

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	892.0	866.0	854.0
On Roll Special Ed Full-Time	103.0	99.0	91.0
On Roll Subtotal	995.0	965.0	945.0
In Private School Placements	3.0	4.0	0.0
Sent to Other Districts Special Ed	6.0	6.0	12.0
Received	14.0	13.0	10.0

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	15,495,446	16,037,355	16,378,134
	Total Tuition	10-1300	51,493	12,500	12,500
	Transportation Fees from Individuals	10-1410	47,495	39,000	39,000
	Rents and Royalties	10-1910	0	75,600	75,600
	Unrestricted Miscellaneous Revenues	10-1XXX	20,968	4,500	4,500
	Interest Earned on Capital Reserve Funds	10-1XXX	500	500	500
	Other Restricted Miscellaneous Revenues	10-1XXX	115,927	0	0
	Total Revenues from Local Sources		15,731,829	16,169,455	16,510,234
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	48,856	192,645	192,645
	Extraordinary Aid	10-3131	169,860	125,000	125,000
	Categorical Special Education Aid	10-3132	454,655	454,655	527,246
	Categorical Security Aid	10-3177	18,499	18,499	18,499
	PARCC Readiness Aid	10-3181	10,340	0	0
	Per Pupil Growth Aid	10-3182	10,340	0	0
	Professional Learning Community Aid	10-3183	9,780	0	0
	Other State Aids	10-3XXX	6,960	0	0
	Total Revenues from State Sources		729,290	790,799	863,390
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	548,681	514,579	545,725
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	300,000	250,000
	Transfers from Other Funds	10-5200	1,089	0	0
	Other Financing Sources	10-5XXX	18,225	0	0
	Adjustment for Prior Year Encumbrances		0	17,043	0
	Actual Revenues (Over)/Under Expenditures		-899,993	0	0
General Fund Revenues	Total Operating Budget		16,129,121	17,791,876	18,169,349
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	46,000	0	0
	Total Revenues from Local Sources	20-1XXX	46,000	0	0

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	107,301	135,068	108,054
	Title II	20-4451-4455	41,341	40,160	32,128
	Title III	20-4491-4494	2,542	6,981	3,277
	I.D.E.A. Part B (Handicapped)	20-4420-4429	194,920	193,610	154,888
	Total Revenues from Federal Sources		346,104	375,819	298,347
Special Revenue Fund Revenues	Total Grants and Entitlements		392,104	375,819	298,347
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	30,000	30,000	30,000
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	594,222	586,084	577,257
	Total Revenues from Local Sources		594,222	586,084	577,257
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	0	2
	Total Local Repayment of Debt		624,222	616,084	607,259
	Actual Revenues (Over)/Under Expenditures		-1	0	0
Debt Service Fund Revenues	Total Repayment of Debt		624,221	616,084	607,259
All Fund Revenues	Total Revenues/Sources		17,145,446	18,783,779	19,074,955
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		17,145,446	18,783,779	19,074,955

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	5,579,516	5,852,981	5,913,616
	Special Education-Instruction	11-2XX-100-XXX	1,056,970	1,175,674	1,324,036
	Basic Skills/Remedial-Instruction	11-230-100-XXX	350,936	440,983	462,773
	Bilingual Education-Instruction	11-240-100-XXX	62,739	65,487	66,995
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	47,279	56,760	57,560
	School-Sponsored Athletics-Instruction	11-402-100-XXX	41,105	46,400	47,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	641,829	790,713	972,646
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	27,813	26,977	27,482
	Undistributed Expenditures-Health Services	11-000-213-XXX	220,789	237,327	232,694
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	297,796	359,377	371,496
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	458,704	563,324	549,707
	Undistributed Expenditures-Guidance	11-000-218-XXX	135,770	148,648	154,340
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	487,477	500,776	515,081
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	206,085	215,661	217,950
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	86,124	101,315	97,199
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	39,839	49,715	43,840
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	389,579	507,733	448,341
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	654,314	700,899	703,067
	Undistributed Expenditures-Central Services	11-000-251-XXX	330,439	346,418	351,428
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	101,352	80,350	73,129
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,290,973	1,371,681	1,380,336
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	505,249	545,521	579,951
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,760,538	3,201,113	3,289,289
	Total Undistributed Expenditures		8,634,670	9,747,548	10,007,976
General Fund Current Expenses	Total General Current Expense		15,773,215	17,385,833	17,880,456

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	49,718	66,100	10,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	306,188	339,443	278,393
	Interest Deposit to Capital Reserve	10-604	0	500	500
	Total Capital Outlay		355,906	406,043	288,893
General Fund Expenses and Transfers	General Fund Grand Total		16,129,121	17,791,876	18,169,349
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	46,000	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	107,301	135,068	108,054
	Title II	20-XXX-XXX-XXX	41,341	40,160	32,128
	Title III	20-XXX-XXX-XXX	2,542	6,981	3,277
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	194,920	193,610	154,888
	Total Federal Projects	20-XXX-XXX-XXX	346,104	375,819	298,347
Special Revenue Fund Expenses	Total Special Revenue Funds		392,104	375,819	298,347
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	624,221	616,084	607,259
	Total Debt Service Funds		624,221	616,084	607,259
All Fund Expenses	Total Expenditures/Appropriations		17,145,446	18,783,779	19,074,955
Expenses Net of Transfers	Total Expenditures Net of Transfers		17,145,446	18,783,779	19,074,955

