

## Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	720.0	710.0	700.0
On Roll Regular Shared-Time	2.0	4.0	4.0
On Roll Special Ed Full-Time	169.0	150.0	148.0
On Roll Special Ed Shared-Time	1.0	2.0	2.0
On Roll Subtotal	892.0	866.0	854.0
In Private School Placements	10.0	14.0	17.0
Sent to Other Districts Regular	3.0	0.0	0.0
Sent to Other Districts Special Ed	5.0	6.0	5.0
Received	91.5	83.0	88.0

## 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	14,256,964	14,537,446	16,572,883
	Total Tuition	10-1300	1,430,012	1,435,669	1,440,384
	Unrestricted Miscellaneous Revenues	10-1XXX	19,239	69,292	69,293
	Interest Earned on Maintenance Reserve	10-1XXX	357	14	4
	Interest Earned on Capital Reserve Funds	10-1XXX	690	690	1,640
	Total Revenues from Local Sources		15,707,262	16,043,111	18,084,204
General Fund Revenues from State Sources	School Choice Aid	10-3116	53,832	49,793	34,361
	Categorical Transportation Aid	10-3121	748,822	748,822	748,822
	Extraordinary Aid	10-3131	155,199	225,000	225,000
	Categorical Special Education Aid	10-3132	702,032	702,032	702,032
	Equalization Aid	10-3176	4,284,622	4,071,988	3,333,742
	Categorical Security Aid	10-3177	86,130	86,130	86,130
	Adjustment Aid	10-3178	261,984	0	0
	Other State Aids	10-3XXX	16,001	0	0
Total Revenues from State Sources		6,308,622	5,883,765	5,130,087	
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	19,763	24,231	22,054
	Total Revenues from Federal Sources		19,763	24,231	22,054
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	15,001	10,000
	Adjustment for Prior Year Encumbrances		0	96,287	0
	Actual Revenues (Over)/Under Expenditures		1,221,830	0	0
General Fund Revenues	Total Operating Budget		23,257,477	22,062,395	23,246,345
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	74,161	69,525	59,096
	Title II	20-4451-4455	17,534	14,998	12,748
	Title IV	20-4471-4474	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-4420-4429	205,310	204,978	174,231
	Vocational Education	20-4430	20,421	13,058	11,099
	Total Revenues from Federal Sources		327,426	312,559	265,674
Special Revenue Fund Revenues	Total Grants and Entitlements		327,426	312,559	265,674

## Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
All Fund Revenues	Total Revenues/Sources		23,584,903	22,374,954	23,512,019
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		23,584,903	22,374,954	23,512,019

## 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	6,837,209	6,409,677	6,746,211
	Special Education-Instruction	11-2XX-100-XXX	1,447,122	1,592,333	1,489,203
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	254,416	172,605	168,550
	School-Sponsored Athletics-Instruction	11-402-100-XXX	729,321	682,145	762,666
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,617,791	1,905,517	2,049,383
	Undistributed Expenditures-Health Services	11-000-213-XXX	110,442	114,763	92,455
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	286,305	183,344	190,018
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	184,218	35,104	47,792
	Undistributed Expenditures-Guidance	11-000-218-XXX	626,213	475,822	520,970
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	519,733	598,359	542,751
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	428,717	434,501	444,216
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	544,933	736,251	572,007
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	0	418	5,512
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	440,177	439,805	445,360
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	462,437	524,100	490,484
	Undistributed Expenditures-Central Services	11-000-251-XXX	336,329	343,989	317,007
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	24,697	21,002	24,623
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,567,095	2,057,766	2,141,186
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,735,647	1,821,875	1,865,771
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,721,821	3,486,474	3,504,773
	Total Undistributed Expenditures			13,606,555	13,179,090
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	14	4
	Increase In Maintenance Reserve	10-606	0	0	150,000
General Fund Current Expenses	Total General Current Expense		22,874,623	22,035,864	22,570,942
Capital Outlay	Equipment	12-XXX-XXX-730	85,209	14,494	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	297,645	11,347	673,763
	Interest Deposit to Capital Reserve	10-604	0	690	1,640
	Total Capital Outlay		382,854	26,531	675,403
General Fund Expenses and Transfers	General Fund Grand Total		23,257,477	22,062,395	23,246,345

## Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	74,161	69,525	59,096
	Title II	20-XXX-XXX-XXX	17,534	14,998	12,748
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	205,310	204,978	174,231
	Vocational Education	20-XXX-XXX-XXX	20,421	13,058	11,099
	Total Federal Projects	20-XXX-XXX-XXX	327,426	312,559	265,674
Special Revenue Fund Expenses	Total Special Revenue Funds		327,426	312,559	265,674
All Fund Expenses	Total Expenditures/Appropriations		23,584,903	22,374,954	23,512,019
Expenses Net of Transfers	Total Expenditures Net of Transfers		23,584,903	22,374,954	23,512,019

## 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	366,799	328,140	360,659	362,299
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	358,119	714	728	150,732
	Legal Reserve	0	0	0	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	902,950	496,152	449,322	439,322
	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	\$20,983	\$22,259	\$20,853	\$21,215	\$21,746
Total Classroom Instruction	\$11,353	\$11,923	\$11,491	\$11,755	\$12,174
Classroom-Salaries and Benefits	\$10,831	\$11,227	\$11,106	\$11,352	\$11,456
Classroom-General Supplies and Textbooks	\$370	\$531	\$261	\$281	\$494
Classroom-Purchased Services	\$152	\$165	\$123	\$122	\$225
Total Support Services	\$3,816	\$3,852	\$3,539	\$3,636	\$3,519
Support Services-Salaries and Benefits	\$3,479	\$3,502	\$3,174	\$3,064	\$3,126
Total Administrative Costs	\$1,784	\$1,767	\$1,731	\$1,892	\$1,828
Administration Salaries and Benefits	\$1,467	\$1,476	\$1,478	\$1,619	\$1,524
Total Operations and Maintenance of Plant	\$2,628	\$3,237	\$2,760	\$2,649	\$2,801
Operations and Maintenance-Salaries and Benefits	\$1,337	\$1,406	\$1,374	\$1,252	\$1,328
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$1,313	\$1,374	\$1,232	\$1,192	\$1,326
Total Equipment Costs	\$43	\$97	\$0	\$17	\$0
Legal Costs	\$57	\$68	\$29	\$29	\$59
Employee Benefits as a percentage of salaries*	26.74%	28.31%	28.06%	27.61%	27.74%

\*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	Regional district curriculum articulation	0
Insurance Coverages and Benefits	Member of SHIF and SAIF	0
Others	Town Recreation - Share use of fields and facilities	0
	Township of Wantage - Share field Maintenance and supplies	0
Purchasing	New Jersey Co Op / Hunterdon County ESC	0
Transportation Services, including Fuel	Shared bus drivers for three routes	0
	Transportation jointures with WVRHS, KRHS, Sussex-Wantage, Vernon, Frankford and Lafayette	0

## Estimated Tax Rates

Municipality	Category	Amount
Branchville	(A) General Fund School Levy	836,893
	(D) Total School Levy	836,893
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	128,460,400
	(H) Estimated Equalized Valuation (as of 10/01/19)	128,911,591
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.6515
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.6515
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.6492
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.6492
Frankford Twp	(A) General Fund School Levy	4,217,341
	(D) Total School Levy	4,217,341
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	734,250,700
	(H) Estimated Equalized Valuation (as of 10/01/19)	807,223,725
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.5744
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.5744
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.5225
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.5225
Lafayette	(A) General Fund School Levy	2,201,682
	(D) Total School Levy	2,201,682
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	329,138,740
	(H) Estimated Equalized Valuation (as of 10/01/19)	359,182,723
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.6689
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.6689
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.6130
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.6130
Sussex Boro	(A) General Fund School Levy	723,718
	(D) Total School Levy	723,718
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	123,997,400
	(H) Estimated Equalized Valuation (as of 10/01/19)	130,496,106
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.5837

Estimated Tax Rates

Municipality	Category	Amount
Sussex Boro	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.5837
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.5546
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.5546
Wantage Twp	(A) General Fund School Levy	7,575,531
	(D) Total School Levy	7,575,531
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	1,201,393,662
	(H) Estimated Equalized Valuation (as of 10/01/19)	1,252,887,331
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.6306
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.6306
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.6046
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.6046

## Employee Contract List for District

Name	Category	Measure
James Minkewicz	Job Title	Business Administrator
	Job Title II	None
	Base Annual Salary Amount	\$137,455
	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	24
	Contracted Number of Annual Sick Days	14
	Contracted Number of Annual Personal Days	5
	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	\$2,650
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$27,318
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max of \$125/day for 120 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem for the fiscal year
	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
James Minkewicz	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
Scott Ripley	Job Title	Superintendent
	Job Title II	None
	Base Annual Salary Amount	\$178,183
	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	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	24
	Contracted Number of Annual Sick Days	14
	Contracted Number of Annual Personal Days	5
	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
Scott Ripley	Total Allowances Amount	\$9,800
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$28,060
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$150/day max 100 days upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused days upon retirement @ per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of 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	
Seamus Campbell	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	None
	Base Annual Salary Amount	\$143,350
	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
Seamus Campbell	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	24
	Contracted Number of Annual Sick Days	14
	Contracted Number of Annual Personal Days	5
	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	\$960
	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	\$27,038
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$125/day up to 120 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem in fiscal year
	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
Seamus Campbell	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 McGrath	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	None
	Base Annual Salary Amount	\$80,000
	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	20
	Contracted Number of Annual Sick Days	14
	Contracted Number of Annual Personal Days	5
	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	\$2,650
	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	\$21,965
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$85/day x max of 175 days

## Employee Contract List for District

Name	Category	Measure
Stephen McGrath	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not in 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	