

Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	425.0	415.0	420.0
On Roll Special Ed Full-Time	59.0	70.0	72.0
On Roll Subtotal	484.0	485.0	492.0
In Private School Placements	0.0	0.0	3.0
Sent to Other Districts Special Ed	1.0		0.0
Received		13.0	13.0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	6,404,771	6,532,866	6,663,523
	Total Tuition	10-1300	95,211	12,000	42,375
	Unrestricted Miscellaneous Revenues	10-1XXX	84,083	43,375	97,000
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	1,790	0	0
	Interest Earned on Maintenance Reserve	10-1XXX	14	1,919	1
	Interest Earned on Capital Reserve Funds	10-1XXX	154	0	1
	Total Revenues from Local Sources			6,586,023	6,590,160
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	26,367	26,367	26,367
	Categorical Special Education Aid	10-3132	461,143	461,143	461,143
	Equalization Aid	10-3176	1,130,826	1,124,389	703,464
	Categorical Security Aid	10-3177	42,839	42,839	42,839
	Other State Aids	10-3XXX	6,468	0	0
	Total Revenues from State Sources			1,667,643	1,654,738
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	4,953	0	0
	Total Revenues from Federal Sources		4,953	0	0
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	577,270	936,973
	Adjustment for Prior Year Encumbrances		0	193,537	0
	Actual Revenues (Over)/Under Expenditures		-519,565	0	0
General Fund Revenues	Total Operating Budget		7,739,054	9,015,705	8,973,686
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	7,115	2,000	1
	Scholarship Fund Revenue	20-1770	213	0	1
	Other Revenue from Local Sources	20-1XXX	19,764	4,036	0
	Total Revenues from Local Sources	20-1XXX	27,092	6,036	2
Special Revenue Fund Revenues from Federal Sources	Title II	20-4451-4455	2,648	0	0
	Arp-Idea Preschool	20-4409	235	0	0
	Arp-Idea Basic	20-4419	20,802	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	128,156	233,738	120,000
	Arp ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	16,566	14,000
	Arp ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	38,221	8,000

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Revenues from Federal Sources	Arp ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	40,000	40,000
	Arp ESSER Subgrant-New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Gra	20-4544	0	34,000	33,000
	Arp-ESSER	20-4540	46,213	121,578	0
	CRRSA Act-ESSER II	20-4534	0	60,789	0
	CRRSA Act-Learning Acceleration Grant	20-4535	0	25,000	0
	CRRSA Act-Mental Health Grant	20-4536	0	45,000	0
	Total Revenues from Federal Sources			198,054	614,892
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		1,449	-500	0
	Actual Revenues (Over)/Under Expenditures-Scholarship Fund		87	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		226,682	620,428	215,002
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	181,807	32,000	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	387,091	146,426	152,863
	Interest Earned on Debt Service Reserve	40-1XXX	0	200	1
	Total Revenues from Local Sources		387,091	146,626	152,864
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	62,324	87,944	86,624
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	0	22,883
	Total Local Repayment of Debt		631,222	266,570	262,371
	Actual Revenues (Over)/Under Expenditures		9,048	0	0
Debt Service Fund Revenues	Total Repayment of Debt		640,270	266,570	262,371
All Fund Revenues	Total Revenues/Sources		8,606,006	9,902,703	9,451,059
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		8,606,006	9,902,703	9,451,059

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,752,220	2,885,711	2,909,309
	Special Education-Instruction	11-2XX-100-XXX	988,545	1,009,039	941,239
	Basic Skills/Remedial-Instruction	11-230-100-XXX	158,534	192,608	183,360
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	56,602	59,000	66,286
	School-Sponsored Athletics-Instruction	11-402-100-XXX	12,124	86,484	81,631
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	26,000	0	39,000
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	11,259	17,535	18,800
	Undistributed Expenditures-Health Services	11-000-213-XXX	150,774	158,808	149,675
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	166,636	359,210	350,681
	Undistributed Expenditures-Guidance	11-000-218-XXX	139,946	146,994	149,195
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	244,182	296,348	338,046
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	169,943	143,810	141,055
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	140,404	146,251	156,373
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	351,457	467,500	449,546
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	121,753	117,967	133,158
	Undistributed Expenditures-Central Services	11-000-251-XXX	281,716	313,780	293,390
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	558,857	828,462	981,076
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	60,633	150,500	81,854
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,293,341	1,573,206	1,489,750
	Total Undistributed Expenditures		3,716,901	4,720,371	4,771,599
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,919	1
General Fund Current Expenses	Total General Current Expense		7,684,926	8,955,132	8,953,425
Capital Outlay	Equipment	12-XXX-XXX-730	33,868	38,287	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	20,260	22,286	20,260
	Interest Deposit to Capital Reserve	10-604	0	0	1
	Total Capital Outlay		54,128	60,573	20,261
General Fund Expenses and Transfers	General Fund Grand Total		7,739,054	9,015,705	8,973,686

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	19,764	4,036	0
	Student Activity Fund	20-475-XXX-XXX	8,564	1,500	1
	Scholarship Fund	20-476-XXX-XXX	300	0	1
Special Revenue Fund Expenses for Federal Projects	Title II	20-XXX-XXX-XXX	2,648	0	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	128,156	233,738	120,000
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	20,802	0	0
	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	235	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	0	60,789	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	0	25,000	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	0	45,000	0
	Arp ESSER Grant Program	20-487-xxx-xxx	46,213	121,578	0
	Arp ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	16,566	14,000
	Arp ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	38,221	8,000
	Arp ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	40,000
	Arp ESSER Subgrant New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	34,000	33,000
	Total Federal Projects	20-XXX-XXX-XXX	198,054	614,892	215,000
	Special Revenue Fund Expenses	Total Special Revenue Funds		226,682	620,428
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	640,270	266,370	262,370
	Interest Earned on Debt Service Reserve	40-608	0	200	1
	Total Debt Service Funds		640,270	266,570	262,371
All Fund Expenses	Total Expenditures/Appropriations		8,606,006	9,902,703	9,451,059
Expenses Net of Transfers	Total Expenditures Net of Transfers		8,606,006	9,902,703	9,451,059

