

Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	455.0	431.0	438.0
On Roll Regular Shared-Time	21.0	16.0	7.0
On Roll Regular Accred. Adult H.S.	0.0	0.0	175.0
On Roll Special Ed Full-Time	86.0	93.0	99.0
On Roll Special Ed Shared-Time	39.0	32.0	30.0
On Roll Subtotal	601.0	572.0	749.0
In Post-Secondary Full Time	44.0	55.0	66.0
In Post-Secondary Part Time	10.0	10.0	0.0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Revenues from Local Sources	County Tax Levy	10-1210	8,224,834	8,224,834	8,224,834
	Tuition from Local Education Authorities	10-1310	5,327,887	5,128,471	5,153,156
	Prior Year Tuition Adjustment from Local Education Authorities	10-1310	17,682	0	0
	Non-Resident Fees	10-1350	95,629	44,892	46,518
	Unrestricted Miscellaneous Revenues	10-1XXX	112,312	85,050	130,337
	Adult Education Testing Center Fees	10-1991	3,670	6,200	6,200
	Interest Earned on Maintenance Reserve	10-1XXX	0	150	150
	Interest Earned on Capital Reserve Funds	10-1XXX	0	150	150
	Other Restricted Miscellaneous Revenues	10-1XXX	408,821	510,626	646,000
	Total Revenues from Local Sources			14,190,835	14,000,373
General Fund Revenues from State Sources	Categorical Special Education Aid	10-3132	447,941	447,941	447,941
	Vocational Expansion Stabilization Aid	10-3140	260,639	463,501	653,679
	Categorical Security Aid	10-3177	79,387	79,387	79,387
	Adjustment Aid	10-3178	608,082	405,220	215,042
	State Reimbursements from Securing Our Childrens Future Bond Act	10-3256	41,405	0	0
	Total Revenues from State Sources			1,437,454	1,396,049
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	0	11,370
	Total Revenues from Federal Sources			0	11,370
General Fund Revenues from Other Sources	Withdrawal from Capital Reserve for Local Share	10-307	0	0	3,000,000
	Adjustment for Prior Year Encumbrances		0	65,667	0
	Actual Revenues (Over)/Under Expenditures		398,498	0	0
General Fund Revenues	Total Operating Budget		16,026,787	15,462,089	18,614,764
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	116,023	255,516	80,000
	Scholarship Fund Revenue	20-1770	113,927	10,942	10,942
	Other Revenue from Local Sources	20-1XXX	5,116	854,192	75,000
	Total Revenues from Local Sources	20-1XXX	235,066	1,120,650	165,942

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	80,871	0	0
	State Grants Through Intermediate Sources	20-3700	0	79,816	63,852
	Total Revenues from State Sources		80,871	79,816	63,852
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	170,537	154,687	123,750
	Title II	20-4451-4455	23,184	22,392	17,914
	Title IV	20-4471-4474	11,914	11,811	9,449
	ARP-IDEA Basic	20-4419	0	25,634	0
	IDEA Part B (Handicapped)	20-4420-4429	95,556	96,235	76,988
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	0	17,728	0
	Vocational Education	20-4430	89,083	84,895	67,916
	CARES Act Education Stabilization Fund	20-4530	117,836	18,960	0
	CARES-Digital Divide Grant	20-4531	53,072	0	0
	Coronavirus Relief Fund (CRF)	20-4532	34,537	0	0
	CRRSA Act-ESSER II	20-4534	0	530,357	0
	CRRSA Act-Learning Acceleration Grant	20-4535	0	34,036	0
	Other	20-4XXX	194,975	184,160	147,328
	CRRSA Act-Mental Health Grant	20-4536	0	45,000	0
	Total Revenues from Federal Sources			790,694	1,225,895
Special Revenue Fund Revenues	Total Grants and Entitlements		994,815	2,426,361	673,139
All Fund Revenues	Total Revenues/Sources		17,021,602	17,888,450	19,287,903
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		17,021,602	17,888,450	19,287,903

