

Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	384.0	379.0	411.0
On Roll Special Ed Full-Time	63.0	68.0	72.0
On Roll Subtotal	447.0	447.0	483.0
In Private School Placements	1.0	4.0	4.0
Sent to Other Districts Regular	3.0	0.0	5.0
Sent to Other Districts Special Ed	2.0	1.0	2.0

Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	4,995,700	4,997,003	5,350,000
	Total Tax Levy	10-121x	4,995,700	4,997,003	5,350,000
	Unrestricted Miscellaneous Revenues	10-1XXX	83,811	0	100,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	20	20
	Interest Earned on Capital Reserve Funds	10-1XXX	0	4,500	4,500
	Total Revenues from Local Sources		5,079,511	5,001,523	5,454,520
General Fund Revenues from State Sources	School Choice Aid	10-3116	232,399	280,638	342,765
	Categorical Transportation Aid	10-3121	31,147	31,147	25,809
	Extraordinary Aid	10-3131	9,482	370,995	9,482
	Categorical Special Education Aid	10-3132	355,717	491,245	536,363
	Equalization Aid	10-3176	3,751,567	3,751,567	3,569,984
	Categorical Security Aid	10-3177	84,322	148,548	157,675
	Total Revenues from State Sources		4,464,634	5,074,140	4,642,078
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	0	3,409
	Total Revenues from Federal Sources		0	0	3,409
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,208,133	703,579
	Transfers from Other Funds	10-5200	0	0	170,000
	Adjustment for Prior Year Encumbrances		0	1,434,547	0
	Actual Revenues (Over)/Under Expenditures		-643,240	0	0
General Fund Revenues	Total Operating Budget		8,900,905	12,718,343	10,973,586
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	41,032	29,500	29,500
	Total Revenues from Local Sources	20-1XXX	41,032	29,500	29,500
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	11,254	0
	Preschool Education Aid	20-3218	126,085	131,808	644,009
	Total Revenues from State Sources		126,085	143,062	644,009

Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	121,019	143,314	120,965
	Title II	20-4451-4455	23,547	27,141	22,109
	Title IV	20-4471-4474	19,955	2,600	8,461
	IDEA Part B (Handicapped)	20-4420-4429	150,499	152,399	112,743
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	33,367	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	37,157	0	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	16,156	0	0
	ARP-ESSER	20-4540	624,541	0	0
	CRRSA Act-ESSER II	20-4534	13,115	0	0
	Total Revenues from Federal Sources		1,039,356	325,454	264,278
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	63,100
Special Revenue Fund Revenues	Total Grants and Entitlements		1,202,227	498,016	1,000,887
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	154,571	154,816	154,885
	Total Revenues from Local Sources		154,571	154,816	154,885
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	71,678	71,792	71,823
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	0
	Total Local Repayment of Debt		226,249	226,609	226,708
	Actual Revenues (Over)/Under Expenditures		-1	0	0
Debt Service Fund Revenues	Total Repayment of Debt		226,248	226,609	226,708
All Fund Revenues	Total Revenues/Sources		10,329,380	13,442,968	12,201,181
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	63,100
	Total Revenues/Sources Net of Transfers		10,329,380	13,442,968	12,138,081

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,256,193	3,038,620	3,142,106
	Special Education-Instruction	11-2XX-100-XXX	586,216	1,095,893	1,199,657
	Basic Skills/Remedial-Instruction	11-230-100-XXX	6,107	185,323	260,255
	Bilingual Education-Instruction	11-240-100-XXX	0	62,051	49,424
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	8,030	74,407	85,783
	School-Sponsored Athletics-Instruction	11-402-100-XXX	40,962	28,730	35,030
	Summer School	11-422-XXX-XXX	31,614	81,012	76,789
	Community Services Programs/Operations	11-800-330-XXX	39,770	123,579	134,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	400,300	637,627	565,600
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	11,747	27,485	15,492
	Undistributed Expenditures-Health Services	11-000-213-XXX	97,204	101,486	121,871
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	147,888	122,480	154,034
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	36,656	40,720	59,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	63,103	65,264	66,977
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	268,281	382,174	452,525
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	25,917	120,263	99,750
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	105,264	105,248	117,225
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	12,909	19,383	11,100
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	373,738	323,924	402,749
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	131,099	145,510	148,138
	Undistributed Expenditures-Central Services	11-000-251-XXX	204,069	191,127	174,111
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	86,779	230,289	207,818
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	860,317	889,032	865,686
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	374,055	466,078	540,010
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,312,556	1,682,663	1,836,864
	Total Undistributed Expenditures		4,511,882	5,550,753	5,838,950
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	20	20
General Fund Current Expenses	Total General Current Expense		8,480,774	10,240,388	10,822,514