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2021	Audited Balance 06/30/2022	Estimated Balance 06/30/2023	Estimated Balance 06/30/2024
Unrestricted	General Operating Budget	300,821	316,030	593,841	250,000
	Repayment of Debt	0	22,883	22,883	0
Restricted for General Operating Budget	Capital Reserve	669,558	1,019,712	1,019,712	1,019,713
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	488,058	489,663	491,582	491,583
	Legal Reserve	1,149,792	1,170,402	593,132	0
	Unemployment Fund	31,123	31,574	31,574	31,574
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	250,000	250,000	250,000	250,000
	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	19,169	17,720	18,220	18,220
	Scholarship Fund	7,763	7,676	7,676	7,676
Restricted for Repayment of Debt	Repayment of Debt	31,931	0	200	201

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2020-21 Actual Costs	2021-22 Actual Costs	2022-23 Original Budget	2022-23 Revised Budget	2023-24 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$14,764	\$11,618	\$17,535	\$18,140	\$17,942
Total Classroom Instruction	\$9,284	\$7,317	\$10,294	\$10,574	\$10,168
Classroom-Salaries and Benefits	\$8,844	\$6,716	\$9,568	\$9,737	\$9,476
Classroom-General Supplies and Textbooks	\$225	\$340	\$256	\$323	\$309
Classroom-Purchased Services	\$215	\$261	\$469	\$513	\$383
Total Support Services	\$2,150	\$1,880	\$3,023	\$3,122	\$3,141
Support Services-Salaries and Benefits	\$1,934	\$1,564	\$2,245	\$2,294	\$2,361
Total Administrative Costs	\$1,975	\$1,332	\$2,143	\$2,183	\$2,078
Administration Salaries and Benefits	\$1,383	\$1,076	\$1,510	\$1,536	\$1,478
Total Operations and Maintenance of Plant	\$1,315	\$959	\$1,725	\$1,900	\$2,193
Operations and Maintenance-Salaries and Benefits	\$666	\$509	\$834	\$868	\$960
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$40	\$130	\$350	\$361	\$363
Total Equipment Costs	\$0	\$52	\$0	\$79	\$0
Legal Costs	\$182	\$35	\$183	\$188	\$142
Employee Benefits as a percentage of salaries*	23.96%	24.78%	28.75%	28.28%	26.23%

*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 2022-23 revised appropriations and the 2023-24 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	Preschool tuition	30,000	Preschool for 'regular' students not predictable in the past but the district averages 13 students at over \$3,000
300	Interest on investments	30,000	In the past this line was understated
	After school sports	15,000	This was a new fee and fairly unpredictable
	Field Trips	10,000	Taken in as misc revenue and understated

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Banking	Lenape Regional School district and all regional districts joined to procure Banking Services	10,000
Insurance Coverages and Benefits	SHIF insurance which is a pooled services with other school districts	25,000
	Burlington County JIF for liability insurances	50,000
Municipal/Public Works	Shared services for snow plowing and landscaping services	4,500
Others	Lenape and regional district joined in trash services and PD	10,000
	Joined County Consortium to purchase state mandated teacher evaluations	3,000
Purchasing	Procure the services of Ed Data	5,000
Transportation Services, including Fuel	Medford BOE does all the transportation for the district	40,000

Estimated Tax Rates

Municipality	Category	Amount
Medford Lakes	(A) General Fund School Levy	6,663,523
	(D) Total School Levy	6,816,386
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	451,614,809
	(H) Estimated Equalized Valuation (as of 10/01/22)	611,678,449
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.4755
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.5093
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.0894
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.1144

Employee Contract List for District

Name	Category	Measure
Anthony Dent	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$158,980
	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	07/01/20
	End Date of Contract	06/30/25
	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	2
	Description of Other Contracted Non-Working Days	Family Illness Days
	Total Allowances Amount	\$6,528
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,200
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$29,693
	Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	up to 25 vacation days upon separation
	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
Anthony Dent	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
Christine Skinner	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$123,960
	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	07/01/22
	End Date of Contract	06/30/23
	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	2
	Description of Other Contracted Non-Working Days	Family Illness Days

Employee Contract List for District

Name	Category	Measure
Christine Skinner	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	\$15,747
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$60 per day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	30 days max
	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
	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	
Jennifer Summerville	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Supervisor
	Base Annual Salary Amount	\$100,699
	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
Jennifer Summerville	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/23
	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	2
	Description of Other Contracted Non-Working Days	Family Illness Days
	Total Allowances Amount	\$5,000
	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	\$15,288
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$60 per day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	30 days max
	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
Jennifer Summerville	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
Nikolas Vrettos	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$125,000
	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	04/01/23
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	220
	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	2
	Description of Other Contracted Non-Working Days	Family Illness Days
	Total Allowances Amount	\$8,367
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,200
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,143
Contractual Post-Employment Benefit Description of Payout of Sick days	\$60 per day	

Employee Contract List for District

Name	Category	Measure
Nikolas Vrettos	Contractual Post-Employment Benefit Description of Payout of Vacation days	up to 30 days max upon separation
	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
	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