

Advertised Enrollments

Pupil Enrollment Categories	10-15-2024 Actual	10-15-2025 Actual	10-15-2026 Estimate
On Roll Regular Full-Time	1,043.0	1,021.0	1,029.0
On Roll Special Ed Full-Time	122.0	119.0	120.0
On Roll Subtotal	1,165.0	1,140.0	1,149.0
In Private School Placements	14.0	13.0	11.0
Sent to Other Districts Regular	1.0	6.0	1.0
Sent to Other Districts Special Ed	1.0	2.0	2.0
Received	1.0	3.0	0.0

Advertised Revenues

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	10,081,435	10,585,507	11,194,217
	Total Tax Levy	10-121x	10,081,435	10,585,507	11,194,217
	Unrestricted Miscellaneous Revenues	10-1XXX	54,983	15,000	15,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	5	5
	Interest Earned on Capital Reserve Funds	10-1XXX	0	10	10
	Other Restricted Miscellaneous Revenues	10-1XXX	626	0	0
	Total Revenues from Local Sources		10,137,044	10,600,522	11,209,232
General Fund Revenues from State Sources	School Choice Aid	10-3116	144,192	151,672	112,027
	Categorical Transportation Aid	10-3121	169,353	199,559	200,978
	Extraordinary Aid	10-3131	250,784	150,000	200,000
	Categorical Special Education Aid	10-3132	1,188,955	1,033,532	1,047,110
	Equalization Aid	10-3176	10,282,483	10,557,254	10,672,656
	Categorical Security Aid	10-3177	386,605	388,426	397,303
	Other State Aids	10-3XXX	18,213	0	0
	State Reimbursement for Menstrual Products	10-3301	9,331	0	0
	Total Revenues from State Sources		12,449,916	12,480,443	12,630,074
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	7,500	6,017
	FFCRA/SEMI and ARRA/SEMI Revenue	10-4210	27,669	0	0
	Total Revenues from Federal Sources		27,669	7,500	6,017
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	261,790	168,495
	Withdrawal from Capital Reserve for Local Share	10-307	1,500,000	0	0
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	688,000
	Withdrawal from Maintenance Reserve	10-310	135,700	50,000	100,000
	Actual Revenues (Over)/Under Expenditures		-29,637	0	0
General Fund Revenues	Total Operating Budget		24,220,692	23,400,255	24,801,818
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	76,114	85,000	85,000
	Total Revenues from Local Sources	20-1XXX	76,114	85,000	85,000

Advertised Revenues

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	69,421	88,969	80,624
	Preschool Education Aid	20-3218	2,056,185	2,148,746	2,287,460
	Total Revenues from State Sources		2,125,606	2,237,715	2,368,084
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	401,314	376,743	282,558
	Title II	20-4451-4455	39,953	40,388	30,291
	Title III	20-4491-4494	1,847	0	0
	IDEA Part B (Handicapped)	20-4420-4429	349,071	344,550	258,413
	Other	20-4XXX	6,175	4,710	0
	ARP Homeless Children and Youth II Grant	20-4546	788	0	0
	Total Revenues from Federal Sources		799,148	766,391	571,262
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	228,465	157,750	163,390
Special Revenue Fund Revenues	Total Grants and Entitlements		3,224,077	3,246,856	3,187,736
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	226,745	226,383	225,858
	Total Revenues from Local Sources		226,745	226,383	225,858
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		226,745	226,383	225,858
Debt Service Fund Revenues	Total Repayment of Debt		226,745	226,383	225,858
All Fund Revenues	Total Revenues/Sources		27,671,514	26,873,494	28,215,412
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	228,465	157,750	163,390
	Total Revenues/Sources Net of Transfers		27,443,049	26,715,744	28,052,022

