

Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	331.0	346.0	336.0
On Roll Special Ed Full-Time	41.0	44.0	45.0
On Roll Subtotal	372.0	390.0	381.0
In Private School Placements	2.0	2.0	5.0
Sent to Other Districts Regular	161.5	175.0	155.0
Sent to Other Districts Special Ed	22.5	20.0	13.0
In State Facilities	1.0		0.0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	9,847,673	10,090,598	10,292,405
	Unrestricted Miscellaneous Revenues	10-1XXX	42,845	0	0
	Interest Earned on Maintenance Reserve	10-1XXX	139	30	30
	Interest Earned on Capital Reserve Funds	10-1XXX	281	60	60
	Other Restricted Miscellaneous Revenues	10-1XXX	175	8,000	100
	Total Revenues from Local Sources		9,891,113	10,098,688	10,292,595
General Fund Revenues from State Sources	School Choice Aid	10-3116	612,750	531,715	595,550
	Categorical Transportation Aid	10-3121	403,787	403,787	403,787
	Extraordinary Aid	10-3131	61,023	50,000	40,000
	Categorical Special Education Aid	10-3132	424,190	424,190	424,190
	Equalization Aid	10-3176	756,693	756,693	834,845
	Categorical Security Aid	10-3177	50,903	50,903	50,903
	Adjustment Aid	10-3178	350,714	64,119	64,119
	Other State Aids	10-3XXX	9,967	10,000	0
Total Revenues from State Sources		2,670,027	2,291,407	2,413,394	
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	323,382	320,000
	Withdrawal from Capital Reserve for Local Share	10-307	0	68,000	414,000
	Adjustment for Prior Year Encumbrances		0	7,775	0
	Actual Revenues (Over)/Under Expenditures		-677,684	0	0
General Fund Revenues	Total Operating Budget		11,883,456	12,789,252	13,439,989
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	204	0	0
	Total Revenues from Local Sources	20-1XXX	204	0	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	2,824	22,220	15,320
	Total Revenues from State Sources		2,824	22,220	15,320
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	31,712	23,132	19,662
	Title II	20-4451-4455	8,395	8,969	7,623
	Title IV	20-4471-4474	15,427	10,000	8,500
	ARP-IDEA Preschool	20-4409	0	1,447	0
	ARP-IDEA Basic	20-4419	0	16,947	0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	IDEA Part B (Handicapped)	20-4420-4429	126,689	121,925	98,050
	CARES Act Education Stabilization Fund	20-4530	15,715	0	0
	CARES-Digital Divide Grant	20-4531	6,065	0	0
	Coronavirus Relief Fund (CRF)	20-4532	20,448	0	0
	CRRSA Act-ESSER II	20-4534	11,076	134,471	0
	CRRSA Act-Learning Acceleration Grant	20-4535	999	25,000	0
	Other	20-4XXX	37,109	35,856	30,979
	CRRSA Act-Mental Health Grant	20-4536	0	45,000	0
	Total Revenues from Federal Sources		273,635	422,747	164,814
Special Revenue Fund Revenues	Total Grants and Entitlements		281,736	444,967	180,134
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	0	92,737	87,609
	Total Revenues from Local Sources		0	92,737	87,609
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	47,065	47,769	48,419
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	6,391
	Total Local Repayment of Debt		47,065	140,507	142,419
	Actual Revenues (Over)/Under Expenditures		122,012	0	0
Debt Service Fund Revenues	Total Repayment of Debt		169,077	140,507	142,419
All Fund Revenues	Total Revenues/Sources		12,334,269	13,374,726	13,762,542
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		12,334,269	13,374,726	13,762,542

