

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	293.0	276.0	277.0
On Roll Special Ed Full-Time	49.0	43.0	42.0
On Roll Subtotal	342.0	319.0	319.0
In Private School Placements	1.0	1.0	1.0
Sent to Other Districts Regular	33.0	27.0	26.0
Sent to Other Districts Special Ed	3.0	3.0	7.0
Received	42.0	39.0	42.0

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	10,498,077	10,498,077	10,845,605
	Total Tuition	10-1300	965,371	1,093,812	885,850
	Unrestricted Miscellaneous Revenues	10-1XXX	19,569	98,423	31,000
	Total Revenues from Local Sources		11,483,017	11,690,312	11,762,455
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	136,684	136,684	136,684
	Extraordinary Aid	10-3131	75,528	40,000	40,000
	Categorical Special Education Aid	10-3132	314,672	314,672	304,414
	Categorical Security Aid	10-3177	43,782	43,782	43,782
	Adjustment Aid	10-3178	10,696	9,668	0
	Other State Aids	10-3XXX	17,169	35,000	8,967
	Total Revenues from State Sources		598,531	579,806	533,847
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	2,028,801	1,600,257
	Adjustment for Prior Year Encumbrances		0	85,559	0
	Actual Revenues (Over)/Under Expenditures		827	0	0
General Fund Revenues	Total Operating Budget		12,082,375	14,384,478	13,896,559
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	35,784	0	0
	Scholarship Fund Revenue	20-1770	6,448	0	0
	Other Revenue from Local Sources	20-1XXX	16,301	4,257	4,257
	Total Revenues from Local Sources	20-1XXX	58,533	4,257	4,257
Special Revenue Fund Revenues from State Sources	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	0	8,363	0
	Other Restricted Entitlements	20-32XX	5,563	0	0
	Total Revenues from State Sources		5,563	8,363	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	63,081	117,802	94,241
	Title II	20-4451-4455	8,796	17,276	13,820
	Title IV	20-4471-4474	8,637	13,832	11,065
	ARP-IDEA Preschool	20-4409	1,580	0	0
	IDEA Part B (Handicapped)	20-4420-4429	151,008	155,596	124,476
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	12,997	37,003	8,000

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Revenues from Federal Sources	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	19,532	20,467
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	24,191	15,809	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	490	44,510	0
	ARP-ESSER	20-4540	104,119	318,637	0
	CRRSA Act-ESSER II	20-4534	48,820	16,313	0
	CRRSA Act-Learning Acceleration Grant	20-4535	5,541	6,949	0
	CRRSA Act-Mental Health Grant	20-4536	22,463	10,767	0
	Total Revenues from Federal Sources		451,723	774,026	272,069
Special Revenue Fund Revenues	Total Grants and Entitlements		504,315	786,646	276,326
All Fund Revenues	Total Revenues/Sources		12,586,690	15,171,124	14,172,885
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		12,586,690	15,171,124	14,172,885

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,610,400	3,721,900	3,452,888
	Special Education-Instruction	11-2XX-100-XXX	1,456,548	1,512,796	1,522,712
	Basic Skills/Remedial-Instruction	11-230-100-XXX	221,677	333,377	161,200
	Bilingual Education-Instruction	11-240-100-XXX	10,988	10,816	21,680
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	81,758	113,306	155,840
	School-Sponsored Athletics-Instruction	11-402-100-XXX	24,894	32,750	29,000
	Summer School	11-422-XXX-XXX	36,480	38,500	41,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,020,238	1,205,233	827,568
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	30,759	45,417	42,387
	Undistributed Expenditures-Health Services	11-000-213-XXX	157,278	164,817	173,267
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	90,522	123,942	125,520
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	106,342	170,900	145,469
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	461,899	524,090	452,583
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	15,891	25,379	124,089
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	334,850	394,635	397,883
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	0	5,295	5,295
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	285,926	338,313	274,560
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	181,900	167,574	212,234
	Undistributed Expenditures-Central Services	11-000-251-XXX	141,973	201,254	203,481
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	24,967	20,230	10,600
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,168,644	1,672,290	1,715,982
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	377,630	612,404	672,392
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,850,771	2,441,719	2,608,338
	Undistributed Expenditures-Food Services	11-000-310-930	30,000	50,000	40,000
	Total Undistributed Expenditures		6,279,590	8,163,492	8,031,648
General Fund Current Expenses	Total General Current Expense		11,722,335	13,926,937	13,415,968

