

Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	306.0	293.0	297.0
On Roll Special Ed Full-Time	55.0	49.0	45.0
On Roll Subtotal	361.0	342.0	342.0
In Private School Placements	1.0	1.0	1.0
Sent to Other Districts Regular	39.0	33.0	56.0
Sent to Other Districts Special Ed	6.0	3.0	6.0
Received	45.0	42.0	50.0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	10,498,077	10,498,077	10,498,077
	Total Tuition	10-1300	810,366	924,400	1,087,812
	Unrestricted Miscellaneous Revenues	10-1XXX	0	4,500	6,500
	Other Restricted Miscellaneous Revenues	10-1XXX	11,595	0	0
	Total Revenues from Local Sources		11,320,038	11,426,977	11,592,389
General Fund Revenues from Intermediate Sources	Unrestricted Revenues from Intermediate Sources	10-2000	37,167	0	0
	Total Revenues from Intermediate Sources		37,167	0	0
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	136,684	136,684	136,684
	Extraordinary Aid	10-3131	84,612	50,000	40,000
	Categorical Special Education Aid	10-3132	314,672	314,672	314,672
	Categorical Security Aid	10-3177	43,782	43,782	43,782
	Adjustment Aid	10-3178	20,181	10,696	9,668
	Other State Aids	10-3XXX	14,120	0	0
	Total Revenues from State Sources		614,051	555,834	544,806
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,526,944	2,028,801
	Adjustment for Prior Year Encumbrances		0	93,634	0
	Actual Revenues (Over)/Under Expenditures		258,062	0	0
General Fund Revenues	Total Operating Budget		12,229,318	13,603,389	14,165,996
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	12,764	18,980	0
	Scholarship Fund Revenue	20-1770	2	6,423	0
	Other Revenue from Local Sources	20-1XXX	5,634	11,695	10,000
	Total Revenues from Local Sources	20-1XXX	18,400	37,098	10,000
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	20,940	113,488	90,790
	Title II	20-4451-4455	10,043	15,303	12,242
	Title IV	20-4471-4474	13,270	12,630	10,104
	ARP-IDEA Preschool	20-4409	0	1,580	0
	ARP-IDEA Basic	20-4419	18,512	0	0
	IDEA Part B (Handicapped)	20-4420-4429	140,406	151,182	120,945

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Revenues from Federal Sources	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	50,000	37,859
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	40,000	40,000
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	40,000	22,824
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	0	45,000	44,510
	ARP-ESSER	20-4540	0	422,756	310,638
	CARES Act Education Stabilization Fund	20-4530	1,444	0	0
	CRRSA Act-ESSER II	20-4534	55,067	48,334	8,786
	CRRSA Act-Learning Acceleration Grant	20-4535	12,510	12,490	7,079
	CRRSA Act-Mental Health Grant	20-4536	11,770	33,230	15,944
	Total Revenues from Federal Sources			283,962	985,993
Special Revenue Fund Revenues	Total Grants and Entitlements		303,470	1,011,471	731,721
All Fund Revenues	Total Revenues/Sources		12,532,788	14,614,860	14,897,717
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		12,532,788	14,614,860	14,897,717

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,408,747	3,775,963	4,008,342
	Special Education-Instruction	11-2XX-100-XXX	1,504,131	1,517,670	1,404,036
	Basic Skills/Remedial-Instruction	11-230-100-XXX	324,512	333,877	152,440
	Bilingual Education-Instruction	11-240-100-XXX	18,352	20,720	10,816
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	79,177	106,839	113,306
	School-Sponsored Athletics-Instruction	11-402-100-XXX	21,209	27,500	32,750
	Summer School	11-422-XXX-XXX	42,494	51,546	38,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	920,495	1,136,669	1,205,233
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	29,665	30,556	45,417
	Undistributed Expenditures-Health Services	11-000-213-XXX	152,775	157,849	162,732
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	150,003	116,075	123,092
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	73,308	154,284	170,900
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	479,136	439,472	526,106
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	77,779	16,693	25,179
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	306,416	362,016	395,145
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	2,281	5,450	5,295
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	278,460	304,841	323,313
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	138,966	212,998	167,004
	Undistributed Expenditures-Central Services	11-000-251-XXX	151,289	160,463	183,254
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	23,238	24,168	23,800
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,373,790	1,561,349	1,620,405
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	252,275	474,445	612,404
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,083,028	2,179,219	2,471,719
	Undistributed Expenditures-Food Services	11-000-310-930	15,669	50,000	50,000
	Total Undistributed Expenditures		6,508,573	7,386,547	8,110,998
General Fund Current Expenses	Total General Current Expense		11,907,195	13,220,662	13,871,188

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	187,909	193,990	258,516
	Facilities Acquisition and Construction Services	12-000-400-XXX	63,240	87,008	63,240
	Total Capital Outlay		251,149	280,998	321,756
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	70,974	101,729	105,975
	General Fund Grand Total		12,229,318	13,603,389	14,298,919
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	5,634	11,695	10,000
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	20,940	113,488	90,790
	Title II	20-XXX-XXX-XXX	10,043	15,303	12,242
	Title IV	20-XXX-XXX-XXX	13,270	12,630	10,104
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	140,406	151,182	120,945
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	18,512	0	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	0	1,580	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	1,444	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	55,067	48,334	8,786
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	12,510	12,490	7,079
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	11,770	33,230	15,944
	ARP-ESSER Grant Program	20-487-xxx-xxx	0	422,756	310,638
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	50,000	37,859
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	40,000	40,000
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	22,824
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	45,000	44,510
	Total Federal Projects	20-XXX-XXX-XXX	283,962	985,993	721,721
Special Revenue Fund Expenses	Total Special Revenue Funds		303,470	1,011,471	731,721
All Fund Expenses	Total Expenditures/Appropriations		12,532,788	14,614,860	15,030,640
Expenses Net of Transfers	Total Expenditures Net of Transfers		12,532,788	14,614,860	15,030,640