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,045,582	3,119,122	3,045,908
	Special Education-Instruction	11-2XX-100-XXX	523,591	652,320	695,211
	Basic Skills/Remedial-Instruction	11-230-100-XXX	252,125	211,543	229,119
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	19,529	27,500	40,000
	School-Sponsored Athletics-Instruction	11-402-100-XXX	5,050	21,800	26,240
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	3,703,073	3,712,273	3,606,103
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	0	16,454	5,500
	Undistributed Expenditures-Health Services	11-000-213-XXX	75,484	80,232	81,781
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	78,792	83,477	82,874
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	44,385	55,160	10,500
	Undistributed Expenditures-Guidance	11-000-218-XXX	70,289	71,408	73,294
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	308,074	295,433	283,097
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	6,360	65,245	92,748
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	94,920	104,647	115,876
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	5,433	25,032	12,200
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	369,126	373,400	352,471
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	93,461	121,075	67,129
	Undistributed Expenditures-Central Services	11-000-251-XXX	218,188	228,736	248,654
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	34,657	25,637	37,194
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	751,957	909,071	913,633
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	542,760	918,169	1,238,640
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,520,106	1,493,237	1,650,110
	Total Undistributed Expenditures		7,917,065	8,578,686	8,871,804
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	30	30
General Fund Current Expenses	Total General Current Expense		11,762,942	12,611,001	12,908,312
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	51,799	103,567	449,567
	Interest Deposit to Capital Reserve	10-604	0	60	60
	Total Capital Outlay		51,799	103,627	449,627

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	68,715	74,624	82,050
	General Fund Grand Total		11,883,456	12,789,252	13,439,989
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	733	1,020	528
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	0	15,320	8,224
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	0	0	4,510
	Nonpublic Nursing Services	20-XXX-XXX-XXX	0	2,016	960
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	0	714	356
	Nonpublic Security Aid	20-XXX-XXX-XXX	2,091	3,150	742
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	2,824	22,220	15,320
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	31,712	23,132	19,662
	Title II	20-XXX-XXX-XXX	8,395	8,969	7,623
	Title IV	20-XXX-XXX-XXX	15,427	10,000	8,500
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	126,689	121,925	98,050
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	0	16,947	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	0	1,447	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	15,715	0	0
	Other	20-XXX-XXX-XXX	37,109	35,856	30,979
	Bridging the Digital Divide Program	20-478-XXX-XXX	6,065	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	20,448	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	11,076	134,471	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	999	25,000	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	0	45,000	0
	Total Federal Projects	20-XXX-XXX-XXX	273,635	422,747	164,814
Special Revenue Fund Expenses	Total Special Revenue Funds		281,736	444,967	180,134
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	169,077	140,507	142,419
	Total Debt Service Funds		169,077	140,507	142,419
All Fund Expenses	Total Expenditures/Appropriations		12,334,269	13,374,726	13,762,542
Expenses Net of Transfers	Total Expenditures Net of Transfers		12,334,269	13,374,726	13,762,542

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2020	Audited Balance 06/30/2021	Estimated Balance 06/30/2022	Estimated Balance 06/30/2023
Unrestricted	General Operating Budget	394,263	559,743	486,361	486,361
	Repayment of Debt	128,404	6,392	6,391	0
Restricted for General Operating Budget	Capital Reserve	234,823	585,104	517,164	103,224
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	115,752	136,743	136,773	136,803
	Legal Reserve	250,000	570,000	320,000	0
	Unemployment Fund	64,018	61,564	61,564	61,564
	Tuition Reserve	151,738	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	47,885	42,812	42,812	42,812
	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	2019-20 Actual Costs	2020-21 Actual Costs	2021-22 Original Budget	2021-22 Revised Budget	2022-23 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,777	\$19,799	\$21,652	\$20,729	\$21,446
Total Classroom Instruction	\$11,576	\$12,901	\$13,651	\$13,044	\$13,619
Classroom-Salaries and Benefits	\$10,983	\$12,237	\$13,143	\$12,549	\$13,047
Classroom-General Supplies and Textbooks	\$558	\$649	\$466	\$471	\$523
Classroom-Purchased Services	\$35	\$14	\$42	\$23	\$50
Total Support Services	\$2,540	\$2,292	\$2,681	\$2,556	\$2,578
Support Services-Salaries and Benefits	\$2,212	\$2,121	\$2,352	\$2,257	\$2,398
Total Administrative Costs	\$2,117	\$2,287	\$2,354	\$2,317	\$2,286
Administration Salaries and Benefits	\$1,337	\$1,747	\$1,844	\$1,730	\$1,747
Total Operations and Maintenance of Plant	\$2,271	\$2,233	\$2,759	\$2,616	\$2,696
Operations and Maintenance-Salaries and Benefits	\$1,039	\$1,087	\$1,230	\$1,185	\$1,133
Board Contribution to Food Services	\$12	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$220	\$84	\$168	\$160	\$225
Total Equipment Costs	\$177	\$0	\$0	\$0	\$0
Legal Costs	\$132	\$50	\$68	\$64	\$66
Employee Benefits as a percentage of salaries*	27.12%	30.15%	28.06%	27.39%	30.64%

