Bergen Allendale Boro Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	850.0	821.0	836.0
On Roll Special Ed Full-Time	63.0	53.0	53.0
On Roll Subtotal	913.0	874.0	889.0
In Private School Placements	7.0	5.0	5.0
Sent to Other Districts Special Ed	2.0	4.0	4.0
Received	18.0	21.0	19.0

Bergen Allendale Boro Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Local Tax Levy	10-1210	15,181,155	15,484,778	15,794,474
	Total Tuition	10-1300	96,711	68,000	77,000
	Rents and Royalties	10-1910	46,696	35,000	28,800
General Fund Revenues from Local Sources	Unrestricted Miscellaneous Revenues	10-1XXX	61,951	33,000	32,000
General Fund Revenues Iron Local Sources	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	120	120
	Interest Earned on Maintenance Reserve	10-1XXX	0	700	70
	Interest Earned on Capital Reserve Funds	10-1XXX	43,744	25,600	27,200
	Total Revenues from Local Sources		15,430,257	15,647,198	15,960,294
	Categorical Transportation Aid	10-3121	4,875	22,726	22,720
	Extraordinary Aid	10-3131	183,193	0	
	Categorical Special Education Aid	10-3132	336,535	336,535	469,043
	Categorical Security Aid	10-3177	14,669	32,680	71,10
	Adjustment Aid	10-3178	1	0	
General Fund Revenues from State Sources	PARCC Readiness Aid	10-3181	8,485	0	
	Per Pupil Growth Aid	10-3182	8,485	0	
	Professional Learning Community Aid	10-3183	8,880	0	
	Host District Support Aid	10-3184	451	0	
	State Reimbursement for Lead Testing of Drinking Water	10-3300	2,748	0	
	Total Revenues from State Sources		568,322	391,941	562,87
	Budgeted Fund Balance-Operating Budget	10-303	0	1,590,298	1,618,885
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	720,000	670,000
General Fund Revenues from Other Sources	Withdrawal from Maintenance Reserve	10-310	0	125,000	125,000
General Fund Revenues nom Other Sources	Transfers from Other Funds	10-5200	441,840	0	
	Adjustment for Prior Year Encumbrances		0	286,242	
	Actual Revenues (Over)/Under Expenditures		-194,747	0	
General Fund Revenues	Total Operating Budget		16,245,672	18,760,679	18,937,057
nocial Payanua Fund Payanuas from Local Courses	Other Revenue from Local Sources	20-1XXX	4,881	0	
Special Revenue Fund Revenues from Local Sources	Total Revenues from Local Sources	20-1XXX	4,881	0	(

Bergen Allendale Boro Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Title I	20-4411-4416	31,006	16,788	18,000
	Title II	20-4451-4455	11,112	7,900	7,900
Charles Devenue Fund Devenues from Foderal Courses	Title III	20-4491-4494	58,287	1,313	800
Special Revenue Fund Revenues from Federal Sources	Title IV	20-4471-4474	9,000	5,000	8,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	184,150	143,477	146,000
	Total Revenues from Federal Sources		293,555	174,478	180,700
Special Revenue Fund Revenues	Total Grants and Entitlements		298,436	174,478	180,700
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	2,975	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	307,339	302,861	301,242
Debt Service Fund Revenues nom Local Sources	Total Revenues from Local Sources		307,339	302,861	301,242
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	121,576	119,808	119,672
	Budgeted Fund Balance	40-303	0	1,129	2,975
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		431,890	423,798	423,889
	Actual Revenues (Over)/Under Expenditures		-2,564	0	0
Debt Service Fund Revenues	Total Repayment of Debt		429,326	423,798	423,889
All Fund Revenues	Total Revenues/Sources		16,973,434	19,358,955	19,541,646
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		16,973,434	19,358,955	19,541,646

