

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	4,692.0	4,686.0	4,669.0
On Roll Regular Shared-Time	14.0	20.0	0.0
On Roll Special Ed Full-Time	787.0	774.0	703.0
On Roll Special Ed Shared-Time	2.0	4.0	0.0
On Roll Subtotal	5,495.0	5,484.0	5,372.0
In Private School Placements	20.0	22.0	21.0
Sent to Other Districts Regular	2.0	8.0	0.0
Sent to Other Districts Special Ed	41.0	35.0	23.0
Received	18.0	16.0	0.0
In State Facilities	2.0	1.0	1.0

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	28,485,931	29,256,412	29,776,540
	Total Tuition	10-1300	849,535	567,293	700,000
	Unrestricted Miscellaneous Revenues	10-1XXX	745,215	540,000	510,000
	Total Revenues from Local Sources		30,080,681	30,363,705	30,986,540
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	709,240	709,240	709,240
	Extraordinary Aid	10-3131	855,557	531,000	725,000
	Categorical Special Education Aid	10-3132	2,896,716	4,299,757	4,299,757
	Equalization Aid	10-3176	51,257,598	51,985,785	52,943,266
	Categorical Security Aid	10-3177	1,552,503	1,872,059	1,872,059
	PARCC Readiness Aid	10-3181	49,130	0	0
	Per Pupil Growth Aid	10-3182	49,130	0	0
	Professional Learning Community Aid	10-3183	49,380	0	0
	Host District Support Aid	10-3184	33,144	0	0
	Other State Aids	10-3XXX	8,410	0	0
	Total Revenues from State Sources		57,460,808	59,397,841	60,549,322
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	124,087	175,303	158,834
	Total Revenues from Federal Sources		124,087	175,303	158,834
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,732,000	2,857,697
	Adjustment for Prior Year Encumbrances		0	92,469	0
	Actual Revenues (Over)/Under Expenditures		-763,182	0	0
General Fund Revenues	Total Operating Budget		86,902,394	91,761,318	94,552,393
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	31,249	0	0
	Total Revenues from Local Sources	20-1XXX	31,249	0	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	150,435	107,372
	Preschool Education Aid	20-3218	8,379,987	8,023,905	8,350,604
	Total Revenues from State Sources		8,379,987	8,174,340	8,457,976

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	1,218,985	1,266,590	1,076,600
	Title II	20-4451-4455	173,472	160,546	136,000
	Title III	20-4491-4494	62,151	71,808	58,000
	Title IV	20-4471-4474	15,480	22,887	18,310
	I.D.E.A. Part B (Handicapped)	20-4420-4429	1,213,554	1,230,562	1,049,275
	Other	20-4XXX	18,000	0	0
	Total Revenues from Federal Sources		2,701,642	2,752,393	2,338,185
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	604,840	1,451,616	1,553,374
Special Revenue Fund Revenues	Total Grants and Entitlements		11,717,718	12,378,349	12,349,535
All Fund Revenues	Total Revenues/Sources		98,620,112	104,139,667	106,901,928
Revenues Net of Transfers	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	604,840	1,451,616	1,553,374
	Total Revenues/Sources Net of Transfers		98,015,272	102,688,051	105,348,554

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	1,552,458	2,374,558	2,513,374
	Special Education-Instruction	11-2XX-100-XXX	1,712,800	1,525,086	1,501,825
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	5,110,978	5,004,502	5,007,324
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	54,105	50,096	53,169
	Undistributed Expenditures-Health Services	11-000-213-XXX	274,373	292,040	337,772
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	1,345,919	1,495,885	1,339,683
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	456,068	498,720	532,295
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,716,490	1,565,996	1,961,968
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	1,544,342	1,681,912	1,626,818
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	11,675	4,749	5,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	1,009,107	1,148,897	1,144,698
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	782,132	844,476	618,468
	Undistributed Expenditures-Central Services	11-000-251-XXX	690,566	737,776	719,349
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	852,656	905,951	872,287
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	6,250,684	6,721,700	6,748,859
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	2,125,701	2,277,527	2,534,045
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,973,700	5,263,893	5,742,762
	Total Undistributed Expenditures		27,198,496	28,494,120	29,244,497
General Fund Current Expenses	Total General Current Expense		30,463,754	32,393,764	33,259,696
Capital Outlay	Equipment	12-XXX-XXX-730	30,507	0	178,454
	Total Capital Outlay		30,507	0	178,454
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	332,372	385,600	400,000
	Total Summer School	13-422-X00-XXX	332,372	385,600	400,000
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	332,372	385,600	400,000
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	6,872,999	7,331,592	7,700,000
	General Fund Contribution to School Based Budgeting	10-000-520-930	49,202,762	51,650,362	53,014,243
	General Fund Grand Total		86,902,394	91,761,318	94,552,393
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	31,249	0	0

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	4,330,692	4,627,768	4,958,269
	Support Services	20-218-200-XXX	4,654,135	4,987,088	5,053,081
	Facility Acquisition and Construction Services	20-218-400-XXX	0	11,100	0
	Total Preschool Education Aid	20-218-XXX-XXX	8,984,827	9,625,956	10,011,350
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	8,984,827	9,625,956	10,011,350
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	1,218,985	748,548	558,558
	Title II	20-XXX-XXX-XXX	173,472	160,546	136,000
	Title III	20-XXX-XXX-XXX	62,151	71,808	58,000
	Title IV	20-XXX-XXX-XXX	15,480	22,887	18,310
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	1,213,554	1,230,562	1,049,275
	Other	20-XXX-XXX-XXX	18,000	0	0
	Contribution to School Based Budgeting-Other Federal Projects	20-XXX-520-930	0	518,042	518,042
	Total Federal Projects	20-XXX-XXX-XXX	2,701,642	2,752,393	2,338,185
Special Revenue Fund Expenses	Total Special Revenue Funds		11,717,718	12,378,349	12,349,535
All Fund Expenses	Total Expenditures/Appropriations		98,620,112	104,139,667	106,901,928
Expenses Net of Transfers	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	604,840	1,451,616	1,553,374
	Total Expenditures Net of Transfers		98,015,272	102,688,051	105,348,554

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
Restricted for General Operating Budget	Capital Reserve	1	1	1	1
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	958,912	1,187,076	1,187,076	0
	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 Repayment of Debt	Repayment of Debt	0	0	0	0
Unrestricted	General Operating Budget	3,240,665	3,800,012	2,991,024	1,320,403
	Repayment of Debt	0	0	0	0

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	\$16,961	\$16,583	\$16,885	\$17,413	\$18,372
Total Classroom Instruction	\$10,255	\$10,287	\$10,532	\$10,708	\$11,474
Classroom-Salaries and Benefits	\$10,170	\$10,177	\$10,392	\$10,593	\$11,341
Classroom-General Supplies and Textbooks	\$78	\$103	\$129	\$108	\$126
Classroom-Purchased Services	\$7	\$7	\$11	\$7	\$7
Total Support Services	\$2,632	\$2,599	\$2,643	\$2,664	\$2,931
Support Services-Salaries and Benefits	\$2,156	\$2,131	\$2,150	\$2,238	\$2,453
Total Administrative Costs	\$1,804	\$1,786	\$1,771	\$1,949	\$1,949
Administration Salaries and Benefits	\$1,551	\$1,544	\$1,519	\$1,710	\$1,665
Total Operations and Maintenance of Plant	\$2,031	\$1,699	\$1,761	\$1,870	\$1,790
Operations and Maintenance-Salaries and Benefits	\$1,174	\$1,064	\$1,017	\$1,186	\$1,038
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$200	\$166	\$157	\$169	\$175
Total Equipment Costs	\$22	\$14	\$0	\$2	\$37
Legal Costs	\$27	\$26	\$29	\$31	\$31
Restricted Federal and State Revenue other than Preschool Education Aid Included Above**	\$114	\$0	\$103	\$106	\$109
Employee Benefits as a percentage of salaries*	30.17%	30.77%	33.05%	31.22%	34.66%

*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 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.

