

Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	813.0	777.0	908.0
On Roll Special Ed Full-Time	178.0	200.0	205.0
On Roll Subtotal	991.0	977.0	1,113.0
In Private School Placements	3.0	3.0	6.0
Sent to Other Districts Special Ed	7.0	11.0	18.0
Received	2.0	6.0	0.0

Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	8,065,267	8,226,572	8,391,103
	Total Tax Levy	10-121x	8,065,267	8,226,572	8,391,103
	Total Tuition	10-1300	36,362	0	0
	Rents and Royalties	10-1910	6,500	6,500	6,500
	Unrestricted Miscellaneous Revenues	10-1XXX	280,623	130,000	150,000
	Interest Earned on Maintenance Reserve	10-1XXX	6,539	150	150
	Interest Earned on Capital Reserve Funds	10-1XXX	8,656	150	150
	Total Revenues from Local Sources		8,403,947	8,363,372	8,547,903
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	380,486	575,419	580,262
	Extraordinary Aid	10-3131	119,513	100,000	100,000
	Categorical Special Education Aid	10-3132	708,262	993,383	1,426,248
	Equalization Aid	10-3176	8,777,231	10,072,087	10,405,052
	Categorical Security Aid	10-3177	187,464	347,471	296,099
	Other State Aids	10-3XXX	59,686	0	0
	Total Revenues from State Sources		10,232,642	12,088,360	12,807,661
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	26,291	56,803	7,250
	Total Revenues from Federal Sources		26,291	56,803	7,250
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,058,725	2,389,171
	Withdrawal from Capital Reserve for Local Share	10-307	0	0	391,000
	Adjustment for Prior Year Encumbrances		0	126,240	0
	Actual Revenues (Over)/Under Expenditures		-1,772,342	0	0
General Fund Revenues	Total Operating Budget		16,890,538	21,693,500	24,142,985
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	157,618	0	150,000
	Other Revenue from Local Sources	20-1XXX	27,600	0	0
	Total Revenues from Local Sources	20-1XXX	185,218	0	150,000

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	670,270	0
	Preschool Education Aid	20-3218	2,205,093	2,452,065	2,539,680
	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	19,151	3,346	0
	State Grants Through Intermediate Sources	20-3700	0	67,000	0
	Total Revenues from State Sources		2,224,244	3,192,681	2,539,680
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	303,610	307,937	230,953
	Title II	20-4451-4455	37,184	38,751	29,063
	Title III	20-4491-4494	10,362	10,142	7,607
	Title IV	20-4471-4474	14,425	21,678	16,259
	IDEA Part B (Handicapped)	20-4420-4429	289,451	287,367	215,525
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	38,029	5,855	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	7,500	32,450	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	25,000	0	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	910,531	82,675	0
	ARP Homeless Children and Youth I Grant	20-4545	14,925	0	0
	Total Revenues from Federal Sources		1,696,017	786,855	499,407
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	210,675	222,915	230,880
Special Revenue Fund Revenues	Total Grants and Entitlements		4,269,014	4,202,451	3,419,967
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	0	0	274,125
	Total Revenues from Local Sources		0	0	274,125
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		0	0	274,125
Debt Service Fund Revenues	Total Repayment of Debt		0	0	274,125
All Fund Revenues	Total Revenues/Sources		21,159,552	25,895,951	27,837,077
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	210,675	222,915	230,880
	Total Revenues/Sources Net of Transfers		20,948,877	25,673,036	27,606,197

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	4,561,817	5,667,154	5,917,658
	Special Education-Instruction	11-2XX-100-XXX	1,263,988	1,493,346	1,705,065
	Basic Skills/Remedial-Instruction	11-230-100-XXX	194,584	357,733	377,435
	Bilingual Education-Instruction	11-240-100-XXX	89,537	96,863	96,261
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	502,406	889,718	1,394,002
	Undistributed Expenditures-Health Services	11-000-213-XXX	236,864	219,953	211,201
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	346,425	281,914	334,723
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	367,906	471,151	450,128
	Undistributed Expenditures-Guidance	11-000-218-XXX	225,129	244,031	253,795
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	518,358	541,514	505,120
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	191,554	245,863	243,696
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	182,983	199,437	204,076
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	17,534	22,600	16,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	438,339	450,124	446,578
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	387,058	383,378	438,321
	Undistributed Expenditures-Central Services	11-000-251-XXX	388,218	386,900	438,023
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	111,450	154,074	181,346
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,771,958	2,399,192	2,710,088
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,342,052	1,236,414	1,382,000
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,004,369	5,053,840	5,503,550
	Total Undistributed Expenditures		10,032,603	13,180,103	14,713,147
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	150	150
	Increase In Maintenance Reserve	10-606	0	213,611	0
General Fund Current Expenses	Total General Current Expense		16,142,529	21,008,960	22,809,716
Capital Outlay	Equipment	12-XXX-XXX-730	117,226	29,463	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	310,230	231,469	129,900
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	0	391,000
	Increase In Capital Reserve	10-604	0	0	342,261
	Interest Deposit to Capital Reserve	10-604	0	150	150

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Capital Outlay	Total Capital Outlay		427,456	261,082	863,311
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	315,973	423,458	469,958
	Transfer of Funds to Resident Renaissance Schools	10-000-100-571	4,580	0	0
	General Fund Grand Total		16,890,538	21,693,500	24,142,985
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	27,600	0	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	1,438,700	1,851,224	1,674,475
	Support Services	20-218-200-XXX	977,068	1,494,026	1,096,085
	Total Preschool Education Aid	20-218-XXX-XXX	2,415,768	3,345,250	2,770,560
Special Revenue Fund Expenses for Other State Projects	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	19,151	3,346	0
	Other	20-XXX-XXX-XXX	0	67,000	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	2,434,919	3,415,596	2,770,560
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	303,610	307,937	230,953
	Title II	20-XXX-XXX-XXX	37,184	38,751	29,063
	Title III	20-XXX-XXX-XXX	10,362	10,142	7,607
	Title IV	20-XXX-XXX-XXX	14,425	21,678	16,259
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	289,451	287,367	215,525
	ARP-ESSER Grant Program	20-487-xxx-xxx	910,531	82,675	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	38,029	5,855	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	7,500	32,450	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	25,000	0	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	45,000	0	0
	ARP Homeless Children and Youth I	20-495-xxx-xxx	14,925	0	0
	Total Federal Projects	20-XXX-XXX-XXX	1,696,017	786,855	499,407
Special Revenue Fund Expenses	Total Special Revenue Funds		4,269,014	4,202,451	3,419,967

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	0	0	274,125
	Total Debt Service Funds		0	0	274,125
All Fund Expenses	Total Expenditures/Appropriations		21,159,552	25,895,951	27,837,077
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	210,675	222,915	230,880
	Total Expenditures Net of Transfers		20,948,877	25,673,036	27,606,197

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2023	Audited Balance 06/30/2024	Estimated Balance 06/30/2025	Estimated Balance 06/30/2026
Unrestricted	General Operating Budget	1,594,987	578,961	471,432	431,345
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	865,606	1,780,262	1,780,412	1,731,823
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	653,938	1,049,963	1,263,724	1,263,874
	Legal Reserve	1,721,027	3,300,280	2,349,084	0
	Unemployment Fund	104,556	77,958	77,958	77,958
	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	1,630,741	1,677,881	1,677,881	1,677,881
	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	2022-23 Actual Costs	2023-24 Actual Costs	2024-25 Original Budget	2024-25 Revised Budget	2025-26 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$17,226	\$17,383	\$21,897	\$22,734	\$20,760
Total Classroom Instruction	\$10,035	\$10,259	\$13,137	\$13,697	\$12,502
Classroom-Salaries and Benefits	\$9,650	\$9,955	\$12,585	\$13,127	\$11,919
Classroom-General Supplies and Textbooks	\$265	\$206	\$354	\$339	\$400
Classroom-Purchased Services	\$119	\$99	\$198	\$231	\$182
Total Support Services	\$3,109	\$3,256	\$3,999	\$4,154	\$3,466
Support Services-Salaries and Benefits	\$2,845	\$2,795	\$3,588	\$3,718	\$3,189
Total Administrative Costs	\$1,686	\$1,728	\$1,643	\$1,845	\$1,795
Administration Salaries and Benefits	\$1,284	\$1,306	\$1,248	\$1,300	\$1,337
Total Operations and Maintenance of Plant	\$2,396	\$2,139	\$3,119	\$3,036	\$2,993
Operations and Maintenance-Salaries and Benefits	\$1,118	\$1,074	\$1,647	\$1,675	\$1,600
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$38	\$123	\$0	\$31	\$0
Legal Costs	\$22	\$23	\$15	\$16	\$9
Employee Benefits as a percentage of salaries*	35.73%	34.08%	45.70%	45.46%	45.47%

*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 2024-25 revised appropriations and the 2025-26 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	MEMBER CAMDEN COUNTY EDUCATIONAL SERVICES COMMISSION	0
	HUNTERDON COUNTY EDUCATIONAL SERVICES COMMISSION	0
	MONMOUTH-OCEAN EDUCATIONAL SERVICES COMMISSION	0
	EDUCATIONAL SERVICES COMMISSION OF MORRIS COUNTY	0
Insurance Coverages and Benefits	MEMBER SOUTHERN COASTAL REGIONAL EMPLOYEE BENEFITS FUND FOR HEALTH INSURANCE	0
	MEMBER GLOUCESTER CUMBERLAND AND SALEM SCHOOL DISTRICTS JOINT INSURANCE FUND (GCSSD AND SPELL JIF)	0
Municipal/Public Works	SNOW REMOVAL UPPER DEERFIELD MUNICIPALITY	0
	SALT AND SAND DISTRIBUTION WITH MUNICIPALITY	0
Purchasing	MEMBER ED DATA (CONSORTIUM FOR PURCHASING SCHOOL SCHOOL SUPPLIES)	0
	MEMBER EDUCATIONAL SERVICES COMMISSION OF NEW JERSEY	0
Recycling	SHARED WITH UPPER DEERFIELD TOWNSHIP MUNICIPALITY	0
Transportation Services, including Fuel	MEMBER & LEAD DISTRICT FOR THE JOINT TRANSPORTATION PUPIL TRANSPORTATION CONSORTIUM	0

Estimated Tax Rates

Municipality	Category	Amount
Upper Deerfield Twp	(A) General Fund School Levy	8,308,838
	(D) Total School Levy	8,445,901
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	656,414,027
	(H) Estimated Equalized Valuation (as of 10/01/24)	855,088,362
	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.2658
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.2867
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.9717
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.9877

Employee Contract List for District

Name	Category	Measure
Dr. Frank Badessa	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$133,500
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	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	\$2,625
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$20,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	50 days @ 250. per day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	25 days @ 300 per day
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal days rollover to sick
	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
Dr. Frank Badessa	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
Dr., Peter Koza	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$196,350
	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	07/01/24
	End Date of Contract	06/30/29
	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	4
	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
Dr., Peter Koza	Total Allowances Amount	\$3,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,725
	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	Per diem rate up to max 15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260th of the current salary
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personnal rollover into sick 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
Michael Twardowski	Job Title	Assistant Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$93,768
	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 Twardowski	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	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	\$1,500
	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	\$75. @ 100 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	\$75. @ 25days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Rollover into sick 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
Michael Twardowski	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