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2021	Audited Balance 06/30/2022	Estimated Balance 06/30/2023	Estimated Balance 06/30/2024
Unrestricted	General Operating Budget	601,898	637,277	589,288	402,118
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	0	0	0	0
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	3,421,324	3,268,576	1,841,631	0
	Unemployment Fund	120,178	132,923	132,923	132,923
	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	5,233	4,223	4,223	4,223
	Scholarship Fund	1,809	1,711	7,034	7,034
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2020-21 Actual Costs	2021-22 Actual Costs	2022-23 Original Budget	2022-23 Revised Budget	2023-24 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$25,592	\$30,155	\$33,764	\$34,217	\$35,393
Total Classroom Instruction	\$15,350	\$18,949	\$20,844	\$21,308	\$21,510
Classroom-Salaries and Benefits	\$14,670	\$18,186	\$19,596	\$20,006	\$20,198
Classroom-General Supplies and Textbooks	\$665	\$743	\$1,190	\$1,245	\$1,254
Classroom-Purchased Services	\$15	\$20	\$58	\$58	\$58
Total Support Services	\$4,348	\$4,402	\$4,856	\$4,551	\$5,263
Support Services-Salaries and Benefits	\$3,739	\$3,716	\$3,719	\$3,420	\$3,991
Total Administrative Costs	\$1,915	\$2,025	\$2,299	\$2,489	\$2,426
Administration Salaries and Benefits	\$1,529	\$1,622	\$1,832	\$1,988	\$1,753
Total Operations and Maintenance of Plant	\$3,658	\$4,343	\$5,072	\$5,178	\$5,450
Operations and Maintenance-Salaries and Benefits	\$1,776	\$2,165	\$2,546	\$2,548	\$2,764
Board Contribution to Food Services	\$61	\$44	\$146	\$147	\$147
Total Extracurricular Costs	\$217	\$351	\$484	\$482	\$531
Total Equipment Costs	\$618	\$528	\$504	\$572	\$760
Legal Costs	\$107	\$107	\$117	\$133	\$147
Employee Benefits as a percentage of salaries*	27.61%	28.79%	31.00%	28.98%	32.88%

*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 2022-23 revised appropriations and the 2023-24 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)
Custodial and Maintenance Services	Lawn and athletic field maintenance through the City of Margate.	0
	The City of Margate utilizes Margate School District for sports and activities. All custodial, maintenance and utilities are paid through the school district.	0
Food Services	School lunch program with Ventnor School District.	0
Insurance Coverages and Benefits	ACCASBO Insurance Fund for property insurance and workman's compensation.	0
Municipal/Public Works	Snow removal of district parking and lots through the City of Margate.	0
	Water through the City of Margate.	0
	Trash through the City of Margate.	0
	Recycle through the City of Margate.	0
Professional Staff Development	SRI/ETTC for Staff Development	0
Purchasing	Federal E-rate program for discounted internet service.	0
	Alliance for Competitive Energy Services (ACES) for gas heat.	0
	Alliance for Competitive Energy Services (ACES) for electric.	0
Special Education Services	Contract with YALE School for special services.	0
	Contract agreements for O/T and P/T services with ACSSSD.	0
Technology Services	County AVA Commission	0
Transportation Services, including Fuel	Transportation jointures with Ventnor School District.	0
	Purchase of diesel fuel and gasoline through the City of Margate.	0
	Transportation jointures with Mainland Regional School District.	0

Estimated Tax Rates

Municipality	Category	Amount
Margate City City	(A) General Fund School Levy	10,498,077
	(D) Total School Levy	10,498,077
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	3,858,574,400
	(H) Estimated Equalized Valuation (as of 10/01/22)	5,648,623,042
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.2721
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.2721
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.1859
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.1859

Employee Contract List for District

Name	Category	Measure
Audrey Becker	Job Title	Superintendent
	Job Title II	Superintendent
	Base Annual Salary Amount	\$146,575
	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	06/30/24
	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	\$4,912
	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	\$32,335
	Contractual Post-Employment Benefit Description of Payout of Sick days	NTE 15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	NTE 30 Days per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Personal Day 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
Audrey Becker	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
Matthew Burton	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Facilities
	Base Annual Salary Amount	\$85,000
	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	07/01/22
	End Date of Contract	06/30/25
	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

Employee Contract List for District

Name	Category	Measure
Matthew Burton	Total Allowances Amount	\$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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	NTE \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout for Vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for Personal 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	
Melina Skwarek	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$98,000
	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
Melina Skwarek	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	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	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	\$6,350
	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	\$30,077
	Contractual Post-Employment Benefit Description of Payout of Sick days	NTE \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	NTE 30 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal 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
Melina Skwarek	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
Michael Morris	Job Title	Information Technology
	Job Title II	Technology Coordinator
	Base Annual Salary Amount	\$78,980
	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	07/01/22
	End Date of Contract	06/30/25
	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	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	\$250
	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	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	NTE \$15,000	

Employee Contract List for District

Name	Category	Measure
Michael Morris	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout for Vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for Personal 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