Bergen Allendale Boro Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	5,379,745	6,023,297	5,761,311
	Special Education-Instruction	11-2XX-100-XXX	649,398	732,317	594,480
Consent Fund Comment Fundance for leading time	Basic Skills/Remedial-Instruction	11-230-100-XXX	398,992	409,071	452,595
General Fund Current Expenses for Instruction	Bilingual Education-Instruction	11-240-100-XXX	40,522	43,858	45,589
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	39,845	57,161	60,618
	School-Sponsored Athletics-Instruction	11-402-100-XXX	61,778	72,160	72,054
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	468,490	536,369	865,971
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	37,726	38,857	37,698
	Undistributed Expenditures-Health Services	11-000-213-XXX	170,675	179,946	187,052
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	257,566	316,915	307,752
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	528,474	562,306	613,479
	Undistributed Expenditures-Guidance	11-000-218-XXX	165,909	174,118	179,602
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	368,142	388,575	385,964
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	369,027	412,418	507,438
Canaral Fund Current Evnances for Current Candiaga	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	120,810	149,144	255,042
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	24,758	31,675	37,750
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	430,484	500,039	495,331
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	531,464	556,207	566,158
	Undistributed Expenditures-Central Services	11-000-251-XXX	303,152	342,570	353,390
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	73,695	63,795	50,900
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,503,880	1,764,975	1,794,180
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	151,503	209,122	243,983
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,984,356	3,888,680	3,613,425
	Total Undistributed Expenditures		8,490,111	10,115,711	10,495,115
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	700	700
General Fund Current Expenses for increased Reserves	Interest Earned on Current Expense Emergency Res	10-607	0	120	120
General Fund Current Expenses	Total General Current Expense		15,060,391	17,454,395	17,482,582

Bergen Allendale Boro Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Equipment	12-XXX-XXX-730	119,791	153,000	187,136
	Facilities Acquisition and Construction Services	12-000-400-XXX	1,028,944	370,007	528,388
Capital Outlay	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	720,000	670,000
	Interest Deposit to Capital Reserve	10-604	0	25,600	27,200
	Total Capital Outlay		1,148,735	1,268,607	1,412,724
Conoral Fund Evnances and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	36,546	37,677	41,751
General Fund Expenses and Transfers	General Fund Grand Total		16,245,672	18,760,679	18,937,057
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	4,881	0	0
	Title I	20-XXX-XXX-XXX	31,006	16,788	18,000
	Title II	20-XXX-XXX-XXX	11,112	7,900	7,900
Chaniel Davienus Fund Funances for Foderal Projects	Title III	20-XXX-XXX-XXX	58,287	1,313	800
Special Revenue Fund Expenses for Federal Projects	Title IV	20-XXX-XXX-XXX	9,000	5,000	8,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	184,150	143,477	146,000
	Total Federal Projects	20-XXX-XXX-XXX	293,555	174,478	180,700
Special Revenue Fund Expenses	Total Special Revenue Funds		298,436	174,478	180,700
Dobt Contino Fund Fundance	Total Regular Debt Service	40-701-510-XXX	429,326	423,798	423,889
Debt Service Fund Expenses	Total Debt Service Funds		429,326	423,798	423,889
All Fund Expenses	Total Expenditures/Appropriations		16,973,434	19,358,955	19,541,646
Expenses Net of Transfers	Total Expenditures Net of Transfers		16,973,434	19,358,955	19,541,646

Bergen Advertised Recapitulation of Balances Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
	Capital Reserve	5,489,669	5,580,892	5,148,278	4,505,478
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	961,836	961,836	837,536	713,236
Destricted for Conseq Operating Dudget	Legal Reserve	3,181,432	3,091,739	1,501,441	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	130,000	130,000	130,120	130,240
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0
l licus stricts d	General Operating Budget	496,851	508,106	363,764	246,320
Unrestricted	Repayment of Debt	1,540	4,104	2,975	0

Bergen
Allendale Boro
Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,131	\$15,887	\$18,080	\$19,169	\$18,464
Total Classroom Instruction	\$8,906	\$9,172	\$10,436	\$11,061	\$10,156
Classroom-Salaries and Benefits	\$8,164	\$8,443	\$9,460	\$9,970	\$9,177
Classroom-General Supplies and Textbooks	\$346	\$321	\$490	\$579	\$609
Classroom-Purchased Services	\$396	\$408	\$486	\$512	\$370
Total Support Services	\$2,554	\$2,810	\$3,165	\$3,338	\$3,624
Support Services-Salaries and Benefits	\$2,258	\$2,308	\$2,551	\$2,689	\$2,993
Total Administrative Costs	\$1,705	\$1,846	\$2,029	\$2,173	\$2,110
Administration Salaries and Benefits	\$1,408	\$1,533	\$1,678	\$1,769	\$1,729
Total Operations and Maintenance of Plant	\$1,824	\$1,918	\$2,256	\$2,391	\$2,374
Operations and Maintenance-Salaries and Benefits	\$1,028	\$1,084	\$1,243	\$1,310	\$1,326
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$143	\$141	\$186	\$196	\$193
Total Equipment Costs	\$95	\$132	\$166	\$175	\$211
Legal Costs	\$33	\$54	\$56	\$59	\$69
Employee Benefits as a percentage of salaries*	29.25%	32.17%	38.95%	38.95%	36.00%