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,563,133	2,690,229	2,745,561
	Vocational Programs	11-3XX-100-XXX	2,687,425	2,912,483	2,920,499
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	43,015	68,862	80,062
	School-Sponsored Athletics-Instruction	11-402-100-XXX	237,888	313,149	317,767
	Other Instructional Programs-Instruction	11-4XX-100-XXX	0	7,009	3,500
	Community Services Programs/Operations	11-800-330-XXX	0	82,500	82,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	1,113	48,596	45,023
	Undistributed Expenditures-Health Services	11-000-213-XXX	112,132	112,853	105,893
	Undistributed Expenditures-Guidance	11-000-218-XXX	374,185	377,092	365,542
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	215,796	232,496	276,605
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	145,649	179,566	165,989
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	118,332	126,814	125,099
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	23,397	47,111	60,933
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	645,296	572,926	583,375
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	330,518	344,823	360,261
	Undistributed Expenditures-Central Services	11-000-251-XXX	481,347	460,828	454,619
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	376,031	379,568	392,604
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,324,454	2,448,784	2,351,533
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	123,861	117,875	117,630
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,954,850	2,828,757	2,916,522
	Undistributed Expenditures-Food Services	11-000-310-930	71,724	0	0
		Total Undistributed Expenditures		8,298,685	8,278,089
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	150	150
General Fund Current Expenses	Total General Current Expense		13,830,146	14,352,471	14,471,667
Capital Outlay	Equipment	12-XXX-XXX-730	312,170	4,259	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	9,760	9,760	9,760
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	977,331	0	3,000,000
	Interest Deposit to Capital Reserve	10-604	0	150	150
		Total Capital Outlay		1,299,261	14,169

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	0	3,746	0
	Summer School-Support Services	13-422-200-XXX	0	225	0
	Total Summer School	13-422-X00-XXX	0	3,971	0
Special School Expenses for Evening/Adult/Post-Grad	Accredited Evening/Adult High School/Post-Graduate-Instruction	13-601-100-XXX	3,808	13,000	4,350
	Accredited Evening/Adult High School/Post-Graduate-Support Services	13-601-200-XXX	62,509	81,370	79,661
	Total Accredited Evening/Adult High School/Post-Graduate	13-601-X00-XXX	66,317	94,370	84,011
Special School Expenses for Adult Education	Adult Education-Local-Instruction	13-602-100-XXX	10,783	30,956	34,500
	Adult Education-Local-Support Services	13-602-200-XXX	71,741	87,198	100,822
	Total Adult Education-Local	13-602-X00-XXX	82,524	118,154	135,322
Special School Expenses for Vocational Evening	Vocational Evening-Local-Instruction	13-629-100-XXX	50,239	78,838	99,734
	Vocational Evening-Local-Support Services	13-629-200-XXX	74,203	81,295	83,390
	Total Vocational Evening-Local	13-629-X00-XXX	124,442	160,133	183,124
Special School Expenses for Adult Ed Test Center	Adult Education Testing Centers	13-640-200-XXX	3,670	6,200	6,200
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	897,380	1,095,449	1,133,187
General Fund Expenses and Transfers	General Fund Grand Total		16,026,787	15,462,089	18,614,764
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	5,116	854,192	75,000
Special Revenue Fund Expenses for Other State Projects	Vocational Education	20-XXX-XXX-XXX	80,871	79,816	63,852
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	80,871	79,816	63,852
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	170,537	154,687	123,750
	Title II	20-XXX-XXX-XXX	23,184	22,392	17,914
	Title IV	20-XXX-XXX-XXX	11,914	11,811	9,449
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	95,556	96,235	76,988
	Vocational Education	20-XXX-XXX-XXX	89,083	84,895	67,916
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	0	25,634	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	117,836	18,960	0
	Other	20-XXX-XXX-XXX	194,975	184,160	147,328
	Bridging the Digital Divide Program	20-478-XXX-XXX	53,072	0	0

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Expenses for Federal Projects	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	34,537	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	0	530,357	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	0	34,036	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	0	45,000	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	17,728	0
	Total Federal Projects	20-XXX-XXX-XXX	790,694	1,225,895	443,345
Special Revenue Fund Expenses	Total Special Revenue Funds		994,815	2,426,361	673,139
All Fund Expenses	Total Expenditures/Appropriations		17,021,602	17,888,450	19,287,903
Expenses Net of Transfers	Total Expenditures Net of Transfers		17,021,602	17,888,450	19,287,903

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2020	Audited Balance 06/30/2021	Estimated Balance 06/30/2022	Estimated Balance 06/30/2023
Unrestricted	General Operating Budget	429,546	429,546	429,546	429,546
	Repayment of Debt		0		
Restricted for General Operating Budget	Capital Reserve	3,521,343	3,028,512	3,428,662	428,812
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	944,453	944,603	944,753	944,903
	Legal Reserve	0	0	0	0
	Unemployment Fund	270,008	320,167	320,167	320,167
	Tuition Reserve		0		
	Current Expense Emergency Reserve	0	0		
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0		
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0		
Restricted for Special Revenue Fund	Student Activity Fund	134,403	210,060	210,060	210,060
	Scholarship Fund	231,241	267,400	267,400	267,400
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0		

