

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	531.0	538.0	549.0
On Roll Special Ed Full-Time	68.0	53.0	53.0
On Roll Subtotal	599.0	591.0	602.0
In Private School Placements	2.0	3.0	3.0
Sent to Other Districts Special Ed	23.0	24.0	22.0

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	9,567,750	9,803,530	9,999,601
	Total Tuition	10-1300	21,228	0	80,000
	Unrestricted Miscellaneous Revenues	10-1XXX	9,263	25,000	25,000
	Interest Earned on Capital Reserve Funds	10-1XXX	26,559	4,000	4,000
	Other Restricted Miscellaneous Revenues	10-1XXX	376,617	258,300	263,800
	Total Revenues from Local Sources		10,001,417	10,090,830	10,372,401
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	16,203	52,474	52,474
	Extraordinary Aid	10-3131	138,538	88,712	88,712
	Categorical Special Education Aid	10-3132	370,142	370,142	401,962
	Categorical Security Aid	10-3177	10,070	41,806	41,806
	Adjustment Aid	10-3178	3,920	0	0
	PARCC Readiness Aid	10-3181	6,000	0	0
	Per Pupil Growth Aid	10-3182	6,000	0	0
	Professional Learning Community Aid	10-3183	6,020	0	0
	Other State Aids	10-3XXX	5,800	0	0
	Total Revenues from State Sources		562,693	553,134	584,954
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	40,000	40,000	40,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	604,100	1,054,377	994,239
	Adjustment for Prior Year Encumbrances		0	66,327	0
	Actual Revenues (Over)/Under Expenditures		-136,456	0	0
General Fund Revenues	Total Operating Budget		11,071,754	11,804,668	11,991,594
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	59,641	54,560	42,626
	Title III	20-4491-4494	2,128	0	0
	Title IV	20-4471-4474	9,263	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	150,506	117,780	117,780
	Total Revenues from Federal Sources		221,538	172,340	160,406
Special Revenue Fund Revenues	Total Grants and Entitlements		221,538	172,340	160,406
Debt Service Fund Transfer and Other Financing	Other Financing Sources	40-5XXX	2,176	0	0

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	427,384	425,625	423,950
	Total Revenues from Local Sources		427,384	425,625	423,950
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	225	0
	Total Local Repayment of Debt		429,560	425,850	423,950
	Actual Revenues (Over)/Under Expenditures		-1,910	0	0
Debt Service Fund Revenues	Total Repayment of Debt		427,650	425,850	423,950
All Fund Revenues	Total Revenues/Sources		11,720,942	12,402,858	12,575,950
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		11,720,942	12,402,858	12,575,950

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	2,975,205	3,024,630	2,910,891
	Special Education-Instruction	11-2XX-100-XXX	800,885	1,037,628	821,690
	Basic Skills/Remedial-Instruction	11-230-100-XXX	152,889	100,437	138,071
	Bilingual Education-Instruction	11-240-100-XXX	56,129	57,313	57,858
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	28,559	21,520	18,520
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,436,658	1,796,268	1,827,512
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	7,000	7,000	7,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	124,414	122,389	128,489
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	213,196	239,972	260,334
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	13,153	9,680	10,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	118,349	135,176	134,117
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	436,455	360,926	427,651
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	129,178	134,267	137,713
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	162,310	174,313	187,525
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	37,984	31,129	21,718
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	394,614	402,694	366,387
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	234,336	242,305	245,300
	Undistributed Expenditures-Central Services	11-000-251-XXX	207,204	216,742	222,783
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	799,719	787,520	856,135
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	137,179	152,100	188,100
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,743,352	2,017,055	2,020,561
	Undistributed Expenditures-Food Services	11-000-310-930	1,658	0	0
	Total Undistributed Expenditures		6,196,759	6,829,536	7,041,325
General Fund Current Expenses	Total General Current Expense		10,210,426	11,071,064	10,988,355
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	861,328	729,604	999,239
	Interest Deposit to Capital Reserve	10-604	0	4,000	4,000
	Total Capital Outlay		861,328	733,604	1,003,239
General Fund Expenses and Transfers	General Fund Grand Total		11,071,754	11,804,668	11,991,594

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	59,641	54,560	42,626
	Title III	20-XXX-XXX-XXX	2,128	0	0
	Title IV	20-XXX-XXX-XXX	9,263	0	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	150,506	117,780	117,780
	Total Federal Projects	20-XXX-XXX-XXX	221,538	172,340	160,406
Special Revenue Fund Expenses	Total Special Revenue Funds		221,538	172,340	160,406
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	427,650	425,850	423,950
	Total Debt Service Funds		427,650	425,850	423,950
All Fund Expenses	Total Expenditures/Appropriations		11,720,942	12,402,858	12,575,950
Expenses Net of Transfers	Total Expenditures Net of Transfers		11,720,942	12,402,858	12,575,950

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	2,813,263	2,653,255	1,602,878	612,639
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	15,626	15,626
	Legal Reserve	80,000	40,000	0	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	250,000	305,626	290,000	250,000
	Repayment of Debt	491	2,401	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	\$13,531	\$14,569	\$14,745	\$15,436	\$14,905
Total Classroom Instruction	\$8,075	\$8,576	\$8,733	\$9,339	\$8,611
Classroom-Salaries and Benefits	\$7,545	\$7,991	\$8,095	\$8,674	\$8,125
Classroom-General Supplies and Textbooks	\$485	\$543	\$551	\$565	\$398
Classroom-Purchased Services	\$45	\$42	\$87	\$100	\$88
Total Support Services	\$2,416	\$2,588	\$2,629	\$2,628	\$2,792
Support Services-Salaries and Benefits	\$1,906	\$2,126	\$2,379	\$2,258	\$2,371
Total Administrative Costs	\$1,530	\$1,764	\$1,791	\$1,858	\$1,783
Administration Salaries and Benefits	\$937	\$1,523	\$1,513	\$1,576	\$1,545
Total Operations and Maintenance of Plant	\$1,428	\$1,582	\$1,543	\$1,566	\$1,682
Operations and Maintenance-Salaries and Benefits	\$925	\$1,004	\$994	\$923	\$1,012
Board Contribution to Food Services	\$5	\$3	\$8	\$0	\$0
Total Extracurricular Costs	\$76	\$57	\$41	\$45	\$37
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$98	\$66	\$100	\$84	\$55
Employee Benefits as a percentage of salaries*	29.93%	30.19%	34.16%	33.96%	34.52%

\*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.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	Norwood has a shared service agreement with the Northern Valley for Curriculum and Instruction	0
	Norwood has a shared service agreement with Northern Valley for Staff Development Program	0
Municipal/Public Works	Norwood has a shared service agreement with the Borough of Norwood for its facility security	0
Purchasing	Norwood has a shared service agreement with Northern Valley Regional High School for phone and internet services	0
	Norwood has a shared service agreement with Ed Data for educational supplies	0
	Norwood has a shared service agreement with New Jersey Educational Services Commission for educational supplies	0
Transportation Services, including Fuel	Norwood has a shared service agreement with Northern Valley for sharing transportation services for Special Education, Non Public Routes as well as Regular Routes	0



Estimated Tax Rates

Municipality	Category	Amount
Norwood	(A) General Fund School Levy	9,901,566
	(D) Total School Levy	10,326,353
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,184,779,600
	(H) Estimated Equalized Valuation (as of 10/01/18)	1,276,152,090
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.8357
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.8716
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.7759
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.8092

Employee Contract List for District

Name	Category	Measure
David Roth	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	NA
	Base Annual Salary Amount	\$103,200
	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	20
	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	Federal & State Holidays
	Total Allowances Amount	\$1,000
	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	\$550
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$55 day/\$4,400 Maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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 Roth	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
Fran Orefice	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	NA
	Base Annual Salary Amount	\$111,118
	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	20
	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	Federal & State Holidays

Employee Contract List for District

Name	Category	Measure
Fran Orefice	Total Allowances Amount	\$1,217
	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	\$4,400
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$55 day/\$4,400
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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
Lisa Gross	Job Title	Superintendent
	Job Title II	NA
	Base Annual Salary Amount	\$147,794
	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
Lisa Gross	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/17
	End Date of Contract	06/30/21
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	14
	Description of Other Contracted Non-Working Days	Federal & State Holidays
	Total Allowances Amount	\$5,500
	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	\$25,385
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Accrued upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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
Lisa Gross	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
Sacha Pouliot	Job Title	Business Administrator
	Job Title II	NA
	Base Annual Salary Amount	\$116,926
	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	20
	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	Federal & State Holidays
	Total Allowances Amount	\$3,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$250
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$1,650
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$55 day/\$4400 max

Employee Contract List for District

Name	Category	Measure
Sacha Pouliot	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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
Vito DeLaura	Job Title	Principal
	Job Title II	NA
	Base Annual Salary Amount	\$113,844
	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	20
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Vito DeLaura	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	Federal & State Holidays
	Total Allowances Amount	\$1,620
	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	\$4,400
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$55 day/Max \$4,400
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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