

Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	422.0	401.0	440.0
On Roll Special Ed Full-Time	90.0	106.0	106.0
On Roll Subtotal	512.0	507.0	546.0
Sent to Other Districts Regular	0.0	0.0	2.0
Sent to Other Districts Special Ed	2.0	2.0	0.0
Received	35.0	43.0	2.0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	10,146,328	10,349,255	10,556,240
	Total Tuition	10-1300	312,769	210,477	206,058
	Unrestricted Miscellaneous Revenues	10-1XXX	2,762	25,000	2,800
	Interest Earned on Maintenance Reserve	10-1XXX	0	0	462
	Interest Earned on Capital Reserve Funds	10-1XXX	606	1,580	1,600
	Total Revenues from Local Sources		10,462,465	10,586,312	10,767,160
General Fund Revenues from State Sources	School Choice Aid	10-3116	107,145	110,133	121,500
	Categorical Transportation Aid	10-3121	36,300	36,300	36,300
	Extraordinary Aid	10-3131	259,597	0	0
	Categorical Special Education Aid	10-3132	373,356	373,356	373,356
	Equalization Aid	10-3176	728,821	686,945	473,643
	Categorical Security Aid	10-3177	9,453	9,453	9,453
	Other State Aids	10-3XXX	870	0	0
	Total Revenues from State Sources		1,515,542	1,216,187	1,014,252
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	430,914	715,908
	Actual Revenues (Over)/Under Expenditures		-591,975	0	0
General Fund Revenues	Total Operating Budget		11,386,032	12,233,413	12,497,320
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	7,167	0	0
	Other Revenue from Local Sources	20-1XXX	2,793	0	0
	Total Revenues from Local Sources	20-1XXX	9,960	0	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	22,420	13,625	14,000
	Title II	20-4451-4455	6,095	5,295	5,295
	Title III	20-4491-4494	0	706	0
	Title IV	20-4471-4474	10,000	10,000	10,000
	IDEA Part B (Handicapped)	20-4420-4429	137,596	128,854	115,000
	CARES Act Education Stabilization Fund	20-4530	13,090	0	0
	CARES-Digital Divide Grant	20-4531	11,727	0	0
	Coronavirus Relief Fund (CRF)	20-4532	15,612	0	0
	Other	20-4XXX	47,099	42,000	42,000

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Revenues from Federal Sources	Total Revenues from Federal Sources		263,639	200,480	186,295
Special Revenue Fund Revenues	Total Grants and Entitlements		271,571	200,480	186,295
All Fund Revenues	Total Revenues/Sources		11,657,603	12,433,893	12,683,615
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		11,657,603	12,433,893	12,683,615

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,852,495	3,159,031	3,315,812
	Special Education-Instruction	11-2XX-100-XXX	1,638,162	1,381,149	1,395,871
	Basic Skills/Remedial-Instruction	11-230-100-XXX	97,618	69,687	210,130
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	30,203	41,636	36,324
	School-Sponsored Athletics-Instruction	11-402-100-XXX	31,495	35,266	36,100
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	182,212	299,216	170,444
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	32,880	0	33,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	190,915	212,320	150,485
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	291,086	277,685	262,875
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	286,409	850,500	782,166
	Undistributed Expenditures-Guidance	11-000-218-XXX	130,719	138,307	144,336
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	198,944	330,135	458,695
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	1,949	47,491	28,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	232,206	245,500	250,226
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	8,700	29,870	11,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	397,978	363,970	418,579
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	167,393	124,739	174,354
	Undistributed Expenditures-Central Services	11-000-251-XXX	198,756	280,909	221,590
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,037,867	1,328,402	1,151,442
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	570,017	709,805	710,680
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,608,248	2,291,166	2,517,600
	Total Undistributed Expenditures			6,536,279	7,530,015
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	0	462
General Fund Current Expenses	Total General Current Expense		11,186,252	12,216,784	12,480,671
Capital Outlay	Equipment	12-XXX-XXX-730	9,438	0	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	190,342	15,049	15,049
	Interest Deposit to Capital Reserve	10-604	0	1,580	1,600
	Total Capital Outlay		199,780	16,629	16,649
General Fund Expenses and Transfers	General Fund Grand Total		11,386,032	12,233,413	12,497,320

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	2,793	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	22,420	13,625	14,000
	Title II	20-XXX-XXX-XXX	6,095	5,295	5,295
	Title III	20-XXX-XXX-XXX	0	706	0
	Title IV	20-XXX-XXX-XXX	10,000	10,000	10,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	137,596	128,854	115,000
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	13,090	0	0
	Other	20-XXX-XXX-XXX	47,099	42,000	42,000
	Bridging the Digital Divide Program	20-478-XXX-XXX	11,727	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	15,612	0	0
	Total Federal Projects	20-XXX-XXX-XXX	263,639	200,480	186,295
Special Revenue Fund Expenses	Total Special Revenue Funds		271,571	200,480	186,295
All Fund Expenses	Total Expenditures/Appropriations		11,657,603	12,433,893	12,683,615
Expenses Net of Transfers	Total Expenditures Net of Transfers		11,657,603	12,433,893	12,683,615

