

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	471.0	469.0	465.0
On Roll Special Ed Full-Time	63.0	52.0	54.0
On Roll Subtotal	534.0	521.0	519.0
In Private School Placements	6.0	8.0	11.0
Sent to Other Districts Regular	195.5	197.5	201.0
Sent to Other Districts Special Ed	42.0	39.5	35.0
Received	9.0	15.0	5.0

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	13,014,024	13,274,304	13,539,790
	Total Tuition	10-1300	31,080	6,000	10,200
	Unrestricted Miscellaneous Revenues	10-1XXX	4,894	0	0
	Interest Earned on Maintenance Reserve	10-1XXX	0	0	100
	Interest Earned on Capital Reserve Funds	10-1XXX	0	0	500
	Total Revenues from Local Sources			13,049,998	13,280,304
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	39,481	121,923	121,923
	Extraordinary Aid	10-3131	157,121	0	0
	Categorical Special Education Aid	10-3132	376,655	376,655	425,390
	Categorical Security Aid	10-3177	14,351	14,351	14,351
	Adjustment Aid	10-3178	13,186	0	0
	PARCC Readiness Aid	10-3181	8,060	0	0
	Per Pupil Growth Aid	10-3182	8,060	0	0
	Professional Learning Community Aid	10-3183	7,800	0	0
	Other State Aids	10-3XXX	13,734	0	0
	Total Revenues from State Sources			638,448	512,929
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	0	160,257
	Withdrawal from Maintenance Reserve	10-310	0	188,193	132,291
	Adjustment for Prior Year Encumbrances		0	394,814	0
	Actual Revenues (Over)/Under Expenditures		-238,851	0	0
General Fund Revenues	Total Operating Budget		13,449,595	14,376,240	14,404,802
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	3,299	0	0
	Total Revenues from Local Sources	20-1XXX	3,299	0	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	46,045	62,225	41,826
	Title II	20-4451-4455	11,153	12,860	10,288
	Title IV	20-4471-4474	9,200	10,800	8,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	126,958	126,619	101,295
	Total Revenues from Federal Sources			193,356	212,504
Special Revenue Fund Revenues	Total Grants and Entitlements		196,655	212,504	161,409

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	479,800	460,000	440,000
	Total Revenues from Local Sources		479,800	460,000	440,000
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		479,800	460,000	440,000
Debt Service Fund Revenues	Total Repayment of Debt		479,800	460,000	440,000
All Fund Revenues	Total Revenues/Sources		14,126,050	15,048,744	15,006,211
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		14,126,050	15,048,744	15,006,211

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	3,063,515	3,120,957	3,277,887
	Special Education-Instruction	11-2XX-100-XXX	516,333	528,061	500,208
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	43,969	37,875	43,576
	School-Sponsored Athletics-Instruction	11-402-100-XXX	43,375	49,996	61,817
	Before/After School Programs	11-421-XXX-XXX	8,027	11,000	11,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	4,743,815	5,136,031	4,875,711
	Undistributed Expenditures-Health Services	11-000-213-XXX	91,527	97,485	102,303
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	263,556	282,560	295,211
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	165,522	182,101	217,741
	Undistributed Expenditures-Guidance	11-000-218-XXX	79,403	82,491	84,966
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	330,422	334,261	355,997
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	62,827	61,920	67,837
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	168,375	175,562	177,013
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	7,187	20,797	12,706
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	286,335	354,140	312,768
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	214,708	243,312	226,741
	Undistributed Expenditures-Central Services	11-000-251-XXX	174,423	216,181	184,210
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	53,303	58,702	62,552
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,227,049	1,168,437	1,271,273
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	533,667	654,207	645,344
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,308,982	1,494,926	1,586,850
	Undistributed Expenditures-Food Services	11-000-310-930	32,784	34,747	0
		Total Undistributed Expenditures		9,743,885	10,597,860
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	0	100
General Fund Current Expenses	Total General Current Expense		13,419,104	14,345,749	14,373,811

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	30,491	30,491	30,491
	Interest Deposit to Capital Reserve	10-604	0	0	500
	Total Capital Outlay		30,491	30,491	30,991
General Fund Expenses and Transfers	General Fund Grand Total		13,449,595	14,376,240	14,404,802
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	3,299	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	46,045	62,225	41,826
	Title II	20-XXX-XXX-XXX	11,153	12,860	10,288
	Title IV	20-XXX-XXX-XXX	9,200	10,800	8,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	126,958	126,619	101,295
	Total Federal Projects	20-XXX-XXX-XXX	193,356	212,504	161,409
Special Revenue Fund Expenses	Total Special Revenue Funds		196,655	212,504	161,409
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	479,800	460,000	440,000
	Total Debt Service Funds		479,800	460,000	440,000
All Fund Expenses	Total Expenditures/Appropriations		14,126,050	15,048,744	15,006,211
Expenses Net of Transfers	Total Expenditures Net of Transfers		14,126,050	15,048,744	15,006,211

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	604,222	1,351,630	1,351,630	1,352,130
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	955,263	729,200	541,007	408,816
	Legal Reserve	0	0	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	441,269	439,191	439,191	278,934
	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	\$14,901	\$15,070	\$15,432	\$16,393	\$17,038
Total Classroom Instruction	\$7,955	\$8,221	\$8,686	\$8,851	\$9,254
Classroom-Salaries and Benefits	\$7,560	\$7,822	\$8,277	\$8,403	\$8,729
Classroom-General Supplies and Textbooks	\$331	\$358	\$348	\$391	\$457
Classroom-Purchased Services	\$64	\$41	\$60	\$57	\$69
Total Support Services	\$2,533	\$2,568	\$2,803	\$2,859	\$3,077
Support Services-Salaries and Benefits	\$1,958	\$2,003	\$2,209	\$2,231	\$2,439
Total Administrative Costs	\$1,488	\$1,604	\$1,763	\$1,994	\$1,806
Administration Salaries and Benefits	\$1,175	\$1,262	\$1,375	\$1,605	\$1,386
Total Operations and Maintenance of Plant	\$2,681	\$2,421	\$1,908	\$2,411	\$2,647
Operations and Maintenance-Salaries and Benefits	\$668	\$743	\$763	\$774	\$884
Board Contribution to Food Services	\$59	\$61	\$65	\$67	\$0
Total Extracurricular Costs	\$184	\$195	\$207	\$210	\$254
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$34	\$29	\$56	\$58	\$58
Employee Benefits as a percentage of salaries*	24.21%	25.32%	28.57%	27.76%	28.83%

*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)
Custodial and Maintenance Services	Custodian cleans two locations for Brielle Borough	0
Insurance Coverages and Benefits	MOCSSIF Monmouth Ocean Insurance Fund member, NJSIG member	0
Municipal/Public Works	Cost sharing for equipment, joint sidewalk/curbing project with Brielle Borough	0
	Brielle does snow removal, brining for school property	0
	District pays portion of salary for police officer in school, town assigns officer to school on daily basis	0
Professional Staff Development	Regional PD and Brookdale CC PD members, joint PD with sending districts	0
Purchasing	Use co-ops; member of Hunterdon County ESC, MRESC, ACES gas & electric co-op member	0
Special Education Services	Occupational Therapist shared with another district	0
Transportation Services, including Fuel	Transportation routes using Educational Services Commission	0

Estimated Tax Rates

Municipality	Category	Amount
Brielle Borough	(A) General Fund School Levy	13,539,790
	(D) Total School Levy	13,979,790
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,530,792,800
	(H) Estimated Equalized Valuation (as of 10/01/18)	1,546,255,354
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.8845
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.9132
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.8757
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.9041

Employee Contract List for District

Name	Category	Measure
Christine Carlson	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$162,146
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/17
	End Date of Contract	06/30/20
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,750
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,400
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$30,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	rolls into sick days
	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
Christine Carlson	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
Colin Sabia	Job Title	Vice Principal
	Job Title II	Special Services Dir
	Base Annual Salary Amount	\$117,158
	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	0
Description of Other Contracted Non-Working Days	None Reported	

Employee Contract List for District

Name	Category	Measure
Colin Sabia	Total Allowances Amount	\$1,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,400
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$30,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	rolls into sick days
	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	
Edward Slater	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$98,244
	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
Edward Slater	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$2,500
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$315
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$7,500
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout of sick, vacation days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout of sick, vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Maximum payout of sick, vacation days
	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
Edward Slater	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
Eileen Gorga	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$113,758
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,400
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$30,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout

Employee Contract List for District

Name	Category	Measure
Eileen Gorga	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	rolls into sick days
	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	
Ray Erickson	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	0
	Base Annual Salary Amount	\$91,947
	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

Employee Contract List for District

Name	Category	Measure
Ray Erickson	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$200
	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	\$7,500
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout of sick, vacation days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout of sick, vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Maximum payout of sick, vacation days
	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