

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	267.0	260.0	268.0
On Roll Special Ed Full-Time	53.0	54.0	56.0
On Roll Subtotal	320.0	314.0	324.0
In Private School Placements	1.0		0.0
Sent to Other Districts Special Ed		2.0	2.0
Received	6.0	4.0	2.0

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	5,874,065	6,630,549	7,014,449
	Total Tuition	10-1300	82,193	67,000	68,000
	Unrestricted Miscellaneous Revenues	10-1XXX	36,933	3,034	15,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	200	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	500	2,000
	Total Revenues from Local Sources			5,993,191	6,701,283
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	167,978	167,978	187,758
	Extraordinary Aid	10-3131	87,917	50,000	0
	Categorical Special Education Aid	10-3132	239,718	239,718	359,838
	Equalization Aid	10-3176	184,845	136,876	136,876
	Categorical Security Aid	10-3177	32,162	32,162	35,732
	Other State Aids	10-3XXX	35,716	0	0
	Total Revenues from State Sources			748,336	626,734
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	344,585	391,973
	Withdrawal from Capital Reserve for Local Share	10-307	0	55,000	931,000
	Adjustment for Prior Year Encumbrances		0	205,881	0
	Actual Revenues (Over)/Under Expenditures		919,307	0	0
General Fund Revenues	Total Operating Budget		7,660,834	7,933,483	9,143,626
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	20,172	1,000	1,000
	Scholarship Fund Revenue	20-1770	18	0	0
	Other Revenue from Local Sources	20-1XXX	6,464	14,772	0
	Total Revenues from Local Sources	20-1XXX	26,654	15,772	1,000
Special Revenue Fund Revenues from State Sources	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	6,677	0	0
	Other Restricted Entitlements	20-32XX	102,907	108,215	91,981
	Total Revenues from State Sources		109,584	108,215	91,981

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	21,684	30,490	25,916
	Title II	20-4451-4455	10,524	5,009	4,258
	Title IV	20-4471-4474	11,104	10,000	8,500
	ARP-IDEA Preschool	20-4409	10,294	0	0
	ARP-IDEA Basic	20-4419	107,830	0	0
	IDEA Part B (Handicapped)	20-4420-4429	0	123,340	104,839
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	15,455	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	22,008	0	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	20,358	0	0
	ARP-ESSER	20-4540	42,150	0	0
	CRRSA Act-ESSER II	20-4534	28,751	0	0
	Other	20-4XXX	25,181	0	0
	CRRSA Act-Mental Health Grant	20-4536	14,475	0	0
	Total Revenues from Federal Sources			329,814	168,839
Special Revenue Fund Revenues	Total Grants and Entitlements		465,939	292,826	236,494
All Fund Revenues	Total Revenues/Sources		8,126,773	8,226,309	9,380,120
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		8,126,773	8,226,309	9,380,120

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,099,925	2,110,026	2,156,827
	Special Education-Instruction	11-2XX-100-XXX	716,763	871,856	938,721
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	15,333	44,100	40,275
	Before/After School Programs	11-421-XXX-XXX	0	3,000	0
	Summer School	11-422-XXX-XXX	0	3,500	0
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	62,327	147,000	151,750
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	13,238	14,197	14,968
	Undistributed Expenditures-Health Services	11-000-213-XXX	70,134	77,464	129,768
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	129,242	138,262	167,738
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	305,505	386,612	398,057
	Undistributed Expenditures-Guidance	11-000-218-XXX	12,404	13,333	13,805
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	196,397	247,669	357,210
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	22,856	36,802	38,955
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	134,530	123,103	117,238
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	9,257	9,250	12,050
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	181,732	221,592	207,839
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	199,469	213,941	224,522
	Undistributed Expenditures-Central Services	11-000-251-XXX	155,643	204,401	208,321
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	13,844	23,556	19,525
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	539,570	635,834	675,001
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	432,899	480,100	538,020
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,335,178	1,669,262	1,765,472
	Total Undistributed Expenditures			3,814,225	4,642,378
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	200	1,000
General Fund Current Expenses	Total General Current Expense		6,646,246	7,675,060	8,177,062

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	1,014,588	257,923	75,000
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	0	856,000
	Interest Deposit to Capital Reserve	10-604	0	500	2,000
	Total Capital Outlay		1,014,588	258,423	933,000
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	0	0	33,564
	General Fund Grand Total		7,660,834	7,933,483	9,143,626
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	6,464	14,772	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	4,476	6,706	5,700
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	16,999	25,084	21,321
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	27,917	24,531	20,851
	Nonpublic Nursing Services	20-XXX-XXX-XXX	12,312	14,640	12,444
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	4,578	5,684	4,831
	Nonpublic Security Aid	20-XXX-XXX-XXX	30,066	31,570	26,834
	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	6,677	0	0
	Other	20-XXX-XXX-XXX	6,559	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	109,584	108,215	91,981
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	21,684	30,490	25,916
	Title II	20-XXX-XXX-XXX	10,524	5,009	4,258
	Title IV	20-XXX-XXX-XXX	11,104	10,000	8,500
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	0	123,340	104,839
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	107,830	0	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	10,294	0	0
	Other	20-XXX-XXX-XXX	25,181	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	28,751	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	14,475	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	42,150	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	15,455	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	22,008	0	0

