

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	475.0	471.0	439.0
On Roll Special Ed Full-Time	99.0	95.0	94.0
On Roll Subtotal	574.0	566.0	533.0
In Private School Placements	4.0	5.0	3.0
Sent to Other Districts Special Ed	2.0	3.0	3.0
Received	1.0	1.0	0.0

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	8,077,033	8,397,549	8,565,500
	Total Tuition	10-1300	52,852	15,000	15,000
	Unrestricted Miscellaneous Revenues	10-1XXX	73,186	12,000	12,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	40	40
	Interest Earned on Capital Reserve Funds	10-1XXX	200	200	200
	Total Revenues from Local Sources		8,203,271	8,424,789	8,592,740
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	137,699	137,699	137,699
	Extraordinary Aid	10-3131	34,306	0	0
	Categorical Special Education Aid	10-3132	441,909	441,909	441,909
	Equalization Aid	10-3176	689,609	604,261	476,758
	Categorical Security Aid	10-3177	62,448	62,448	62,448
	Other State Aids	10-3XXX	16,938	0	0
	Total Revenues from State Sources		1,382,909	1,246,317	1,118,814
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	26,877	24,152	16,952
	Total Revenues from Federal Sources		26,877	24,152	16,952
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	436,987	454,244
	Withdrawal from Maintenance Reserve	10-310	0	20,000	0
	Actual Revenues (Over)/Under Expenditures		-238,241	0	0
General Fund Revenues	Total Operating Budget		9,374,816	10,152,245	10,182,750
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	7,854	0	0
	Total Revenues from Local Sources	20-1XXX	7,854	0	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	86,874	101,940	81,552
	Title II	20-4451-4455	13,871	18,622	14,898
	Title IV	20-4471-4474	0	2,000	1,600
	I.D.E.A. Part B (Handicapped)	20-4420-4429	154,016	150,766	120,613
	Total Revenues from Federal Sources		254,761	273,328	218,663
Special Revenue Fund Revenues	Total Grants and Entitlements		262,615	273,328	218,663

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	747,858	704,060	578,126
	Total Revenues from Local Sources		747,858	704,060	578,126
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	8,600	8,089	5,920
Debt Service Fund Revenues from Other Sources	Withdrawal from Debt Service Reserve	40-313	0	0	11,059
	Total Local Repayment of Debt		756,458	712,149	595,105
	Actual Revenues (Over)/Under Expenditures		641	0	0
Debt Service Fund Revenues	Total Repayment of Debt		757,099	712,149	595,105
All Fund Revenues	Total Revenues/Sources		10,394,530	11,137,722	10,996,518
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		10,394,530	11,137,722	10,996,518

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,853,297	3,046,848	3,051,837
	Special Education-Instruction	11-2XX-100-XXX	1,099,256	1,135,346	1,165,691
	Basic Skills/Remedial-Instruction	11-230-100-XXX	127,731	129,729	100,309
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	29,541	51,600	46,500
	School-Sponsored Athletics-Instruction	11-402-100-XXX	30,857	38,300	38,300
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	252,968	415,421	344,467
	Undistributed Expenditures-Health Services	11-000-213-XXX	86,332	79,097	84,668
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	21,158	58,760	59,717
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	289,563	259,650	307,586
	Undistributed Expenditures-Guidance	11-000-218-XXX	192,269	207,452	203,371
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	302,256	317,266	318,604
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	133,878	123,194	152,655
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	88,357	96,842	98,262
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	311,148	372,801	348,355
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	177,428	201,351	187,446
	Undistributed Expenditures-Central Services	11-000-251-XXX	272,644	217,014	172,884
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	0	87,350	94,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	729,939	795,420	826,058
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	455,954	520,046	517,952
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,631,772	1,911,770	1,977,100
Total Undistributed Expenditures		4,945,666	5,663,434	5,693,125	
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	40	40
General Fund Current Expenses	Total General Current Expense		9,086,348	10,065,297	10,095,802
Capital Outlay	Equipment	12-XXX-XXX-730	9,505	20,000	20,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	258,078	40,748	40,748
	Interest Deposit to Capital Reserve	10-604	0	200	200
	Total Capital Outlay		267,583	60,948	60,948

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	20,885	26,000	26,000
	Total Summer School	13-422-X00-XXX	20,885	26,000	26,000
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	20,885	26,000	26,000
General Fund Expenses and Transfers	General Fund Grand Total		9,374,816	10,152,245	10,182,750
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	7,854	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	86,874	101,940	81,552
	Title II	20-XXX-XXX-XXX	13,871	18,622	14,898
	Title IV	20-XXX-XXX-XXX	0	2,000	1,600
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	154,016	150,766	120,613
	Total Federal Projects	20-XXX-XXX-XXX	254,761	273,328	218,663
Special Revenue Fund Expenses	Total Special Revenue Funds		262,615	273,328	218,663
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	757,099	712,149	595,105
	Total Debt Service Funds		757,099	712,149	595,105
All Fund Expenses	Total Expenditures/Appropriations		10,394,530	11,137,722	10,996,518
Expenses Net of Transfers	Total Expenditures Net of Transfers		10,394,530	11,137,722	10,996,518

