

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2024 Actual	10-15-2025 Actual	10-15-2026 Estimate
On Roll Regular Full-Time	530.0	529.0	526.0
On Roll Special Ed Full-Time	106.0	99.0	101.0
On Roll Subtotal	636.0	628.0	627.0
In Private School Placements		1.0	1.0
Sent to Other Districts Regular	0.0	1.0	1.0
Sent to Other Districts Special Ed	4.0	5.0	3.0
Received	57.0	50.0	49.0

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	4,972,196	6,060,144	6,181,347
	Total Tax Levy	10-121x	4,972,196	6,060,144	6,181,347
	Total Tuition	10-1300	734,311	672,496	677,329
	Rents and Royalties	10-1910	96,851	98,788	101,752
	Unrestricted Miscellaneous Revenues	10-1XXX	85,227	50,000	32,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	200	200
	Interest Earned on Capital Reserve Funds	10-1XXX	0	200	200
	Total Revenues from Local Sources		5,888,585	6,881,828	6,992,828
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	236,446	352,441	324,538
	Extraordinary Aid	10-3131	82,951	20,000	80,000
	Categorical Special Education Aid	10-3132	442,376	726,227	728,974
	Equalization Aid	10-3176	3,833,333	3,478,598	3,727,256
	Categorical Security Aid	10-3177	165,721	168,243	173,900
	Other State Aids	10-3XXX	10,741	35,714	0
	Total Revenues from State Sources		4,771,568	4,781,223	5,034,668
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	14,011	4,596	8,481
	Total Revenues from Federal Sources		14,011	4,596	8,481
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	805,809	580,968
	Withdrawal from Capital Reserve for Local Share	10-307	200,000	0	0
	Withdrawal from Maintenance Reserve	10-310	150,000	0	0
	Transfers from Other Funds	10-5200	150,000	150,000	50,000
	Adjustment for Prior Year Encumbrances		0	673,619	0
	Actual Revenues (Over)/Under Expenditures		92,630	0	0
General Fund Revenues	Total Operating Budget		11,266,794	13,297,075	12,666,945
Special Revenue Fund Revenues from Local Sources	Tuition from Local Education Authorities-Preschool	20-1320	0	143,154	148,275
	Student Activity Fund Revenue	20-1760	38,347	4,500	4,500
	Total Revenues from Local Sources	20-1XXX	38,347	147,654	152,775

Advertised Revenues

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	307,105	307,105	0
	Preschool Education Aid	20-3218	1,116,692	1,269,554	1,897,155
	Other Restricted Entitlements	20-32XX	0	865,330	0
	Total Revenues from State Sources		1,423,797	2,441,989	1,897,155
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	263,135	173,371	130,028
	Title II	20-4451-4455	3,374	0	0
	IDEA Part B (Handicapped)	20-4420-4429	229,080	207,205	155,404
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	11,623	0	0
	ARP-ESSER	20-4540	56,084	0	0
	CARES Act Education Stabilization Fund	20-4530	863,535	0	0
	Other	20-4XXX	529,152	475,000	356,250
	Total Revenues from Federal Sources		1,955,983	855,576	641,682
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten	20-5200	136,035	0	0
	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	156,550	145,935
Special Revenue Fund Revenues	Total Grants and Entitlements		3,550,541	3,601,769	2,837,547
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	255,471	259,608	260,191
	Total Revenues from Local Sources		255,471	259,608	260,191
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	133,610	135,861	135,990
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		389,081	395,469	396,181
Debt Service Fund Revenues	Total Repayment of Debt		389,081	395,469	396,181
All Fund Revenues	Total Revenues/Sources		15,206,416	17,294,313	15,900,673
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten	20-5200	136,035	0	0
	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	156,550	145,935
	Total Revenues/Sources Net of Transfers		15,070,381	17,137,763	15,754,738

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	3,365,868	4,013,136	3,641,069
	Special Education-Instruction	11-2XX-100-XXX	909,935	989,490	1,018,867
	Bilingual Education-Instruction	11-240-100-XXX	9,390	10,070	10,249
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	52,171	46,578	47,896
	School-Sponsored Athletics-Instruction	11-402-100-XXX	32,926	34,278	32,044
	Summer School	11-422-XXX-XXX	25,459	45,100	48,563
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	17,505	26,000	104,250
	Undistributed Expenditures-Health Services	11-000-213-XXX	104,379	103,390	186,496
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	179,938	209,433	216,368
	Undistributed Expenditures>Other Support Services, Students>Extraordinary Services	11-000-217-XXX	564,241	620,222	588,737
	Undistributed Expenditures-Guidance	11-000-218-XXX	142,154	143,870	154,935
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	507,301	479,180	443,105
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	105,399	70,000	134,439
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	87,457	158,839	165,115
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	1,003	8,000	8,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	370,489	456,515	393,975
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	312,872	358,499	343,624
	Undistributed Expenditures-Central Services	11-000-251-XXX	213,463	241,336	263,434
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	303,059	356,946	236,626
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,007,691	1,387,159	1,308,743
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	721,885	743,066	639,091
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,088,698	2,244,705	2,627,841
	Total Undistributed Expenditures		6,727,534	7,607,160	7,814,779
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	200	200
General Fund Current Expenses	Total General Current Expense		11,123,283	12,746,012	12,613,667

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	0	497,785	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	143,511	53,078	53,078
	Interest Deposit to Capital Reserve	10-604	0	200	200
	Total Capital Outlay		143,511	551,063	53,278
General Fund Expenses and Transfers	General Fund Grand Total		11,266,794	13,297,075	12,666,945
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	794,659	860,959	1,144,194
	Support Services	20-218-200-XXX	698,187	929,672	963,412
	Facility Acquisition and Construction Services	20-218-400-XXX	66,986	85,732	83,759
	Total Preschool Education Aid	20-218-XXX-XXX	1,559,832	1,876,363	2,191,365
Special Revenue Fund Expenses for Other State Projects	Other	20-XXX-XXX-XXX	0	865,330	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	1,559,832	2,741,693	2,191,365
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	263,135	173,371	130,028
	Title II	20-XXX-XXX-XXX	3,374	0	0
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	229,080	207,205	155,404
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	863,535	0	0
	Other	20-XXX-XXX-XXX	529,152	475,000	356,250
	ARP-ESSER Grant Program	20-487-xxx-xxx	56,084	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	11,623	0	0
	Total Federal Projects	20-XXX-XXX-XXX	1,955,983	855,576	641,682
Special Revenue Fund Expenses	Total Special Revenue Funds		3,550,541	3,601,769	2,837,547
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	389,081	395,469	396,181
	Total Debt Service Funds		389,081	395,469	396,181
All Fund Expenses	Total Expenditures/Appropriations		15,206,416	17,294,313	15,900,673
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Regular	11-105-100-935	136,035	0	0
	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	156,550	145,935
	Total Expenditures Net of Transfers		15,070,381	17,137,763	15,754,738

**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	529,061	350,894	313,594	252,469
	Repayment of Debt	49,376	49,376	0	0
Restricted for General Operating Budget	Capital Reserve	350,200	150,400	150,600	150,800
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	340,996	191,196	191,396	191,596
	Legal Reserve	1,684,150	1,288,352	519,843	0
	Unemployment Fund	321,604	337,707	337,707	337,707
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	0	0	0	0
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Special Revenue Fund	Student Activity Fund	45,043	48,664	48,664	48,664
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

**Advertised Per Pupil Cost Calculations**

Per Pupil Cost Calculations	2023-24 Actual Costs	2024-25 Actual Costs	2025-26 Original Budget	2025-26 Revised Budget	2026-27 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,075	\$18,829	\$21,184	\$21,673	\$22,060
Total Classroom Instruction	\$9,929	\$10,194	\$11,968	\$11,668	\$12,130
Classroom-Salaries and Benefits	\$9,662	\$9,844	\$10,434	\$10,559	\$11,540
Classroom-General Supplies and Textbooks	\$227	\$322	\$1,235	\$940	\$443
Classroom-Purchased Services	\$40	\$28	\$300	\$168	\$148
Total Support Services	\$3,761	\$4,317	\$4,440	\$4,753	\$4,963
Support Services-Salaries and Benefits	\$3,269	\$3,771	\$3,828	\$3,946	\$4,122
Total Administrative Costs	\$2,286	\$2,310	\$2,525	\$2,653	\$2,447
Administration Salaries and Benefits	\$1,783	\$1,705	\$1,889	\$1,704	\$1,813
Total Operations and Maintenance of Plant	\$1,946	\$1,838	\$2,091	\$2,439	\$2,355
Operations and Maintenance-Salaries and Benefits	\$939	\$983	\$961	\$974	\$1,026
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$152	\$171	\$161	\$161	\$165
Total Equipment Costs	\$99	\$107	\$278	\$929	\$134
Legal Costs	\$106	\$89	\$80	\$87	\$80
Employee Benefits as a percentage of salaries*	29.39%	29.20%	33.30%	30.90%	35.32%

\*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)
Business Services	Shared service with Washington Township	0
Insurance Coverages and Benefits	JIF Membership	0
Municipal/Public Works	Snow Removal, SRO, grounds	0
Special Education Services	Speech and Physical Therapy Services	0
Transportation Services, including Fuel	GEH Transportation Consortium	0

**Estimated Tax Rates**

Municipality	Category	Amount
Mullica Twp	(A) General Fund School Levy	6,181,347
	(D) Total School Levy	6,441,538
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	462,233,000
	(H) Estimated Equalized Valuation (as of 10/01/25)	802,209,302
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.3373
	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.3936
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7705
	(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.8030

Employee Contract List for District

Name	Category	Measure
Jennifer Pauls	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$160,000
	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	07/01/25
	End Date of Contract	06/30/30
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	13
	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	\$7,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,200
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$39,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Daily Rate per State Law
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Daily Rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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
Jennifer Pauls	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
Mike Irwin	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Technology
	Base Annual Salary Amount	\$87,563
	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	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	13
	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
Mike Irwin	Total Allowances Amount	\$5,260
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$5,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$23,756
	Contractual Post-Employment Benefit Description of Payout of Sick days	Daily Rate per State Law
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Daily Rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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	
Steve Ware	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Facilities
	Base Annual Salary Amount	\$84,343
	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
Steve Ware	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	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	13
	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	\$250
	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	\$23,434
	Contractual Post-Employment Benefit Description of Payout of Sick days	Daily Rate per State Law
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Daily Rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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
Steve Ware	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
Todd D'Anna	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$150,293
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	05
	Shared District	5490
	Job Title Other District	Business Administrator
	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	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	13
	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	\$15,130
	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	\$37,544
Contractual Post-Employment Benefit Description of Payout of Sick days	Daily Rate per state law	

Employee Contract List for District

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Daily Rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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
Todd D'Anna	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