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Expenses for Federal Projects	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	20,358	0	0
	Total Federal Projects	20-XXX-XXX-XXX	329,814	168,839	143,513
Special Revenue Fund Expenses	Total Special Revenue Funds		465,939	292,826	236,494
All Fund Expenses	Total Expenditures/Appropriations		8,126,773	8,226,309	9,380,120
Expenses Net of Transfers	Total Expenditures Net of Transfers		8,126,773	8,226,309	9,380,120

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2022	Audited Balance 06/30/2023	Estimated Balance 06/30/2024	Estimated Balance 06/30/2025
Unrestricted	General Operating Budget	303,244	426,877	341,973	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,693,617	1,590,326	1,535,826	606,826
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	250,226	251,274	251,474	252,474
	Legal Reserve	894,941	559,681	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
	State Military Impact Aid Reserve Pursuant to P.L. 2023 c.112			0	0
Restricted for Special Revenue Fund	Student Activity Fund	40,045	40,240	40,240	40,240
	Scholarship Fund	10,144	10,062	10,062	10,062
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2021-22 Actual Costs	2022-23 Actual Costs	2023-24 Original Budget	2023-24 Revised Budget	2024-25 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,688	\$19,521	\$21,875	\$22,445	\$23,177
Total Classroom Instruction	\$11,409	\$11,679	\$12,854	\$13,171	\$13,242
Classroom-Salaries and Benefits	\$10,904	\$11,156	\$12,218	\$12,523	\$12,571
Classroom-General Supplies and Textbooks	\$296	\$309	\$367	\$378	\$428
Classroom-Purchased Services	\$210	\$214	\$269	\$271	\$243
Total Support Services	\$2,964	\$3,531	\$4,083	\$4,221	\$4,877
Support Services-Salaries and Benefits	\$2,648	\$3,137	\$3,638	\$3,738	\$4,306
Total Administrative Costs	\$2,307	\$2,235	\$2,513	\$2,595	\$2,542
Administration Salaries and Benefits	\$1,812	\$1,759	\$1,799	\$1,853	\$1,892
Total Operations and Maintenance of Plant	\$2,007	\$2,023	\$2,280	\$2,310	\$2,383
Operations and Maintenance-Salaries and Benefits	\$1,096	\$1,053	\$1,048	\$1,067	\$1,043
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$51	\$143	\$146	\$131
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$5	\$5	\$16	\$64	\$15
Employee Benefits as a percentage of salaries*	27.79%	32.75%	38.36%	38.02%	37.76%

*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 2023-24 revised appropriations and the 2024-25 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 KRHS sending districts	0
Municipal/Public Works	Snow plowing/salting shared with Township of Hampton	0
	Waste management services shared with Township of Hampton	0
Nursing Services	Emergency Nursing Services - Shared with KRHS sending districts	0
Staffing - Other	Foreign Language Teacher - Shared with KRHS	0
	Security Officers - Shared with KRHS sending districts	0
Superintendent and Assistant Sup.	Superintendent shared 25% Hampton Twp School District from Kittatinny Regional High School (75%)	0

Estimated Tax Rates

Municipality	Category	Amount
Hampton	(A) General Fund School Levy	6,822,499
	(D) Total School Levy	6,822,499
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	608,179,800
	(H) Estimated Equalized Valuation (as of 10/01/23)	893,331,081
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.1218
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.1218
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7637
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7637

Employee Contract List for District

Name	Category	Measure
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
	Total Allowances Amount	\$200
	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 Sick Pay
	Contractual Post-Employment Benefit Description of Payout of Vacation days	KRHS Responsible for Vacation Pay
	Contractual Post-Employment Benefit Description of Payout of Personal days	KRHS Responsible for Personal Day Pay
	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
Craig Hutcheson	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$52,580
	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	\$136,840
	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	06/30/24
	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	

Employee Contract List for District

Name	Category	Measure
Janet Goodwin	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	\$23,026
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$75/day up to \$7,500 per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per State Law
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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	
Joseph Coladarci	Job Title	Vice Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$103,073
	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
Joseph Coladarci	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/24
	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)	\$1,803
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$12,045
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$75/Day up to \$7,500 per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per State Law
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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
Joseph Coladarci	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	\$105,000
	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	07/01/23
	End Date of Contract	06/30/24
	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	\$2,650
	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	\$10,203	
Contractual Post-Employment Benefit Description of Payout of Sick days	\$75/day up to \$7,500 per contract	

Employee Contract List for District

Name	Category	Measure
Kate Fedge	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per State Law
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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