*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 2021-22 revised appropriations and the 2022-23 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)
Others	Morris County Co-op, copy paper and supplies	0
	Hunterdon Co-op, Supplies and Computers	0
Recycling	Green Township contracts for trash removal and recycling	0
Staffing - Other	Sussex County Ed. Services-Speech & OT	0
	Shared agreement with Stanhope for LDTC 60% Green, 40% Stanhope	0

Estimated Tax Rates

Municipality	Category	Amount
Green Township	(A) General Fund School Levy	10,191,504
	(D) Total School Levy	10,281,677
	(B) Estimated Net Taxable Valuation (as of 01/19/22)	433,035,900
	(H) Estimated Equalized Valuation (as of 10/01/21)	494,178,374
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	2.3535
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	2.3743
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	2.0623
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	2.0806

Employee Contract List for District

Name	Category	Measure
David Miller	Job Title	Other
	Job Title II	Facilities Manager
	Base Annual Salary Amount	\$80,437
	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	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	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	38
	Description of Other Contracted Non-Working Days	vaca, sick, fam sick, per
	Total Allowances Amount	\$3,500
	Total Bonuses Amount	\$800
	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	\$8,750
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max of 125 days at \$70/day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout of vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout of personal 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
David Miller	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	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	Not in contract
	Additional Comment 1	Not in contract
	Additional Comment 2	Not in contract
	Additional Comment 3	Not in contract
Dr. Jennifer Cenatiempo	Job Title	Superintendent
	Job Title II	Director of Personnel
	Base Annual Salary Amount	\$147,500
	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	08/16/21
	End Date of Contract	07/01/24
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	38
	Description of Other Contracted Non-Working Days	vaca,sick, fam sick,pers

Employee Contract List for District

Name	Category	Measure
Dr. Jennifer Cenatiempo	Total Allowances Amount	\$11,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$116
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$29,183
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not to exceed \$15,000 per statute
	Contractual Post-Employment Benefit Description of Payout of Vacation days	\$147,500/260=\$567.31/day X 25 days (20 + 5 carryover)
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payment for unused 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	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	Not in contract
	Additional Comment 1	Not in contract
	Additional Comment 2	Not in contract
Additional Comment 3	Not in contract	
Jon Paul Bollette	Job Title	Principal
	Job Title II	Coordinator of Instructio
	Base Annual Salary Amount	\$100,287
	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
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	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	38
	Description of Other Contracted Non-Working Days	vaca, sick, fam sick, per
	Total Allowances Amount	\$3,500
	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	\$24,611
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payout at retirement by statute
	Contractual Post-Employment Benefit Description of Payout of Vacation days	\$100,287/240 days = \$417.86/day (20 days plus 3 carryover)
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout-Convert 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
	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
Jon Paul Bollette	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
Karen Constantino	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$122,000
	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	07/19/21
	End Date of Contract	06/30/22
	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	38
	Description of Other Contracted Non-Working Days	vaca,sick,fam sick,pers
	Total Allowances Amount	\$6,500
	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	\$26,731
	Contractual Post-Employment Benefit Description of Payout of Sick days	Up to a max of \$15,000 per statute

Employee Contract List for District

Name	Category	Measure
Karen Constantino	Contractual Post-Employment Benefit Description of Payout of Vacation days	122,000/260=\$469.23 X 25 days (20 + 5 carryover)
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal days are not paid out
	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	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	Not in contract
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	Not in contract
	Additional Comment 1	Not in contract
	Additional Comment 2	Not in contract
	Additional Comment 3	Not in contract