

Advertised Enrollments

Pupil Enrollment Categories	10-15-2024 Actual	10-15-2025 Actual	10-15-2026 Estimate
On Roll Regular Full-Time	179.0	165.0	196.0
On Roll Special Ed Full-Time	15.0	15.0	23.0
On Roll Subtotal	194.0	180.0	219.0
In Private School Placements	1.0	1.0	0.0
Sent to Other Districts Special Ed	0.0	0.0	1.0
Received	20.0	15.0	0.0

Advertised Revenues

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	7,326,848	7,625,719	7,778,233
	Total Tax Levy	10-121x	7,326,848	7,625,719	7,778,233
	Total Tuition	10-1300	124,996	60,000	58,000
	Unrestricted Miscellaneous Revenues	10-1XXX	96,394	30,000	30,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	1,000	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	233,124	1,000	1,000
	Total Revenues from Local Sources		7,781,362	7,717,719	7,868,233
General Fund Revenues from State Sources	School Choice Aid	10-3116	615,594	648,270	682,248
	Categorical Transportation Aid	10-3121	69,509	76,431	73,799
	Extraordinary Aid	10-3131	1,062	0	0
	Categorical Special Education Aid	10-3132	156,618	140,448	136,887
	Categorical Security Aid	10-3177	31,808	33,318	32,005
	Other State Aids	10-3XXX	467	0	0
	Total Revenues from State Sources		875,058	898,467	924,939
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,426	1,529
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	6,000,000
	Withdrawal from Maintenance Reserve	10-310	0	177,000	100,000
	Adjustment for Prior Year Encumbrances		0	39,608	0
	Actual Revenues (Over)/Under Expenditures		286,084	0	0
General Fund Revenues	Total Operating Budget		8,942,504	8,834,220	14,894,701
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	2,449	0	0
	Total Revenues from Local Sources	20-1XXX	2,449	0	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	42,281	35,663	0
	Title II	20-4451-4455	3,821	2,800	2,240
	Title IV	20-4471-4474	10,000	10,000	8,000
	IDEA Part B (Handicapped)	20-4420-4429	71,980	72,758	58,206
	ARP-ESSER	20-4540	8,864	0	0
	Total Revenues from Federal Sources		136,946	121,221	68,446
Special Revenue Fund Revenues	Total Grants and Entitlements		139,395	121,221	68,446

Advertised Revenues

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
All Fund Revenues	Total Revenues/Sources		9,081,899	8,955,441	14,963,147
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		9,081,899	8,955,441	14,963,147

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,546,801	2,638,131	2,630,584
	Special Education-Instruction	11-2XX-100-XXX	361,179	408,459	419,895
	Basic Skills/Remedial-Instruction	11-230-100-XXX	144,567	163,875	95,219
	Bilingual Education-Instruction	11-240-100-XXX	127	150	150
	Before/After School Programs	11-421-XXX-XXX	43,754	45,637	48,443
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	61,038	133,620	135,482
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	87,350	90,738	94,258
	Undistributed Expenditures-Health Services	11-000-213-XXX	216,475	209,996	208,883
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	194,047	243,493	244,823
	Undistributed Expenditures>Other Support Services, Students>Extraordinary Services	11-000-217-XXX	92,876	95,868	88,427
	Undistributed Expenditures-Guidance	11-000-218-XXX	99,078	103,038	91,007
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	175,439	195,407	181,120
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	156,332	159,797	120,966
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	109	500	500
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	2,767	6,038	6,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	169,365	222,729	220,764
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	54,483	56,498	33,179
	Undistributed Expenditures-Central Services	11-000-251-XXX	189,323	205,020	211,789
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	983,736	1,340,562	1,261,792
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	272,018	364,770	381,092
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,677,323	1,992,802	2,271,268
	Undistributed Expenditures-Food Services	11-000-310-930	46,867	48,707	49,200
	Total Undistributed Expenditures			4,478,626	5,469,583
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,000	1,000
General Fund Current Expenses	Total General Current Expense		7,575,054	8,726,835	8,795,841

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	71,590	97,525	89,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	1,295,860	8,860	6,008,860
	Interest Deposit to Capital Reserve	10-604	0	1,000	1,000
	Total Capital Outlay		1,367,450	107,385	6,098,860
General Fund Expenses and Transfers	General Fund Grand Total		8,942,504	8,834,220	14,894,701
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	2,449	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	42,281	35,663	0
	Title II	20-XXX-XXX-XXX	3,821	2,800	2,240
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	71,980	72,758	58,206
	ARP-ESSER Grant Program	20-487-xxx-xxx	8,864	0	0
	Total Federal Projects	20-XXX-XXX-XXX	136,946	121,221	68,446
Special Revenue Fund Expenses	Total Special Revenue Funds		139,395	121,221	68,446
All Fund Expenses	Total Expenditures/Appropriations		9,081,899	8,955,441	14,963,147
Expenses Net of Transfers	Total Expenditures Net of Transfers		9,081,899	8,955,441	14,963,147

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2024	Audited Balance 06/30/2025	Estimated Balance 06/30/2026	Estimated Balance 06/30/2027
Unrestricted	General Operating Budget	328,237	252,955	251,529	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	6,805,347	6,657,961	6,204,875	205,875
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	465,036	365,036	189,036	90,036
	Legal Reserve	0	0	0	0
	Unemployment Fund	26,477	27,312	27,312	27,312
	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 Special Revenue Fund	Student Activity Fund	0	0	0	0
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2023-24 Actual Costs	2024-25 Actual Costs	2025-26 Original Budget	2025-26 Revised Budget	2026-27 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$37,377	\$37,617	\$38,718	\$45,708	\$37,800
Total Classroom Instruction	\$20,376	\$21,504	\$20,734	\$24,950	\$21,033
Classroom-Salaries and Benefits	\$18,340	\$19,867	\$18,993	\$23,013	\$19,240
Classroom-General Supplies and Textbooks	\$743	\$230	\$722	\$694	\$661
Classroom-Purchased Services	\$1,293	\$1,407	\$1,020	\$1,243	\$1,132
Total Support Services	\$6,915	\$7,031	\$7,163	\$8,248	\$6,634
Support Services-Salaries and Benefits	\$6,082	\$6,268	\$6,813	\$7,079	\$5,681
Total Administrative Costs	\$2,945	\$2,675	\$2,669	\$3,397	\$2,769
Administration Salaries and Benefits	\$1,912	\$1,937	\$1,850	\$2,369	\$1,916
Total Operations and Maintenance of Plant	\$6,873	\$5,873	\$7,577	\$8,408	\$6,693
Operations and Maintenance-Salaries and Benefits	\$2,801	\$2,798	\$2,727	\$3,223	\$2,781
Board Contribution to Food Services	\$0	\$243	\$220	\$271	\$225
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$1,264	\$372	\$386	\$542	\$406
Legal Costs	\$517	\$274	\$233	\$383	\$228
Employee Benefits as a percentage of salaries*	35.72%	37.52%	41.63%	42.47%	50.40%

*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.nj.gov/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2025-26 revised appropriations and the 2026-27 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)
Food Services	Stafford School District - Maschio's Food Service Mgmt	0
Municipal/Public Works	Surf City DPW - Trash Removal	0
Others	Co-Op Member of ESCNJ, Camden, Hunterdon, MOESC, Ed-Data, & E-Rate Consulting	0
Technology Services	Stafford School District - Network Administrator/IT Services and Library Media Specialist	0

Estimated Tax Rates

Municipality	Category	Amount
Barnegat Light Borough	(A) General Fund School Levy	565,387
	(D) Total School Levy	565,387
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	2,067,252,692
	(H) Estimated Equalized Valuation (as of 10/01/25)	2,067,252,692
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.0273
	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.0273
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.0273
	(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.0273
Harvey Cedars Borough	(A) General Fund School Levy	724,835
	(D) Total School Levy	724,835
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	2,649,580,299
	(H) Estimated Equalized Valuation (as of 10/01/25)	2,649,580,299
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.0274
	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.0274
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.0274
	(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.0274
Long Beach Township	(A) General Fund School Levy	4,679,428
	(D) Total School Levy	4,679,428
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	17,095,282,908
	(H) Estimated Equalized Valuation (as of 10/01/25)	17,095,282,908
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.0274
	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.0274
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.0274
	(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.0274
Ship Bottom Borough	(A) General Fund School Levy	768,169
	(D) Total School Levy	768,169
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	2,805,455,990
	(H) Estimated Equalized Valuation (as of 10/01/25)	2,805,455,990
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.0274

Estimated Tax Rates

Municipality	Category	Amount
Ship Bottom Borough	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.0274
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.0274
	(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.0274
Surf City Borough	(A) General Fund School Levy	1,040,414
	(D) Total School Levy	1,040,414
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	3,801,863,563
	(H) Estimated Equalized Valuation (as of 10/01/25)	3,801,863,563
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.0274
	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.0274
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.0274
(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.0274	

Employee Contract List for District

Name	Category	Measure
Frank Birney	Job Title	Principal
	Job Title II	Dir. of CST
	Base Annual Salary Amount	\$148,840
	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	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	40
	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	\$4,000
	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	\$37,898
	Contractual Post-Employment Benefit Description of Payout of Sick days	In accordance with State Law
	Contractual Post-Employment Benefit Description of Payout of Vacation days	In accordance with Contract
	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
Frank Birney	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
Mark Bish	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Facilities Manager
	Base Annual Salary Amount	\$93,020
	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	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	30
	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
Mark Bish	Total Allowances Amount	\$4,000
	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	\$25,733
	Contractual Post-Employment Benefit Description of Payout of Sick days	In accordance with State Law
	Contractual Post-Employment Benefit Description of Payout of Vacation days	In accordance with Contract
	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	None Reported
Additional Comment 2	None Reported	
Additional Comment 3	None Reported	
Meghan Lee	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$132,350
	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
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	40
	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	\$5,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Meghan Lee	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	\$35,362
	Contractual Post-Employment Benefit Description of Payout of Sick days	In accordance with State Law
	Contractual Post-Employment Benefit Description of Payout of Vacation days	In accordance with Contract
	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

Employee Contract List for District

Name	Category	Measure
Meghan Lee	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
Peter Kopack	Job Title	Superintendent
	Job Title II	Dir. of Curriculum
	Base Annual Salary Amount	\$151,995
	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	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	40
	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	\$5,500
	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	\$38,384
Contractual Post-Employment Benefit Description of Payout of Sick days	In accordance with State Law	

Employee Contract List for District

Name	Category	Measure
Peter Kopack	Contractual Post-Employment Benefit Description of Payout of Vacation days	In accordance with Contract
	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	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported