

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	394.0	477.0	451.0
On Roll Special Ed Full-Time	65.0	65.0	67.0
On Roll Subtotal	459.0	542.0	518.0
In Private School Placements	0.0	0.0	3.0
Sent to Other Districts Regular	1.0	6.0	2.0
Sent to Other Districts Special Ed	4.0	4.0	5.0
Received		2.0	2.0

## 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	4,815,935	4,912,254	4,912,254
	Total Tuition	10-1300	45,633	12,000	12,000
	Unrestricted Miscellaneous Revenues	10-1XXX	23,330	0	8,725
	Interest Earned on Capital Reserve Funds	10-1XXX	0	1,200	1,200
	Other Restricted Miscellaneous Revenues	10-1XXX	133	0	0
	Total Revenues from Local Sources		4,885,031	4,925,454	4,934,179
General Fund Revenues from State Sources	School Choice Aid	10-3116	245,241	237,789	224,991
	Categorical Transportation Aid	10-3121	31,147	31,147	31,147
	Extraordinary Aid	10-3131	2,404	0	0
	Categorical Special Education Aid	10-3132	355,717	355,717	355,717
	Equalization Aid	10-3176	2,717,229	3,042,061	3,961,317
	Categorical Security Aid	10-3177	84,322	84,322	84,322
	Total Revenues from State Sources		3,436,060	3,751,036	4,657,494
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	20,915	20,687
	Total Revenues from Federal Sources		0	20,915	20,687
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	532,871	294,119
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	320,218	0
	Adjustment for Prior Year Encumbrances		0	1,294	0
	Actual Revenues (Over)/Under Expenditures		-170,041	0	0
General Fund Revenues	Total Operating Budget		8,151,050	9,551,788	9,906,479
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	16,178	0	43,943
	Total Revenues from Local Sources	20-1XXX	16,178	0	43,943
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	7,693	64,035	38,587
	Preschool Education Aid	20-3218	65,733	53,040	112,767
	Total Revenues from State Sources		73,426	117,075	151,354

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	150,623	117,626	117,626
	Title II	20-4451-4455	24,182	15,028	4,704
	Title IV	20-4471-4474	11,360	10,941	10,000
	ARP-IDEA Basic	20-4419	0	0	24,904
	IDEA Part B (Handicapped)	20-4420-4429	163,260	111,580	80,912
	ARP-ESSER	20-4540	0	0	361,406
	CARES Act Education Stabilization Fund	20-4530	107,512	0	0
	CARES-Digital Divide Grant	20-4531	44,913	0	0
	Coronavirus Relief Fund (CRF)	20-4532	22,497	0	0
	CRRSA Act-ESSER II	20-4534	158,768	0	0
	CRRSA Act-Mental Health Grant	20-4536	9,485	0	26,045
	Total Revenues from Federal Sources		692,600	255,175	625,597
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten	20-5200	51,297	42,870	0
Special Revenue Fund Revenues	Total Grants and Entitlements		828,907	415,120	820,894
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	153,141	153,733	153,733
	Total Revenues from Local Sources		153,141	153,733	153,733
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	71,016	71,290	71,511
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		224,157	225,023	225,244
	Actual Revenues (Over)/Under Expenditures		1	0	0
Debt Service Fund Revenues	Total Repayment of Debt		224,158	225,023	225,244
All Fund Revenues	Total Revenues/Sources		9,204,115	10,191,931	10,952,617
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten	20-5200	51,297	42,870	0
	Total Revenues/Sources Net of Transfers		9,152,818	10,149,061	10,952,617

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	2,694,267	2,942,737	2,928,752
	Special Education-Instruction	11-2XX-100-XXX	677,296	791,511	805,368
	Basic Skills/Remedial-Instruction	11-230-100-XXX	214,633	344,640	351,930
	Bilingual Education-Instruction	11-240-100-XXX	32,502	67,427	1,099
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	16,611	54,079	32,130
	School-Sponsored Athletics-Instruction	11-402-100-XXX	2,504	45,520	47,979
	Summer School	11-422-XXX-XXX	23,558	51,760	51,470
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	166,401	276,509	293,584
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	25,226	32,950	15,422
	Undistributed Expenditures-Health Services	11-000-213-XXX	87,503	98,040	101,061
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	114,067	132,929	115,573
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	17,984	41,700	41,700
	Undistributed Expenditures-Guidance	11-000-218-XXX	64,782	63,682	62,871
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	260,003	298,248	303,808
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	104,703	154,724	181,512
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	103,913	106,881	254,928
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	480	18,781	108,775
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	318,993	329,585	345,919
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	128,362	109,619	108,829
	Undistributed Expenditures-Central Services	11-000-251-XXX	173,470	175,047	177,021
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	99,087	89,270	12,054
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	702,107	783,062	796,397
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	43,854	347,579	347,578
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,364,142	1,601,591	1,745,961
	Total Undistributed Expenditures		3,775,077	4,660,197	5,012,993
General Fund Current Expenses	Total General Current Expense		7,436,448	8,957,871	9,231,721

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	104,031	186,636	187,342
	Facilities Acquisition and Construction Services	12-000-400-XXX	609,075	406,081	475,042
	Interest Deposit to Capital Reserve	10-604	0	1,200	1,200
	Total Capital Outlay		713,106	593,917	663,584
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	1,496	0	11,174
	General Fund Grand Total		8,151,050	9,551,788	9,906,479
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	97,099	159,945	151,354
	Support Services	20-218-200-XXX	27,624	0	0
	Total Preschool Education Aid	20-218-XXX-XXX	124,723	159,945	151,354
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	124,723	159,945	151,354
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	150,623	117,626	117,626
	Title II	20-XXX-XXX-XXX	24,182	15,028	4,704
	Title IV	20-XXX-XXX-XXX	11,360	10,941	10,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	163,260	111,580	80,912
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	0	0	24,904
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	107,512	0	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	44,913	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	22,497	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	158,768	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	9,485	0	26,045
	ARP-ESSER Grant Program	20-487-xxx-xxx	0	0	361,406
	Total Federal Projects	20-XXX-XXX-XXX	692,600	255,175	625,597
Special Revenue Fund Expenses	Total Special Revenue Funds		828,907	415,120	820,894
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	224,158	225,023	225,244
	Total Debt Service Funds		224,158	225,023	225,244
All Fund Expenses	Total Expenditures/Appropriations		9,204,115	10,191,931	10,952,617
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Regular	11-105-100-935	51,297	42,870	0
	Total Expenditures Net of Transfers		9,152,818	10,149,061	10,952,617

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	264,960	343,406	328,446	328,446
	Repayment of Debt	1	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,267,395	1,424,018	1,105,000	1,106,200
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	839,140	825,650	307,739	13,620
	Unemployment Fund	50,903	51,036	51,036	51,036
	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	12,843	17,437	17,437	17,437
	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	\$14,981	\$15,943	\$18,738	\$15,650	\$16,909
Total Classroom Instruction	\$9,497	\$10,190	\$12,040	\$10,056	\$10,594
Classroom-Salaries and Benefits	\$8,537	\$8,755	\$9,519	\$7,950	\$8,577
Classroom-General Supplies and Textbooks	\$299	\$252	\$449	\$375	\$317
Classroom-Purchased Services	\$661	\$1,182	\$2,072	\$1,731	\$1,699
Total Support Services	\$2,074	\$2,210	\$2,705	\$2,259	\$2,982
Support Services-Salaries and Benefits	\$1,625	\$1,729	\$2,107	\$1,760	\$2,383
Total Administrative Costs	\$1,891	\$1,952	\$1,986	\$1,659	\$1,593
Administration Salaries and Benefits	\$1,503	\$1,584	\$1,612	\$1,346	\$1,276
Total Operations and Maintenance of Plant	\$1,376	\$1,541	\$1,746	\$1,458	\$1,549
Operations and Maintenance-Salaries and Benefits	\$0	\$25	\$35	\$29	\$31
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$143	\$51	\$261	\$218	\$191
Total Equipment Costs	\$120	\$227	\$411	\$346	\$362
Legal Costs	\$52	\$45	\$32	\$27	\$28
Employee Benefits as a percentage of salaries*	34.30%	32.59%	35.97%	35.97%	37.43%

\*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)
Custodial and Maintenance Services	Contracted with the Borough of Somerdale to provide custodial and maintenance services to the District	0
Others	Contracted with the Borough of Somerdale to provide trash pick up in exchange for technology services	0
Technology Services	Shared Services with Commercial School District for IT employee	0



## Estimated Tax Rates

Municipality	Category	Amount
Somerdale	(A) General Fund School Levy	4,912,254
	(D) Total School Levy	5,065,986
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	337,834,000
	(H) Estimated Equalized Valuation (as of 10/01/21)	404,591,617
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.4540
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.4995
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.2141
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.2521

Employee Contract List for District

Name	Category	Measure
David Rouse	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$95,220
	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	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
	Total Allowances Amount	\$1,182
	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	\$20,493
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum only upon retirement.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum 15 days if not utilized.
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A; Personal Days convert to sick if not utilized.
	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 Rouse	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
Gregory Cesare	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Social Worker
	Base Annual Salary Amount	\$91,766
	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)?	Y
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	18
	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
Gregory Cesare	Total Allowances Amount	\$9,945
	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	\$21,353
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum only upon retirement,
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum 18 days if not utilized.
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A; Personal days convert to sick if not utilized.
	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	
Mark Pease	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$150,220
	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
Mark Pease	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/24
	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	\$3,550
	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	\$25,958
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout only upon retirement.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum 20 days if not utilized.
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A; Personal days convert to sick if not utilized
	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
Mark Pease	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
Robert Ford	Job Title	Vice Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$97,766
	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)?	Y
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	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	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	\$17,707
	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	\$20,400	
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum upon retirement.	

Employee Contract List for District

Name	Category	Measure
Robert Ford	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum 15 days if not utilized.
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A; Personal days convert to sick if not utilized.
	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