

Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	1,933.0	1,922.0	1,884.0
On Roll Special Ed Full-Time	381.0	376.0	443.0
On Roll Subtotal	2,314.0	2,298.0	2,327.0
In Private School Placements	19.0	23.0	29.0
Sent to Other Districts Regular	0.0	1.0	0.0
Sent to Other Districts Special Ed	17.0	8.0	6.0
Received	16.0	18.0	0.0
In State Facilities	1.0	1.0	1.0

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	36,651,259	37,494,284	38,244,170
	Total Tuition	10-1300	29,770	11,000	15,000
	Unrestricted Miscellaneous Revenues	10-1XXX	159,958	12,199	51,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	200	200
	Interest Earned on Capital Reserve Funds	10-1XXX	0	50	50
	Total Revenues from Local Sources		36,840,987	37,517,733	38,310,420
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	143,695	581,539	581,539
	Extraordinary Aid	10-3131	586,905	369,125	369,125
	Categorical Special Education Aid	10-3132	1,466,245	1,469,326	1,554,435
	Equalization Aid	10-3176	646,220	646,220	656,999
	Categorical Security Aid	10-3177	75,886	339,065	339,065
	PARCC Readiness Aid	10-3181	23,320	0	0
	Per Pupil Growth Aid	10-3182	23,320	0	0
	Professional Learning Community Aid	10-3183	23,250	0	0
	Other State Aids	10-3XXX	51,855	0	0
	Total Revenues from State Sources		3,040,696	3,405,275	3,501,163
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	27,327	39,260	57,755
	Total Revenues from Federal Sources		27,327	39,260	57,755
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	459,296	493,865
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	466,500	0
	Adjustment for Prior Year Encumbrances		0	731,271	0
	Actual Revenues (Over)/Under Expenditures		-476,946	0	0
General Fund Revenues	Total Operating Budget		39,432,064	42,619,335	42,363,203
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	46,485	51,570	0
	Total Revenues from Local Sources	20-1XXX	46,485	51,570	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	279,261	307,818	246,254
	Total Revenues from State Sources		279,261	307,818	246,254

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	436,346	443,909	322,726
	Title II	20-4451-4455	63,969	80,629	54,445
	Title III	20-4491-4494	16,958	19,582	11,809
	Title IV	20-4471-4474	7,724	28,130	19,391
	I.D.E.A. Part B (Handicapped)	20-4420-4429	617,157	699,720	476,800
	Other	20-4XXX	36,750	0	22,389
	Total Revenues from Federal Sources			1,178,904	1,271,970
Special Revenue Fund Revenues	Total Grants and Entitlements		1,504,650	1,631,358	1,153,814
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,091,463	1,020,130	1,011,141
	Total Revenues from Local Sources		1,091,463	1,020,130	1,011,141
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	170,603	166,289	158,273
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	25,189	0
	Total Local Repayment of Debt		1,262,066	1,211,608	1,169,414
	Actual Revenues (Over)/Under Expenditures		1,071	0	0
Debt Service Fund Revenues	Total Repayment of Debt		1,263,137	1,211,608	1,169,414
All Fund Revenues	Total Revenues/Sources		42,199,851	45,462,301	44,686,431
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		42,199,851	45,462,301	44,686,431

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	10,267,037	10,736,088	10,750,387
	Special Education-Instruction	11-2XX-100-XXX	4,772,925	4,760,476	4,927,181
	Basic Skills/Remedial-Instruction	11-230-100-XXX	239,336	234,695	238,439
	Bilingual Education-Instruction	11-240-100-XXX	204,443	207,800	214,020
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	168,329	180,492	187,775
	School-Sponsored Athletics-Instruction	11-402-100-XXX	421,003	465,762	426,980
	Summer School	11-422-XXX-XXX	157,895	104,505	157,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,898,853	3,388,308	3,776,492
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	353	5,000	0
	Undistributed Expenditures-Health Services	11-000-213-XXX	578,770	714,970	721,830
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	1,301,827	1,293,804	1,228,716
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	1,093,751	902,281	1,279,089
	Undistributed Expenditures-Guidance	11-000-218-XXX	559,944	521,995	544,583
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,392,338	1,547,171	1,558,488
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	181,941	171,138	245,582
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	369,579	326,162	287,344
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	42,438	44,409	57,835
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	480,424	603,443	558,359
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,331,102	1,392,260	1,362,223
	Undistributed Expenditures-Central Services	11-000-251-XXX	308,302	333,781	331,285
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	368,602	375,391	251,212
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,094,362	3,553,045	3,291,569
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,719,257	1,740,878	1,838,925
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	6,914,062	8,312,620	8,040,731
	Total Undistributed Expenditures			22,635,905	25,226,656
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	200	200
General Fund Current Expenses	Total General Current Expense		38,866,873	41,916,674	42,276,245

