Bergen Wood-Ridge Boro Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	1,106.0	1,082.0	1,064.0
On Roll Regular Shared-Time	3.0	4.0	4.0
On Roll Special Ed Full-Time	140.0	141.0	146.0
On Roll Special Ed Shared-Time	8.0	2.0	2.0
On Roll Subtotal	1,257.0	1,229.0	1,216.0
In Private School Placements	19.0	15.0	20.0
Sent to Other Districts Special Ed	26.0	25.0	31.0
Received	103.0	96.0	99.0

Bergen Wood-Ridge Boro Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Local Tax Levy	10-1210	17,220,119	17,840,040	18,284,171
	Total Tuition	10-1300	1,911,034	2,010,137	1,661,856
General Fund Revenues from Local Sources	Unrestricted Miscellaneous Revenues	10-1XXX	281,875	232,500	228,825
	Interest Earned on Capital Reserve Funds	10-1XXX	0	100	300
	Total Revenues from Local Sources		19,413,028	20,082,777	20,175,152
	Categorical Transportation Aid	10-3121	36,887	118,852	118,852
	Extraordinary Aid	10-3131	305,577	200,000	175,000
	Categorical Special Education Aid	10-3132	662,355	662,355	725,253
	Equalization Aid	10-3176	79,500	79,500	79,500
General Fund Revenues from State Sources	Categorical Security Aid	10-3177	22,479	22,479	22,479
	PARCC Readiness Aid	10-3181	10,940	0	0
	Per Pupil Growth Aid	10-3182	10,940	0	0
	Professional Learning Community Aid	10-3183	10,980	0	0
	Total Revenues from State Sources		1,139,658	1,083,186	1,121,084
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	1,876	22,691	27,090
General Fund Revenues from Federal Sources	Total Revenues from Federal Sources		1,876	22,691	27,090
	Budgeted Fund Balance-Operating Budget	10-303	254,594	194,814	273,642
	Withdrawal from Capital Reserve for Local Share	10-307	360,000	0	0
General Fund Revenues from Other Sources	Withdrawal from Maintenance Reserve	10-310	0	0	200,000
General Fund Revenues from Other Sources	Transfers from Other Funds	10-5200	938	0	0
	Adjustment for Prior Year Encumbrances		0	69,136	0
	Actual Revenues (Over)/Under Expenditures		-265,785	0	0
General Fund Revenues	Total Operating Budget		20,904,309	21,452,604	21,796,968
Special Devenue Fund Devenues from Least Courses	Other Revenue from Local Sources	20-1XXX	17,928	17,052	4,000
Special Revenue Fund Revenues from Local Sources	Total Revenues from Local Sources	20-1XXX	17,928	17,052	4,000

Bergen Wood-Ridge Boro Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Title I	20-4411-4416	89,197	107,612	80,709
	Title II	20-4451-4455	10,332	31,308	23,481
Cracial Davison Cond Davison of from Faderal Courses	Title III	20-4491-4494	7,715	21,137	15,853
Special Revenue Fund Revenues from Federal Sources	Title IV	20-4471-4474	4,485	14,454	10,841
	I.D.E.A. Part B (Handicapped)	20-4420-4429	273,253	278,829	223,063
	Total Revenues from Federal Sources		384,982	453,340	353,947
Special Revenue Fund Revenues	Total Grants and Entitlements		402,910	470,392	357,947
Dobt Coming Fund Devenues from Local Courses	Local Tax Levy	40-1210	448,097	723,955	966,515
Debt Service Fund Revenues from Local Sources	Total Revenues from Local Sources		448,097	723,955	966,515
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	18,403	35,285	53,755
Debt Comice Fund Devenues from Other Courses	Budgeted Fund Balance	40-303	0	69,806	0
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		466,500	829,046	1,020,270
Debt Service Fund Revenues	Total Repayment of Debt		466,500	829,046	1,020,270
All Fund Revenues	Total Revenues/Sources		21,773,719	22,752,042	23,175,185
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		21,773,719	22,752,042	23,175,185

Bergen Wood-Ridge Boro Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Regular Programs-Instruction		5,438,850	5,666,407	5,903,258
	Special Education-Instruction	11-2XX-100-XXX	1,403,385	1,283,241	1,308,827
	Basic Skills/Remedial-Instruction	11-230-100-XXX	66,106	69,277	72,757
General Fund Current Expenses for Instruction	Bilingual Education-Instruction	11-240-100-XXX	52,714	54,265	63,265
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	106,187	116,080	130,391
	School-Sponsored Athletics-Instruction	11-402-100-XXX	291,296	336,317	342,841
	Before/After School Programs	11-421-XXX-XXX	119,945	106,700	98,300
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	3,380,755	3,378,339	3,408,448
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	5,190	5,500	6,650
	Undistributed Expenditures-Health Services	11-000-213-XXX	228,886	227,188	267,698
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	682,149	463,839	403,762
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	189,057	578,330	545,893
	Undistributed Expenditures-Guidance	11-000-218-XXX	255,370	261,405	252,375
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	445,902	458,759	465,878
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	121,500	131,772	163,393
General Fund Current Expenses for Support Services	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	193,192	191,758	193,611
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	3,571	2,110	2,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	542,926	612,768	556,811
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	896,990	956,662	972,556
	Undistributed Expenditures-Central Services	11-000-251-XXX	485,473	310,103	329,888
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	148,866	162,846	154,497
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,392,719	1,467,654	1,459,039
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	783,583	809,494	808,600
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,035,340	3,685,042	3,775,982
	Total Undistributed Expenditures		12,791,469	13,703,569	13,767,081
General Fund Current Expenses for Increased Reserves	Increase In Maintenance Reserve	10-606	200,000	0	0
General Fund Current Expenses	Total General Current Expense		20,469,952	21,335,856	21,686,720

Bergen Wood-Ridge Boro Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Facilities Acquisition and Construction Services	12-000-400-XXX	329,575	29,575	29,575
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	60,000	0	0
Capital Outlay	Increase In Capital Reserve	10-604	24,984	0	0
	Interest Deposit to Capital Reserve	10-604	0	100	300
	Total Capital Outlay		414,559	29,675	29,875
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	19,798	87,073	80,373
General Fund Expenses and Transfers	General Fund Grand Total		20,904,309	21,452,604	21,796,968
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	17,928	17,052	4,000
	Title I	20-XXX-XXX-XXX	89,197	107,612	80,709
	Title II	20-XXX-XXX-XXX	10,332	31,308	23,481
Special Devenue Fund Evenness for Foderal Projects	Title III	20-XXX-XXX-XXX	7,715	21,137	15,853
Special Revenue Fund Expenses for Federal Projects	Title IV	20-XXX-XXX-XXX	4,485	14,454	10,841
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	273,253	278,829	223,063
	Total Federal Projects	20-XXX-XXX-XXX	384,982	453,340	353,947
Special Revenue Fund Expenses	Total Special Revenue Funds		402,910	470,392	357,947
Dobt Sandaa Fund Evnanaa	Total Regular Debt Service	40-701-510-XXX	466,500	829,046	1,020,270
Debt Service Fund Expenses	Total Debt Service Funds		466,500	829,046	1,020,270
All Fund Expenses	Total Expenditures/Appropriations		21,773,719	22,752,042	23,175,185
Expenses Net of Transfers	Total Expenditures Net of Transfers		21,773,719	22,752,042	23,175,185

Bergen Wood-Ridge Boro Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
	Capital Reserve	1,600,665	1,265,649	1,265,749	1,266,049
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	200,000	200,000	0
Postriated for Conoral Operating Budget	Legal Reserve	0	0	0	0
Restricted for General Operating Budget	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
	General Operating Budget	661,042	713,978	519,164	245,522
Unrestricted	Repayment of Debt	69,806	69,806	0	0

