

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	1,813.0	1,905.0	1,995.0
On Roll Special Ed Full-Time	333.0	349.0	328.0
On Roll Subtotal	2,146.0	2,254.0	2,323.0
In Private School Placements	2.0	6.0	7.0
Sent to Contracted Preschool	0.0	0.0	30.0
Sent to Other Districts Regular	5.0	3.0	1.0
Sent to Other Districts Special Ed	11.0	7.0	8.0
Received	413.0	394.0	397.0

## Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	16,058,813	16,641,350	17,123,325
	Total Tuition	10-1300	6,415,433	6,620,332	6,164,375
	Unrestricted Miscellaneous Revenues	10-1XXX	368,261	334,411	681,271
	Interest Earned on Maintenance Reserve	10-1XXX	125	475	480
	Interest Earned on Capital Reserve Funds	10-1XXX	1,955	2,100	3,000
	Total Revenues from Local Sources		22,844,587	23,598,668	23,972,451
General Fund Revenues from State Sources	School Choice Aid	10-3116	332,864	350,401	367,150
	Categorical Transportation Aid	10-3121	176,430	176,430	176,430
	Extraordinary Aid	10-3131	51,159	24,000	38,000
	Categorical Special Education Aid	10-3132	1,012,100	1,012,100	1,012,100
	Equalization Aid	10-3176	7,838,657	7,872,265	8,065,828
	Categorical Security Aid	10-3177	341,486	341,486	341,486
	Adjustment Aid	10-3178	783,307	783,307	783,307
	Other State Aids	10-3XXX	52,858	0	0
Total Revenues from State Sources		10,588,861	10,559,989	10,784,301	
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	72,151	102,628	56,885
	Total Revenues from Federal Sources		72,151	102,628	56,885
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	2,800,874	1,210,654
	Withdrawal from Maintenance Reserve	10-310	0	0	200,000
	Adjustment for Prior Year Encumbrances		0	59,147	0
	Actual Revenues (Over)/Under Expenditures		726,742	0	0
General Fund Revenues	Total Operating Budget		34,232,341	37,121,306	36,224,291
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	1,867	0	0
	Total Revenues from Local Sources	20-1XXX	1,867	0	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	128,540	0
	Preschool Education Aid	20-3218	549,787	1,986,754	2,291,346
	Other Restricted Entitlements	20-32XX	103,426	137,199	112,000
	Total Revenues from State Sources		653,213	2,252,493	2,403,346

## Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	391,531	418,190	355,462
	Title II	20-4451-4455	45,425	84,293	78,000
	Title III	20-4491-4494	4,671	0	0
	Title IV	20-4471-4474	21,272	24,367	18,310
	I.D.E.A. Part B (Handicapped)	20-4420-4429	498,500	626,537	522,895
	Total Revenues from Federal Sources			961,399	1,153,387
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten/Kindergarten (Special Education)	20-5200	0	148,850	122,546
Special Revenue Fund Revenues	Total Grants and Entitlements		1,616,479	3,554,730	3,500,559
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,289,163	1,275,562	1,291,163
	Total Revenues from Local Sources		1,289,163	1,275,562	1,291,163
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,289,163	1,275,562	1,291,163
Debt Service Fund Revenues	Total Repayment of Debt		1,289,163	1,275,562	1,291,163
All Fund Revenues	Total Revenues/Sources		37,137,983	41,951,598	41,016,013
Revenues Net of Transfers	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergarten/Kindergarten (Special Education)	20-5200	0	148,850	122,546
	Total Revenues/Sources Net of Transfers		37,137,983	41,802,748	40,893,467

## Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	10,991,471	11,965,893	12,226,551
	Special Education-Instruction	11-2XX-100-XXX	3,105,016	3,166,685	3,341,453
	Basic Skills/Remedial-Instruction	11-230-100-XXX	821,683	852,798	862,110
	Bilingual Education-Instruction	11-240-100-XXX	147,238	152,700	156,200
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	120,079	137,200	130,750
	School-Sponsored Athletics-Instruction	11-402-100-XXX	666,660	730,450	741,790
	Before/After School Programs	11-421-XXX-XXX	2,671	2,500	2,550
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	645,776	694,566	640,236
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	26,075	36,808	39,560
	Undistributed Expenditures-Health Services	11-000-213-XXX	458,624	684,486	726,600
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	403,472	405,465	359,750
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	430,096	497,195	693,075
	Undistributed Expenditures-Guidance	11-000-218-XXX	554,516	580,387	577,420
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	850,572	1,124,437	1,021,331
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	624,749	496,453	632,621
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	394,928	391,778	430,652
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	363,546	393,104	400,719
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	706,458	660,433	658,167
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,337,230	1,571,151	1,545,973
	Undistributed Expenditures-Central Services	11-000-251-XXX	450,306	459,480	458,568
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	9,042	9,323	9,322
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,243,416	3,411,236	3,247,699
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	569,659	633,000	579,800
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	5,758,054	6,359,913	6,077,825
	Total Undistributed Expenditures		16,826,519	18,409,215	18,099,318
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	475	480
General Fund Current Expenses	Total General Current Expense		32,681,337	35,417,916	35,561,202

## Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	281,307	101,222	61,400
	Facilities Acquisition and Construction Services	12-000-400-XXX	1,032,415	1,035,346	302,346
	Increase In Capital Reserve	10-604	0	250,083	0
	Interest Deposit to Capital Reserve	10-604	0	2,100	3,000
	Total Capital Outlay		1,313,722	1,388,751	366,746
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	12,590	14,872	4,200
	Total Summer School	13-422-X00-XXX	12,590	14,872	4,200
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	12,590	14,872	4,200
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	224,692	299,767	292,143
	General Fund Grand Total		34,232,341	37,121,306	36,224,291
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	1,867	0	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	400,252	1,429,308	1,354,637
	Support Services	20-218-200-XXX	102,830	812,648	1,034,255
	Facility Acquisition and Construction Services	20-218-400-XXX	46,705	22,188	25,000
	Total Preschool Education Aid	20-218-XXX-XXX	549,787	2,264,144	2,413,892
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	6,719	6,325	6,000
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	36,547	47,860	40,000
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	0	49,054	31,000
	Nonpublic Nursing Services	20-XXX-XXX-XXX	13,348	11,640	12,000
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	5,004	4,320	5,000
	Nonpublic Security Aid	20-XXX-XXX-XXX	20,637	18,000	18,000
	Other	20-XXX-XXX-XXX	21,171	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	653,213	2,401,343	2,525,892
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	391,531	418,190	355,462
	Title II	20-XXX-XXX-XXX	45,425	84,293	78,000
	Title III	20-XXX-XXX-XXX	4,671	0	0
	Title IV	20-XXX-XXX-XXX	21,272	24,367	18,310
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	498,500	626,537	522,895
	Total Federal Projects	20-XXX-XXX-XXX	961,399	1,153,387	974,667

## Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Special Revenue Fund Expenses	Total Special Revenue Funds		1,616,479	3,554,730	3,500,559
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,289,163	1,275,562	1,291,163
	Total Debt Service Funds		1,289,163	1,275,562	1,291,163
All Fund Expenses	Total Expenditures/Appropriations		37,137,983	41,951,598	41,016,013
Expenses Net of Transfers	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	148,850	122,546
	Total Expenditures Net of Transfers		37,137,983	41,802,748	40,893,467

## Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2018	Audited Balance 06/30/2019	Estimated Balance 06/30/2020	Estimated Balance 06/30/2021
Restricted for General Operating Budget	Capital Reserve	1,141,094	393,049	645,232	648,232
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	250,000	250,125	250,600	51,080
	Legal Reserve	4,046,543	3,240,258	1,210,654	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	656,976	1,483,076	711,806	711,806
	Repayment of Debt	0	0	0	0

### Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2017-18 Actual Costs	2018-19 Actual Costs	2019-20 Original Budget	2019-20 Revised Budget	2020-21 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,021	\$15,121	\$16,097	\$16,204	\$15,800
Total Classroom Instruction	\$8,881	\$9,008	\$9,632	\$9,678	\$9,481
Classroom-Salaries and Benefits	\$8,101	\$8,098	\$8,465	\$8,596	\$8,321
Classroom-General Supplies and Textbooks	\$324	\$337	\$569	\$506	\$462
Classroom-Purchased Services	\$456	\$573	\$598	\$576	\$699
Total Support Services	\$2,326	\$2,448	\$2,764	\$2,787	\$2,814
Support Services-Salaries and Benefits	\$2,058	\$2,188	\$2,367	\$2,383	\$2,308
Total Administrative Costs	\$1,474	\$1,434	\$1,457	\$1,488	\$1,414
Administration Salaries and Benefits	\$1,267	\$1,196	\$1,252	\$1,278	\$1,209
Total Operations and Maintenance of Plant	\$1,870	\$1,782	\$1,774	\$1,779	\$1,640
Operations and Maintenance-Salaries and Benefits	\$1,233	\$1,185	\$1,156	\$1,150	\$1,094
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$468	\$448	\$469	\$470	\$452
Total Equipment Costs	\$74	\$155	\$58	\$55	\$38
Legal Costs	\$21	\$35	\$25	\$25	\$24
Employee Benefits as a percentage of salaries*	26.62%	26.41%	28.02%	27.92%	26.43%

