

Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	260.0	271.0	282.0
On Roll Special Ed Full-Time	54.0	52.0	65.0
On Roll Subtotal	314.0	323.0	347.0
Sent to Contracted Preschool	0.0	0.0	13.0
Sent to Other Districts Special Ed	2.0	2.0	2.0
Received	4.0	23.0	0.0

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	6,630,549	7,014,449	7,154,738
	Total Tax Levy	10-121x	6,630,549	7,014,449	7,154,738
	Total Tuition	10-1300	106,621	68,000	0
	Unrestricted Miscellaneous Revenues	10-1XXX	134,353	15,000	38,771
	Interest Earned on Maintenance Reserve	10-1XXX	0	1,000	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	2,000	2,000
	Total Revenues from Local Sources		6,871,523	7,100,449	7,196,509
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	167,978	187,758	306,470
	Extraordinary Aid	10-3131	133,825	0	25,000
	Categorical Special Education Aid	10-3132	239,718	359,838	396,547
	Equalization Aid	10-3176	136,876	136,876	0
	Categorical Security Aid	10-3177	32,162	35,732	49,882
	Other State Aids	10-3XXX	23,589	0	0
	Total Revenues from State Sources		734,148	720,204	777,899
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	391,973	391,105
	Withdrawal from Capital Reserve for Local Share	10-307	0	1,331,000	0
	Adjustment for Prior Year Encumbrances		0	32,189	0
	Actual Revenues (Over)/Under Expenditures		-380,814	0	0
General Fund Revenues	Total Operating Budget		7,224,857	9,575,815	8,365,513
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	25,358	1,000	1,000
	Scholarship Fund Revenue	20-1770	262	0	0
	Other Revenue from Local Sources	20-1XXX	18,370	0	0
	Total Revenues from Local Sources	20-1XXX	43,990	1,000	1,000
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	0	554,256	807,042
	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	7,153	0	0
	Other Restricted Entitlements	20-32XX	91,334	105,642	89,795
	Total Revenues from State Sources		98,487	659,898	896,837

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	21,290	30,665	26,065
	Title II	20-4451-4455	5,649	5,509	4,683
	Title IV	20-4471-4474	10,000	10,000	8,500
	IDEA Part B (Handicapped)	20-4420-4429	133,669	120,218	102,185
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	17,927	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	1,324	0	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	19,641	0	0
	Other	20-4XXX	39,076	39,556	33,623
	Total Revenues from Federal Sources		248,576	205,948	175,056
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	138,564	179,358
Special Revenue Fund Revenues	Total Grants and Entitlements		386,699	1,005,410	1,252,251
All Fund Revenues	Total Revenues/Sources		7,611,556	10,581,225	9,617,764
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	138,564	179,358
	Total Revenues/Sources Net of Transfers		7,611,556	10,442,661	9,438,406

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	2,076,550	2,296,220	2,396,312
	Special Education-Instruction	11-2XX-100-XXX	842,844	823,642	802,462
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	32,069	40,275	42,215
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	88,357	151,750	162,000
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	14,197	15,371	16,500
	Undistributed Expenditures-Health Services	11-000-213-XXX	73,273	126,768	111,750
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	102,106	210,766	188,929
	Undistributed Expenditures—Other Support Services, Students—Extraordinary Services	11-000-217-XXX	370,314	396,207	373,243
	Undistributed Expenditures-Guidance	11-000-218-XXX	13,133	13,805	14,805
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	251,257	360,210	299,168
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	35,693	36,505	32,764
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	111,835	120,499	124,488
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	3,655	12,050	13,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	181,199	212,839	224,402
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	208,810	226,972	231,956
	Undistributed Expenditures-Central Services	11-000-251-XXX	191,010	208,321	230,505
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	4,985	34,461	31,785
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	517,682	682,714	675,452
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	443,375	538,020	547,132
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,476,059	1,677,209	1,783,924
	Total Undistributed Expenditures		4,086,940	5,024,467	5,062,303
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,000	1,000
General Fund Current Expenses	Total General Current Expense		7,038,403	8,185,604	8,304,292
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	186,454	98,647	0
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	1,256,000	0
	Interest Deposit to Capital Reserve	10-604	0	2,000	2,000
	Total Capital Outlay		186,454	1,356,647	2,000