^{*}Does not include pension and social security paid by the State on-behalf of the district.

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 2018-19 revised appropriations and the 2019-20 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.

^{**}Federal and State funds in the blended resource school-based budgets.

Bergen Allendale Boro Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	Partner with HoHoKus, Upper Saddle River, and Northern Highlands for curriculum development, & PD to ensure parity among schools feeding NHRHS	0
Food Services	The District's food services director is shared with Northern Highlands	0
Insurance Coverages and Benefits	Member of NESBIG insurance consortium to provide improved coverages at cost effective group rates	0
Municipal/Public Works	Fuel for District maintenance vehicles obtained through the Borough of Allendale at their municipal rates	0
Professional Staff Development	Partner with other Quad Schools (HHK, USR & NH) to provide staff opportunities for cross school collaboration and learning	0
Purchasing	Member of Ed Svs Commission of NJ, Hunterdon ESC, Bergen County Co-Op, to obtain better pricing for required educational and facility needs	0
Recycling	The Borough of Allendale provides recycling services for the District	0
Special Education Services	Member of Region V for educational evaluation services	0
Transportation Services, including Fuel	Member of Region I through the Mahwah Board of Ed for special education transportation services	0

Bergen Allendale Boro Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	15,800,667
	(D) Total School Levy	
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,690,023,800
Allandala	(H) Estimated Equalized Valuation (as of 10/01/18)	1,772,623,390
Allendale	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.9349
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.9525
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.8914
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.9081

Name	Category	Measure
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Spvsr Bldgs & Grnds
	Base Annual Salary Amount	\$106,399
	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	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	Contracted Number of Annual Sick Days	12
Anthony DeMarco	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	14
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$915
	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	\$6,863
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max 20 days @ 200/day upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	unused, max 7/yr@per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No compensation
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$2,863
	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	unused, max 7/yr@per diem rate
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Anthony DeMarco	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
	Job Title	Executive Assistant
	Job Title II	Facilities Coordinator
	Base Annual Salary Amount	\$82,352
	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
Elaine Greenan	Member of Collective Bargaining Unit (CBU)?	N
Liaille Greenan	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	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	14
	Description of Other Contracted Non-Working Days	Holidays

Name	Category	Measure
	Total Allowances Amount	\$135
	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	\$6,219
	Contractual Post-Employment Benefit Description of Payout of Sick days	20 days @ \$200/day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max of 7 days @ per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	No compensation
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Elaine Greenan	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Elaine Greenan	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$2,219
	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	Max of 7 days @ per diem rate
	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
	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$148,988
Maria Engeleit	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	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	15
	Description of Other Contracted Non-Working Days	and 3 family ill
	Total Allowances Amount	\$12,285
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Maria Engeleit	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,573
	Contractual Post-Employment Benefit Description of Payout of Sick days	Statute upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per day x #of unused days upon leaving
	Contractual Post-Employment Benefit Description of Payout of Personal days	No compensation
	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

Name	Category	Measure
Maria Engeleit	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
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$176,544
	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	07/01/17
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
Michael Barcadepone	Contracted Number of Annual Vacation Days	25
	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	15
	Description of Other Contracted Non-Working Days	Holidays and 3 family ill
	Total Allowances Amount	\$4,300
	Total Bonuses Amount	\$26,464
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$13,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$16,471
	Contractual Post-Employment Benefit Description of Payout of Sick days	Statute upon retiremnent

Name	Category	Measure
Michael Barcadepone	Contractual Post-Employment Benefit Description of Payout of Vacation days	per day x #of unused days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No compensation
	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