Bergen Wood-Ridge Boro
Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$12,756	\$12,876	\$13,464	\$14,079	\$14,498
Total Classroom Instruction	\$7,089	\$7,244	\$7,418	\$7,736	\$8,112
Classroom-Salaries and Benefits	\$6,760	\$6,973	\$7,178	\$7,489	\$7,888
Classroom-General Supplies and Textbooks	\$286	\$207	\$191	\$198	\$164
Classroom-Purchased Services	\$43	\$64	\$49	\$50	\$60
Total Support Services	\$2,009	\$2,043	\$2,263	\$2,334	\$2,363
Support Services-Salaries and Benefits	\$1,118	\$1,492	\$1,661	\$1,742	\$1,852
Total Administrative Costs	\$1,806	\$1,873	\$1,970	\$2,114	\$2,106
Administration Salaries and Benefits	\$1,503	\$1,592	\$1,681	\$1,780	\$1,775
Total Operations and Maintenance of Plant	\$1,420	\$1,323	\$1,361	\$1,424	\$1,425
Operations and Maintenance-Salaries and Benefits	\$915	\$901	\$846	\$891	\$876
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$423	\$384	\$433	\$452	\$478
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$32	\$37	\$31	\$44	\$41
Employee Benefits as a percentage of salaries*	26.71%	27.79%	32.58%	32.61%	32.45%

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

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: http://www.state.nj.us/education/guide/. This publication is also available in the board office and public libraries. The same calculations were performed using the 2018-19 revised appropriations and the 2019-20 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

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

Bergen Wood-Ridge Boro Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	Member of SOBER and SAIF which allows the district to pool with other school districts in an effort to maintain/control insurance costs.	0
and Denenis	Participate in the State Health Benefit Plan	0
Municipal/Public Works	Agreement with the Borough of Wood-Ridge to share services in the following areas: landscaping, snow removal, use of fuel pumps at no charge for gasoline, use of facilities for recreation programs, use of school bus for recreation programs and use of district reverse 911 system for Borough emergency announcements.	0
Others	Agreement with ACES for natural gas and electric purchases	0
Durchasina	Membership in the Middlesex Regional Education Services Commission and Hunterdon County Educational Services Commission for co-op purchasing	0
Purchasing	Agreement with Educational Data Services for bidding services with other school districts on the purchase of supplies and various services.	0
Special Education	Member in the South Bergen Jointure Commission which allows for the pooling of costs for speech, physical therapy, occupational therapy and transition counseling for special edcuation students.	0
Services	Shared Service with Moonachie BOE for the CST services for both districts	0
Transportation Services, including Fuel	Member in the South Bergen Jointure Commission which allows for the pooling of transportation costs.	0

Bergen Wood-Ridge Boro Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	18,062,106
	(D) Total School Levy	18,907,341
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,301,669,562
Wood Didge Dereyah	(H) Estimated Equalized Valuation (as of 10/01/18)	1,474,354,960
Wood-Ridge Borough	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.3876
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.4525
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.2251
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.2824

Name	Category	Measure
	Job Title	Assistant Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$148,254
	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	25
	Contracted Number of Annual Sick Days	12
Dr. Sue Duardo-Denobile	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	school holidays
	Total Allowances Amount	\$5,500
	Total Bonuses Amount	\$5,040
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$52
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$29,255
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max sick days upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Vacation upon retirement or 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

Name	Category	Measure
	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
Dr. Sue Duardo-Denobile	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$115,737
	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
Jenine Murray	Member of Collective Bargaining Unit (CBU)?	N
Jenine Murray	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	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	school holidays

Name	Category	Measure
	Total Allowances Amount	\$4,000
	Total Bonuses Amount	\$5,000
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$52
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$26,129
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max sick days upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max vacation days upon retirement or separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Jenine Murray	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Jeriirie Murray	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
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$165,000
Nicholas Cipriano	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/21
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	school holidays
	Total Allowances Amount	\$21,800
	Total Bonuses Amount	\$19,784
	Total Stipends Amount	\$0
Nicholas Cipriano	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$30,865
	Contractual Post-Employment Benefit Description of Payout of Sick days	max upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	max upon retirement or 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

Name	Category	Measure
Nicholas Cipriano	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Other
	Job Title II	District Tech Specialist
	Base Annual Salary Amount	\$116,629
	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	240
Scott Hughes	Contracted Number of Annual Vacation Days	22
	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	school holidays
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$52
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$10,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max upon retirement after 20 years

Name	Category	Measure
Scott Hughes	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