

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	501.0	514.0	564.0
On Roll Special Ed Full-Time	55.0	61.0	65.0
On Roll Subtotal	556.0	575.0	629.0
In Private School Placements	2.0	2.0	3.0
Sent to Other Districts Special Ed	1.0	1.0	1.0

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	5,258,426	5,258,426	5,258,426
	Unrestricted Miscellaneous Revenues	10-1XXX	526	500	5,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	100	100
	Total Revenues from Local Sources		5,258,952	5,259,026	5,263,526
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	27,569	27,569	29,750
	Categorical Special Education Aid	10-3132	330,519	330,519	570,361
	Equalization Aid	10-3176	2,992,846	4,023,131	4,714,778
	Categorical Security Aid	10-3177	96,092	96,092	168,598
	Maintenance of Equity Aid	10-3192	335,135	0	0
	Other State Aids	10-3XXX	312	0	0
	Total Revenues from State Sources		3,782,473	4,477,311	5,483,487
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	23,415	19,844	20,687
	Total Revenues from Federal Sources		23,415	19,844	20,687
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	846,779	1,046,266
	Withdrawal from Capital Reserve for Local Share	10-307	0	2,000,000	0
	Adjustment for Prior Year Encumbrances		0	335,951	0
	Actual Revenues (Over)/Under Expenditures		-1,005,119	0	0
General Fund Revenues	Total Operating Budget		8,059,721	12,938,911	11,813,966
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	8,864	0	0
	Scholarship Fund Revenue	20-1770	1	0	0
	Total Revenues from Local Sources	20-1XXX	8,865	0	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	917,748	1,167,434	1,859,444
	Other Restricted Entitlements	20-32XX	10,904	0	0
	Total Revenues from State Sources		928,652	1,167,434	1,859,444

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	105,823	130,684	111,081
	Title II	20-4451-4455	15,241	17,512	14,885
	Title III	20-4491-4494	196	0	0
	Title IV	20-4471-4474	13,598	10,000	8,500
	IDEA Part B (Handicapped)	20-4420-4429	157,736	168,669	143,369
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	21,416	0	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	19,435	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	19,323	0	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	45,000	0	0
	ARP-ESSER	20-4540	358,959	0	0
	CRRSA Act-ESSER II	20-4534	227	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	19,440	0	0
	Total Revenues from Federal Sources			776,394	326,865
Special Revenue Fund Revenues	Total Grants and Entitlements		1,713,497	1,494,299	2,137,279
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	0	169,599	162,739
	Total Revenues from Local Sources		0	169,599	162,739
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	12,261
	Total Local Repayment of Debt		0	169,600	175,000
Debt Service Fund Revenues	Total Repayment of Debt		0	169,600	175,000
All Fund Revenues	Total Revenues/Sources		9,773,218	14,602,810	14,126,245
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		9,773,218	14,602,810	14,126,245

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	2,609,669	3,112,006	2,780,989
	Special Education-Instruction	11-2XX-100-XXX	830,148	988,136	1,162,592
	Basic Skills/Remedial-Instruction	11-230-100-XXX	117,217	156,060	327,079
	Bilingual Education-Instruction	11-240-100-XXX	16,434	42,273	113,425
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	22,363	260,331	320,111
	Undistributed Expenditures-Health Services	11-000-213-XXX	145,388	163,033	143,413
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	288,673	494,410	426,047
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	35,086	25,981	52,329
	Undistributed Expenditures-Guidance	11-000-218-XXX	185,945	194,228	201,332
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	215,446	300,260	382,832
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	90,776	0	0
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	0	96,168	96,670
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	113,533	129,253	202,042
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	274,361	318,509	327,561
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	161,859	165,417	219,553
	Undistributed Expenditures-Central Services	11-000-251-XXX	137,495	140,865	146,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,009,837	1,746,027	1,891,539
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	70,876	223,330	276,640
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,696,262	2,331,033	2,656,565
	Total Undistributed Expenditures			4,447,900	6,588,845
General Fund Current Expenses	Total General Current Expense		8,021,368	10,887,320	11,726,719
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	12,485	2,012,485	12,485
	Interest Deposit to Capital Reserve	10-604	0	100	100
	Total Capital Outlay		12,485	2,012,585	12,585
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	25,868	39,006	74,662
	General Fund Grand Total		8,059,721	12,938,911	11,813,966

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	751,461	853,497	434,896
	Support Services	20-218-200-XXX	166,287	313,937	1,424,548
	Total Preschool Education Aid	20-218-XXX-XXX	917,748	1,167,434	1,859,444
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	385	0	0
	Nonpublic Nursing Services	20-XXX-XXX-XXX	641	0	0
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	238	0	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	2,980	0	0
	Other	20-XXX-XXX-XXX	6,660	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	928,652	1,167,434	1,859,444
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	105,823	130,684	111,081
	Title II	20-XXX-XXX-XXX	15,241	17,512	14,885
	Title III	20-XXX-XXX-XXX	196	0	0
	Title IV	20-XXX-XXX-XXX	13,598	10,000	8,500
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	157,736	168,669	143,369
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	227	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	19,440	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	358,959	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	21,416	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	19,435	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	19,323	0	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	45,000	0	0
	Total Federal Projects	20-XXX-XXX-XXX	776,394	326,865	277,835
Special Revenue Fund Expenses	Total Special Revenue Funds		1,713,497	1,494,299	2,137,279