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2021	Audited Balance 06/30/2022	Estimated Balance 06/30/2023	Estimated Balance 06/30/2024
Unrestricted	General Operating Budget	699,544	896,822	715,908	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	2,249,364	2,569,109	2,570,689	2,572,289
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	800,828	800,828	800,828	801,290
	Legal Reserve	493,000	500,000	250,000	0
	Unemployment Fund	55,474	55,474	55,474	55,474
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	146,624	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	45,647	47,675	47,675	47,675
	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	2020-21 Actual Costs	2021-22 Actual Costs	2022-23 Original Budget	2022-23 Revised Budget	2023-24 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$20,024	\$19,896	\$21,976	\$22,106	\$21,244
Total Classroom Instruction	\$12,650	\$12,225	\$12,011	\$12,082	\$12,088
Classroom-Salaries and Benefits	\$12,159	\$11,744	\$11,364	\$11,431	\$11,195
Classroom-General Supplies and Textbooks	\$344	\$320	\$455	\$458	\$676
Classroom-Purchased Services	\$146	\$161	\$192	\$193	\$217
Total Support Services	\$3,228	\$3,359	\$4,977	\$5,007	\$4,730
Support Services-Salaries and Benefits	\$2,419	\$2,499	\$3,049	\$3,067	\$3,076
Total Administrative Costs	\$1,854	\$1,883	\$1,878	\$1,889	\$1,883
Administration Salaries and Benefits	\$1,525	\$1,437	\$1,411	\$1,420	\$1,425
Total Operations and Maintenance of Plant	\$2,202	\$2,266	\$2,914	\$2,931	\$2,367
Operations and Maintenance-Salaries and Benefits	\$1,101	\$970	\$1,182	\$1,189	\$940
Board Contribution to Food Services	\$20	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$68	\$161	\$196	\$197	\$175
Total Equipment Costs	\$37	\$18	\$0	\$0	\$0
Legal Costs	\$48	\$0	\$127	\$128	\$119
Employee Benefits as a percentage of salaries*	42.83%	42.04%	35.41%	35.41%	37.85%

*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 2022-23 revised appropriations and the 2023-24 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)
Banking	Holland Township School is a member of a county-wide bid for contracted banking services and investment solutions through Investors Banks	0
Business Services	Holland Township School shares its Business Administrator / Board Secretary with Alexandria Township School District	0
Custodial and Maintenance Services	Holland Township School shares its Director of Buildings and Grounds with Alexandria Township School District	0
	Holland Township School has a cooperative relationship with the Township of Holland DPW for snow removal and large equipment utilization	0
Insurance Coverages and Benefits	Holland Township School is a member of the School Alliance Insurance Fund (SAIF). The latter entity provides saving incentive, rebates, and additional benefits through the Safe Schools Program	0
Purchasing	Holland Township School District is a member of the statewide purchasing programs for electric and gas bulk purchasing through ACES	0
	Holland Township School is a member and participates in purchasing supplies and other services from the Hunterdon County Educational Services Commission, as well as the Middlesex Regional Educational Services Commission. Instructional supplies, school equipment, maintenance supplies, and equipment are purchased through these cooperative purchasing programs	0
Special Education Services	Hunterdon County Educational Services Commission is contracted for Special Education Aides for the District' s Special Education Programs	0

Estimated Tax Rates

Municipality	Category	Amount
Holland Twp	(A) General Fund School Levy	10,556,240
	(D) Total School Levy	10,556,240
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	630,452,074
	(H) Estimated Equalized Valuation (as of 10/01/22)	804,230,288
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.6744
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.6744
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.3126
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.3126

Employee Contract List for District

Name	Category	Measure
Eric Carr	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Buildings and Grounds
	Base Annual Salary Amount	\$97,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	19
	Shared District	0020
	Job Title Other District	Director B&G
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	240
	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	\$1,450
	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	\$25,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	1:3, \$15,000 max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/240 per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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
Eric Carr	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
Jack Trent	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$129,250
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	19
	Shared District	0020
	Job Title Other District	Business Administrator
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/23
	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	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	

Employee Contract List for District

Name	Category	Measure
Jack Trent	Total Allowances Amount	\$2,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$636
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$25,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	1/260 per diem
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260 per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
Additional Comment 2	None Reported	
Additional Comment 3	None Reported	
Jason Kries	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$96,369
	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
Jason Kries	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	240
	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	\$3,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$11,594
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$25,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	1:3 days, \$15000 max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/240 per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal 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
Jason Kries	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
Stephanie Snyder	Job Title	Superintendent
	Job Title II	None Reported
	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	07/01/22
	End Date of Contract	06/30/23
	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	\$3,700
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$14,418
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$25,000	
Contractual Post-Employment Benefit Description of Payout of Sick days	1/260 per diem	

Employee Contract List for District

Name	Category	Measure
Stephanie Snyder	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260 per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
Additional Comment 3	None Reported	
Susan Wardell	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$112,261
	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	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Susan Wardell	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	\$2,400
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$14,375
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$25,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	1/240 per diem
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/240 per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported