

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	1,268.0	1,284.0	1,218.0
On Roll Special Ed Full-Time	149.0	154.0	254.0
On Roll Subtotal	1,417.0	1,438.0	1,472.0
In Private School Placements	4.0	3.0	0.0
Sent to Other Districts Regular	532.0	496.0	499.0
Sent to Other Districts Special Ed	64.5	65.0	15.0
Received	75.0	84.0	85.0
In State Facilities		1.0	0.0

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	24,000,000	24,290,000	24,926,570
	Total Tuition	10-1300	1,126,320	649,470	678,036
	Transportation Fees from Other Local Education Authorities	10-1420-1440	47,626	48,000	80,000
	Unrestricted Miscellaneous Revenues	10-1XXX	156,841	74,000	74,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	0	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	1,700	1,250
	Total Revenues from Local Sources		25,330,787	25,063,170	25,760,856
General Fund Revenues from State Sources	School Choice Aid	10-3116	473,760	513,912	452,239
	Categorical Transportation Aid	10-3121	1,445,583	1,445,583	1,445,583
	Extraordinary Aid	10-3131	155,026	0	0
	Categorical Special Education Aid	10-3132	1,098,835	1,280,868	1,280,868
	Equalization Aid	10-3176	4,307,772	4,307,772	4,307,772
	Categorical Security Aid	10-3177	164,852	179,311	179,311
	Adjustment Aid	10-3178	2,436,501	2,089,679	1,548,830
	PARCC Readiness Aid	10-3181	19,270	0	0
	Per Pupil Growth Aid	10-3182	19,270	0	0
	Professional Learning Community Aid	10-3183	19,420	0	0
	Other State Aids	10-3XXX	15,660	0	0
Total Revenues from State Sources		10,155,949	9,817,125	9,214,603	
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	50,770	27,046	59,650
	Total Revenues from Federal Sources		50,770	27,046	59,650
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	930,698	957,534
	Withdrawal from Capital Reserve for Local Share	10-307	0	0	2,500,000
	Withdrawal from Maintenance Reserve	10-310	0	0	1,700,000
	Transfers from Other Funds	10-5200	944	0	0
	Adjustment for Prior Year Encumbrances		0	666,159	0
	Actual Revenues (Over)/Under Expenditures		-1,668,685	0	0
General Fund Revenues	Total Operating Budget		33,869,765	36,504,198	40,192,643

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	155,806	156,662	133,163
	Title II	20-4451-4455	34,131	36,526	31,047
	Title IV	20-4471-4474	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-4420-4429	463,144	470,000	399,500
	Other	20-4XXX	9,000	0	0
	Total Revenues from Federal Sources			672,081	673,188
Special Revenue Fund Revenues	Total Grants and Entitlements		672,081	673,188	572,210
All Fund Revenues	Total Revenues/Sources		34,541,846	37,177,386	40,764,853
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		34,541,846	37,177,386	40,764,853

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	7,053,733	7,542,973	7,719,286	
	Special Education-Instruction	11-2XX-100-XXX	1,599,696	1,715,841	1,781,806	
	Basic Skills/Remedial-Instruction	11-230-100-XXX	892,962	1,059,692	950,432	
	Bilingual Education-Instruction	11-240-100-XXX	51,211	66,414	68,002	
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	24,867	29,500	30,600	
	School-Sponsored Athletics-Instruction	11-402-100-XXX	41,495	54,250	68,269	
	Before/After School Programs	11-421-XXX-XXX	10,282	19,680	20,045	
	Summer School	11-422-XXX-XXX	41,511	72,760	70,195	
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	10,664,698	10,829,961	10,669,452	
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	23,761	38,156	39,579	
	Undistributed Expenditures-Health Services	11-000-213-XXX	238,129	269,848	273,912	
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	469,260	384,365	385,946	
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	650,466	827,008	796,289	
	Undistributed Expenditures-Guidance	11-000-218-XXX	233,613	248,030	218,170	
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	425,284	473,772	492,095	
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	467,673	610,016	610,337	
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	198,143	228,266	201,264	
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	23,491	86,344	61,000	
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	513,650	688,200	672,230	
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	834,075	852,177	838,682	
	Undistributed Expenditures-Central Services	11-000-251-XXX	326,113	357,903	366,473	
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	151,991	210,768	209,326	
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,936,768	3,260,757	3,767,826	
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,783,598	2,116,063	2,168,712	
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,260,471	4,082,201	4,460,167	
	Undistributed Expenditures-Food Services	11-000-310-930	22,442	0	0	
	Total Undistributed Expenditures			23,223,626	25,563,835	26,231,460
	General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	0	1,000
General Fund Current Expenses	Total General Current Expense		32,939,383	36,124,945	36,941,095	

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	242,601	38,269	52,700
	Facilities Acquisition and Construction Services	12-000-400-XXX	589,110	199,646	3,103,900
	Interest Deposit to Capital Reserve	10-604	0	1,700	1,250
	Total Capital Outlay		831,711	239,615	3,157,850
Special School Expenses for Adult Education	Adult Education-Local-Instruction	13-602-100-XXX	10,607	14,300	9,800
	Total Adult Education-Local	13-602-X00-XXX	10,607	14,300	9,800
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	10,607	14,300	9,800
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	88,064	125,338	83,898
	General Fund Grand Total		33,869,765	36,504,198	40,192,643
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	155,806	156,662	133,163
	Title II	20-XXX-XXX-XXX	34,131	36,526	31,047
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	463,144	470,000	399,500
	Other	20-XXX-XXX-XXX	9,000	0	0
	Total Federal Projects	20-XXX-XXX-XXX	672,081	673,188	572,210
Special Revenue Fund Expenses	Total Special Revenue Funds		672,081	673,188	572,210
All Fund Expenses	Total Expenditures/Appropriations		34,541,846	37,177,386	40,764,853
Expenses Net of Transfers	Total Expenditures Net of Transfers		34,541,846	37,177,386	40,764,853

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	1,084,968	2,846,468	2,848,168	349,418
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	1,130,000	2,130,000	2,730,000	1,031,000
	Legal Reserve	2,417,685	1,887,838	957,163	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	824,797	847,655	717,132	716,761
	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,470	\$14,457	\$16,417	\$16,198	\$16,452
Total Classroom Instruction	\$8,888	\$8,363	\$9,629	\$9,215	\$9,277
Classroom-Salaries and Benefits	\$8,055	\$8,123	\$8,906	\$8,692	\$8,719
Classroom-General Supplies and Textbooks	\$741	\$174	\$547	\$377	\$418
Classroom-Purchased Services	\$92	\$66	\$176	\$147	\$140
Total Support Services	\$2,314	\$2,240	\$2,725	\$2,628	\$2,544
Support Services-Salaries and Benefits	\$1,727	\$1,639	\$1,994	\$1,907	\$1,895
Total Administrative Costs	\$1,550	\$1,527	\$1,716	\$1,761	\$1,731
Administration Salaries and Benefits	\$1,313	\$1,250	\$1,308	\$1,317	\$1,315
Total Operations and Maintenance of Plant	\$2,632	\$2,223	\$2,235	\$2,479	\$2,772
Operations and Maintenance-Salaries and Benefits	\$774	\$786	\$929	\$918	\$858
Board Contribution to Food Services	\$0	\$16	\$0	\$0	\$0
Total Extracurricular Costs	\$55	\$56	\$65	\$70	\$81
Total Equipment Costs	\$54	\$171	\$20	\$27	\$36
Legal Costs	\$13	\$49	\$57	\$63	\$51
Employee Benefits as a percentage of salaries*	22.93%	23.68%	28.10%	27.86%	30.44%

*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	Parent Paid Preschool Program	115,500	20 students @ \$5775
250	Transportation Fees	70,000	Corbin City
	Transportation Fees	5,000	Dennis Township Choice Students
	Transportation Fees	5,000	Woodbine Choice Students
300	Interest	18,000	Interest earned
	Miscellaneous	25,000	CEUT Classes/Camps for students
	Miscellaneoud	32,000	GovDeals

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	Member of the Atlantic/Cape Joint Insurance Fund	0
Municipal/Public Works	Township maintains District vehicles and makes necessary repairs	0
	Township handles snow removal, trash pickup and groundskeeping of athletic fields	0
	Township provides labor for small construction projects in District	0
	District staffs the schools on nights and weekends for use of facilities through the Township Recreation Department	0
	Township and District exchange tools/machinery when needed to complete a project	0
Professional Staff Development	Participation in County Wide professional development	0
Purchasing	Member of Education Data Services for the purchase of classroom/office/custodial supplies	0
	Partner with the Township for the purchase of copy paper	0
	Member of the ACES program for the purchase of electric and gas	0
	Join with local school district for the purchasing of HVAC and electrical contracting	0
	Member of Educational Services Commissions for the purchase of transportation and maintenance vehicles	0
Transportation Services, including Fuel	Utilize Township fuel pump to fuel District vehicles	0
	Utilize County fuel pump to fuel District vehicles	0
	Jointures established with surrounding school districts to transport choice student and special education students	0
	Township staff makes minor repairs to transportation vehicles; charge only for materials, not time	0

Estimated Tax Rates

Municipality	Category	Amount
Upper Township	(A) General Fund School Levy	24,926,570
	(D) Total School Levy	24,926,570
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,864,327,932
	(H) Estimated Equalized Valuation (as of 10/01/18)	1,938,605,141
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.3370
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.3370
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.2858
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.2858

Employee Contract List for District

Name	Category	Measure
Allen Matthews	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	B&G Supervisor
	Base Annual Salary Amount	\$89,120
	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	105
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$3,230
	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	\$3,085
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not eligible - Need 12 years of service
	Contractual Post-Employment Benefit Description of Payout of Vacation days	9 days @ per diem
	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
Allen Matthews	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$5,000
	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	Waives health insurance
	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
Glen Stewart	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Technology Supervisor
	Base Annual Salary Amount	\$90,742
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	105
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Glen Stewart	Total Allowances Amount	\$7,156
	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	\$16,108
	Contractual Post-Employment Benefit Description of Payout of Sick days	235 days @ \$50/day; \$10,000 max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	17.5 days @ per diem
	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	\$4,750
	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	Health Insurance Waiver
	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	
Laurie A. Ryan	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$115,357
	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
Laurie A. Ryan	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	105
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$4,914
	Total Bonuses Amount	\$1,154
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,250
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$3,772
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not eligible - need 12 years of service
	Contractual Post-Employment Benefit Description of Payout of Vacation days	8.5 days @ per diem
	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
Laurie A. Ryan	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
Vincent J. Palmieri, Jr.	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$163,100
	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	06/30/23
	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	105
	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)	\$1,750
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$32,878
Contractual Post-Employment Benefit Description of Payout of Sick days	\$100/day; \$15,000 max	

Employee Contract List for District

Name	Category	Measure
Vincent J. Palmieri, Jr.	Contractual Post-Employment Benefit Description of Payout of Vacation days	28.5 days @ per diem
	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