

Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	328.0	326.0	336.0
On Roll Special Ed Full-Time	65.0	61.0	56.0
On Roll Subtotal	393.0	387.0	392.0
In Private School Placements	1.0		0.0

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	6,648,685	6,832,361	7,009,948
	Transportation Fees from Other Local Education Authorities	10-1420-1440	101,032	92,760	103,980
	Unrestricted Miscellaneous Revenues	10-1XXX	197,795	0	0
	Interest Earned on Capital Reserve Funds	10-1XXX	263	1,000	1,000
	Other Restricted Miscellaneous Revenues	10-1XXX	0	1,000	1,000
	Total Revenues from Local Sources		6,947,775	6,927,121	7,115,928
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	258,367	258,367	258,367
	Extraordinary Aid	10-3131	110,797	40,000	60,000
	Categorical Special Education Aid	10-3132	351,820	351,820	351,820
	Equalization Aid	10-3176	820,493	484,286	144,570
	Categorical Security Aid	10-3177	49,011	49,011	49,011
	Other State Aids	10-3XXX	1,740	0	0
	Total Revenues from State Sources		1,592,228	1,183,484	863,768
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	159,489	264,576
	Withdrawal from Capital Reserve for Local Share	10-307	0	662,345	0
	Withdrawal from Maintenance Reserve	10-310	0	150,780	0
	Adjustment for Prior Year Encumbrances		0	143,794	0
	Actual Revenues (Over)/Under Expenditures		129,457	0	0
General Fund Revenues	Total Operating Budget		8,669,460	9,227,013	8,244,272
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	13,748	5,000	5,000
	Scholarship Fund Revenue	20-1770	1	0	0
	Total Revenues from Local Sources	20-1XXX	13,749	5,000	5,000
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	12,577	9,083	0
	Total Revenues from State Sources		12,577	9,083	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	30,723	55,484	40,000
	Title II	20-4451-4455	8,263	9,949	8,000
	Title IV	20-4471-4474	10,000	10,379	9,000
	Arp-Idea Preschool	20-4409	1,561	0	0
	Arp-Idea Basic	20-4419	18,322	8,322	0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Revenues from Federal Sources	I.D.E.A. Part B (Handicapped)	20-4420-4429	155,218	160,736	135,000
	Arp ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	50,000	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	17,915	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	0	266,893	0
	CRRSA Act-ESSER II	20-4534	118,754	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	0	25,000	0
	Other	20-4XXX	96,556	38,855	35,000
	CRRSA Act-Mental Health Grant	20-4536	30,421	14,579	0
	Total Revenues from Federal Sources		469,818	743,112	227,000
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-330	0	0
	Actual Revenues (Over)/Under Expenditures-Scholarship Fund		-1	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		495,813	757,195	232,000
All Fund Revenues	Total Revenues/Sources		9,165,273	9,984,208	8,476,272
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		9,165,273	9,984,208	8,476,272

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	2,298,886	2,398,439	2,307,020
	Special Education-Instruction	11-2XX-100-XXX	644,450	821,895	856,891
	Basic Skills/Remedial-Instruction	11-230-100-XXX	283,807	294,100	212,880
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	4,400	17,000	0
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	47,801	0	0
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	40,051	49,209	21,795
	Undistributed Expenditures-Health Services	11-000-213-XXX	149,085	161,440	171,310
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	223,397	241,802	243,200
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	323,112	230,561	249,415
	Undistributed Expenditures-Guidance	11-000-218-XXX	57,458	62,905	65,394
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	394,564	412,346	431,371
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	3,231	7,400	6,800
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	114,878	109,420	104,605
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	3,801	5,000	2,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	269,518	285,684	279,144
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	218,657	229,800	218,853
	Undistributed Expenditures-Central Services	11-000-251-XXX	150,733	162,533	159,124
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	109,688	100,557	99,403
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	941,698	932,340	718,733
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	524,845	538,356	599,896
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,337,442	1,428,855	1,431,045
	Total Undistributed Expenditures		4,909,959	4,958,208	4,802,588
General Fund Current Expenses	Total General Current Expense		8,141,502	8,489,642	8,179,379
Capital Outlay	Equipment	12-XXX-XXX-730	13,297	10,585	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	471,591	679,751	0
	Interest Deposit to Capital Reserve	10-604	0	1,000	1,000
	Total Capital Outlay		484,888	691,336	1,000

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	43,070	46,035	63,893
	General Fund Grand Total		8,669,460	9,227,013	8,244,272
Special Revenue Fund Expenses for Grants and Entitlements	Student Activity Fund	20-475-XXX-XXX	13,418	5,000	5,000
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	480	0	0
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	333	3	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	2,533	92	0
	Other	20-XXX-XXX-XXX	9,231	8,988	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	12,577	9,083	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	30,723	55,484	40,000
	Title II	20-XXX-XXX-XXX	8,263	9,949	8,000
	Title IV	20-XXX-XXX-XXX	10,000	10,379	9,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	155,218	160,736	135,000
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	18,322	8,322	0
	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	1,561	0	0
	Other	20-XXX-XXX-XXX	96,556	38,855	35,000
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	118,754	0	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	30,421	14,579	0
	Arp ESSER Grant Program	20-487-xxx-xxx	0	266,893	0
	Arp ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	50,000	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	17,915	0
	Arp ESSER Subgrant New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	45,000	0
		Total Federal Projects	20-XXX-XXX-XXX	469,818	743,112
Special Revenue Fund Expenses	Total Special Revenue Funds		495,813	757,195	232,000
All Fund Expenses	Total Expenditures/Appropriations		9,165,273	9,984,208	8,476,272
Expenses Net of Transfers	Total Expenditures Net of Transfers		9,165,273	9,984,208	8,476,272