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	0	33,564	59,221
	General Fund Grand Total		7,224,857	9,575,815	8,365,513
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	18,370	0	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	0	279,532	324,760
	Support Services	20-218-200-XXX	0	402,288	656,640
	Facility Acquisition and Construction Services	20-218-400-XXX	0	11,000	5,000
	Total Preschool Education Aid	20-218-XXX-XXX	0	692,820	986,400
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	6,619	5,932	5,042
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	21,039	18,206	15,475
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	18,404	29,415	25,003
	Nonpublic Nursing Services	20-XXX-XXX-XXX	8,018	15,860	13,481
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	5,684	5,684	4,831
	Nonpublic Security Aid	20-XXX-XXX-XXX	31,570	30,545	25,963
	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	7,153	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	98,487	798,462	1,076,195
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	21,290	30,665	26,065
	Title II	20-XXX-XXX-XXX	5,649	5,509	4,683
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,500
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	133,669	120,218	102,185
	Other	20-XXX-XXX-XXX	39,076	39,556	33,623
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	17,927	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	1,324	0	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	19,641	0	0
	Total Federal Projects	20-XXX-XXX-XXX	248,576	205,948	175,056
Special Revenue Fund Expenses	Total Special Revenue Funds		386,699	1,005,410	1,252,251
All Fund Expenses	Total Expenditures/Appropriations		7,611,556	10,581,225	9,617,764

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	138,564	179,358
	Total Expenditures Net of Transfers		7,611,556	10,442,661	9,438,406

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	426,877	433,078	341,105	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,590,326	2,069,379	740,379	742,379
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	251,274	260,345	261,345	262,345
	Legal Reserve	559,681	600,000	300,000	0
	Unemployment Fund	134,336	134,336	134,336	134,336
	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	40,240	44,332	44,332	44,332
	Scholarship Fund	10,062	10,324	10,324	10,324
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	\$19,521	\$20,488	\$23,177	\$24,963	\$23,745
Total Classroom Instruction	\$11,679	\$12,227	\$13,242	\$13,866	\$13,593
Classroom-Salaries and Benefits	\$11,156	\$11,608	\$12,571	\$13,136	\$12,840
Classroom-General Supplies and Textbooks	\$309	\$433	\$428	\$474	\$443
Classroom-Purchased Services	\$214	\$186	\$243	\$257	\$310
Total Support Services	\$3,531	\$3,930	\$4,877	\$5,854	\$5,174
Support Services-Salaries and Benefits	\$3,137	\$3,512	\$4,306	\$4,916	\$4,346
Total Administrative Costs	\$2,235	\$2,320	\$2,542	\$2,665	\$2,551
Administration Salaries and Benefits	\$1,759	\$1,816	\$1,892	\$1,944	\$1,787
Total Operations and Maintenance of Plant	\$2,023	\$1,904	\$2,383	\$2,440	\$2,291
Operations and Maintenance-Salaries and Benefits	\$1,053	\$1,021	\$1,043	\$1,076	\$1,045
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$51	\$107	\$131	\$134	\$133
Total Equipment Costs	\$0	\$0	\$0	\$34	\$14
Legal Costs	\$5	\$2	\$15	\$16	\$20
Employee Benefits as a percentage of salaries*	32.75%	34.66%	37.76%	37.50%	40.19%

*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.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	Curriculum Director 20% - Shared with Kittatinny Region	0
Municipal/Public Works	Waste Management services shared with Township of Hampton	0
	Snow plowing/Salting services shared with Township of Hampton	0
Nursing Services	Emergency Nursing Services - Shared with Kittatinny Region	0
Staffing - Other	Foreign Language Teacher - Shared with KRHS	0
	Security Officers - Shared with Kittatinny Region	0
Superintendent and Assistant Sup.	Superintendent Shared 25% Hampton Township School District / 75% Kittatinny Regional High School	0

Estimated Tax Rates

Municipality	Category	Amount
Hampton	(A) General Fund School Levy	7,084,593
	(D) Total School Levy	7,084,593
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	607,938,700
	(H) Estimated Equalized Valuation (as of 10/01/24)	989,322,539
	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.1653
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.1653
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7161
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7161

Employee Contract List for District

Name	Category	Measure
Brandt Anderson	Job Title	Assistant Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$109,000
	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	07/01/24
	End Date of Contract	06/30/27
	Contracted Number of Annual Work Days	200
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
	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	\$950
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$5,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$1,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$100/day, Max \$9,600
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal days convert to sick 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
Brandt Anderson	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
Craig Hutcheson	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$52,280
	Full-Time Equivalent (FTE)	0.3
	Shared with Another District?	Y
	Shared County	37
	Shared District	2465
	Job Title Other District	Superintendent
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/27
	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	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
Craig Hutcheson	Total Allowances Amount	\$700
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	KRHS Responsible for Payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	KRHS Responsible for Payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	KRHS Responsible for 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	\$55,479
	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	Shared Service Superintendent
	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
Janet Goodwin	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$144,024
	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
Janet Goodwin	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/24
	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	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	\$1,050
	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	\$23,725
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$100/day up to \$9,600
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem Rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	KRHS Responsible for 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
Janet Goodwin	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
Kate Fedge	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$110,000
	Full-Time Equivalent (FTE)	0.8
	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	07/01/24
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	208
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	9
	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	\$2,950
	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	\$11,131
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$75/day up to \$7,500

Employee Contract List for District

Name	Category	Measure
Kate Fedge	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem Rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal days convert to sick 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