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2019-20 Actual Costs	2020-21 Actual Costs	2021-22 Original Budget	2021-22 Revised Budget	2022-23 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$22,920	\$23,668	\$24,069	\$24,584	\$24,261
Total Classroom Instruction	\$12,945	\$12,605	\$12,933	\$13,111	\$13,014
Classroom-Salaries and Benefits	\$11,716	\$11,876	\$12,115	\$12,221	\$12,275
Classroom-General Supplies and Textbooks	\$966	\$552	\$594	\$662	\$560
Classroom-Purchased Services	\$263	\$177	\$224	\$228	\$179
Total Support Services	\$2,320	\$2,302	\$2,480	\$2,499	\$2,486
Support Services-Salaries and Benefits	\$2,201	\$2,210	\$2,362	\$2,300	\$2,284
Total Administrative Costs	\$3,254	\$3,771	\$3,521	\$3,600	\$3,594
Administration Salaries and Benefits	\$2,674	\$2,827	\$2,887	\$2,938	\$2,949
Total Operations and Maintenance of Plant	\$4,021	\$4,220	\$4,260	\$4,398	\$4,182
Operations and Maintenance-Salaries and Benefits	\$1,456	\$1,448	\$1,513	\$1,538	\$1,647
Board Contribution to Food Services	\$201	\$118	\$0	\$0	\$0
Total Extracurricular Costs	\$88	\$584	\$666	\$767	\$783
Total Equipment Costs	\$179	\$516	\$0	\$7	\$0
Legal Costs	\$21	\$28	\$40	\$41	\$34
Employee Benefits as a percentage of salaries*	36.56%	35.62%	33.86%	31.74%	31.88%

*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 2021-22 revised appropriations and the 2022-23 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)
Insurance Coverages and Benefits	CAIP sub fund, NJSIG	0
Others	ACES, ACT Pittsgrove Twp Natural Gas Consortium	0
Purchasing	ED Data	0
Special Education Services	Cape May County Special Services	0
Superintendent and Assistant Sup.	Cape May County Special Services	0
Transportation Services, including Fuel	Cape May County Special Services	0

Employee Contract List for District

Name	Category	Measure
Dr. Nancy Hudanich	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$205,479
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	09
	Shared District	0715
	Job Title Other District	Superintendent
	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	26
	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	15
	Description of Other Contracted Non-Working Days	holidays
	Total Allowances Amount	\$18,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,110
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$75,490
	Contractual Post-Employment Benefit Description of Payout of Sick days	capped at 15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	16 days at 1/240, 54 at 1/260
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Employee Contract List for District

Name	Category	Measure
Dr. Nancy Hudanich	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
John Castaldi	Job Title	Information Technology
	Job Title II	Director of Technology
	Base Annual Salary Amount	\$121,460
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	09
	Shared District	0715
	Job Title Other District	Director of Technology
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	holidays

Employee Contract List for District

Name	Category	Measure
John Castaldi	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,237
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$20,537
	Contractual Post-Employment Benefit Description of Payout of Sick days	38 days X .33
	Contractual Post-Employment Benefit Description of Payout of Vacation days	27 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout
	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	\$2,520
	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	CAN BUY BACK 5
	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	
Mike Matthews	Job Title	Information Technology
	Job Title II	Datat Manager
	Base Annual Salary Amount	\$83,874
	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
Mike Matthews	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	holidaya
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$859
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$24,535
	Contractual Post-Employment Benefit Description of Payout of Sick days	CAPPED AT 13,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	CAPPED AT 33 DAYS
	Contractual Post-Employment Benefit Description of Payout of Personal days	NO PAYOUT
	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	\$1,745
	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	CAN BUY BACK 5 DAYS
	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
Mike Matthews	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
Paula J. Smith	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$153,822
	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	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	24
	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	15
	Description of Other Contracted Non-Working Days	holidays
	Total Allowances Amount	\$12,024
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,539
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$22,004
Contractual Post-Employment Benefit Description of Payout of Sick days	capped at 15,000	

Employee Contract List for District

Name	Category	Measure
Paula J. Smith	Contractual Post-Employment Benefit Description of Payout of Vacation days	11 days grandfathered
	Contractual Post-Employment Benefit Description of Payout of Personal days	no payout
	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	