

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	804.0	845.0	835.0
On Roll Special Ed Full-Time	152.0	163.0	174.0
On Roll Subtotal	956.0	1,008.0	1,009.0
In Private School Placements	11.0	12.0	13.0
Sent to Other Districts Regular	273.5	274.0	296.0
Sent to Other Districts Special Ed	57.0	55.5	67.0
Received	4.0	2.0	0.0

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	20,103,985	20,757,621	21,380,350
	Transportation Fees from Other Local Education Authorities	10-1420-1440	0	30,000	30,000
	Unrestricted Miscellaneous Revenues	10-1XXX	264,611	28,000	53,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	10	10
	Interest Earned on Capital Reserve Funds	10-1XXX	0	10	10
	Total Revenues from Local Sources		20,368,596	20,815,641	21,463,370
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	153,364	153,364	524,576
	Extraordinary Aid	10-3131	279,791	50,000	0
	Categorical Special Education Aid	10-3132	1,084,666	1,419,516	1,589,852
	Equalization Aid	10-3176	324,912	324,912	1,775,568
	Categorical Security Aid	10-3177	23,035	77,713	176,736
	Other State Aids	10-3XXX	93,417	0	0
	Total Revenues from State Sources		1,959,185	2,025,505	4,066,732
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	22,910	26,573
	Total Revenues from Federal Sources		0	22,910	26,573
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,377,828	847,121
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	100,000
	Withdrawal from Capital Reserve for Transfer To Debt Service Fund	10-317	0	70,000	200,000
	Withdrawal from Maintenance Reserve	10-310	0	25,000	0
	Transfers from Other Funds	10-5200	3,902	0	0
	Adjustment for Prior Year Encumbrances		0	41,537	0
	Actual Revenues (Over)/Under Expenditures		591,325	0	0
General Fund Revenues	Total Operating Budget		22,923,008	24,378,421	26,703,796
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	87,406	0	0
	Total Revenues from Local Sources	20-1XXX	87,406	0	0

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	125,016	167,309	133,847
	Title II	20-4451-4455	25,621	29,078	23,262
	Title IV	20-4471-4474	8,407	10,487	8,390
	IDEA Part B (Handicapped)	20-4420-4429	254,875	274,223	219,378
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	42,692	63,287	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	13,079	10,080	11,841
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	12,112	27,511	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	45,000	0	0
	ARP-ESSER	20-4540	541,257	379,660	0
	CRRSA Act-ESSER II	20-4534	100,782	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	5,851	0	0
	CRRSA Act-Mental Health Grant	20-4536	5,955	0	0
	Additional or Compensatory Special Education and Related Services (ACSERS)	20-4537	140,742	0	0
	Total Revenues from Federal Sources		1,321,389	961,635	396,718
Special Revenue Fund Revenues	Total Grants and Entitlements		1,407,983	981,266	396,718
Debt Service Fund Transfer and Other Financing	Transfers from Capital Reserve	40-5210	20,000	70,000	200,000
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	756,000	714,150	1,425,635
	Total Revenues from Local Sources		756,000	714,150	1,425,635
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	0	0	330,151
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		776,000	784,150	1,955,786
Debt Service Fund Revenues	Total Repayment of Debt		776,000	784,150	1,955,786
All Fund Revenues	Total Revenues/Sources		25,106,991	26,143,837	29,056,300
Revenues Net of Transfers	Deduct Transfer-Transfers from Capital Reserve	40-5210	20,000	70,000	200,000
	Total Revenues/Sources Net of Transfers		25,086,991	26,073,837	28,856,300

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	4,924,885	4,979,893	5,435,209
	Special Education-Instruction	11-2XX-100-XXX	2,432,999	2,758,556	2,743,893
	Basic Skills/Remedial-Instruction	11-230-100-XXX	289,564	276,790	227,369
	Bilingual Education-Instruction	11-240-100-XXX	145,178	107,650	150,105
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	33,524	40,439	40,500
	School-Sponsored Athletics-Instruction	11-402-100-XXX	39,242	29,155	42,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	6,036,563	6,429,017	6,981,658
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	9,594	10,074	10,578
	Undistributed Expenditures-Health Services	11-000-213-XXX	178,239	193,947	190,479
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	628,380	656,424	698,374
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	121,280	218,480	294,512
	Undistributed Expenditures-Guidance	11-000-218-XXX	228,387	141,587	257,700
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	586,894	686,126	770,078
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	0	118,000	121,540
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	145,616	102,399	187,750
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	11,618	17,600	17,767
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	469,366	437,904	446,891
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	393,692	409,191	424,606
	Undistributed Expenditures-Central Services	11-000-251-XXX	298,732	317,440	329,386
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	93,528	125,416	75,705
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,463,818	1,598,835	1,844,419
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,197,802	1,463,189	1,444,167
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,772,371	3,024,016	3,317,429
	Total Undistributed Expenditures		14,635,880	15,949,645	17,413,039
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	10	10
General Fund Current Expenses	Total General Current Expense		22,501,272	24,142,138	26,052,625