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	0	169,600	175,000
	Total Debt Service Funds		0	169,600	175,000
All Fund Expenses	Total Expenditures/Appropriations		9,773,218	14,602,810	14,126,245
Expenses Net of Transfers	Total Expenditures Net of Transfers		9,773,218	14,602,810	14,126,245

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	309,049	309,361	250,312	250,312
	Repayment of Debt	12,262	12,262	12,261	0
Restricted for General Operating Budget	Capital Reserve	2,002,008	2,752,134	752,234	752,334
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	1,451,161	1,833,996	1,046,266	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	4,177	4,590	4,590	4,590
	Scholarship Fund	6,133	6,134	6,134	6,134
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	\$17,610	\$15,743	\$19,438	\$20,229	\$19,158
Total Classroom Instruction	\$10,124	\$9,848	\$11,686	\$11,965	\$10,738
Classroom-Salaries and Benefits	\$9,222	\$8,855	\$10,213	\$10,326	\$9,831
Classroom-General Supplies and Textbooks	\$498	\$732	\$1,033	\$1,193	\$605
Classroom-Purchased Services	\$404	\$262	\$441	\$446	\$301
Total Support Services	\$3,868	\$2,682	\$3,604	\$3,659	\$3,828
Support Services-Salaries and Benefits	\$2,257	\$2,244	\$2,406	\$2,442	\$2,923
Total Administrative Costs	\$1,140	\$1,106	\$1,136	\$1,168	\$1,197
Administration Salaries and Benefits	\$888	\$862	\$872	\$887	\$1,054
Total Operations and Maintenance of Plant	\$2,478	\$2,107	\$3,011	\$3,438	\$3,395
Operations and Maintenance-Salaries and Benefits	\$881	\$797	\$963	\$977	\$924
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$14	\$12	\$21	\$21	\$19
Employee Benefits as a percentage of salaries*	36.00%	34.85%	40.96%	41.21%	43.94%

*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)
Business Services	Contract business services from the Pohatcong Township BOE	0
	Provides payroll services to the Warren County Technical School	0
Purchasing	Participate in the ACES cooperative purchasing program	0
	Participate in the HCESC & Middlesex Regional ESC cooperative purchasing program	0
Staffing - Other	Share Spanish teacher with the Oxford Township BOE	0
Transportation Services, including Fuel	Utilize Warren Hills Regional School District & WCSSSD for transportation services	0

Estimated Tax Rates

Municipality	Category	Amount
Washington Boro	(A) General Fund School Levy	5,258,426
	(D) Total School Levy	5,421,165
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	368,547,272
	(H) Estimated Equalized Valuation (as of 10/01/23)	657,767,753
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.4268
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.4710
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7994
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.8242

Employee Contract List for District

Name	Category	Measure
Earl Jenkins	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Supervisor of Instruction
	Base Annual Salary Amount	\$115,630
	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	07/01/23
	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	3
	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	\$860
	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	Not allowed by contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not allowed by contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not allowed by 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
Earl Jenkins	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
Frank Esposito	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$163,000
	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	08/15/23
	End Date of Contract	06/30/28
	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	0

Employee Contract List for District

Name	Category	Measure
Frank Esposito	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,356
	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	\$18,181
	Contractual Post-Employment Benefit Description of Payout of Sick days	Paid 1/260 of salary for unused sick days not to exceed \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Paid 1/260 of salary for remaining CY vacation days not to exceed 44 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
	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	Waiver payment for opting out of benefits
Additional Comment 2	None Reported	
Additional Comment 3	None Reported	

Employee Contract List for District

Name	Category	Measure
Interlocal Services Agreement	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$0
	Full-Time Equivalent (FTE)	0.2
	Shared with Another District?	Y
	Shared County	41
	Shared District	4200
	Job Title Other District	SBA
	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	0
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	0
	Contracted Number of Annual Personal Days	0
	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	\$0
	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	N/A
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	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
Interlocal Services Agreement	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	District pays the Pohatcong Twp BOE \$70,000 for contracted business services
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
Sherry Koeppen	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$117,962
	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	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	3
Contracted Number of Annual Consulting Days	0	

Employee Contract List for District

Name	Category	Measure
Sherry Koeppen	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$860
	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	Not allowed by contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not allowed by contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not allowed by 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	Waiver payment for opting out of benefits
	Additional Comment 2	None Reported
Additional Comment 3	None Reported	