

Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	682.0	660.0	644.0
On Roll Regular Shared-Time	11.0	10.0	0.0
On Roll Special Ed Full-Time	118.0	120.0	115.0
On Roll Special Ed Shared-Time	1.0	2.0	0.0
On Roll Subtotal	812.0	792.0	759.0
In Private School Placements	1.0	2.0	3.0
Sent to Other Districts Special Ed	1.0	1.0	2.0
Received	2.0	5.0	0.0
In State Facilities	1.0		2.0

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	15,699,761	16,013,756	16,334,031
	Total Tuition	10-1300	97,602	0	0
	Transportation Fees from Other Local Education Authorities	10-1420-1440	230,431	211,930	203,642
	Unrestricted Miscellaneous Revenues	10-1XXX	191,616	127,000	160,000
	Interest Earned on Capital Reserve Funds	10-1XXX	902	0	100
	Total Revenues from Local Sources		16,220,312	16,352,686	16,697,773
General Fund Revenues from Intermediate Sources	Unrestricted Revenues from Intermediate Sources	10-2000	0	14,000	0
	Total Revenues from Intermediate Sources		0	14,000	0
General Fund Revenues from State Sources	School Choice Aid	10-3116	285,131	355,940	397,670
	Categorical Transportation Aid	10-3121	630,048	630,048	630,048
	Extraordinary Aid	10-3131	70,395	40,000	100,000
	Categorical Special Education Aid	10-3132	691,576	691,576	691,576
	Equalization Aid	10-3176	2,006,434	891,793	222,832
	Categorical Security Aid	10-3177	86,912	86,912	86,912
	Other State Aids	10-3XXX	73,289	15,000	15,000
	Total Revenues from State Sources		3,843,785	2,711,269	2,144,038
General Fund Revenues from Federal Sources	Impact Aid-8002 or 8003 General	10-4101	404,131	334,096	400,000
	Total Revenues from Federal Sources		404,131	334,096	400,000
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	589,360	1,027,904
	Withdrawal from Capital Reserve for Local Share	10-307	0	436,016	0
	Withdrawal from Impact Aid Reserve (General)	10-318	0	0	352,451
	Adjustment for Prior Year Encumbrances		0	96,319	0
	Actual Revenues (Over)/Under Expenditures		-564,380	0	0
General Fund Revenues	Total Operating Budget		19,903,848	20,533,746	20,622,166
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	488,127	299,000	299,000
	Total Revenues from Local Sources	20-1XXX	488,127	299,000	299,000
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	49,254	19,666	30,744
	Total Revenues from State Sources		49,254	19,666	30,744

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	105,937	67,170	50,000
	Title II	20-4451-4455	15,487	12,600	13,000
	Title IV	20-4471-4474	0	8,500	10,000
	Arp-Idea Basic	20-4419	37,119	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	211,853	171,383	190,000
	Arp ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	63,827	0
	Arp ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	40,000	0
	Arp ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	40,000	0
	Arp ESSER Subgrant-New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Gra	20-4544	0	45,000	0
	Arp-ESSER	20-4540	136,380	582,167	0
	CRRSA Act-ESSER II	20-4534	80,485	50,000	0
	CRRSA Act-Learning Acceleration Grant	20-4535	9,580	10,000	0
	Other	20-4XXX	4,890	0	0
	CRRSA Act-Mental Health Grant	20-4536	16,685	35,000	0
	Total Revenues from Federal Sources			618,416	1,125,647
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-29,687	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		1,126,110	1,444,313	592,744
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	225,500	0	0
	Total Revenues from Local Sources		225,500	0	0
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		225,500	0	0
Debt Service Fund Revenues	Total Repayment of Debt		225,500	0	0
All Fund Revenues	Total Revenues/Sources		21,255,458	21,978,059	21,214,910
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		21,255,458	21,978,059	21,214,910

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	6,763,399	6,911,807	6,809,115
	Special Education-Instruction	11-2XX-100-XXX	1,550,074	1,594,862	1,645,070
	Bilingual Education-Instruction	11-240-100-XXX	0	500	0
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	264,888	322,713	278,577
	School-Sponsored Athletics-Instruction	11-402-100-XXX	643,326	651,901	652,532
	Before/After School Programs	11-421-XXX-XXX	0	500	5,000
	Instructional Alternative Ed Program	11-423-XXX-XXX	0	4,500	0
	Community Services Programs/Operations	11-800-330-XXX	29,108	29,600	42,489
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	245,940	282,735	417,830
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	26,442	27,252	30,225
	Undistributed Expenditures-Health Services	11-000-213-XXX	74,404	79,469	89,165
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	158,730	156,655	198,295
	Undistributed Expenditures-Guidance	11-000-218-XXX	425,841	482,286	564,449
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	354,568	378,865	460,390
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	397,822	463,825	463,087
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	166,117	175,582	174,678
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	15,323	11,280	21,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	454,060	442,375	428,638
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	878,327	739,172	609,259
	Undistributed Expenditures-Central Services	11-000-251-XXX	252,309	284,339	296,314
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	18,459	36,774	111,751
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,115,674	1,939,531	2,106,954
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,364,049	1,368,779	1,384,403
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,983,143	3,325,280	3,587,860
	Undistributed Expenditures-Food Services	11-000-310-930	9,650	0	0
		Total Undistributed Expenditures		9,940,858	10,194,199
General Fund Current Expenses	Total General Current Expense		19,191,653	19,710,582	20,377,581

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	82,730	54,667	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	251,937	539,176	49,857
	Interest Deposit to Capital Reserve	10-604	0	0	100
	Total Capital Outlay		334,667	593,843	49,957
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	377,528	229,321	194,628
	General Fund Grand Total		19,903,848	20,533,746	20,622,166
Special Revenue Fund Expenses for Grants and Entitlements	Student Activity Fund	20-475-XXX-XXX	458,440	299,000	299,000
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	1,678	1,210	1,980
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	0	15,239	24,032
	Nonpublic Nursing Services	20-XXX-XXX-XXX	2,937	2,391	3,472
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	842	826	1,260
	Other	20-XXX-XXX-XXX	43,797	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	49,254	19,666	30,744
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	105,937	67,170	50,000
	Title II	20-XXX-XXX-XXX	15,487	12,600	13,000
	Title IV	20-XXX-XXX-XXX	0	8,500	10,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	211,853	171,383	190,000
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	37,119	0	0
	Other	20-XXX-XXX-XXX	4,890	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	80,485	50,000	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	9,580	10,000	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	16,685	35,000	0
	Arp ESSER Grant Program	20-487-xxx-xxx	136,380	582,167	0
	Arp ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	63,827	0
	Arp ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	40,000	0
	Arp ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	0
	Arp ESSER Subgrant New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	45,000	0

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Expenses for Federal Projects	Total Federal Projects	20-XXX-XXX-XXX	618,416	1,125,647	263,000
Special Revenue Fund Expenses	Total Special Revenue Funds		1,126,110	1,444,313	592,744
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	225,500	0	0
	Total Debt Service Funds		225,500	0	0
All Fund Expenses	Total Expenditures/Appropriations		21,255,458	21,978,059	21,214,910
Expenses Net of Transfers	Total Expenditures Net of Transfers		21,255,458	21,978,059	21,214,910

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	759,360	1,175,750	1,027,904	0
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	820,016	1,180,242	744,226	744,326
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	178,776	0	0	0
	Unemployment Fund	239,557	239,557	239,557	239,557
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	0	0	0	0
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	706,955	805,086	925,086	572,635
Restricted for Special Revenue Fund	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
	Student Activity Fund	231,474	261,161	261,161	261,161
Restricted for Repayment of Debt	Scholarship Fund	0	0	0	0
	Repayment of Debt	0	0	0	0

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	\$22,436	\$22,105	\$23,303	\$23,302	\$24,767
Total Classroom Instruction	\$13,496	\$12,875	\$13,773	\$13,752	\$14,347
Classroom-Salaries and Benefits	\$13,025	\$12,561	\$13,443	\$13,346	\$14,006
Classroom-General Supplies and Textbooks	\$285	\$201	\$216	\$285	\$170
Classroom-Purchased Services	\$187	\$113	\$114	\$122	\$171
Total Support Services	\$2,366	\$2,490	\$2,892	\$2,851	\$3,345
Support Services-Salaries and Benefits	\$2,245	\$2,355	\$2,636	\$2,665	\$3,085
Total Administrative Costs	\$2,544	\$2,411	\$2,396	\$2,340	\$2,326
Administration Salaries and Benefits	\$2,223	\$2,051	\$1,908	\$1,928	\$1,816
Total Operations and Maintenance of Plant	\$2,700	\$2,893	\$2,616	\$2,761	\$3,110
Operations and Maintenance-Salaries and Benefits	\$1,065	\$1,210	\$1,144	\$1,243	\$1,371
Board Contribution to Food Services	\$0	\$12	\$0	\$0	\$0
Total Extracurricular Costs	\$1,274	\$1,345	\$1,511	\$1,507	\$1,516
Total Equipment Costs	\$62	\$104	\$0	\$71	\$0
Legal Costs	\$42	\$26	\$31	\$24	\$32
Employee Benefits as a percentage of salaries*	27.58%	23.89%	28.26%	26.25%	28.05%

*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.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	Share Stillwater Curriculum Coordinator with Kittatinny and all of the sending districts.	0
Food Services	Kittatinny prepares Sandyston-Walpack's school lunches	0
Insurance Coverages and Benefits	Member of the School Alliance Insurance Fund	0
Municipal/Public Works	Purchase fuel, sand and grit from the County of Sussex	0
Others	Share pool facilities with other Sussex County schools and organizations	0
	Member of ACES for the purchase of both electricity and gas	0
Purchasing	Member of numerous cooperative purchasing cooperatives	0
Superintendent and Assistant Sup.	Share Superintendent 25% with Hampton Township School	0
Transportation Services, including Fuel	Coordinate all non public routes and aid in lieu payments for the sending districts.	0
	Manage all of Sandyston-Walpack Consolidated School's transportation	0

Estimated Tax Rates

Municipality	Category	Amount
Fredon Twp	(A) General Fund School Levy	4,062,646
	(D) Total School Levy	4,062,646
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	435,977,500
	(H) Estimated Equalized Valuation (as of 10/01/22)	491,630,018
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.9318
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.9318
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.8264
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.8264
Hampton	(A) General Fund School Levy	5,646,282
	(D) Total School Levy	5,646,282
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	607,320,400
	(H) Estimated Equalized Valuation (as of 10/01/22)	796,381,327
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.9297
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.9297
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.7090
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.7090
Sandyston Twp	(A) General Fund School Levy	2,258,205
	(D) Total School Levy	2,258,205
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	225,895,600
	(H) Estimated Equalized Valuation (as of 10/01/22)	319,287,067
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.9997
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.9997
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.7073
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.7073
Stillwater	(A) General Fund School Levy	4,206,762
	(D) Total School Levy	4,206,762
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	406,965,500
	(H) Estimated Equalized Valuation (as of 10/01/22)	570,059,532
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.0337

Estimated Tax Rates

Municipality	Category	Amount
Stillwater	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.0337
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.7380
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.7380
Walpack Twp	(A) General Fund School Levy	0
	(D) Total School Levy	0
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	2,343,776
	(H) Estimated Equalized Valuation (as of 10/01/22)	2,620,129
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.0000
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.0000
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.0000
(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.0000	

Employee Contract List for District

Name	Category	Measure
Dr. Craig Hutcheson	Job Title	Superintendent
	Job Title II	N/A
	Base Annual Salary Amount	\$208,844
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	37
	Shared District	1980
	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
	Total Allowances Amount	\$12,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$55,162
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$150 per, max of \$15K
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 50 days @ per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused 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
Dr. Craig Hutcheson	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
Theresa Linskey	Job Title	Business Administrator
	Job Title II	N/A
	Base Annual Salary Amount	\$151,630
	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	22
	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
Theresa Linskey	Total Allowances Amount	\$3,600
	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	\$27,830
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$150 per day not to exceed \$15K
	Contractual Post-Employment Benefit Description of Payout of Vacation days	22 days @ per diem
	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	