

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	240.0	246.0	241.0
On Roll Special Ed Full-Time	72.0	73.0	67.0
On Roll Subtotal	312.0	319.0	308.0
In Private School Placements	2.0	2.0	2.0
Received	19.0	17.0	4.0

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	4,698,412	4,792,380	4,888,228
	Total Tuition	10-1300	255,787	225,000	122,633
	Sale of Property	10-1930	332,154	110,333	0
	Unrestricted Miscellaneous Revenues	10-1XXX	89,397	158,000	280,612
	Interest Earned on Maintenance Reserve	10-1XXX	8,787	0	2,500
	Interest Earned on Capital Reserve Funds	10-1XXX	19,910	0	7,173
	Total Revenues from Local Sources		5,404,447	5,285,713	5,301,146
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	21,534	21,534	22,257
	Extraordinary Aid	10-3131	96,788	45,000	45,000
	Categorical Special Education Aid	10-3132	241,435	272,686	345,444
	Equalization Aid	10-3176	700,144	785,037	1,033,702
	Categorical Security Aid	10-3177	33,994	33,994	42,905
	Other State Aids	10-3XXX	2,496	0	0
	State Reimbursement for Lead Testing of Drinking Water	10-3300	1,376	0	0
	Total Revenues from State Sources		1,097,767	1,158,251	1,489,308
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	306,428	293,673
	Withdrawal from Maintenance Reserve	10-310	0	150,000	0
	Transfers from Other Funds	10-5200	52,388	0	0
	Adjustment for Prior Year Encumbrances		0	372,898	0
	Actual Revenues (Over)/Under Expenditures		-625,541	0	0
General Fund Revenues	Total Operating Budget		5,929,061	7,273,290	7,084,127
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	24,211	0	0
	Total Revenues from Local Sources	20-1XXX	24,211	0	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	0	0	153,960
	Total Revenues from State Sources		0	0	153,960

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	35,680	30,000	24,000
	Title II	20-4451-4455	9,251	5,000	4,000
	Title IV	20-4471-4474	10,858	10,000	8,000
	ARP-IDEA Preschool	20-4409	1,168	0	0
	ARP-IDEA Basic	20-4419	13,706	0	0
	IDEA Part B (Handicapped)	20-4420-4429	155,928	89,500	71,600
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	11,535	35,865	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	3,882	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	37,287	32,000	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	0	45,000	0
	ARP-ESSER	20-4540	25,751	49,940	0
	CRRSA Act-ESSER II	20-4534	27,011	8,638	0
	CRRSA Act-Learning Acceleration Grant	20-4535	2,685	2,685	0
	CRRSA Act-Mental Health Grant	20-4536	20,250	4,500	0
		Total Revenues from Federal Sources		351,110	317,010
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	76,980
Special Revenue Fund Revenues	Total Grants and Entitlements		374,111	317,010	338,540
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	327,600	223,591	292,275
	Total Revenues from Local Sources		327,600	223,591	292,275
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	0	0	265,750
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		327,600	223,591	558,025
Debt Service Fund Revenues	Total Repayment of Debt		327,600	223,591	558,025
All Fund Revenues	Total Revenues/Sources		6,630,772	7,813,891	7,980,692
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	76,980
	Total Revenues/Sources Net of Transfers		6,630,772	7,813,891	7,903,712

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	1,663,996	1,891,459	1,971,564
	Special Education-Instruction	11-2XX-100-XXX	793,517	894,028	779,886
	Basic Skills/Remedial-Instruction	11-230-100-XXX	77,120	83,013	116,958
	Bilingual Education-Instruction	11-240-100-XXX	0	7,490	8,594
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	17,568	36,730	31,540
	School-Sponsored Athletics-Instruction	11-402-100-XXX	8,300	12,550	12,550
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	0	83,929	124,480
	Undistributed Expenditures-Health Services	11-000-213-XXX	86,099	88,002	83,545
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	229,677	279,908	266,154
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	151,078	300,042	298,286
	Undistributed Expenditures-Guidance	11-000-218-XXX	100,079	110,047	115,156
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	212,884	253,747	314,631
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	60,605	81,858	79,017
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	64,751	66,867	67,117
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	8,418	18,020	15,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	212,933	233,532	228,620
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	170,998	201,202	185,091
	Undistributed Expenditures-Central Services	11-000-251-XXX	168,398	199,571	164,954
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	24,081	23,672	24,421
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	561,581	796,997	647,314
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	148,486	106,717	73,100
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,054,551	1,215,477	1,342,880
	Total Undistributed Expenditures			3,254,619	4,059,588
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	0	2,500
General Fund Current Expenses	Total General Current Expense		5,815,120	6,984,858	6,953,858

