

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	404.0	400.0	398.0
On Roll Special Ed Full-Time	98.0	96.0	99.0
On Roll Subtotal	502.0	496.0	497.0
In Private School Placements		1.0	0.0
Sent to Other Districts Special Ed	6.0	2.0	0.0
Received	5.0	8.0	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	3,522,875	3,571,169	3,609,744
	Total Tuition	10-1300	53,349	21,042	32,465
	Unrestricted Miscellaneous Revenues	10-1XXX	93,275	63,777	66,967
	Interest Earned on Maintenance Reserve	10-1XXX	0	250	250
	Interest Earned on Capital Reserve Funds	10-1XXX	705	250	250
	Total Revenues from Local Sources		3,670,204	3,656,488	3,709,676
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	197,184	197,184	197,184
	Categorical Special Education Aid	10-3132	279,437	279,437	279,437
	Equalization Aid	10-3176	2,683,582	2,720,941	2,729,556
	Categorical Security Aid	10-3177	89,617	89,617	89,617
	Adjustment Aid	10-3178	216,122	201,791	201,791
	Other State Aids	10-3XXX	3,190	0	0
	Total Revenues from State Sources		3,469,132	3,488,970	3,497,585
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	23,076	14,036	13,992
	Total Revenues from Federal Sources		23,076	14,036	13,992
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	281,936	551,358
	Withdrawal from Capital Reserve for Local Share	10-307	339,395	0	0
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	950,000	30,000
	Withdrawal from Maintenance Reserve	10-310	12,000	100,000	100,000
	Transfers from Other Funds	10-5200	0	0	59,237
	Other Financing Sources	10-5XXX	308,972	0	0
	Adjustment for Prior Year Encumbrances		0	36,303	0
	Actual Revenues (Over)/Under Expenditures		5,334	0	0
General Fund Revenues	Total Operating Budget		7,828,113	8,527,733	7,961,848
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	1,186	0	0
	Total Revenues from Local Sources	20-1XXX	1,186	0	0

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	0	98,196
	Preschool Education Aid	20-3218	272,934	441,510	332,878
	Total Revenues from State Sources		272,934	441,510	431,074
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	95,188	122,886	80,559
	Title II	20-4451-4455	15,723	27,156	11,939
	Title IV	20-4471-4474	14,777	10,180	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	101,982	131,545	86,685
	Other	20-4XXX	40,641	30,324	28,324
	Total Revenues from Federal Sources		268,311	322,091	207,507
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten/Kindergarten (Special Education)	20-5200	0	0	25,606
Special Revenue Fund Revenues	Total Grants and Entitlements		542,431	763,601	664,187
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	27,957	0	100,000
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	170,020	45,000	50,000
	Local Tax Levy-Premier Debt	40-1210	0	150,212	55,645
	Total Revenues from Local Sources		170,020	195,212	105,645
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	113,266	111,919	116,873
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		311,243	307,131	322,518
Debt Service Fund Revenues	Total Repayment of Debt		311,243	307,131	322,518
All Fund Revenues	Total Revenues/Sources		8,681,787	9,598,465	8,948,553
Revenues Net of Transfers	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergarten/Kindergarten (Special Education)	20-5200	0	0	25,606
	Total Revenues/Sources Net of Transfers		8,681,787	9,598,465	8,922,947

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	2,303,931	2,610,619	2,877,586
	Special Education-Instruction	11-2XX-100-XXX	665,009	593,304	669,662
	Basic Skills/Remedial-Instruction	11-230-100-XXX	21,425	42,082	43,284
	Bilingual Education-Instruction	11-240-100-XXX	2,171	15,660	0
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	34,981	33,000	38,000
	Other Instructional Programs-Instruction	11-4XX-100-XXX	67,574	66,546	41,284
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	98,227	87,747	48,000
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	2,368	3,705	3,577
	Undistributed Expenditures-Health Services	11-000-213-XXX	82,884	91,259	91,192
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	119,443	158,763	169,483
	Undistributed Expenditures-Guidance	11-000-218-XXX	85,557	92,515	71,604
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	246,856	320,475	337,916
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	130,651	154,415	115,878
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	84,820	89,699	126,670
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	182,205	190,282	248,557
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	103,697	123,516	121,967
	Undistributed Expenditures-Central Services	11-000-251-XXX	212,283	213,397	220,435
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	19,597	29,663	20,282
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	747,658	814,712	870,675
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	444,958	500,219	522,591
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	976,137	1,219,861	1,152,864
	Total Undistributed Expenditures		3,537,341	4,090,228	4,121,691
	General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	250
General Fund Current Expenses	Total General Current Expense		6,632,432	7,451,689	7,791,757
Capital Outlay	Equipment	12-XXX-XXX-730	129,227	86,402	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	17,182	17,182	120,082
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	950,000	30,000
	Increase In Capital Reserve	10-604	1,048,567	0	0
	Interest Deposit to Capital Reserve	10-604	705	250	250

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Total Capital Outlay		1,195,681	1,053,834	150,332
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	0	22,210	19,759
	General Fund Grand Total		7,828,113	8,527,733	7,961,848
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	1,186	0	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	166,021	307,060	210,180
	Support Services	20-218-200-XXX	106,913	134,450	246,500
	Total Preschool Education Aid	20-218-XXX-XXX	272,934	441,510	456,680
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	272,934	441,510	456,680
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	95,188	122,886	80,559
	Title II	20-XXX-XXX-XXX	15,723	27,156	11,939
	Title IV	20-XXX-XXX-XXX	14,777	10,180	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	101,982	131,545	86,685
	Other	20-XXX-XXX-XXX	40,641	30,324	28,324
	Total Federal Projects	20-XXX-XXX-XXX	268,311	322,091	207,507
Special Revenue Fund Expenses	Total Special Revenue Funds		542,431	763,601	664,187
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	311,243	307,131	322,518
	Total Debt Service Funds		311,243	307,131	322,518
All Fund Expenses	Total Expenditures/Appropriations		8,681,787	9,598,465	8,948,553
Expenses Net of Transfers	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	0	25,606
	Total Expenditures Net of Transfers		8,681,787	9,598,465	8,922,947

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	301,461	1,011,138	61,388	31,638
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	499,568	499,568	399,818	300,068
	Legal Reserve	866,752	777,784	548,168	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	253,535	305,510	253,190	250,000
	Repayment of Debt	0	0	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	\$13,226	\$12,677	\$13,912	\$14,787	\$15,358
Total Classroom Instruction	\$8,333	\$7,838	\$8,600	\$9,151	\$9,470
Classroom-Salaries and Benefits	\$7,866	\$7,248	\$7,831	\$8,354	\$8,753
Classroom-General Supplies and Textbooks	\$379	\$395	\$485	\$493	\$628
Classroom-Purchased Services	\$88	\$195	\$284	\$304	\$89
Total Support Services	\$1,970	\$1,978	\$2,316	\$2,460	\$2,601
Support Services-Salaries and Benefits	\$1,710	\$1,629	\$1,974	\$2,106	\$2,085
Total Administrative Costs	\$1,173	\$1,194	\$1,152	\$1,318	\$1,316
Administration Salaries and Benefits	\$849	\$834	\$834	\$890	\$908
Total Operations and Maintenance of Plant	\$1,666	\$1,580	\$1,764	\$1,774	\$1,875
Operations and Maintenance-Salaries and Benefits	\$331	\$464	\$544	\$581	\$578
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$84	\$87	\$80	\$85	\$96
Total Equipment Costs	\$167	\$257	\$0	\$175	\$0
Legal Costs	\$73	\$92	\$66	\$87	\$95
Employee Benefits as a percentage of salaries*	25.74%	24.15%	27.31%	27.31%	25.16%

*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.

Unusual Revenues and Appropriations

Line Number	Source	Amount	Explanation
140	Parent Paid Tuition Students	32,465	Tuition from nonresident students
300	SRECs	53,777	SRECs from solar
	Bank Interest	10,000	Interest on Investments
76320	Capital Project funds	30,000	School Improvement and Ramp
825	REAP	28,324	REAP Funds

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Custodial and Maintenance Services	Shared HVAC and Plumber with Upper Deerfield BOE	0
Professional Staff Development	Provide Professional Development for staff and include other districts to offset the cost	0
Recycling	Participate with the Cumberland County Improvement Authority	0
Staffing - Other	Shared Spanish Teacher with Stow Creek BOE	0
Transportation Services, including Fuel	Participate in the Cumberland County Educational Cooperative for Special Education and Homeless Students	0
	Participate in the Upper Deerfield Jointure Pupil Transportation for Regular Transportation	0

Estimated Tax Rates

Municipality	Category	Amount
Hopewell Twp	(A) General Fund School Levy	3,256,450
	(D) Total School Levy	3,357,201
	(B) Estimated Net Taxable Valuation (as of 02/21/20)	303,059,300
	(H) Estimated Equalized Valuation (as of 10/01/19)	329,849,355
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.0745
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.1078
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.9873
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.0178
Shiloh Boro	(A) General Fund School Levy	353,294
	(D) Total School Levy	358,188
	(B) Estimated Net Taxable Valuation (as of 02/21/20)	32,592,900
	(H) Estimated Equalized Valuation (as of 10/01/19)	33,205,719
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.0840
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.0990
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.0640
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.0787

Employee Contract List for District

Name	Category	Measure
John Ogbin	Job Title	Vice Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$95,627
	Full-Time Equivalent (FTE)	0.5
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	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	\$22,355
	Contractual Post-Employment Benefit Description of Payout of Sick days	sick day payout upon retirement only
	Contractual Post-Employment Benefit Description of Payout of Vacation days	vacation day payout upon retirement or resignation
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout
	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
John Ogbin	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
Kelli Manski	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Supervisor of Special Edu
	Base Annual Salary Amount	\$101,170
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	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
Kelli Manski	Total Allowances Amount	\$6,000
	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	\$779
	Total Contractual Post-Employment Benefit Amount	\$24,727
	Contractual Post-Employment Benefit Description of Payout of Sick days	payout upon retirement only
	Contractual Post-Employment Benefit Description of Payout of Vacation days	payout upon retirement or resignation
	Contractual Post-Employment Benefit Description of Payout of Personal days	no 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	
Meghan Lammersen	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$126,130
	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
Meghan Lammersen	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	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	\$4,500
	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	\$2,688
	Total Contractual Post-Employment Benefit Amount	\$27,127
	Contractual Post-Employment Benefit Description of Payout of Sick days	sick day payout upon retirement only
	Contractual Post-Employment Benefit Description of Payout of Vacation days	payout upon retirement or resignation
	Contractual Post-Employment Benefit Description of Payout of Personal days	no 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

Employee Contract List for District

Name	Category	Measure
Meghan Lammersen	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
Stephanie Kuntz	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$110,357
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	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	\$6,500
	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	\$1,482
	Total Contractual Post-Employment Benefit Amount	\$25,611
Contractual Post-Employment Benefit Description of Payout of Sick days	sick day payout upon retirement only	

Employee Contract List for District

Name	Category	Measure
Stephanie Kuntz	Contractual Post-Employment Benefit Description of Payout of Vacation days	payout upon retirement or resignation
	Contractual Post-Employment Benefit Description of Payout of Personal days	no 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