\*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 2019-20 revised appropriations and the 2020-21 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
300	Schools Health Insurance fund refund	331,999	refund/dividend to be released

## Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Business Services	Collingswood provides all aspects of business office services to the Oaklyn Public School District	0
Curriculum Services	Collingswood provides all aspects of comprehensive curriculum services to the Oaklyn school district	0
Custodial and Maintenance Services	Collingswood provides full custodial and maintenance services to the Oaklyn public School district	0
	Collingswood provides Maintenance services to neighboring districts on an as-needed basis	0
Insurance Coverages and Benefits	As stated above under purchasing, Collingswood participate in joint insurance funds for all insurances	0
Municipal/Public Works	The Borough of Oaklyn provides trash and recycling services to the Collingswood School district	0
Professional Staff Development	Collingswood provides staff development to the Oaklyn staff and invites neighboring districts to participate as well	0
Purchasing	Collingswood provides QPA and purchasing services to the Oaklyn public school district.	0
	Collingswood is a member of the BCIP JIF and the SHIF for the purchase of all insurances.	0
	Collingswood is a member of the MRESC, ED data and HRESC and CCESC	0
Social Worker/Psychologist	part of CST services provided to Oaklyn	0
Special Education Services	Collingswood provides CST services to the Oaklyn public school district	0
Staffing - Other	Collingswood provides speech language and music instruction services to Oaklyn	0
Superintendent and Assistant Sup.	Collingswood Provides all aspects of Superintendent and Board office services to the Oaklyn Public School District	0
Technology Services	Collingswood provies technology services to Oaklyn. We also provides help to neighboring districts on an as-needed basis	0

## Estimated Tax Rates

Municipality	Category	Amount
Collingswood Bor	(A) General Fund School Levy	16,994,838
	(D) Total School Levy	18,055,701
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	1,066,855,200
	(H) Estimated Equalized Valuation (as of 10/01/19)	1,091,635,322
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.5930
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.6924
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.5568
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.6540

Employee Contract List for District

Name	Category	Measure
Al Hird	Job Title	Other
	Job Title II	Director B&G
	Base Annual Salary Amount	\$122,364
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	07
	Shared District	3770
	Job Title Other District	Shared B&G Director
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	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	\$948
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$5,000
	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	\$24,960
	Contractual Post-Employment Benefit Description of Payout of Sick days	capped as per state law
	Contractual Post-Employment Benefit Description of Payout of Vacation days	at time of retirement only
	Contractual Post-Employment Benefit Description of Payout of Personal days	not applicable
	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
Al Hird	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
Beth Ann Coleman, RSBA	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$153,444
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	07
	Shared District	3770
	Job Title Other District	Shared BA
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	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

Employee Contract List for District

Name	Category	Measure
Beth Ann Coleman, RSBA	Total Allowances Amount	\$5,648
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$12,500
	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	\$26,803
	Contractual Post-Employment Benefit Description of Payout of Sick days	capped as per state law
	Contractual Post-Employment Benefit Description of Payout of Vacation days	at time of retirement only
	Contractual Post-Employment Benefit Description of Payout of Personal days	not applicable
	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	
Dr. Scott Oswald	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$185,881
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	07
	Shared District	3770

## Employee Contract List for District

Name	Category	Measure
Dr. Scott Oswald	Job Title Other District	Superintendent- Shared
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/17
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$3,900
	Total Bonuses Amount	\$16,733
	Total Stipends Amount	\$15,000
	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	\$29,298
	Contractual Post-Employment Benefit Description of Payout of Sick days	capped as per state law
	Contractual Post-Employment Benefit Description of Payout of Vacation days	at time of retirement only
	Contractual Post-Employment Benefit Description of Payout of Personal days	not applicable
	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
Dr. Scott Oswald	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