

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	413.0	427.0	421.0
On Roll Special Ed Full-Time	68.0	79.0	81.0
On Roll Subtotal	481.0	506.0	502.0
In Private School Placements	1.0	3.0	3.0
Sent to Other Districts Regular	121.0	116.0	135.0
Sent to Other Districts Special Ed	27.0	33.0	36.0
Received	8.0	8.0	8.0

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	11,197,749	11,421,704	11,638,716
	Total Tuition	10-1300	36,881	15,000	35,000
	Unrestricted Miscellaneous Revenues	10-1XXX	0	100,348	100,000
	Interest Earned on Capital Reserve Funds	10-1XXX	10,985	10	10
	Other Restricted Miscellaneous Revenues	10-1XXX	161,965	0	0
	Total Revenues from Local Sources		11,407,580	11,537,062	11,773,726
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	31,373	103,197	103,197
	Extraordinary Aid	10-3131	64,572	75,000	75,000
	Categorical Special Education Aid	10-3132	378,613	378,613	421,417
	Categorical Security Aid	10-3177	47,531	47,531	47,531
	PARCC Readiness Aid	10-3181	6,430	0	0
	Per Pupil Growth Aid	10-3182	6,430	0	0
	Professional Learning Community Aid	10-3183	6,480	0	0
	Host District Support Aid	10-3184	1,434	0	0
	Other State Aids	10-3XXX	14,637	0	0
	Total Revenues from State Sources		557,500	604,341	647,145
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	272,040	250,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	49,950	330,000
	Transfers from Other Funds	10-5200	92	0	0
	Adjustment for Prior Year Encumbrances		0	114,152	0
	Actual Revenues (Over)/Under Expenditures		-165,577	0	0
General Fund Revenues	Total Operating Budget		11,799,595	12,577,545	13,000,871
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	57,837	58,262	58,262
	Title II	20-4451-4455	11,591	10,771	10,771
	Title III	20-4491-4494	0	6,702	6,702
	Title IV	20-4471-4474	10,000	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	133,052	129,362	103,490
	Total Revenues from Federal Sources		212,480	215,097	189,225
Special Revenue Fund Revenues	Total Grants and Entitlements		212,480	215,097	189,225

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	303,816	298,345	309,426
	Total Revenues from Local Sources		303,816	298,345	309,426
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	156,512	153,706	159,402
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	27	0
	Total Local Repayment of Debt		460,328	452,078	468,828
Debt Service Fund Revenues	Total Repayment of Debt		460,328	452,078	468,828
All Fund Revenues	Total Revenues/Sources		12,472,403	13,244,720	13,658,924
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		12,472,403	13,244,720	13,658,924

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	3,118,301	3,051,250	3,144,524
	Special Education-Instruction	11-2XX-100-XXX	1,029,873	1,193,445	1,275,126
	Basic Skills/Remedial-Instruction	11-230-100-XXX	89,013	129,749	131,658
	Bilingual Education-Instruction	11-240-100-XXX	71,048	73,030	74,980
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	16,350	31,000	23,000
	School-Sponsored Athletics-Instruction	11-402-100-XXX	18,833	23,750	22,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	3,064,743	3,174,222	3,545,045
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	14,635	16,979	17,500
	Undistributed Expenditures-Health Services	11-000-213-XXX	83,573	89,526	88,271
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	193,843	263,576	170,804
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	46,642	102,156	134,757
	Undistributed Expenditures-Guidance	11-000-218-XXX	95,600	77,030	77,980
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	258,735	269,506	370,045
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	116,113	95,578	99,320
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	66,340	74,365	76,090
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	16,126	26,852	10,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	474,488	413,029	383,685
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	164,940	170,625	161,281
	Undistributed Expenditures-Central Services	11-000-251-XXX	138,318	210,804	211,180
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	93,850	91,461	75,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	777,500	804,248	628,793
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	318,140	382,173	394,116
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,389,859	1,684,494	1,476,975
	Total Undistributed Expenditures		7,313,445	7,946,624	7,920,842
General Fund Current Expenses	Total General Current Expense		11,656,863	12,448,848	12,592,630

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	71,901	64,553	14,603
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	0	330,000
	Interest Deposit to Capital Reserve	10-604	0	10	10
	Total Capital Outlay		71,901	64,563	344,613
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	70,831	64,134	63,628
	General Fund Grand Total		11,799,595	12,577,545	13,000,871
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	57,837	58,262	58,262
	Title II	20-XXX-XXX-XXX	11,591	10,771	10,771
	Title III	20-XXX-XXX-XXX	0	6,702	6,702
	Title IV	20-XXX-XXX-XXX	10,000	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	133,052	129,362	103,490
	Total Federal Projects	20-XXX-XXX-XXX	212,480	215,097	189,225
Special Revenue Fund Expenses	Total Special Revenue Funds		212,480	215,097	189,225
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	460,328	452,078	468,828
	Total Debt Service Funds		460,328	452,078	468,828
All Fund Expenses	Total Expenditures/Appropriations		12,472,403	13,244,720	13,658,924
Expenses Net of Transfers	Total Expenditures Net of Transfers		12,472,403	13,244,720	13,658,924

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	808,751	1,111,437	1,061,497	731,507
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	500,000	500,000	250,000	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	263,064	286,677	250,000	250,000
	Repayment of Debt	27	27	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	\$15,764	\$17,128	\$18,822	\$17,679	\$17,342
Total Classroom Instruction	\$10,058	\$11,006	\$12,362	\$11,273	\$11,392
Classroom-Salaries and Benefits	\$9,352	\$9,966	\$11,537	\$10,470	\$10,990
Classroom-General Supplies and Textbooks	\$644	\$953	\$655	\$615	\$230
Classroom-Purchased Services	\$63	\$87	\$170	\$188	\$172
Total Support Services	\$1,977	\$2,185	\$2,514	\$2,369	\$2,449
Support Services-Salaries and Benefits	\$1,446	\$1,619	\$1,678	\$1,536	\$1,839
Total Administrative Costs	\$1,681	\$2,039	\$2,012	\$2,079	\$1,967
Administration Salaries and Benefits	\$966	\$1,120	\$1,157	\$1,397	\$1,561
Total Operations and Maintenance of Plant	\$1,965	\$1,811	\$1,787	\$1,823	\$1,424
Operations and Maintenance-Salaries and Benefits	\$820	\$963	\$1,071	\$985	\$852
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$82	\$87	\$147	\$134	\$110
Total Equipment Costs	\$10	\$0	\$0	\$0	\$0
Legal Costs	\$83	\$258	\$118	\$106	\$100
Employee Benefits as a percentage of salaries*	24.84%	26.49%	31.22%	30.03%	23.91%

*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	Consortium with Maywood and Hackensack	0
Insurance Coverages and Benefits	NESBIG	0
Municipal/Public Works	Garbage, Recycling and Fuel	0
Purchasing	Hunterdon, Ed Data and Educational Services Commission	0
Special Education Services	Bergen County Region V	0
Transportation Services, including Fuel	Region V and South Bergen Jointure	0

Estimated Tax Rates

Municipality	Category	Amount
Rochelle Park Twp	(A) General Fund School Levy	11,638,716
	(D) Total School Levy	11,948,142
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	943,029,900
	(H) Estimated Equalized Valuation (as of 10/01/18)	999,184,043
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.2342
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.2670
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.1648
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.1958

Employee Contract List for District

Name	Category	Measure
Cara Hurd	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Curriculum
	Base Annual Salary Amount	\$91,656
	Full-Time Equivalent (FTE)	0.8
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$3,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$849
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$21,507
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$85/day up to 20 days max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	20 days max
	Contractual Post-Employment Benefit Description of Payout of Personal days	no provision in contract
	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
Cara Hurd	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
Cheryl Jiosi	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$103,000
	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	10/01/18
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Cheryl Jiosi	Total Allowances Amount	\$14,070
	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	\$28,596
	Contractual Post-Employment Benefit Description of Payout of Sick days	max allowed by contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	max allowed by contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	no provision in contract
	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
Ellen Kobylarz	Job Title	Secretary
	Job Title II	None Reported
	Base Annual Salary Amount	\$82,996
	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
Ellen Kobylarz	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$25
	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	\$6,385
	Contractual Post-Employment Benefit Description of Payout of Sick days	no provision in contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	max of 20 days @ per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	no provision in contract
	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
Ellen Kobylarz	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
Michael Alberta	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$103,000
	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	07/23/18
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$3,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$849
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$20,674
	Contractual Post-Employment Benefit Description of Payout of Sick days	max of 150 @ 85/day

Employee Contract List for District

Name	Category	Measure
Michael Alberta	Contractual Post-Employment Benefit Description of Payout of Vacation days	max of 20 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	no provision in contract
	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
Richard Brockel	Job Title	Superintendent
	Job Title II	None Reported
	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
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	01/01/19
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Richard Brockel	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$6,000
	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	\$7,959
	Contractual Post-Employment Benefit Description of Payout of Sick days	no provision for payout in contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	max 15 days @ per diem rate of pay
	Contractual Post-Employment Benefit Description of Payout of Personal days	no provision for payout in contract
	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