

Advertised Enrollments

Pupil Enrollment Categories	10-15-2024 Actual	10-15-2025 Actual	10-15-2026 Estimate
On Roll Regular Full-Time	1,246.0	1,217.0	1,247.0
On Roll Regular Shared-Time	23.0	33.0	26.0
On Roll Special Ed Full-Time	153.0	165.0	171.0
On Roll Special Ed Shared-Time	9.0	6.0	1.0
On Roll Subtotal	1,431.0	1,421.0	1,445.0
In Private School Placements	13.0	12.0	9.0
Sent to Other Districts Regular	0.0	0.0	82.0
Sent to Other Districts Special Ed	3.0	3.0	2.5
Received	30.0	31.5	45.0
In State Facilities		3.0	3.0

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	22,741,697	23,367,175	24,243,441
	Total Tax Levy	10-121x	22,741,697	23,367,175	24,243,441
	Total Tuition	10-1300	385,948	465,246	625,721
	Unrestricted Miscellaneous Revenues	10-1XXX	282,441	217,500	231,000
	Other Restricted Miscellaneous Revenues	10-1XXX	115,762	0	0
	Total Revenues from Local Sources		23,525,848	24,049,921	25,100,162
General Fund Revenues from State Sources	School Choice Aid	10-3116	2,504,160	2,979,360	2,954,019
	Categorical Transportation Aid	10-3121	173,781	275,341	182,938
	Extraordinary Aid	10-3131	235,543	150,000	175,000
	Categorical Special Education Aid	10-3132	1,218,446	2,261,581	1,458,184
	Equalization Aid	10-3176	2,265,682	652,532	1,802,715
	Categorical Security Aid	10-3177	214,451	566,736	357,004
	Other State Aids	10-3XXX	633,961	0	0
	Total Revenues from State Sources		7,246,024	6,885,550	6,929,860
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	12,209	1,572	778
	Total Revenues from Federal Sources		12,209	1,572	778
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,081,416	2,500,000
	Withdrawal from Capital Reserve for Local Share	10-307	0	1,100,000	0
	Withdrawal from Maintenance Reserve	10-310	0	0	73,000
	Withdrawal from Unemployment Fund Balance	10-320	0	380,000	0
	Transfers from Other Funds	10-5200	813,582	0	0
	Adjustment for Prior Year Encumbrances		0	804,160	0
	Actual Revenues (Over)/Under Expenditures		860,951	0	0
General Fund Revenues	Total Operating Budget		32,458,614	34,302,619	34,603,800
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	215,291	0	0
	Scholarship Fund Revenue	20-1770	6,430	0	0
	Other Revenue from Local Sources	20-1XXX	6,500	0	0
	Total Revenues from Local Sources	20-1XXX	228,221	0	0

Advertised Revenues

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	206,354	203,500	203,500
	Total Revenues from State Sources		206,354	203,500	203,500
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	133,118	93,100	93,100
	Title II	20-4451-4455	29,055	21,000	20,000
	Title III	20-4491-4494	17,173	0	8,000
	Title IV	20-4471-4474	17,013	10,000	8,500
	IDEA Part B (Handicapped)	20-4420-4429	385,523	301,500	255,000
	Total Revenues from Federal Sources		581,882	425,600	384,600
Special Revenue Fund Revenues	Total Grants and Entitlements		1,045,555	629,100	588,100
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	474,803	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	2,024,467	2,498,409	2,491,841
	Interest Earned on Debt Service Reserve	40-1XXX	0	1	0
	Total Revenues from Local Sources		2,024,467	2,498,410	2,491,841
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	741,686	742,291	741,259
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1,000	0
	Total Local Repayment of Debt		3,240,956	3,241,701	3,233,100
	Actual Revenues (Over)/Under Expenditures		1,064	0	0
Debt Service Fund Revenues	Total Repayment of Debt		3,242,020	3,241,701	3,233,100
All Fund Revenues	Total Revenues/Sources		36,746,189	38,173,420	38,425,000
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		36,746,189	38,173,420	38,425,000