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	6,480,022	6,331,495	6,515,487
	Special Education-Instruction	11-2XX-100-XXX	1,878,388	1,950,532	1,965,507
	Basic Skills/Remedial-Instruction	11-230-100-XXX	895,901	1,117,016	1,096,203
	Bilingual Education-Instruction	11-240-100-XXX	197,182	213,113	219,999
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	81,650	78,720	78,320
	School-Sponsored Athletics-Instruction	11-402-100-XXX	66,764	70,498	81,070
	Summer School	11-422-XXX-XXX	51,180	85,100	92,350
	Other Supplemental/At-Risk Programs	11-424-XXX-XXX	75,793	79,813	82,498
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,299,079	1,326,423	1,508,459
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	23,349	25,000	29,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	266,009	258,692	263,578
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	347,887	389,244	417,132
	Undistributed Expenditures>Other Support Services, Students>Extraordinary Services	11-000-217-XXX	859,601	645,864	696,820
	Undistributed Expenditures-Guidance	11-000-218-XXX	292,986	303,181	304,050
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	526,211	554,603	581,133
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	329,270	371,574	376,683
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	359,968	386,779	380,947
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	4,776	12,850	10,400
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	526,197	537,848	489,049
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	620,272	666,913	656,119
	Undistributed Expenditures-Central Services	11-000-251-XXX	284,751	349,840	339,291
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,727,240	1,822,419	1,824,583
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,103,479	1,170,500	1,256,500
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,555,337	3,962,505	4,666,340
	Total Undistributed Expenditures		12,126,412	12,784,235	13,800,084
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	5	5
	Increase In Maintenance Reserve	10-606	150,000	0	0
General Fund Current Expenses	Total General Current Expense		22,003,292	22,710,527	23,931,523

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	109,305	65,142	134,586
	Facilities Acquisition and Construction Services	12-000-400-XXX	342,434	511,601	695,699
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	1,200,000	0	0
	Increase In Capital Reserve	10-604	450,000	0	0
	Interest Deposit to Capital Reserve	10-604	0	10	10
	Total Capital Outlay		2,101,739	576,753	830,295
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	115,661	112,975	40,000
	General Fund Grand Total		24,220,692	23,400,255	24,801,818
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	1,325,031	1,403,506	1,490,272
	Support Services	20-218-200-XXX	1,029,040	991,959	1,041,202
	Total Preschool Education Aid	20-218-XXX-XXX	2,354,071	2,395,465	2,531,474
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	2,354,071	2,395,465	2,531,474
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	401,314	376,743	282,558
	Title II	20-XXX-XXX-XXX	39,953	40,388	30,291
	Title III	20-XXX-XXX-XXX	1,847	0	0
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	349,071	344,550	258,413
	Other	20-XXX-XXX-XXX	6,175	4,710	0
	ARP Homeless Children and Youth II	20-496-xxx-xxx	788	0	0
	Total Federal Projects	20-XXX-XXX-XXX	799,148	766,391	571,262
Special Revenue Fund Expenses	Total Special Revenue Funds		3,224,077	3,246,856	3,187,736
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	226,745	226,383	225,858
	Total Debt Service Funds		226,745	226,383	225,858
All Fund Expenses	Total Expenditures/Appropriations		27,671,514	26,873,494	28,215,412
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	228,465	157,750	163,390
	Total Expenditures Net of Transfers		27,443,049	26,715,744	28,052,022

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2024	Audited Balance 06/30/2025	Estimated Balance 06/30/2026	Estimated Balance 06/30/2027
Unrestricted	General Operating Budget	708,669	692,591	591,411	468,005
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,763,157	713,157	1,063,167	375,177
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	185,690	199,990	149,995	50,000
	Legal Reserve	160,610	205,699	45,089	0
	Unemployment Fund	65,548	66,174	66,174	66,174
	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	16,946	22,202	22,202	22,202
	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	2023-24 Actual Costs	2024-25 Actual Costs	2025-26 Original Budget	2025-26 Revised Budget	2026-27 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$17,202	\$18,712	\$19,214	\$19,745	\$20,474
Total Classroom Instruction	\$10,594	\$11,364	\$11,887	\$12,095	\$12,658
Classroom-Salaries and Benefits	\$8,736	\$8,978	\$9,799	\$9,992	\$10,505
Classroom-General Supplies and Textbooks	\$629	\$877	\$719	\$737	\$760
Classroom-Purchased Services	\$1,229	\$1,509	\$1,369	\$1,366	\$1,393
Total Support Services	\$3,415	\$3,973	\$3,823	\$3,975	\$4,134
Support Services-Salaries and Benefits	\$2,619	\$2,955	\$3,066	\$3,147	\$3,205
Total Administrative Costs	\$1,440	\$1,538	\$1,603	\$1,693	\$1,682
Administration Salaries and Benefits	\$1,170	\$1,225	\$1,294	\$1,323	\$1,403
Total Operations and Maintenance of Plant	\$1,601	\$1,678	\$1,739	\$1,817	\$1,823
Operations and Maintenance-Salaries and Benefits	\$680	\$742	\$777	\$865	\$842
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$153	\$160	\$162	\$166	\$177
Total Equipment Costs	\$0	\$95	\$56	\$57	\$117
Legal Costs	\$24	\$50	\$52	\$53	\$22
Employee Benefits as a percentage of salaries*	31.88%	31.91%	33.02%	32.84%	38.38%

*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.nj.gov/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2025-26 revised appropriations and the 2026-27 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	Use ESNJ, HCESC, CCESC, and NJ State Cooperative Pricing for Maintenance/Constructions Services	0
	Use Ed-Data Services for contractors for Maintenance services	0
Insurance Coverages and Benefits	Member of School Health Insurance Fund for health insurance	0
	Member of BACCEIC for liability/compensation insurance	0
Municipal/Public Works	Use Bellmawr Borough for roadway/grounds maintenance, fuel & various projects (snow removal, concrete, landscaping, etc.)	0
Purchasing	Use ESCNJ cooperative purchasing for internet	0
	Use ACES for procurement of natural gas and electricity	0
	Use Ed-Data Services for purchase of instructional supplies	0
Transportation Services, including Fuel	Use CCESC for student transportation coordination and Bellmawr Borough for fuel purchases	0

Estimated Tax Rates

Municipality	Category	Amount
Bellmar	(A) General Fund School Levy	10,889,862
	(D) Total School Levy	11,115,982
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	830,846,500
	(H) Estimated Equalized Valuation (as of 10/01/25)	1,311,103,835
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.3107
	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.3379
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.8306
	(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.8478

Employee Contract List for District

Name	Category	Measure
Danielle Sochor	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$177,220
	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	06/30/27
	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	\$6,099
	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	\$28,633
	Contractual Post-Employment Benefit Description of Payout of Sick days	Unused sick days paid post-retirement; Capped at \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Vaca Payout 20 days @per diem rate; paid upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days convert to sick days annually
	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
Danielle Sochor	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
Derek Watson	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Buildings & Grounds
	Base Annual Salary Amount	\$101,536
	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	15
	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
Derek Watson	Total Allowances Amount	\$8,528
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max sick day payout at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days convert to sick days annually
	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
Jordan Bilicki	Job Title	Other
	Job Title II	Dean of Students
	Base Annual Salary Amount	\$77,700
	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
Jordan Bilicki	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	190
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
	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	\$100
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$5,500
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max sick day pay out at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days convert to sick days annually
	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
Jordan Bilicki	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
Patrick Doyle	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$136,640
	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	\$3,338
	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	\$25,511
	Contractual Post-Employment Benefit Description of Payout of Sick days	Unused sick days paid at retirement; capped at \$15,000

Employee Contract List for District

Name	Category	Measure
Patrick Doyle	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max per diem vacation day payout; paid upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	unused personal days convert to sick days annually
	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