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	60,892	75,000	90,491
	Facilities Acquisition and Construction Services	12-000-400-XXX	333,365	2,378,979	36,081
	Interest Deposit to Capital Reserve	10-604	5,878	4,500	4,500
	Total Capital Outlay		400,135	2,458,479	131,072
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	19,996	19,476	20,000
	General Fund Grand Total		8,900,905	12,718,343	10,973,586
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	126,085	120,562	373,264
	Support Services	20-218-200-XXX	0	22,500	333,845
	Total Preschool Education Aid	20-218-XXX-XXX	126,085	143,062	707,109
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	126,085	143,062	707,109
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	121,019	143,314	120,965
	Title II	20-XXX-XXX-XXX	23,547	27,141	22,109
	Title IV	20-XXX-XXX-XXX	19,955	2,600	8,461
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	150,499	152,399	112,743
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	13,115	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	624,541	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	33,367	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	37,157	0	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	16,156	0	0
	Total Federal Projects	20-XXX-XXX-XXX	1,039,356	325,454	264,278
Special Revenue Fund Expenses	Total Special Revenue Funds		1,202,227	498,016	1,000,887
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	226,248	226,609	226,708
	Total Debt Service Funds		226,248	226,609	226,708
All Fund Expenses	Total Expenditures/Appropriations		10,329,380	13,442,968	12,201,181
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	0	63,100
	Total Expenditures Net of Transfers		10,329,380	13,442,968	12,138,081

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2023	Audited Balance 06/30/2024	Estimated Balance 06/30/2025	Estimated Balance 06/30/2026
Unrestricted	General Operating Budget	933,257	400,413	259,482	250,000
	Repayment of Debt	0	1	0	0
Restricted for General Operating Budget	Capital Reserve	2,227,722	2,233,600	2,238,100	2,242,600
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	20	40
	Legal Reserve	1,373,660	1,761,299	694,097	0
	Unemployment Fund	54,332	55,074	55,074	55,074
	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 Special Revenue Fund	Student Activity Fund	6,540	10,786	10,786	10,786
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2022-23 Actual Costs	2023-24 Actual Costs	2024-25 Original Budget	2024-25 Revised Budget	2025-26 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,321	\$17,348	\$20,346	\$20,760	\$21,496
Total Classroom Instruction	\$11,313	\$10,965	\$12,647	\$12,889	\$13,116
Classroom-Salaries and Benefits	\$9,464	\$9,186	\$10,295	\$10,595	\$10,393
Classroom-General Supplies and Textbooks	\$410	\$306	\$344	\$319	\$751
Classroom-Purchased Services	\$1,440	\$1,472	\$2,007	\$1,976	\$1,971
Total Support Services	\$2,659	\$2,118	\$2,882	\$2,938	\$3,429
Support Services-Salaries and Benefits	\$2,164	\$1,667	\$2,469	\$2,496	\$2,720
Total Administrative Costs	\$2,317	\$2,147	\$2,270	\$2,381	\$2,299
Administration Salaries and Benefits	\$1,816	\$1,666	\$1,779	\$1,531	\$1,414
Total Operations and Maintenance of Plant	\$1,714	\$1,911	\$1,942	\$1,991	\$2,063
Operations and Maintenance-Salaries and Benefits	\$11	\$23	\$0	\$10	\$1,040
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$237	\$120	\$328	\$284	\$309
Total Equipment Costs	\$23	\$135	\$167	\$168	\$188
Legal Costs	\$74	\$46	\$33	\$34	\$62
Employee Benefits as a percentage of salaries*	29.49%	30.02%	32.66%	33.99%	34.60%

*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 2024-25 revised appropriations and the 2025-26 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
75680	Silversky	250,000	Technology Services Technology infrastructure, servers, Access points, firewall, interal programs
75720	Truck	85,000	new district truck
	plow	7,500	plow for truck
	salter	2,500	salter for truck
	trailer	2,500	new trailer for district

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Business Services	Shared Service with Clementon School District for BA	0
Others	Boro of Somerdale for Trash and Technology	0
	Part of Multiple Co-ops	0
Transportation Services, including Fuel	CCESC for transportation services	0

Estimated Tax Rates

Municipality	Category	Amount
Somerdale	(A) General Fund School Levy	5,350,000
	(D) Total School Levy	5,504,885
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	340,746,300
	(H) Estimated Equalized Valuation (as of 10/01/24)	566,211,864
	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.5701
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.6155
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.9449
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.9722

Employee Contract List for District

Name	Category	Measure
Gregory Cesare	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	CST
	Base Annual Salary Amount	\$119,221
	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)?	Y
	Beginning Date of Contract	07/01/24
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	18
	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	\$6,025
	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	\$17,296
	Contractual Post-Employment Benefit Description of Payout of Sick days	max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	max of 5
	Contractual Post-Employment Benefit Description of Payout of Personal days	rolled into sick
	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
Gregory Cesare	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
Kevin Kretschy	Job Title	Assistant Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$93,150
	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)?	Y
	Beginning Date of Contract	07/01/24
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	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
Kevin Kretschy	Total Allowances Amount	\$8,025
	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	\$16,798
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	max of 5
	Contractual Post-Employment Benefit Description of Payout of Personal days	rolled into sick
	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
Natalie Cordivari	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Curr
	Base Annual Salary Amount	\$90,000
	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
Natalie Cordivari	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Y
	Beginning Date of Contract	07/01/24
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	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	\$6,025
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,405
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$16,730
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	5 days max
	Contractual Post-Employment Benefit Description of Payout of Personal days	roll into sick
	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
Natalie Cordivari	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
Robert Ford	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$152,290
	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	07/01/23
	End Date of Contract	06/30/27
	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	\$18,125
	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	\$17,929
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum

Employee Contract List for District

Name	Category	Measure
Robert Ford	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 5 days if not utilized
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A personal days convert to sick
	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