Advertised Blended Resource SBB Statement

Source	Budget Category	2017-18	2018-19	2019-20
Resources	Adjustment for Prior Year Encumbrances	0	0	0
	General Fund Contribution (15-5200)	49,202,762	51,650,362	53,014,243
	Restricted State Entitlements (15-3200)	0	0	0
	Restricted Federal Entitlements (15-44XX)	565,414	518,042	518,042
	Total SBB Resources	49,768,176	52,168,404	53,532,285
Appropriations	Instruction (15-XXX-100-XXX)	32,376,547	33,770,926	34,038,550
	Support Services (15-XXX-2XX-XXX)	17,353,829	18,397,478	19,493,735
	Equipment (15-XXX-XXX-73X)	37,800	0	0
	Total SBB Appropriations	49,768,176	52,168,404	53,532,285

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Municipal/Public Works	City of Garfield DPW plowing of parking lots	0
Purchasing	Purchase of supplies thru membership in cooperative Ed-Data	0
Staffing - Other	City of Garfield Police Department shared School Resource Officers	0
Transportation Services, including Fuel	Belleville Public Schools assistance with busing by providing a bus driver	0

Estimated Tax Rates

Municipality	Category	Amount
Garfield City	(A) General Fund School Levy	29,516,476
	(D) Total School Levy	29,516,476
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	2,123,520,600
	(H) Estimated Equalized Valuation (as of 10/01/18)	2,512,146,697
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.3900
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.3900
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.1750
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.1750

Employee Contract List for District

Name	Category	Measure
Anna Sciacca	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$196,584
	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	01/01/19
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	13
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holiday/Recess
	Total Allowances Amount	\$19,000
	Total Bonuses Amount	\$29,291
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$950
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$76,714
	Contractual Post-Employment Benefit Description of Payout of Sick days	Pursuant to P.L.2007, c.92 (NJSA43); 18A:30-3.5; 18A30-9; NJAC 6A:23-3.1(e) 7&8
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Legal Limit
	Contractual Post-Employment Benefit Description of Payout of Personal days	Converted to sick days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Employee Contract List for District

Name	Category	Measure
Anna Sciacca	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
Anthony Lio	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Director of Facilities
	Base Annual Salary Amount	\$99,960
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	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	20
	Description of Other Contracted Non-Working Days	Holiday/Recess

Employee Contract List for District

Name	Category	Measure
Anthony Lio	Total Allowances Amount	\$2,850
	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	\$30,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Legal Limit
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Legal Limit
	Contractual Post-Employment Benefit Description of Payout of Personal days	Converted to sick days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	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
David Koptyra	Job Title	Other
	Job Title II	Security Supervisor
	Base Annual Salary Amount	\$84,463
	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
David Koptyra	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	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	20
	Description of Other Contracted Non-Working Days	Holiday/Recess
	Total Allowances Amount	\$750
	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	\$30,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Legal Limit
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Legal Limit
	Contractual Post-Employment Benefit Description of Payout of Personal days	Converted to sick days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported

Employee Contract List for District

Name	Category	Measure
David Koptyra	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
Giovanni Cusmano	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$172,320
	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	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	13
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holiday/Recess
	Total Allowances Amount	\$10,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$36,209
	Contractual Post-Employment Benefit Description of Payout of Sick days	Legal Limit

Employee Contract List for District

Name	Category	Measure
Giovanni Cusmano	Contractual Post-Employment Benefit Description of Payout of Vacation days	Legal Limit
	Contractual Post-Employment Benefit Description of Payout of Personal days	Converted to sick days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	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