

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	942.0	894.0	934.0
On Roll Special Ed Full-Time	91.0	98.0	91.0
On Roll Subtotal	1,033.0	992.0	1,025.0
In Private School Placements	3.0	5.0	0.0
Sent to Contracted Preschool	0.0	0.0	1.0
Sent to Other Districts Regular	0.0	0.0	3.0
Sent to Other Districts Special Ed	2.0		0.0
Received	44.0	46.0	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	15,313,255	16,078,918	16,483,219
	Total Tuition	10-1300	0	281,000	215,000
	Unrestricted Miscellaneous Revenues	10-1XXX	416,498	54,999	64,180
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	250	125
	Interest Earned on Maintenance Reserve	10-1XXX	0	578	600
	Interest Earned on Capital Reserve Funds	10-1XXX	0	300	600
	Total Revenues from Local Sources			15,729,753	16,416,045
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	34,646	112,978	112,978
	Extraordinary Aid	10-3131	77,123	0	0
	Categorical Special Education Aid	10-3132	354,177	417,318	481,487
	Categorical Security Aid	10-3177	16,332	77,327	77,327
	PARCC Readiness Aid	10-3181	9,520	0	0
	Per Pupil Growth Aid	10-3182	9,520	0	0
	Professional Learning Community Aid	10-3183	9,380	0	0
	Other State Aids	10-3XXX	5,521	0	0
	Total Revenues from State Sources			516,219	607,623
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	857,232	376,451
	Withdrawal from Capital Reserve for Local Share	10-307	0	480,000	480,000
	Withdrawal from Maintenance Reserve	10-310	0	12,050	201,356
	Withdrawal from Current Expense Emergency Reserve	10-312	0	0	50,000
	Adjustment for Prior Year Encumbrances		0	111,430	0
	Actual Revenues (Over)/Under Expenditures			-547,813	0
General Fund Revenues	Total Operating Budget		15,698,159	18,484,380	18,543,323
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	104,129	472,759	80,000
	Total Revenues from Local Sources	20-1XXX	104,129	472,759	80,000
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	183,026	219,721	186,760
	Total Revenues from State Sources		183,026	219,721	186,760

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	81,254	98,022	83,318
	Title II	20-4451-4455	15,868	13,746	11,684
	Title IV	20-4471-4474	9,278	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-4420-4429	294,228	299,570	254,634
	Total Revenues from Federal Sources		400,628	421,338	358,136
Special Revenue Fund Revenues	Total Grants and Entitlements		687,783	1,113,818	624,896
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	746,247	820,709	848,801
	Total Revenues from Local Sources		746,247	820,709	848,801
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	95,573	41,011	41,419
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		841,820	861,720	890,220
Debt Service Fund Revenues	Total Repayment of Debt		841,820	861,720	890,220
All Fund Revenues	Total Revenues/Sources		17,227,762	20,459,918	20,058,439
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		17,227,762	20,459,918	20,058,439

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	5,674,159	6,162,642	6,249,314
	Special Education-Instruction	11-2XX-100-XXX	1,195,401	1,394,133	1,342,707
	Basic Skills/Remedial-Instruction	11-230-100-XXX	224,234	334,745	267,539
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	83,742	91,025	93,829
	School-Sponsored Athletics-Instruction	11-402-100-XXX	64,200	64,845	66,484
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	123,595	386,353	340,722
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	16,079	17,674	17,652
	Undistributed Expenditures-Health Services	11-000-213-XXX	208,539	226,868	234,554
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	353,639	432,165	460,945
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	135,528	118,114	135,084
	Undistributed Expenditures-Guidance	11-000-218-XXX	237,501	288,135	283,247
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	437,117	466,621	474,946
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	164,139	189,800	193,322
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	250,586	263,431	289,731
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	151,557	115,574	101,304
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	429,366	462,872	468,870
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	452,378	487,751	498,373
	Undistributed Expenditures-Central Services	11-000-251-XXX	267,195	276,385	280,994
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	51,385	59,231	54,862
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,048,452	1,394,880	1,508,968
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	613,189	755,138	737,880
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,353,692	3,976,877	3,936,723
		Total Undistributed Expenditures		8,293,937	9,917,869
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	578	600
	Interest Earned on Current Expense Emergency Res	10-607	0	250	125
General Fund Current Expenses	Total General Current Expense		15,535,673	17,966,087	18,038,775

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	25,778	16,575	2,530
	Facilities Acquisition and Construction Services	12-000-400-XXX	136,708	501,418	501,418
	Interest Deposit to Capital Reserve	10-604	0	300	600
	Total Capital Outlay		162,486	518,293	504,548
General Fund Expenses and Transfers	General Fund Grand Total		15,698,159	18,484,380	18,543,323
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	104,129	472,759	80,000
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	18,022	16,394	13,934
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	30,295	32,657	27,758
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	65,639	83,789	71,220
	Nonpublic Nursing Services	20-XXX-XXX-XXX	32,031	29,779	25,312
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	12,292	11,052	9,394
	Nonpublic Security Aid	20-XXX-XXX-XXX	24,747	46,050	39,142
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	183,026	219,721	186,760
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	81,254	98,022	83,318
	Title II	20-XXX-XXX-XXX	15,868	13,746	11,684
	Title IV	20-XXX-XXX-XXX	9,278	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	294,228	299,570	254,634
	Total Federal Projects	20-XXX-XXX-XXX	400,628	421,338	358,136
Special Revenue Fund Expenses	Total Special Revenue Funds		687,783	1,113,818	624,896
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	841,820	861,720	890,220
	Total Debt Service Funds		841,820	861,720	890,220
All Fund Expenses	Total Expenditures/Appropriations		17,227,762	20,459,918	20,058,439
Expenses Net of Transfers	Total Expenditures Net of Transfers		17,227,762	20,459,918	20,058,439

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	673,989	911,570	670,424	191,024
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	169,000	231,950	420,478	219,722
	Legal Reserve	1,538,634	1,233,683	376,451	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	100,000	100,000	100,250	50,375
	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	445,996	888,657	367,459	367,459
	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	\$14,022	\$16,397	\$15,496	\$16,911	\$16,504
Total Classroom Instruction	\$8,827	\$10,326	\$9,691	\$10,655	\$10,214
Classroom-Salaries and Benefits	\$8,124	\$9,320	\$8,884	\$9,779	\$9,328
Classroom-General Supplies and Textbooks	\$334	\$384	\$293	\$320	\$313
Classroom-Purchased Services	\$370	\$621	\$513	\$556	\$574
Total Support Services	\$2,347	\$2,803	\$2,599	\$2,778	\$2,776
Support Services-Salaries and Benefits	\$2,056	\$2,408	\$2,213	\$2,328	\$2,341
Total Administrative Costs	\$1,406	\$1,682	\$1,485	\$1,604	\$1,579
Administration Salaries and Benefits	\$1,190	\$1,381	\$1,209	\$1,309	\$1,304
Total Operations and Maintenance of Plant	\$1,274	\$1,370	\$1,524	\$1,660	\$1,721
Operations and Maintenance-Salaries and Benefits	\$632	\$787	\$840	\$918	\$911
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$167	\$215	\$194	\$209	\$208
Total Equipment Costs	\$4	\$29	\$0	\$17	\$2
Legal Costs	\$21	\$61	\$28	\$30	\$29
Employee Benefits as a percentage of salaries*	32.16%	35.85%	38.13%	38.13%	37.54%

*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 Tution	200,000	Resident PK Tuition and NonResident Tuition for staff and where class size allows
300	Parent Paid Participation Fees	64,180	Pay to Play Sports, Clubs and Activities, Admission Fees
49100	Energy Savings from ESP initiated in FY19 and to be implemented in FY20	51,127	Estimated costs projected on ESP based on estimates submitted as part of the ESP submitted to the BPU for approval
49200	ESP to be implemented	70,572	Reduced based on ESP
49220	ESP Implementation Solar PPA	118,302	Reduced in anticipation of savings from ESP submitted to BPU for approval to implement in FY20
740	Rumson Education Foundation /PTO	80,000	Support Staff Grants and District Initiatives
75740	Power Broom to clear walkways	2,530	New

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	MOCSSIF - Liability Package, E&O, Workers Comp and Student Accident	0
Municipal/Public Works	Rumson Boro- DPW services, Recreation Programs, Engineering Services, Shared purchases	0
Others	Transportation is tiered with Holy Cross, RCDS and RFH HS for efficiency	0
	MOESC provides NP Services, ESEA and IDEA services to eligible Non-Public Schools	0
Professional Staff Development	Jointure with Tri-Districts, Open participation and shared costs	0
Purchasing	ESC of NJ co-op purchases for goods and services	0
	ACES co-op purchase of electric and natural gas	0
Transportation Services, including Fuel	MOESC provided special ed and non public route	0

Estimated Tax Rates

Municipality	Category	Amount
Rumson Boro	(A) General Fund School Levy	16,483,219
	(D) Total School Levy	17,332,020
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	3,576,104,047
	(H) Estimated Equalized Valuation (as of 10/01/18)	3,676,440,250
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.4609
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.4847
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.4483
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.4714

Employee Contract List for District

Name	Category	Measure
Allen, Debra	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$141,996
	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	15
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$4,110
	Total Bonuses Amount	\$1,500
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,296
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$25,922
	Contractual Post-Employment Benefit Description of Payout of Sick days	NA <15 years of service in district
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 20 days at per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are not paid
	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, Debra	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
Bormann, John	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$159,813
	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	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
Description of Other Contracted Non-Working Days	Holidays	

Employee Contract List for District

Name	Category	Measure
Bormann, John	Total Allowances Amount	\$11,300
	Total Bonuses Amount	\$23,972
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,296
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$27,293
	Contractual Post-Employment Benefit Description of Payout of Sick days	NA as <15 years of service in District
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused Vacation paid at per deim rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are not paid out
	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	
O'Brien, James	Job Title	Other
	Job Title II	B&G Supervisor
	Base Annual Salary Amount	\$102,743
	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
O'Brien, James	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/18
	End Date of Contract	07/31/19
	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	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$1,300
	Total Bonuses Amount	\$1,541
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,296
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$22,903
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max after 15 years in district and upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 20 days at per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are not paid out
	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
O'Brien, James	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
Pelissier, Louis	Job Title	Information Technology
	Job Title II	Network Coordinator
	Base Annual Salary Amount	\$85,075
	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	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$1,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,296
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$19,908	
Contractual Post-Employment Benefit Description of Payout of Sick days	NA <15 years in district	

Employee Contract List for District

Name	Category	Measure
Pelissier, Louis	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 15 days at per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused days are not paid
	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