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	233,928	71,765	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	331,263	592,629	188
	Interest Deposit to Capital Reserve	10-604	0	50	50
	Total Capital Outlay		565,191	664,444	238
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	0	38,217	86,720
	General Fund Grand Total		39,432,064	42,619,335	42,363,203
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	46,485	51,570	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	32,527	28,782	23,026
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	51,816	44,414	35,531
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	77,371	118,210	94,568
	Nonpublic Nursing Services	20-XXX-XXX-XXX	60,528	54,708	43,766
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	18,927	19,404	15,523
	Nonpublic Security Aid	20-XXX-XXX-XXX	38,092	42,300	33,840
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	279,261	307,818	246,254
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	436,345	443,909	322,726
	Title II	20-XXX-XXX-XXX	63,968	80,629	54,445
	Title III	20-XXX-XXX-XXX	16,959	19,582	11,809
	Title IV	20-XXX-XXX-XXX	7,724	28,130	19,391
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	617,158	699,720	476,800
	Other	20-XXX-XXX-XXX	36,750	0	22,389
	Total Federal Projects	20-XXX-XXX-XXX	1,178,904	1,271,970	907,560
Special Revenue Fund Expenses	Total Special Revenue Funds		1,504,650	1,631,358	1,153,814
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,263,137	1,211,608	1,169,414
	Total Debt Service Funds		1,263,137	1,211,608	1,169,414
All Fund Expenses	Total Expenditures/Appropriations		42,199,851	45,462,301	44,686,431
Expenses Net of Transfers	Total Expenditures Net of Transfers		42,199,851	45,462,301	44,686,431

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	1,000,000	968,925	502,475	502,525
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	850,000	1,150,000	1,150,200	1,150,400
	Legal Reserve	348,781	468,243	274,700	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	1,083,498	1,053,694	1,007,106	787,941
	Repayment of Debt	26,260	25,189	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	\$14,005	\$14,784	\$15,473	\$16,050	\$15,788
Total Classroom Instruction	\$7,850	\$8,625	\$8,930	\$9,280	\$9,159
Classroom-Salaries and Benefits	\$7,441	\$8,236	\$8,626	\$8,899	\$8,863
Classroom-General Supplies and Textbooks	\$273	\$300	\$221	\$263	\$189
Classroom-Purchased Services	\$136	\$89	\$82	\$119	\$107
Total Support Services	\$2,852	\$2,877	\$3,068	\$3,014	\$3,165
Support Services-Salaries and Benefits	\$2,135	\$2,170	\$2,367	\$2,350	\$2,535
Total Administrative Costs	\$1,307	\$1,337	\$1,386	\$1,503	\$1,379
Administration Salaries and Benefits	\$1,067	\$1,157	\$1,248	\$1,260	\$1,242
Total Operations and Maintenance of Plant	\$1,629	\$1,559	\$1,671	\$1,823	\$1,688
Operations and Maintenance-Salaries and Benefits	\$929	\$983	\$1,059	\$1,063	\$1,116
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$300	\$313	\$349	\$357	\$329
Total Equipment Costs	\$193	\$101	\$0	\$31	\$0
Legal Costs	\$22	\$17	\$24	\$22	\$24
Employee Benefits as a percentage of salaries*	29.12%	29.44%	35.23%	34.46%	31.93%

*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)
Insurance Coverages and Benefits	Northeast BC School Board Insurance Group	0
Municipal/Public Works	Concrete work	0
	Facility sharing with Borough of Hawthorne	0
	Shredding services	0
	Security/Police	0
	Municipal Alliance: Drug awareness programs	0
Nursing Services	Non-Public Nursing services-Northern Regional Educational Services Commission	0
Purchasing	Educational Consortium for ERATE	0
	Morris County Educational Services Commission	0
	Educational Data Services	0
	Educational Services Commission of NJ	0
Special Education Services	Chapter 192/193 Services-Bergen County Educational Services	0
Transportation Services, including Fuel	Northern Regional Educational Services Commission for transportation	0
	Sussex County Regional Cooperative for transportation	0
	Fuel - Borough of Hawthorne	0

Estimated Tax Rates

Municipality	Category	Amount
Hawthorne Borough	(A) General Fund School Levy	38,244,170
	(D) Total School Levy	39,255,311
	(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,220,764,013
	(H) Estimated Equalized Valuation (as of 10/01/18)	2,590,205,266
	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	3.1328
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	3.2156
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.4765
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.5155

Employee Contract List for District

Name	Category	Measure
Gertrude Engle	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$137,639
	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	23
	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	15
	Description of Other Contracted Non-Working Days	Holidays, Recess
	Total Allowances Amount	\$5,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,987
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$14,119
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per district policy
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per district policy
	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
Gertrude Engle	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
Richard Spirito	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$178,183
	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	07/01/19
	End Date of Contract	06/30/22
	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	13
Description of Other Contracted Non-Working Days	Holidays	

Employee Contract List for District

Name	Category	Measure
Richard Spirito	Total Allowances Amount	\$39,904
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$504
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$16,087
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per district policy
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per district policy
	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	
Roberta Massey	Job Title	Administrative Assistant
	Job Title II	None Reported
	Base Annual Salary Amount	\$85,860
	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
Roberta Massey	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
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	6
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	23
	Description of Other Contracted Non-Working Days	Holidays, Recess
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$279
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$9,718
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per district policy
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per district policy
	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
Roberta Massey	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
Scott Chamberin	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Building and Grounds
	Base Annual Salary Amount	\$102,555
	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	12
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$5,250
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$279
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$6,146	
Contractual Post-Employment Benefit Description of Payout of Sick days	Per district policy	

Employee Contract List for District

Name	Category	Measure
Scott Chamberin	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per district policy
	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