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	51,005	158,016	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	34,397	34,397	34,397
	Interest Deposit to Capital Reserve	10-604	0	0	7,173
	Total Capital Outlay		85,402	192,413	41,570
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	28,539	96,019	88,699
	General Fund Grand Total		5,929,061	7,273,290	7,084,127
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	0	0	127,825
	Support Services	20-218-200-XXX	0	0	103,115
	Total Preschool Education Aid	20-218-XXX-XXX	0	0	230,940
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	0	0	230,940
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	35,680	30,000	24,000
	Title II	20-XXX-XXX-XXX	9,251	5,000	4,000
	Title IV	20-XXX-XXX-XXX	10,858	10,000	8,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	155,928	89,500	71,600
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	13,706	0	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	1,168	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	27,011	8,638	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	2,685	2,685	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	20,250	4,500	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	25,751	49,940	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	11,535	35,865	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	3,882	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	37,287	32,000	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	45,000	0
	Total Federal Projects	20-XXX-XXX-XXX	351,110	317,010	107,600
Special Revenue Fund Expenses	Total Special Revenue Funds		374,111	317,010	338,540

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	327,600	223,591	558,025
	Total Debt Service Funds		327,600	223,591	558,025
All Fund Expenses	Total Expenditures/Appropriations		6,630,772	7,813,891	7,980,692
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	0	76,980
	Total Expenditures Net of Transfers		6,630,772	7,813,891	7,903,712

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	389,575	367,112	293,673	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	906,272	1,319,018	1,319,018	1,326,191
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	400,000	408,787	258,787	261,287
	Legal Reserve	550,000	500,000	250,000	0
	Unemployment Fund	0	0	0	0
	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	22,262	23,472	23,472	23,472
	Scholarship Fund	0	0	0	0
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	\$17,573	\$18,210	\$20,829	\$21,501	\$22,723
Total Classroom Instruction	\$9,833	\$10,293	\$11,231	\$11,427	\$12,336
Classroom-Salaries and Benefits	\$9,576	\$9,947	\$10,740	\$10,621	\$11,751
Classroom-General Supplies and Textbooks	\$135	\$109	\$204	\$521	\$250
Classroom-Purchased Services	\$122	\$238	\$286	\$285	\$336
Total Support Services	\$3,335	\$3,560	\$5,029	\$4,618	\$5,358
Support Services-Salaries and Benefits	\$2,722	\$2,888	\$4,343	\$3,771	\$4,644
Total Administrative Costs	\$2,276	\$2,234	\$2,392	\$2,507	\$2,380
Administration Salaries and Benefits	\$1,821	\$1,766	\$1,894	\$1,942	\$1,722
Total Operations and Maintenance of Plant	\$2,020	\$2,019	\$1,977	\$2,752	\$2,463
Operations and Maintenance-Salaries and Benefits	\$963	\$992	\$1,065	\$1,050	\$1,450
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$110	\$104	\$200	\$196	\$185
Total Equipment Costs	\$25	\$164	\$0	\$500	\$0
Legal Costs	\$13	\$19	\$37	\$36	\$38
Employee Benefits as a percentage of salaries*	25.98%	27.55%	27.71%	28.03%	29.91%

*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)
Custodial and Maintenance Services	First year of a shared service Supervisor of BG with Byrum SD	0
Special Education Services	Shared Speech Teacher with Lenape Valley Regional	0
	LDTC shared with Green Township	0

Estimated Tax Rates

Municipality	Category	Amount
Stanhope	(A) General Fund School Levy	4,840,304
	(D) Total School Levy	5,100,454
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	297,471,500
	(H) Estimated Equalized Valuation (as of 10/01/23)	429,747,905
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.6271
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.7146
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.1263
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.1868

Employee Contract List for District

Name	Category	Measure
Alicia Flinkea-DiCataldo	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$116,288
	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	06/30/25
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	0
	Total Allowances Amount	\$4,100
	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	\$2,236
	Contractual Post-Employment Benefit Description of Payout of Sick days	per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	per contract 5 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	per contract
	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
Alicia Flinkea-DiCataldo	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
Debi LeBrun	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$105,678
	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	07/01/23
	End Date of Contract	02/02/24
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
Description of Other Contracted Non-Working Days	0	

Employee Contract List for District

Name	Category	Measure
Debi LeBrun	Total Allowances Amount	\$4,100
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$25
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$3,760
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per contract at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Per contract
	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	
Nicholas Lalama	Job Title	Other
	Job Title II	Technology Coordinator
	Base Annual Salary Amount	\$87,198
	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
Nicholas Lalama	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	240
	Contracted Number of Annual Vacation Days	18
	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	12
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$600
	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	none per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	none per contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	none per contract
	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
Nicholas Lalama	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
Steven Hageman	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$176,813
	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	06/30/25
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	0
	Total Allowances Amount	\$4,150
	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	\$36,761
Contractual Post-Employment Benefit Description of Payout of Sick days	Max paid per contract	

Employee Contract List for District

Name	Category	Measure
Steven Hageman	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max paid per contract (32*680.05
	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	