

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	709.0	757.0	752.0
On Roll Special Ed Full-Time	107.0	123.0	110.0
On Roll Subtotal	816.0	880.0	862.0
In Private School Placements	17.0	26.0	30.0
Sent to Other Districts Regular	554.0	544.0	510.0
Sent to Other Districts Special Ed	125.0	121.0	114.0
Received	3.0	1.0	1.0
In State Facilities	1.0	1.0	1.0

## Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	13,821,175	13,959,387	14,447,965
	Total Tuition	10-1300	21,249	25,000	20,000
	Transportation Fees from Other Local Education Authorities	10-1420-1440	10,276	20,000	10,000
	Unrestricted Miscellaneous Revenues	10-1XXX	384,650	368,411	380,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	0	2,000
	Interest Earned on Capital Reserve Funds	10-1XXX	9,229	2,500	7,500
	Total Revenues from Local Sources		14,246,579	14,375,298	14,867,465
General Fund Revenues from State Sources	School Choice Aid	10-3116	357,504	319,817	335,529
	Categorical Transportation Aid	10-3121	632,435	632,435	632,435
	Extraordinary Aid	10-3131	239,054	150,000	200,000
	Categorical Special Education Aid	10-3132	981,906	981,906	981,906
	Equalization Aid	10-3176	10,427,797	10,246,188	10,037,616
	Categorical Security Aid	10-3177	200,265	200,265	200,265
	Other State Aids	10-3XXX	64,356	0	0
Total Revenues from State Sources		12,903,317	12,530,611	12,387,751	
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	52,341	25,263	37,048
	Total Revenues from Federal Sources		52,341	25,263	37,048
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,900,909	1,764,570
	Transfers from Other Funds	10-5200	1,871	0	0
	Adjustment for Prior Year Encumbrances		0	214,514	0
	Actual Revenues (Over)/Under Expenditures		-811,526	0	0
General Fund Revenues	Total Operating Budget		26,392,582	29,046,595	29,056,834
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	32,572	30,197	30,000
	Total Revenues from Local Sources	20-1XXX	32,572	30,197	30,000
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	0	360,490
	Preschool Education Aid	20-3218	1,641,029	2,051,259	1,574,520
	Total Revenues from State Sources		1,641,029	2,051,259	1,935,010

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	239,729	218,354	185,519
	Title II	20-4451-4455	34,583	33,086	28,123
	Title IV	20-4471-4474	13,992	13,598	11,558
	I.D.E.A. Part B (Handicapped)	20-4420-4429	222,688	227,156	193,082
	Total Revenues from Federal Sources		510,992	492,194	418,282
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergartenindergarten	20-5200	0	118,849	0
	Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	0	77,406	196,815
Special Revenue Fund Revenues	Total Grants and Entitlements		2,184,593	2,769,905	2,580,107
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	42,240	30,420	0
	Total Revenues from Local Sources		42,240	30,420	0
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	252	0
	Total Local Repayment of Debt		42,240	30,672	0
	Actual Revenues (Over)/Under Expenditures		-261	0	0
Debt Service Fund Revenues	Total Repayment of Debt		41,979	30,672	0
All Fund Revenues	Total Revenues/Sources		28,619,154	31,847,172	31,636,941
Revenues Net of Transfers	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergartenindergarten	20-5200	0	118,849	0
	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	0	77,406	196,815
	Total Revenues/Sources Net of Transfers		28,619,154	31,650,917	31,440,126

## Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,232,427	3,845,841	3,697,108
	Special Education-Instruction	11-2XX-100-XXX	1,225,775	1,313,724	1,413,085
	Basic Skills/Remedial-Instruction	11-230-100-XXX	1,208,256	1,134,487	1,179,525
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	4,551	16,574	18,000
	Summer School	11-422-XXX-XXX	0	31,775	48,225
	Community Services Programs/Operations	11-800-330-XXX	256	0	0
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	9,989,171	10,185,686	11,047,471
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	142,464	174,323	140,812
	Undistributed Expenditures-Health Services	11-000-213-XXX	212,992	197,940	186,784
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	311,734	315,059	323,965
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	211,232	367,025	425,592
	Undistributed Expenditures-Guidance	11-000-218-XXX	131,283	137,260	143,137
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	418,364	445,570	417,902
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	440,071	415,032	370,386
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	311,429	487,866	526,897
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	89,156	186,295	210,596
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	401,503	396,890	317,993
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	433,341	376,154	419,123
	Undistributed Expenditures-Central Services	11-000-251-XXX	372,945	431,670	400,625
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	5,200	0	0
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,250,088	2,377,802	1,733,197
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	2,068,310	2,315,344	2,308,182
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,544,757	2,931,543	3,067,888
	Undistributed Expenditures-Food Services	11-000-310-930	0	18,500	19,000
	Total Undistributed Expenditures		20,334,040	21,759,959	22,059,550
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	0	2,000
	Increase In Maintenance Reserve	10-606	0	0	200,000
General Fund Current Expenses	Total General Current Expense		26,005,305	28,102,360	28,617,493

## Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	126,718	161,554	14,700
	Facilities Acquisition and Construction Services	12-000-400-XXX	201,736	506,357	193,966
	Increase In Capital Reserve	10-604	0	247,108	209,390
	Interest Deposit to Capital Reserve	10-604	0	2,500	7,500
	Total Capital Outlay		328,454	917,519	425,556
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	36,679	0	0
	Summer School-Support Services	13-422-200-XXX	10,872	0	0
	Total Summer School	13-422-X00-XXX	47,551	0	0
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	47,551	0	0
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	11,272	26,716	13,785
	General Fund Grand Total		26,392,582	29,046,595	29,056,834
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	32,572	30,197	30,000
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	814,206	879,783	913,792
	Support Services	20-218-200-XXX	711,901	1,357,551	1,208,385
	Facility Acquisition and Construction Services	20-218-400-XXX	114,922	10,180	9,648
	Total Preschool Education Aid	20-218-XXX-XXX	1,641,029	2,247,514	2,131,825
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	1,641,029	2,247,514	2,131,825
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	239,729	218,354	185,519
	Title II	20-XXX-XXX-XXX	34,583	33,086	28,123
	Title IV	20-XXX-XXX-XXX	13,992	13,598	11,558
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	222,688	227,156	193,082
	Total Federal Projects	20-XXX-XXX-XXX	510,992	492,194	418,282
Special Revenue Fund Expenses	Total Special Revenue Funds		2,184,593	2,769,905	2,580,107
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	41,979	30,672	0
	Total Debt Service Funds		41,979	30,672	0
All Fund Expenses	Total Expenditures/Appropriations		28,619,154	31,847,172	31,636,941
Expenses Net of Transfers	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Regular	11-105-100-935	0	118,849	0
	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	77,406	196,815
	Total Expenditures Net of Transfers		28,619,154	31,650,917	31,440,126

## Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2018	Audited Balance 06/30/2019	Estimated Balance 06/30/2020	Estimated Balance 06/30/2021
Restricted for General Operating Budget	Capital Reserve	0	526,357	775,965	992,855
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	202,000
	Legal Reserve	809,224	1,020,236	555,498	0
	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 Repayment of Debt	Repayment of Debt	0	0	0	0
Unrestricted	General Operating Budget	1,888,721	2,198,167	1,785,344	576,272
	Repayment of Debt	252	513	0	0

### Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2017-18 Actual Costs	2018-19 Actual Costs	2019-20 Original Budget	2019-20 Revised Budget	2020-21 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$16,333	\$18,588	\$20,149	\$20,026	\$19,685
Total Classroom Instruction	\$8,627	\$9,655	\$10,778	\$10,259	\$10,535
Classroom-Salaries and Benefits	\$8,357	\$8,977	\$10,157	\$9,726	\$10,109
Classroom-General Supplies and Textbooks	\$195	\$595	\$401	\$402	\$306
Classroom-Purchased Services	\$75	\$83	\$220	\$130	\$120
Total Support Services	\$3,149	\$4,039	\$4,483	\$4,897	\$5,043
Support Services-Salaries and Benefits	\$2,479	\$2,704	\$2,981	\$3,320	\$3,492
Total Administrative Costs	\$1,939	\$1,960	\$1,925	\$1,837	\$1,752
Administration Salaries and Benefits	\$1,519	\$1,528	\$1,483	\$1,331	\$1,384
Total Operations and Maintenance of Plant	\$2,567	\$2,876	\$2,918	\$2,951	\$2,305
Operations and Maintenance-Salaries and Benefits	\$243	\$769	\$815	\$850	\$935
Board Contribution to Food Services	\$0	\$0	\$0	\$21	\$22
Total Extracurricular Costs	\$3	\$6	\$0	\$20	\$22
Total Equipment Costs	\$18	\$291	\$89	\$196	\$28
Legal Costs	\$65	\$70	\$63	\$62	\$70
Employee Benefits as a percentage of salaries*	33.44%	28.89%	34.62%	32.40%	31.78%

\*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 2019-20 revised appropriations and the 2020-21 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.

**Unusual Revenues and Appropriations**

Line Number	Source	Amount	Explanation
300	PEA Grant	300,000	Indirect Costs
	Various	10,000	Prior Year Refunds
	Banks	50,000	Interest revenue
	USAC	20,000	ERate Income
580	Excess Surplus 6/30/2019	555,498	Per Audit
	Transfer from Capital Projects	596,568	Balace from HVAC Project Atco



## Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	Joint Insurance Fund & Health Insurance Fund	0
Purchasing	Multiple Cooperative Purchasing Agreements	0
Transportation Services, including Fuel	Private School transportation through Educational services Commission	0

## Estimated Tax Rates

Municipality	Category	Amount
Waterford Twp	(A) General Fund School Levy	14,447,965
	(D) Total School Levy	14,447,965
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	707,475,300
	(H) Estimated Equalized Valuation (as of 10/01/19)	782,259,267
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	2.0422
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	2.0422
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.8470
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.8470

Employee Contract List for District

Name	Category	Measure
Brenda Harring	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$145,656
	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	06/01/17
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$5,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,584
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$24,089
	Contractual Post-Employment Benefit Description of Payout of Sick days	1/260 x 145,656 x 24
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260 a 145,656 x 19
	Contractual Post-Employment Benefit Description of Payout of Personal days	Lapse to 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
Brenda Harring	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
Daniel Fox	Job Title	Assistant Superintendent
	Job Title II	Business Administrator
	Base Annual Salary Amount	\$149,197
	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	07/01/19
	End Date of Contract	06/30/20
	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
Daniel Fox	Total Allowances Amount	\$4,850
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,890
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$31,785
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260 x 149,197 x 18
	Contractual Post-Employment Benefit Description of Payout of Personal days	Lapose into sick
	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	
Edward Leypoldt	Job Title	Information Technology
	Job Title II	Technology Coordinator
	Base Annual Salary Amount	\$99,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

## Employee Contract List for District

Name	Category	Measure
Edward Leypoldt	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	11/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
Elizabeth Scola	Job Title	Other
	Job Title II	Data Coordinator
	Base Annual Salary Amount	\$77,250
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	185
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
	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
Elizabeth Scola	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	\$1
	Contractual Post-Employment Benefit Description of Payout of Sick days	Fix
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No Vacation earned
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal Lapse to Sick
	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	
Julia Lyons	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Director of Elementary Ed
	Base Annual Salary Amount	\$113,300
	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
Julia Lyons	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported