants and Entitlements		280,329	202,949	172,000
All Fund Revenues	Total Revenues/Sources		8,631,284	10,156,444	9,112,000
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		8,631,284	10,156,444	9,112,000

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,356,928	2,502,415	2,432,200
	Special Education-Instruction	11-2XX-100-XXX	906,318	925,111	1,017,800
	Basic Skills/Remedial-Instruction	11-230-100-XXX	200,174	210,100	183,500
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	30,246	31,000	40,000
	Before/After School Programs	11-421-XXX-XXX	84,160	88,700	92,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	96,419	133,150	160,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	65,169	73,700	74,500
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	146,155	175,961	191,000
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	313,863	335,600	336,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	48,548	52,000	54,200
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	408,735	423,200	423,000
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	91,237	103,700	1,200
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	69,870	71,468	72,400
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	15,427	7,300	25,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	311,481	318,100	319,300
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	169,960	175,100	153,200
	Undistributed Expenditures-Central Services	11-000-251-XXX	133,678	141,225	147,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	604,676	1,473,999	771,000
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	507,156	605,400	581,073
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,365,002	1,326,500	1,501,000
		Total Undistributed Expenditures		4,347,376	5,416,403
General Fund Current Expenses	Total General Current Expense		7,925,202	9,173,729	8,575,873
Capital Outlay	Equipment	12-XXX-XXX-730	26,762	108,767	13,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	58,212	354,999	1,127
		Total Capital Outlay		84,974	463,766
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	340,779	316,000	350,000
		General Fund Grand Total		8,350,955	9,953,495
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	29,297	0	0

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	64,971	55,308	47,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	137,387	147,641	125,000
	Other	20-XXX-XXX-XXX	48,674	0	0
	Total Federal Projects	20-XXX-XXX-XXX	251,032	202,949	172,000
Special Revenue Fund Expenses	Total Special Revenue Funds		280,329	202,949	172,000
All Fund Expenses	Total Expenditures/Appropriations		8,631,284	10,156,444	9,112,000
Expenses Net of Transfers	Total Expenditures Net of Transfers		8,631,284	10,156,444	9,112,000

**Advertised Recapitulation of Balances**

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
Restricted for General Operating Budget	Capital Reserve	512,671	519,255	0	0
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	0	109,572	109,572	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	488,836	520,495	365,428	250,000
	Repayment of Debt	0	0	0	0

### Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,482	\$15,706	\$18,281	\$18,258	\$16,958
Total Classroom Instruction	\$9,407	\$9,524	\$10,875	\$9,947	\$10,215
Classroom-Salaries and Benefits	\$8,759	\$9,004	\$9,820	\$9,186	\$9,380
Classroom-General Supplies and Textbooks	\$464	\$374	\$774	\$503	\$562
Classroom-Purchased Services	\$184	\$147	\$280	\$258	\$273
Total Support Services	\$2,861	\$3,052	\$3,571	\$3,232	\$3,132
Support Services-Salaries and Benefits	\$2,523	\$2,680	\$3,102	\$2,667	\$2,580
Total Administrative Costs	\$1,539	\$1,599	\$1,705	\$1,649	\$1,649
Administration Salaries and Benefits	\$1,266	\$1,324	\$1,464	\$1,358	\$1,367
Total Operations and Maintenance of Plant	\$1,557	\$1,413	\$1,998	\$3,307	\$1,806
Operations and Maintenance-Salaries and Benefits	\$518	\$549	\$730	\$574	\$609
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$84	\$82	\$91	\$84	\$112
Total Equipment Costs	\$13	\$57	\$76	\$235	\$28
Legal Costs	\$44	\$58	\$48	\$39	\$32
Employee Benefits as a percentage of salaries*	26.84%	26.93%	27.43%	25.65%	29.55%

\*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 2018-19 revised appropriations and the 2019-20 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)
Purchasing	Blairstown Township BOE will participate in the coordination of purchasing school supplies and heating oil through the Hunterdon County Education Services Co-op., which annually saves in excess of \$50,000.	0
Special Education Services	Blairstown Township BOE will host two preschool programs, which will accept tuition-paying regular education students, generating tuition revenue income and saving the District money by not having to send our PSD students to outside regular education programs in the afternoons.	0
	Blairstown Township BOE will provide self-contained classes for three groups: LLD, Behavioral Disabilities, and Multiple Disabilities, which are available to students in neighboring communities	0
Transportation Services, including Fuel	Blairstown Township BOE will participate in coordinated transportation for its students with special needs with Warren and Sussex County programs.	0
	Blairstown Township BOE will have a transportation contract with North Warren Regional for the added costs of transporting students to the Ridge & Valley Charter School as well as the coordination of transportation for students attending private schools (AILO).	0
	Blairstown Township BOE will purchase gasoline for its school buses and maintenance truck through the municipality of Blairstown.	0

Estimated Tax Rates

Municipality	Category	Amount
Blairstown	(A) General Fund School Levy	5,516,569
	(D) Total School Levy	5,516,569
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	713,332,172
	(H) Estimated Equalized Valuation (as of 10/01/18)	725,627,897
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.7734
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.7734
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7602
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7602
Hardwick Twp	(A) General Fund School Levy	1,383,431
	(D) Total School Levy	1,383,431
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	158,166,106
	(H) Estimated Equalized Valuation (as of 10/01/18)	191,362,883
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.8747
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.8747
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7229
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7229

Employee Contract List for District

Name	Category	Measure
Bruce Leal	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$134,100
	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	07/01/18
	End Date of Contract	06/30/19
	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	\$1,500
	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	\$15,715
	Contractual Post-Employment Benefit Description of Payout of Sick days	Pay-out @ \$60/day. Has 90 unused sick days.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out for 20 unused vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for payout of unused days
	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
Bruce Leal	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
Kathleen Welsh	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	CST Supervisor
	Base Annual Salary Amount	\$95,000
	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	07/01/18
	End Date of Contract	06/30/19
	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

Employee Contract List for District

Name	Category	Measure
Kathleen Welsh	Total Allowances Amount	\$450
	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	\$7,308
	Contractual Post-Employment Benefit Description of Payout of Sick days	No provision in contract for pay-out of unused sick days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out for up to 20 unused vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused 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
	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	
Mark Saalfield	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$147,900
	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
Mark Saalfield	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/17
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	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	\$4,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$29,221
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum pay-out of \$15,000 upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out of \$14,221 for 25 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused 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
Mark Saalfield	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
Molly Petty	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$117,620
	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	07/01/18
	End Date of Contract	06/30/19
	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	\$4,106
	Total Bonuses Amount	\$1,500
	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	\$12,810	
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum per law	

Employee Contract List for District

Name	Category	Measure
Molly Petty	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per contract, maximum pay-out of 25 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for payment of unused 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
	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	
Susan Elias	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Curriculum & Instruction
	Base Annual Salary Amount	\$90,400
	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	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12	

Employee Contract List for District

Name	Category	Measure
Susan Elias	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	\$1,150
	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	\$6,954
	Contractual Post-Employment Benefit Description of Payout of Sick days	No provision in contract for pay-out of unused sick days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out for up to 20 unused vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused 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
	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