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2018	Audited Balance 06/30/2019	Estimated Balance 06/30/2020	Estimated Balance 06/30/2021
Restricted for General Operating Budget	Capital Reserve	839,525	914,725	914,925	915,125
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	82,900	215,409	195,449	195,489
	Legal Reserve	765,372	780,141	403,000	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	11,059	0
Unrestricted	General Operating Budget	345,327	361,090	301,244	250,000
	Repayment of Debt	641	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2017-18 Actual Costs	2018-19 Actual Costs	2019-20 Original Budget	2019-20 Revised Budget	2020-21 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$13,557	\$14,481	\$16,391	\$16,130	\$17,323
Total Classroom Instruction	\$8,396	\$8,991	\$10,228	\$9,919	\$10,676
Classroom-Salaries and Benefits	\$7,823	\$8,381	\$9,521	\$9,118	\$9,921
Classroom-General Supplies and Textbooks	\$283	\$381	\$459	\$451	\$473
Classroom-Purchased Services	\$290	\$229	\$248	\$350	\$282
Total Support Services	\$2,079	\$2,328	\$2,569	\$2,518	\$2,844
Support Services-Salaries and Benefits	\$1,574	\$1,742	\$2,011	\$1,979	\$2,102
Total Administrative Costs	\$1,610	\$1,642	\$1,791	\$1,928	\$1,864
Administration Salaries and Benefits	\$1,314	\$1,413	\$1,347	\$1,490	\$1,380
Total Operations and Maintenance of Plant	\$1,327	\$1,376	\$1,579	\$1,547	\$1,719
Operations and Maintenance-Salaries and Benefits	\$472	\$495	\$578	\$562	\$653
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$132	\$130	\$207	\$200	\$201
Total Equipment Costs	\$16	\$16	\$0	\$35	\$38
Legal Costs	\$126	\$30	\$63	\$62	\$66
Employee Benefits as a percentage of salaries*	29.96%	30.08%	35.23%	33.75%	35.05%

*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 2019-20 revised appropriations and the 2020-21 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	Public Employers Health Insurance Trust	0
	New Jersey Insurance Group (Burlington and Camden Educators Insurance Consortium)	0
Municipal/Public Works	New Jersey State Police (School Resource Officer)	0
Others	Burlington County Crisis Response Team	0
Purchasing	Educational Data Services	0
	Middlesex Regional Educational Services Commission	0
	Alliance for Competitive Energy Services	0
Recycling	Hainesport Township	0
Special Education Services	Burlington County Special Services School District	0
Technology Services	Asbury Park School District Information Technology Center (Accounting & Payroll Software)	0
	Northern Burlington Regional School District (Technical Support)	0
Transportation Services, including Fuel	Burlington County Special Services School District	0

Estimated Tax Rates

Municipality	Category	Amount
Hainesport	(A) General Fund School Levy	8,565,500
	(D) Total School Levy	9,143,626
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	769,051,395
	(H) Estimated Equalized Valuation (as of 10/01/19)	852,095,649
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.1138
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.1889
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.0052
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.0731

Employee Contract List for District

Name	Category	Measure
Joseph Corn	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$133,000
	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	07/01/17
	End Date of Contract	06/30/20
	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	\$1,750
	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	\$17,519
	Contractual Post-Employment Benefit Description of Payout of Sick days	Unused sick days are payable per diem with a maximum of \$15,000 at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused vacation days are payable at a per diem rate at retirement or resignation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are carried over as 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
Joseph Corn	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
Jules Krause	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Building Grounds
	Base Annual Salary Amount	\$81,821
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	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
Description of Other Contracted Non-Working Days	None Reported	

Employee Contract List for District

Name	Category	Measure
Jules Krause	Total Allowances Amount	\$800
	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	\$20,114
	Contractual Post-Employment Benefit Description of Payout of Sick days	Unused sick days are payable at a per diem rate with a max of \$15,000 at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused vacation days are payable at a per diem rate at retirement or resignation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are carried over as 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	
Lauren Salls	Job Title	Principal
	Job Title II	Special Services
	Base Annual Salary Amount	\$82,194
	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
Lauren Salls	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	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
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,000
	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	\$18,082
	Contractual Post-Employment Benefit Description of Payout of Sick days	Unused sick days are payable at a per diem rate with a max of \$15,000 at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused vacation days are payable at a per diem rate at retirement or resignation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are carried over as 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	

Employee Contract List for District

Name	Category	Measure
Lauren Salls	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
Robert O'Brien	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$75,000
	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	01/01/20
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	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
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,000
	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	\$4,183	
Contractual Post-Employment Benefit Description of Payout of Sick days	Payout of sick days are payable at a per diem rate with a max of \$15,000 at retirement	

Employee Contract List for District

Name	Category	Measure
Robert O'Brien	Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout of vacation days are payable at a per diem rate at retirement or resignation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are carried over as 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	
Thomas Simonet	Job Title	Principal
	Job Title II	Curriculum & Instruction
	Base Annual Salary Amount	\$88,909
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Thomas Simonet	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,000
	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	\$19,075
	Contractual Post-Employment Benefit Description of Payout of Sick days	Unused sick days are payable at a per diem rate with a max of \$15,000 at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused vacation days are payable at a per diem rate at retirement or resignation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are carried over as 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