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	1,032,918	1,493,241	1,193,741	944,241
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	819,277	800,000	400,000	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	485,912	488,981	374,402	228,677
	Repayment of Debt	1	2	2	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	\$14,262	\$14,631	\$16,187	\$16,628	\$17,278
Total Classroom Instruction	\$8,776	\$8,953	\$9,963	\$10,081	\$10,616
Classroom-Salaries and Benefits	\$8,298	\$8,576	\$9,475	\$9,624	\$10,159
Classroom-General Supplies and Textbooks	\$393	\$290	\$373	\$337	\$338
Classroom-Purchased Services	\$85	\$87	\$116	\$120	\$120
Total Support Services	\$2,209	\$2,369	\$2,663	\$2,783	\$2,853
Support Services-Salaries and Benefits	\$1,773	\$1,840	\$2,050	\$2,116	\$2,183
Total Administrative Costs	\$1,734	\$1,840	\$1,940	\$2,116	\$2,115
Administration Salaries and Benefits	\$1,594	\$1,641	\$1,765	\$1,798	\$1,895
Total Operations and Maintenance of Plant	\$1,429	\$1,357	\$1,485	\$1,511	\$1,550
Operations and Maintenance-Salaries and Benefits	\$359	\$296	\$371	\$378	\$377
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$111	\$110	\$133	\$135	\$141
Total Equipment Costs	\$24	\$50	\$50	\$68	\$11
Legal Costs	\$14	\$27	\$23	\$49	\$35
Employee Benefits as a percentage of salaries*	28.24%	28.47%	31.99%	30.91%	30.88%

*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.

Unusual Revenues and Appropriations

Line Number	Source	Amount	Explanation
140	Preschool Tuition	12,500	Tuition for the district's preschool integrated classes, children Tuition for the district's preschool integrated classes, children are selected through a lottery
240	Subscription busing fees	39,000	The district offers subscription busing

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Business Services	Participate in the Federal Universal Service Program, E-Rate	0
Curriculum Services	Participate with sending districts and the regional high school to provide, review, and revise curriculum	0
Custodial and Maintenance Services	Share high school track for middle school track program	0
Insurance Coverages and Benefits	Participate in self insurance pools, South Bergen Workers Compenstation (SOBER) and School Alliance Insurance Fund (SAIF). Both also provide building walk throughs to advise on safety and security issues	0
Municipal/Public Works	Share field use and maintenance with the Borough of Montvale	0
Others	Cooperatively run safety drills with Montvale Police Department and consult with the Montvale Police Department on security issues	0
Professional Staff Development	Participate with Bergen County Department of Health for Blood Borne Pathogen Training and plan updates	0
	Participate with sending districts and the regional high school to provide teacher workshops on professional days and after school	0
Purchasing	Participate in Cooperative Bidding interlocal agreements for the purchases of goods and services with Educational Services Commission of New Jersey, MRESC and Hunterdon Co-Op	0
	Participates in ACES bid for natural gas	0
Special Education Services	Montvale hosts special education classes as space permits and sends students to other public school district programs when feasible. The district currently has students placed in the Valley Program, the Park Academy, and at Bergen County Special Services Programs.	0
	Montvale participates in Region II programs for related services, OT/PT, parent training, and ABA services.	0
	Participate in shared services for student evaluations with Region II and Region V	0
Staffing - Other	Share speech teacher with River Vale Schools 70%/30%	0
Transportation Services, including Fuel	Participate in Region II program for transportation of classified students with special needs, both in and out of district placements.	0

Estimated Tax Rates

Municipality	Category	Amount
Montvale	(A) General Fund School Levy	16,207,745
	(D) Total School Levy	16,771,966
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	2,059,761,422
	(H) Estimated Equalized Valuation (as of 10/01/18)	2,279,776,452
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.7869
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.8143
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.7109
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.7357

Employee Contract List for District

Name	Category	Measure
Andrea Wasserman	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$138,185
	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	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	0
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holiday and Recess Days
	Total Allowances Amount	\$2,099
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement, up to \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon separation, vacation day paid out at BAs daily rate on last day of employment
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A - No payout of personal day
	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
Andrea Wasserman	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
Donna Curey	Job Title	Administrative Assistant
	Job Title II	Administrative Assistant
	Base Annual Salary Amount	\$87,000
	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	07/01/18
	End Date of Contract	06/30/19
	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	20

Employee Contract List for District

Name	Category	Measure
Donna Curey	Description of Other Contracted Non-Working Days	Holiday and Recess Days
	Total Allowances Amount	\$750
	Total Bonuses Amount	\$2,000
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement, \$70/day for minimum of 75 days and maximum of 125 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon separation, vacation days paid out at employee's daily rate on last day of employment
	Contractual Post-Employment Benefit Description of Payout of Personal days	\$100/day up to 3 unused days; \$75/day up to 2 unused days; Conversion to sick day for 1 unused day
	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

Employee Contract List for District

Name	Category	Measure
Dr. Darren Petersen	Job Title	Superintendent
	Job Title II	Superintendent
	Base Annual Salary Amount	\$176,545
	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
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	0
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holiday and Recess Days
	Total Allowances Amount	\$7,085
	Total Bonuses Amount	\$14,706
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement, up to \$15,0
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon separation, vaction days paid out at Superintendent's daily rate on last date of employment
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A - There is no payout of personal da
	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
Dr. Darren Petersen	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
Peter Valois	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Technology Coordinator
	Base Annual Salary Amount	\$95,155
	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	15
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0

Employee Contract List for District

Name	Category	Measure
Peter Valois	Number of Other Contracted Non-Working Days	20
	Description of Other Contracted Non-Working Days	Holiday and Recess Days
	Total Allowances Amount	\$1,263
	Total Bonuses Amount	\$1,000
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement, minimum of 80 days, up to \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon separation, vacation days paid out at employee's daily rate on last day of employment
	Contractual Post-Employment Benefit Description of Payout of Personal days	\$100/day for 3 unused days; \$75/day for 2 unused days; Conversion to sick day for 1 unused da
	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