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	253,302	0	186,089
	Facilities Acquisition and Construction Services	12-000-400-XXX	49,650	49,650	149,650
	Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	20,000	70,000	200,000
	Interest Deposit to Capital Reserve	10-604	0	10	10
	Total Capital Outlay		322,952	119,660	535,749
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	98,784	116,623	115,422
	General Fund Grand Total		22,923,008	24,378,421	26,703,796
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	125,016	167,309	133,847
	Title II	20-XXX-XXX-XXX	25,621	29,078	23,262
	Title IV	20-XXX-XXX-XXX	8,407	10,487	8,390
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	254,875	274,223	219,378
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	100,782	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	5,851	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	5,955	0	0
	Additional or Compensatory Special Education and Related Services (ACSERS) Program	20-486-XXX-XXX	140,742	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	541,257	379,660	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	42,692	63,287	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	13,079	10,080	11,841
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	12,112	27,511	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	45,000	0	0
	Total Federal Projects	20-XXX-XXX-XXX	1,321,389	961,635	396,718
Special Revenue Fund Expenses	Total Special Revenue Funds		1,407,983	981,266	396,718
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	776,000	784,150	1,955,786
	Total Debt Service Funds		776,000	784,150	1,955,786
All Fund Expenses	Total Expenditures/Appropriations		25,106,991	26,143,837	29,056,300
Expenses Net of Transfers	Deduct Transfer-Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	20,000	70,000	200,000
	Total Expenditures Net of Transfers		25,086,991	26,073,837	28,856,300

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	1,459,616	1,540,422	761,118	486,738
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,000,000	983,902	913,912	613,922
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	250,000	250,000	225,010	225,020
	Legal Reserve	1,326,895	1,171,265	572,741	0
	Unemployment Fund	127,054	113,641	113,641	113,641
	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	18,819	19,631	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	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	\$15,757	\$16,022	\$16,512	\$16,234	\$17,592
Total Classroom Instruction	\$10,263	\$10,167	\$10,524	\$10,136	\$10,719
Classroom-Salaries and Benefits	\$9,339	\$9,663	\$9,879	\$9,514	\$9,985
Classroom-General Supplies and Textbooks	\$854	\$429	\$558	\$545	\$656
Classroom-Purchased Services	\$69	\$75	\$88	\$77	\$78
Total Support Services	\$2,234	\$2,347	\$2,507	\$2,501	\$2,988
Support Services-Salaries and Benefits	\$1,693	\$1,664	\$1,922	\$1,713	\$2,049
Total Administrative Costs	\$1,479	\$1,573	\$1,597	\$1,564	\$1,564
Administration Salaries and Benefits	\$1,204	\$1,240	\$1,274	\$1,282	\$1,303
Total Operations and Maintenance of Plant	\$1,690	\$1,704	\$1,706	\$1,816	\$2,094
Operations and Maintenance-Salaries and Benefits	\$919	\$814	\$910	\$1,001	\$1,116
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$64	\$93	\$84	\$83	\$100
Total Equipment Costs	\$96	\$266	\$0	\$0	\$186
Legal Costs	\$25	\$16	\$21	\$20	\$20
Employee Benefits as a percentage of salaries*	21.36%	25.92%	26.25%	26.96%	28.03%

*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)
Insurance Coverages and Benefits	NESBIG	0
Purchasing	HESC,ESCNJ, Ed Data	0
Special Education Services	RegionV for Special Servcies	0
Transportation Services, including Fuel	Region V	0

Estimated Tax Rates

Municipality	Category	Amount
Maywood Borough	(A) General Fund School Levy	21,068,985
	(D) Total School Levy	22,111,820
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	1,808,788,600
	(H) Estimated Equalized Valuation (as of 10/01/23)	1,895,006,862
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.1648
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.2225
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.1118
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.1668

Employee Contract List for District

Name	Category	Measure
Jennifer Pfohl	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$157,565
	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	15
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	school holidays
	Total Allowances Amount	\$3,802
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$200
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$14,695
	Contractual Post-Employment Benefit Description of Payout of Sick days	no provision
	Contractual Post-Employment Benefit Description of Payout of Vacation days	25 days max
	Contractual Post-Employment Benefit Description of Payout of Personal days	no 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
Jennifer Pfohl	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
John Montany	Job Title	Other
	Job Title II	Supervisor of Buildings a
	Base Annual Salary Amount	\$95,085
	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	13
	Description of Other Contracted Non-Working Days	school holidays

Employee Contract List for District

Name	Category	Measure
John Montany	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$6,512
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$22,857
	Contractual Post-Employment Benefit Description of Payout of Sick days	25% of 150 max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	25 days max
	Contractual Post-Employment Benefit Description of Payout of Personal days	no 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 Jordan	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$198,850
	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
Michael Jordan	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	15
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	school holidays
	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	\$34,120
	Contractual Post-Employment Benefit Description of Payout of Sick days	max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	max of 25
	Contractual Post-Employment Benefit Description of Payout of Personal days	no 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 Jordan	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
Susan Baliatico	Job Title	Administrative Assistant
	Job Title II	None Reported
	Base Annual Salary Amount	\$76,066
	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	240
	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	13
	Description of Other Contracted Non-Working Days	school holidays
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$19,808
	Contractual Post-Employment Benefit Description of Payout of Sick days	25% of 150 max

Employee Contract List for District

Name	Category	Measure
Susan Baliatico	Contractual Post-Employment Benefit Description of Payout of Vacation days	25 days max
	Contractual Post-Employment Benefit Description of Payout of Personal days	no 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