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	406,643	506,267	514,576	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,204,489	1,021,738	360,393	361,393
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	327,750	327,750	176,970	176,970
	Legal Reserve	0	0	0	0
	Unemployment Fund	150,877	150,877	150,877	150,877
	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	8,991	9,321	9,321	9,321
	Scholarship Fund	2,349	2,350	2,350	2,350
Restricted for Repayment of Debt	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	\$19,457	\$19,155	\$20,610	\$20,706	\$19,485
Total Classroom Instruction	\$10,534	\$10,134	\$11,272	\$11,386	\$10,865
Classroom-Salaries and Benefits	\$9,963	\$9,723	\$10,923	\$11,016	\$10,481
Classroom-General Supplies and Textbooks	\$363	\$210	\$164	\$137	\$163
Classroom-Purchased Services	\$208	\$202	\$185	\$233	\$221
Total Support Services	\$3,969	\$4,070	\$4,512	\$4,099	\$4,117
Support Services-Salaries and Benefits	\$3,804	\$3,734	\$4,216	\$3,772	\$3,767
Total Administrative Costs	\$2,254	\$2,306	\$2,475	\$2,442	\$2,359
Administration Salaries and Benefits	\$1,946	\$2,031	\$2,093	\$2,045	\$1,987
Total Operations and Maintenance of Plant	\$2,611	\$2,553	\$2,202	\$2,633	\$2,051
Operations and Maintenance-Salaries and Benefits	\$839	\$837	\$1,034	\$1,010	\$976
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$8	\$14	\$55	\$54	\$0
Total Equipment Costs	\$21	\$34	\$0	\$28	\$0
Legal Costs	\$6	\$23	\$13	\$16	\$13
Employee Benefits as a percentage of salaries*	25.07%	25.36%	25.41%	25.44%	26.32%

*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	Shared Curriculum Writer for Cluster - Oxford Central is the LEA	0
Insurance Coverages and Benefits	Property, Liability and Workers Comp Insurance provided by the School Alliance Insurance Fund (SAIF)	0
	Health Insurance - Public Employer Trust which is fully insured pool of about of over 100 NJ public employers for medical benefits	0
Municipal/Public Works	Washington Township Municipality for School Resource Officer and grass mowing and plowing	0
Purchasing	ESC of NJ and Hunterdon ESC for Supplies and Services	0
	ACES for Electric and Gas	0
Transportation Services, including Fuel	Coordinated Transportation with Warren Hills Regional Schools	0
	Coordinated Transportation wit Sussex County Regional Cooperative for Spec Ed Transportation	0

Estimated Tax Rates

Municipality	Category	Amount
Washington Twp	(A) General Fund School Levy	7,009,948
	(D) Total School Levy	7,009,948
	(B) Estimated Net Taxable Valuation (as of 02/07/23)	685,925,256
	(H) Estimated Equalized Valuation (as of 02/07/23)	906,109,982
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.0220
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.0220
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7736
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7736

Employee Contract List for District

Name	Category	Measure
Jean Flynn	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$150,083
	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	25
	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	13
	Description of Other Contracted Non-Working Days	Paid Holidays
	Total Allowances Amount	\$2,480
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$7,327
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$29,431
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement \$500 a day limit \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No carryover - Max 25 days @ \$577.24 a day for unused earned vacation days
	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
Jean Flynn	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
Jessica Garcia	Job Title	Principal
	Job Title II	CST Coordinator
	Base Annual Salary Amount	\$122,400
	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	21
	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	13
Description of Other Contracted Non-Working Days	Paid Holidays	

Employee Contract List for District

Name	Category	Measure
Jessica Garcia	Total Allowances Amount	\$8,933
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,600
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$24,886
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$200 a day up to 75 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No carryover - Max 21 days @ \$470.77 a day for unused earned vacation days
	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	
Jessica McDonagh	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$96,900
	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
Jessica McDonagh	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	Paid Holidays
	Total Allowances Amount	\$4,644
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,600
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$7,454
	Contractual Post-Employment Benefit Description of Payout of Sick days	N/A
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No carryover - Max 20 days @ \$372.69 a day for unused earned vacation days
	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
Jessica McDonagh	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
Keith T. Neuhs	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$155,248
	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	07/01/21
	End Date of Contract	06/30/26
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	Paid Holidays
	Total Allowances Amount	\$4,471
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,255
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$32,913	
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement \$500 a day limit \$15,000	

Employee Contract List for District

Name	Category	Measure
Keith T. Neuhs	Contractual Post-Employment Benefit Description of Payout of Vacation days	5 day carryover-Max 30 days @\$597.11 for unused earned vacation days
	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