

Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	497.0	489.0	464.0
On Roll Special Ed Full-Time	111.0	110.0	107.0
On Roll Subtotal	608.0	599.0	571.0
In Private School Placements	1.0	1.0	1.0
Received	9.0	11.0	8.0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	10,232,436	10,437,085	10,645,827
	Total Tuition	10-1300	0	6,500	6,500
	Unrestricted Miscellaneous Revenues	10-1XXX	14,597	10,000	10,000
	Interest Earned on Maintenance Reserve	10-1XXX	12,236	301	301
	Interest Earned on Capital Reserve Funds	10-1XXX	28,551	800	800
	Other Restricted Miscellaneous Revenues	10-1XXX	1,262	0	0
	Total Revenues from Local Sources		10,289,082	10,454,686	10,663,428
General Fund Revenues from State Sources	School Choice Aid	10-3116	104,808	106,104	107,272
	Categorical Transportation Aid	10-3121	452,207	452,207	452,207
	Extraordinary Aid	10-3131	221,691	0	0
	Categorical Special Education Aid	10-3132	461,016	461,016	461,016
	Categorical Security Aid	10-3177	61,773	61,773	61,773
	Adjustment Aid	10-3178	709,546	441,179	223,812
	Other State Aids	10-3XXX	5,055	0	0
Total Revenues from State Sources		2,016,096	1,522,279	1,306,080	
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	613,571	674,865
	Withdrawal from Capital Reserve for Local Share	10-307	0	685,000	1,460,000
	Withdrawal from Maintenance Reserve	10-310	0	250,000	370,000
	Other Financing Sources	10-5XXX	160,247	0	0
	Actual Revenues (Over)/Under Expenditures		-1,476,107	0	0
General Fund Revenues	Total Operating Budget		10,989,318	13,525,536	14,474,373
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	5,227	0	0
	Scholarship Fund Revenue	20-1770	27	0	0
	Total Revenues from Local Sources	20-1XXX	5,254	0	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	45,970	60,586	48,469
	Title II	20-4451-4455	20,777	11,240	8,992
	IDEA Part B (Handicapped)	20-4420-4429	161,467	151,234	120,987
	CARES Act Education Stabilization Fund	20-4530	38,848	0	0
	Coronavirus Relief Fund (CRF)	20-4532	24,595	0	0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	Total Revenues from Federal Sources		291,657	223,060	178,448
Special Revenue Fund Revenues	Total Grants and Entitlements		300,308	223,060	178,448
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	14,920	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	707,669	762,294	763,519
	Total Revenues from Local Sources		707,669	762,294	763,519
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		722,589	762,294	763,519
	Actual Revenues (Over)/Under Expenditures		30,080	0	0
Debt Service Fund Revenues	Total Repayment of Debt		752,669	762,294	763,519
All Fund Revenues	Total Revenues/Sources		12,042,295	14,510,890	15,416,340
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		12,042,295	14,510,890	15,416,340

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,077,883	3,049,184	3,071,737
	Special Education-Instruction	11-2XX-100-XXX	1,281,773	1,513,620	1,643,347
	Basic Skills/Remedial-Instruction	11-230-100-XXX	212,248	155,783	165,439
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	6,822	50,888	39,129
	School-Sponsored Athletics-Instruction	11-402-100-XXX	9,923	45,609	43,877
	Other Instructional Programs-Instruction	11-4XX-100-XXX	78,553	89,997	81,634
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	3,053	20,089	20,408
	Undistributed Expenditures-Health Services	11-000-213-XXX	185,608	244,105	217,305
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	368,274	573,698	521,486
	Undistributed Expenditures-Guidance	11-000-218-XXX	149,272	142,489	146,492
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	359,659	400,781	352,822
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	179,847	275,898	202,617
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	5,351	26,524	15,540
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	344,646	366,203	333,901
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	472,364	522,742	507,078
	Undistributed Expenditures-Central Services	11-000-251-XXX	199,605	214,130	212,103
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	23,538	13,568	0
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,071,345	1,558,093	1,783,258
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	838,571	1,127,594	1,197,369
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,876,626	2,187,767	2,158,984
	Total Undistributed Expenditures		6,077,759	7,673,681	7,669,363
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	301	301
General Fund Current Expenses	Total General Current Expense		10,744,961	12,579,063	12,714,827
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	60,673	745,673	1,520,673
	Interest Deposit to Capital Reserve	10-604	0	800	800
	Total Capital Outlay		60,673	746,473	1,521,473
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	183,684	200,000	238,073
	General Fund Grand Total		10,989,318	13,525,536	14,474,373

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	45,970	60,586	48,469
	Title II	20-XXX-XXX-XXX	20,777	11,240	8,992
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	161,467	151,234	120,987
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	38,848	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	24,595	0	0
	Total Federal Projects	20-XXX-XXX-XXX	291,657	223,060	178,448
Special Revenue Fund Expenses	Total Special Revenue Funds		300,308	223,060	178,448
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	752,669	762,294	763,519
	Total Debt Service Funds		752,669	762,294	763,519
All Fund Expenses	Total Expenditures/Appropriations		12,042,295	14,510,890	15,416,340
Expenses Net of Transfers	Total Expenditures Net of Transfers		12,042,295	14,510,890	15,416,340

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2020	Audited Balance 06/30/2021	Estimated Balance 06/30/2022	Estimated Balance 06/30/2023
Unrestricted	General Operating Budget	488,885	666,319	666,319	541,021
	Repayment of Debt	0	-30,080	0	0
Restricted for General Operating Budget	Capital Reserve	3,270,401	3,948,952	3,264,752	1,805,552
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	830,258	830,257	580,558	210,859
	Legal Reserve	613,571	1,163,138	549,567	0
	Unemployment Fund	182,935	192,042	192,042	192,042
	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	47,965	44,541	44,541	44,541
	Scholarship Fund	5,440	5,467	5,467	5,467
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2019-20 Actual Costs	2020-21 Actual Costs	2021-22 Original Budget	2021-22 Revised Budget	2022-23 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,030	\$16,596	\$19,244	\$19,474	\$20,567
Total Classroom Instruction	\$8,862	\$9,852	\$10,585	\$10,638	\$11,467
Classroom-Salaries and Benefits	\$8,298	\$9,048	\$10,035	\$10,115	\$11,095
Classroom-General Supplies and Textbooks	\$358	\$546	\$445	\$416	\$206
Classroom-Purchased Services	\$206	\$258	\$106	\$107	\$166
Total Support Services	\$2,340	\$2,570	\$3,341	\$3,372	\$3,139
Support Services-Salaries and Benefits	\$1,792	\$2,103	\$2,207	\$2,225	\$2,288
Total Administrative Costs	\$1,836	\$2,139	\$2,215	\$2,362	\$2,335
Administration Salaries and Benefits	\$1,600	\$1,740	\$1,886	\$1,901	\$1,932
Total Operations and Maintenance of Plant	\$1,862	\$2,001	\$2,904	\$2,901	\$3,442
Operations and Maintenance-Salaries and Benefits	\$828	\$903	\$1,011	\$1,019	\$1,081
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$130	\$34	\$198	\$200	\$183
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$48	\$26	\$31	\$31	\$34
Employee Benefits as a percentage of salaries*	26.59%	29.46%	32.42%	31.91%	30.45%

*Does not include pension and social security paid by the State on-behalf of the district.

**Federal and State funds in the blended resource school-based budgets.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2021-22 revised appropriations and the 2022-23 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Business Services	The Hardyston BOE has a shared service agreement with the Ogdensburg BOE for Business Services	0
Insurance Coverages and Benefits	Health Insurance - member state wide SHIF (School Health Insurance Fund)	0
	Property & Casualty - member state wide SAIF (School Alliance Insurance Fund)	0
Municipal/Public Works	Solid Waste and Recycling with Township	0
	Shared Cost of Wheatsworth Fields with Township	0
Nursing Services	Agreement to provide nursing support to other districts within WV region	0
Others	Gas & Electric - Alliance for Competitive Energy Services (ACES) with NJ Assoc of School Boards	0
	Solar - Cooperative with Sussex County - ability to buy electric for Middle School below market value with no transmission costs	0
Purchasing	Ed Services Commission of NJ	0
Transportation Services, including Fuel	Shared Bulk Fuel Depot with Township	0
	Sussex County Transportation Cooperative	0

Estimated Tax Rates

Municipality	Category	Amount
Hardyston Twp	(A) General Fund School Levy	10,439,132
	(D) Total School Levy	11,174,726
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	1,058,603,000
	(H) Estimated Equalized Valuation (as of 10/01/21)	1,188,640,243
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.9861
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.0556
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.8782
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.9401

Employee Contract List for District

Name	Category	Measure
Dan Kornak	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$88,509
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	6
	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	\$4,720
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,704
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	no contractual provision
	Contractual Post-Employment Benefit Description of Payout of Vacation days	no contractual provision
	Contractual Post-Employment Benefit Description of Payout of Personal days	no contractual provision
	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
Dan Kornak	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
Jennifer Cimaglia	Job Title	Principal
	Job Title II	Dir Cirriculum / NCLB Co
	Base Annual Salary Amount	\$123,558
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	6
	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
Jennifer Cimaglia	Total Allowances Amount	\$9,220
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,068
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	no contractual provision
	Contractual Post-Employment Benefit Description of Payout of Vacation days	no contractual provision
	Contractual Post-Employment Benefit Description of Payout of Personal days	no contractual provision
	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	
Michael Ryder	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$151,398
	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	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	6
	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	\$10,900
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Michael Ryder	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,068
	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	1/260 annual salary pick sick day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No contractual provision
	Contractual Post-Employment Benefit Description of Payout of Personal days	No contractual provision
	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
Michael Ryder	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
Rich Rennie	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$75,000
	Full-Time Equivalent (FTE)	0.5
	Shared with Another District?	Y
	Shared County	37
	Shared District	3840
	Job Title Other District	SBA
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	6
	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	\$0	
Contractual Post-Employment Benefit Description of Payout of Sick days	None: Shared Service Contract	

Employee Contract List for District

Name	Category	Measure
Rich Rennie	Contractual Post-Employment Benefit Description of Payout of Vacation days	None: Shared Service Contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	None: Shared Service Contract
	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	\$75,000
	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	shared service contract for BA/Ogdensburg
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	.5 FTE for each OBurg and Hardyston
	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 Demeter	Job Title	Vice Principal
	Job Title II	Dir Athletics / Transport
	Base Annual Salary Amount	\$111,778
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	12	

Employee Contract List for District

Name	Category	Measure
Robert Demeter	Contracted Number of Annual Personal Days	6
	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	\$7,820
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,068
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	no contractual provision
	Contractual Post-Employment Benefit Description of Payout of Vacation days	no contractual provision
	Contractual Post-Employment Benefit Description of Payout of Personal days	no contractual provision
	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