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	171,303	288,326	4,400
	Facilities Acquisition and Construction Services	12-000-400-XXX	87,008	63,240	476,191
	Total Capital Outlay		258,311	351,566	480,591
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	101,729	105,975	0
	General Fund Grand Total		12,082,375	14,384,478	13,896,559
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	16,301	4,257	4,257
Special Revenue Fund Expenses for Other State Projects	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	0	8,363	0
	Other	20-XXX-XXX-XXX	5,563	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	5,563	8,363	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	63,081	117,802	94,241
	Title II	20-XXX-XXX-XXX	8,796	17,276	13,820
	Title IV	20-XXX-XXX-XXX	8,637	13,832	11,065
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	151,008	155,596	124,476
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	1,580	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	48,820	16,313	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	5,541	6,949	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	22,463	10,767	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	104,119	318,637	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	12,997	37,003	8,000
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	19,532	20,467
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	24,191	15,809	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	490	44,510	0
	Total Federal Projects	20-XXX-XXX-XXX	451,723	774,026	272,069
Special Revenue Fund Expenses	Total Special Revenue Funds		504,315	786,646	276,326
All Fund Expenses	Total Expenditures/Appropriations		12,586,690	15,171,124	14,172,885
Expenses Net of Transfers	Total Expenditures Net of Transfers		12,586,690	15,171,124	14,172,885

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2022	Audited Balance 06/30/2023	Estimated Balance 06/30/2024	Estimated Balance 06/30/2025
Unrestricted	General Operating Budget	637,277	474,529	287,359	284,978
	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	3,268,576	3,439,507	1,597,876	0
	Unemployment Fund	132,923	131,988	131,988	131,988
	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
	State Military Impact Aid Reserve Pursuant to P.L. 2023 c.112			0	0
Restricted for Special Revenue Fund	Student Activity Fund	4,223	9,379	9,379	9,379
	Scholarship Fund	1,711	8,059	8,059	8,059
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2021-22 Actual Costs	2022-23 Actual Costs	2023-24 Original Budget	2023-24 Revised Budget	2024-25 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$30,155	\$30,759	\$35,393	\$38,137	\$37,213
Total Classroom Instruction	\$18,949	\$19,844	\$21,510	\$23,015	\$21,702
Classroom-Salaries and Benefits	\$18,186	\$19,043	\$20,198	\$21,598	\$20,734
Classroom-General Supplies and Textbooks	\$743	\$778	\$1,254	\$1,355	\$900
Classroom-Purchased Services	\$20	\$23	\$58	\$62	\$69
Total Support Services	\$4,402	\$4,275	\$5,263	\$5,634	\$5,776
Support Services-Salaries and Benefits	\$3,716	\$3,411	\$3,991	\$4,267	\$4,526
Total Administrative Costs	\$2,025	\$2,236	\$2,426	\$2,695	\$2,569
Administration Salaries and Benefits	\$1,622	\$1,804	\$1,753	\$1,889	\$1,967
Total Operations and Maintenance of Plant	\$4,343	\$3,888	\$5,450	\$5,997	\$6,208
Operations and Maintenance-Salaries and Benefits	\$2,165	\$1,952	\$2,764	\$2,944	\$3,181
Board Contribution to Food Services	\$44	\$89	\$147	\$158	\$125
Total Extracurricular Costs	\$351	\$385	\$531	\$568	\$740
Total Equipment Costs	\$528	\$511	\$760	\$910	\$14
Legal Costs	\$107	\$105	\$147	\$174	\$78
Employee Benefits as a percentage of salaries*	28.79%	26.01%	32.88%	32.48%	35.24%

\*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 2023-24 revised appropriations and the 2024-25 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 in collaboration with Ventnor School District.	0
Insurance Coverages and Benefits	ACCASBO Insurance fund for property insurance & Workersâ€™ 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 removal 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
Recycling	Recycle through the City of Margate.	0
Special Education Services	Contract agreements for O/T and P/T services with ACSSSD.	0
	Contract with YALE School for special services.	0
	Contract with ACSSSD for special services.	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	10,671,841
	(D) Total School Levy	10,587,515
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	3,939,385,000
	(H) Estimated Equalized Valuation (as of 10/01/23)	6,774,522,786
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.2709
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.2688
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.1575
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.1563

Employee Contract List for District

Name	Category	Measure
Audrey Becker	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$150,239
	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	\$0
	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	\$87,550
	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	07/01/23
	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	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	\$0
	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	None Reported
	Base Annual Salary Amount	\$113,000
	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	07/01/23
	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	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	\$7,500
	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	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 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	\$81,350
	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	07/01/23
	End Date of Contract	06/30/24
	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	\$0
	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