

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	230.0	211.0	224.0
On Roll Special Ed Full-Time	37.0	39.0	40.0
On Roll Subtotal	267.0	250.0	264.0
Sent to Other Districts Regular	20.0	19.0	23.0
Sent to Other Districts Special Ed	17.0	16.0	14.0
Received	4.0		0.0

## Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	7,692,363	7,846,210	8,364,510
	Unrestricted Miscellaneous Revenues	10-1XXX	32,107	35,000	35,000
	Interest Earned on Maintenance Reserve	10-1XXX	100	100	100
	Interest Earned on Capital Reserve Funds	10-1XXX	100	100	100
	Total Revenues from Local Sources		7,724,670	7,881,410	8,399,710
General Fund Revenues from State Sources	School Choice Aid	10-3116	188,584	208,680	210,825
	Categorical Transportation Aid	10-3121	52,476	52,476	52,476
	Categorical Special Education Aid	10-3132	177,729	177,729	177,729
	Categorical Security Aid	10-3177	49,788	49,788	49,788
	Adjustment Aid	10-3178	194,696	169,336	136,887
	Total Revenues from State Sources		663,273	658,009	627,705
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	458,533	357,961
	Withdrawal from Capital Reserve for Local Share	10-307	555,070	300,000	600,000
	Withdrawal from Maintenance Reserve	10-310	155,105	0	0
	Adjustment for Prior Year Encumbrances		0	80,190	0
	Actual Revenues (Over)/Under Expenditures		399,082	0	0
General Fund Revenues	Total Operating Budget		9,497,200	9,378,142	9,985,376
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	672,570	532,014	541,002
	Total Revenues from State Sources		672,570	532,014	541,002
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	87,934	91,091	72,873
	Title II	20-4451-4455	15,083	14,179	11,343
	Title IV	20-4471-4474	10,000	10,000	8,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	85,734	89,569	71,655
	CARES-Digital Divide Grant	20-4531	0	19,483	0
	Coronavirus Relief Fund (CRF)	20-4532	0	17,483	0
	Crrsa Act-Esser II	20-4534		76,006	0
	Total Revenues from Federal Sources		198,751	317,811	163,871
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	73,440	12,667	12,881
Special Revenue Fund Revenues	Total Grants and Entitlements		944,761	862,492	717,754

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
All Fund Revenues	Total Revenues/Sources		10,441,961	10,240,634	10,703,130
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	73,440	12,667	12,881
	Total Revenues/Sources Net of Transfers		10,368,521	10,227,967	10,690,249

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,192,386	2,446,495	2,466,862
	Special Education-Instruction	11-2XX-100-XXX	447,638	463,400	420,014
	Basic Skills/Remedial-Instruction	11-230-100-XXX	82,768	106,500	109,000
	Bilingual Education-Instruction	11-240-100-XXX	27,576	40,700	32,511
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	123,568	109,000	109,700
	School-Sponsored Athletics-Instruction	11-402-100-XXX	19,454	75,000	78,000
	Community Services Programs/Operations	11-800-330-XXX	0	1,800	1,800
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,504,577	1,258,791	1,233,177
	Undistributed Expenditures-Health Services	11-000-213-XXX	79,617	86,500	91,000
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	70,665	97,715	75,700
	Undistributed Expenditures-Guidance	11-000-218-XXX	69,306	88,025	61,600
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	401,250	509,631	484,892
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	254,195	308,000	333,500
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	208,492	224,900	235,900
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	178,565	157,600	163,700
	Undistributed Expenditures-Central Services	11-000-251-XXX	129,849	127,900	130,800
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	962,678	933,249	932,468
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	186,020	233,000	228,000
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,291,998	1,733,478	1,758,918
	Undistributed Expenditures-Food Services	11-000-310-930	9,000	20,000	20,000
	Total Undistributed Expenditures		5,346,212	5,778,789	5,749,655
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	100	100
	Increase In Maintenance Reserve	10-606	155,105	0	0
General Fund Current Expenses	Total General Current Expense		8,394,707	9,021,784	8,967,642
Capital Outlay	Equipment	12-XXX-XXX-730	36,065	45,000	45,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	566,328	311,258	972,634
	Increase In Capital Reserve	10-604	500,000	0	0
	Interest Deposit to Capital Reserve	10-604	100	100	100
	Total Capital Outlay		1,102,493	356,358	1,017,734

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Expenses and Transfers	General Fund Grand Total		9,497,200	9,378,142	9,985,376
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	470,543	430,956	458,495
	Support Services	20-218-200-XXX	245,467	112,543	45,388
	Facility Acquisition and Construction Services	20-218-400-XXX	30,000	1,182	50,000
	Total Preschool Education Aid	20-218-XXX-XXX	746,010	544,681	553,883
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	746,010	544,681	553,883
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	87,934	91,091	72,873
	Title II	20-XXX-XXX-XXX	15,083	14,179	11,343
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	85,734	89,569	71,655
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	19,483	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	17,483	0
	Crrsa Act-Esser II Grant Program	20-483-xxx-xxx		76,006	0
	Total Federal Projects	20-XXX-XXX-XXX	198,751	317,811	163,871
Special Revenue Fund Expenses	Total Special Revenue Funds		944,761	862,492	717,754
All Fund Expenses	Total Expenditures/Appropriations		10,441,961	10,240,634	10,703,130
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	73,440	12,667	12,881
	Total Expenditures Net of Transfers		10,368,521	10,227,967	10,690,249

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2019	Audited Balance 06/30/2020	Estimated Balance 06/30/2021	Estimated Balance 06/30/2022
Restricted for General Operating Budget	Capital Reserve	1,270,916	1,215,946	916,046	316,146
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	350,200	350,300	350,400	350,500
	Legal Reserve	1,295,083	816,494	357,961	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
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0
Unrestricted	General Operating Budget	250,000	250,000	250,000	250,000
	Repayment of Debt	0	0	0	0

## Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2018-19 Actual Costs	2019-20 Actual Costs	2020-21 Original Budget	2020-21 Revised Budget	2021-22 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$25,801	\$26,883	\$29,020	\$32,243	\$30,293
Total Classroom Instruction	\$14,830	\$15,252	\$16,869	\$18,717	\$17,534
Classroom-Salaries and Benefits	\$13,601	\$14,003	\$15,254	\$16,780	\$15,753
Classroom-General Supplies and Textbooks	\$766	\$832	\$1,160	\$1,437	\$1,250
Classroom-Purchased Services	\$462	\$417	\$455	\$500	\$530
Total Support Services	\$5,228	\$5,577	\$6,149	\$6,764	\$6,356
Support Services-Salaries and Benefits	\$4,050	\$4,464	\$4,767	\$5,244	\$4,773
Total Administrative Costs	\$1,444	\$1,425	\$1,360	\$1,496	\$1,444
Administration Salaries and Benefits	\$1,190	\$1,091	\$1,122	\$1,234	\$1,183
Total Operations and Maintenance of Plant	\$3,505	\$3,916	\$3,704	\$4,234	\$3,967
Operations and Maintenance-Salaries and Benefits	\$1,535	\$1,275	\$1,587	\$1,746	\$1,567
Board Contribution to Food Services	\$75	\$34	\$73	\$80	\$76
Total Extracurricular Costs	\$720	\$680	\$859	\$944	\$910
Total Equipment Costs	\$855	\$247	\$168	\$185	\$360
Legal Costs	\$49	\$65	\$44	\$48	\$45
Employee Benefits as a percentage of salaries*	32.29%	33.15%	40.25%	40.25%	38.44%

\*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 2020-21 revised appropriations and the 2021-22 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)
Purchasing	MIDDLESEX REGIONAL EDUCATION SERVICES COMMISSION	0
	HUNTERDON COUNTY EDUCATIONAL SERVICES COMMISSION	0
	EDUCATIONAL SERVICES COMMISSION OF NEW JERSEY	0
	NJ SCHOOL BOARDS ASSOCIATION TEC COOPERATIVE PRICING SYSTEM (ACES)	0
	CAPE MAY COUNTY COOPERATIVE PRICING SYSTEM VENDORS	0
	EDUCATIONAL SERVICES COMMISSION OF MORRIS COUNTY	0
	CAMDEN COUNTY EDUCATIONAL SERVICES COMMISSIONS	0
Staffing - Other	SECURITY STAFF TRAINING AND QUALIFYING	0
Transportation Services, including Fuel	BUSING THROUGH THE CMC SPECIAL SCHOOL DISTRICT COOPERATIVE	0



Estimated Tax Rates

Municipality	Category	Amount
Wildwood Crest Bor	(A) General Fund School Levy	8,364,510
	(D) Total School Levy	8,364,510
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	2,322,564,200
	(H) Estimated Equalized Valuation (as of 10/01/20)	2,346,972,716
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.3601
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.3601
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.3564
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.3564

Employee Contract List for District

Name	Category	Measure
David Del Conte	Job Title	Superintendent
	Job Title II	0
	Base Annual Salary Amount	\$131,858
	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	07/01/18
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	14
	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	\$3,000
	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	\$30,125
	Contractual Post-Employment Benefit Description of Payout of Sick days	PER CONTRACT
	Contractual Post-Employment Benefit Description of Payout of Vacation days	PER CONTRACT
	Contractual Post-Employment Benefit Description of Payout of Personal days	TURN INTO SICK DAYS
	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
David Del Conte	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
Donna Groon	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	0
	Base Annual Salary Amount	\$116,148
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	14
	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	

Employee Contract List for District

Name	Category	Measure
Donna Groon	Total Allowances Amount	\$1,020
	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	\$29,855
	Contractual Post-Employment Benefit Description of Payout of Sick days	PER CONTRACT
	Contractual Post-Employment Benefit Description of Payout of Vacation days	PER CONTRACT
	Contractual Post-Employment Benefit Description of Payout of Personal days	TURN INTO SICK DAYS
	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	
James Lushok	Job Title	Business Administrator
	Job Title II	0
	Base Annual Salary Amount	\$97,410
	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
James Lushok	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	14
	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	\$2,000
	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	\$9,325
	Contractual Post-Employment Benefit Description of Payout of Sick days	PER CONTRACT
	Contractual Post-Employment Benefit Description of Payout of Vacation days	PER CONTRACT
	Contractual Post-Employment Benefit Description of Payout of Personal days	URNS INTO SICK
	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
James Lushok	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
James Parker	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	0
	Base Annual Salary Amount	\$86,305
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	14
	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	\$500
	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	\$23,450
	Contractual Post-Employment Benefit Description of Payout of Sick days	PER CONTRACT

Employee Contract List for District

Name	Category	Measure
James Parker	Contractual Post-Employment Benefit Description of Payout of Vacation days	PER CONTRACT
	Contractual Post-Employment Benefit Description of Payout of Personal days	TURNS INTO SICK
	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
Larry Lhulier	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	0
	Base Annual Salary Amount	\$106,249
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	14

Employee Contract List for District

Name	Category	Measure
Larry Lhulier	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	\$1,500
	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	\$28,975
	Contractual Post-Employment Benefit Description of Payout of Sick days	PER CONTRACT
	Contractual Post-Employment Benefit Description of Payout of Vacation days	PER CONTRACT
	Contractual Post-Employment Benefit Description of Payout of Personal days	TURN INTO SICK DAYS
	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