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	10,445,712	10,759,232	11,242,553
	Special Education-Instruction	11-2XX-100-XXX	3,510,997	3,643,315	3,819,983
	Basic Skills/Remedial-Instruction	11-230-100-XXX	728,112	511,876	540,479
	Bilingual Education-Instruction	11-240-100-XXX	195,840	203,656	211,884
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	218,811	202,762	259,394
	School-Sponsored Athletics-Instruction	11-402-100-XXX	450,798	444,596	444,730
	Before/After School Programs	11-421-XXX-XXX	10,062	30,616	18,576
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,643,772	1,650,547	1,763,639
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	100,306	93,858	111,165
	Undistributed Expenditures-Health Services	11-000-213-XXX	277,094	297,008	318,604
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	635,230	720,177	777,265
	Undistributed Expenditures-Guidance	11-000-218-XXX	762,784	737,988	812,459
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	657,146	688,938	714,062
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	1,099,229	951,243	982,310
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	225,966	268,173	199,835
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	108,192	255,405	239,384
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	524,134	572,965	609,639
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	770,144	790,250	804,150
	Undistributed Expenditures-Central Services	11-000-251-XXX	394,603	400,035	381,023
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	255,043	260,948	212,478
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,479,633	2,671,560	2,598,822
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,101,116	1,323,255	1,351,251
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,414,172	5,011,494	5,955,070
	Total Undistributed Expenditures		15,448,564	16,693,844	17,831,156
General Fund Current Expenses	Total General Current Expense		31,008,896	32,489,897	34,368,755
Capital Outlay	Equipment	12-XXX-XXX-730	144,998	0	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	1,206,954	1,691,838	73,000
	Total Capital Outlay		1,351,952	1,691,838	73,000

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	56,997	71,487	79,209
	Summer School-Support Services	13-422-200-XXX	2,605	10,284	7,016
	Total Summer School	13-422-X00-XXX	59,602	81,771	86,225
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	59,602	81,771	86,225
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	38,164	39,113	75,820
	General Fund Grand Total		32,458,614	34,302,619	34,603,800
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	6,500	0	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	9,331	9,500	9,500
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	83,916	80,000	80,000
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	44,187	50,000	50,000
	Nonpublic Nursing Services	20-XXX-XXX-XXX	22,720	22,000	22,000
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	8,717	7,500	7,500
	Nonpublic Security Aid	20-XXX-XXX-XXX	37,483	34,500	34,500
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	206,354	203,500	203,500
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	133,118	93,100	93,100
	Title II	20-XXX-XXX-XXX	29,055	21,000	20,000
	Title III	20-XXX-XXX-XXX	17,173	0	8,000
	Title IV	20-XXX-XXX-XXX	17,013	10,000	8,500
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	385,523	301,500	255,000
	Total Federal Projects	20-XXX-XXX-XXX	581,882	425,600	384,600
Special Revenue Fund Expenses	Total Special Revenue Funds		1,045,555	629,100	588,100
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	3,242,020	3,241,700	3,233,100
	Interest Earned on Debt Service Reserve	40-608	0	1	0
	Total Debt Service Funds		3,242,020	3,241,701	3,233,100
All Fund Expenses	Total Expenditures/Appropriations		36,746,189	38,173,420	38,425,000
Expenses Net of Transfers	Total Expenditures Net of Transfers		36,746,189	38,173,420	38,425,000

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	1,460,409	902,183	647,079	644,171
	Repayment of Debt	2,064	1,000	0	0
Restricted for General Operating Budget	Capital Reserve	1,919,514	1,334,712	234,712	234,712
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	350,003	350,004	350,004	277,004
	Legal Reserve	1,959,452	3,323,404	2,497,092	0
	Unemployment Fund	552,776	563,897	183,897	183,897
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	250,000	250,000	250,000	250,000
	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	129,893	100,365	100,365	100,365
	Scholarship Fund	150,730	151,160	151,160	151,160
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	1	1

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	\$19,597	\$19,920	\$20,329	\$21,121	\$21,894
Total Classroom Instruction	\$12,584	\$12,649	\$12,887	\$13,315	\$13,995
Classroom-Salaries and Benefits	\$11,958	\$12,127	\$12,206	\$12,603	\$13,423
Classroom-General Supplies and Textbooks	\$442	\$415	\$579	\$598	\$484
Classroom-Purchased Services	\$184	\$107	\$102	\$114	\$88
Total Support Services	\$3,147	\$3,255	\$3,370	\$3,483	\$3,617
Support Services-Salaries and Benefits	\$2,918	\$2,987	\$3,013	\$3,113	\$3,265
Total Administrative Costs	\$1,661	\$1,613	\$1,666	\$1,733	\$1,713
Administration Salaries and Benefits	\$1,358	\$1,367	\$1,404	\$1,448	\$1,417
Total Operations and Maintenance of Plant	\$1,661	\$1,816	\$1,840	\$2,007	\$1,936
Operations and Maintenance-Salaries and Benefits	\$414	\$384	\$469	\$484	\$534
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$509	\$548	\$523	\$539	\$587
Total Equipment Costs	\$60	\$102	\$0	\$0	\$0
Legal Costs	\$85	\$64	\$48	\$57	\$48
Employee Benefits as a percentage of salaries*	22.68%	21.62%	24.47%	24.44%	27.60%

*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)
Municipal/Public Works	Municipal/Public Works Boro provides garbage collection for all schools	0
	Boro provides salt for snow removal for the schools sidewalks and parking lots	0
Others	Boro extensively uses BOE fields and facilities for recreational programs	0
Staffing - Other	Share in the cost of maintaining a School Resource Officer with the Boro	0
Transportation Services, including Fuel	District allow MUJC to park buses on site in an effort to reduce route costs which would otherwise originate in Berkeley Heights	0

Estimated Tax Rates

Municipality	Category	Amount
Kenilworth Borough	(A) General Fund School Levy	24,243,441
	(D) Total School Levy	26,735,282
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	777,659,795
	(H) Estimated Equalized Valuation (as of 10/01/25)	2,696,502,727
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	3.1175
	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	3.4379
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.8991
	(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.9915

Employee Contract List for District

Name	Category	Measure
Jeremy Davies	Job Title	Superintendent
	Job Title II	None
	Base Annual Salary Amount	\$197,370
	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	30
	Contracted Number of Annual Sick Days	15
	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	\$19,950
	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	\$49,160
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15K
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped at 45 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payment or accumulation of sick days
	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
Jeremy Davies	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$3,000
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	Contribution to HSA for opting into HDHP
	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
Lisa Casamento	Job Title	Executive Assistant
	Job Title II	None
	Base Annual Salary Amount	\$84,561
	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	15
	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
Lisa Casamento	Total Allowances Amount	\$1,000
	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	\$28,131
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$20K
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped at 25 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payment or accumulation of 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	\$1,626
	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	5 Days
	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
Maryellen Duggan	Job Title	Executive Assistant
	Job Title II	None
	Base Annual Salary Amount	\$98,121
	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
Maryellen Duggan	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	25
	Contracted Number of Annual Sick Days	15
	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	\$1,000
	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	\$29,435
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$20K
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped at 25 Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payment or accumulation of 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	\$1,887
	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	5 Days
	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
Maryellen Duggan	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
Vincent A. Gonnella	Job Title	Business Administrator
	Job Title II	None
	Base Annual Salary Amount	\$212,331
	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	30
	Contracted Number of Annual Sick Days	15
	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	\$3,890
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$5,000
	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	\$64,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15K Max

Employee Contract List for District

Name	Category	Measure
Vincent A. Gonnella	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped at 60 Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payment or accumulation of 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	\$3,000
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	Contribution to HSA for opting into HDHP
	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