

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	1,922.0	1,937.0	1,879.0
On Roll Special Ed Full-Time	376.0	398.0	464.0
On Roll Subtotal	2,298.0	2,335.0	2,343.0
In Private School Placements	23.0	26.0	29.0
Sent to Other Districts Regular	1.0	0.0	0.0
Sent to Other Districts Special Ed	8.0	11.0	7.0
Received	18.0	22.0	0.0
In State Facilities	1.0	1.0	1.0

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	37,494,284	38,244,170	39,385,917
	Total Tuition	10-1300	109,894	15,000	15,000
	Unrestricted Miscellaneous Revenues	10-1XXX	135,377	51,000	49,000
	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		37,739,555	38,310,420	39,450,167
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	581,539	581,539	581,539
	Extraordinary Aid	10-3131	599,858	369,125	369,125
	Categorical Special Education Aid	10-3132	1,469,326	1,554,435	1,554,435
	Equalization Aid	10-3176	646,220	656,999	916,203
	Categorical Security Aid	10-3177	339,065	339,065	339,065
	Other State Aids	10-3XXX	38,882	0	0
	Total Revenues from State Sources		3,674,890	3,501,163	3,760,367
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	54,816	57,755	74,877
	Total Revenues from Federal Sources		54,816	57,755	74,877
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	763,480	295,846
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	200,000
	Withdrawal from Maintenance Reserve	10-310	0	130,316	0
	Adjustment for Prior Year Encumbrances		0	1,050,542	0
	Actual Revenues (Over)/Under Expenditures		-930,541	0	0
General Fund Revenues	Total Operating Budget		40,538,720	43,813,676	43,781,257
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	41,043	40,402	0
	Total Revenues from Local Sources	20-1XXX	41,043	40,402	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	336,370	344,995	218,342
	Total Revenues from State Sources		336,370	344,995	218,342

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	436,691	415,277	326,634
	Title II	20-4451-4455	65,986	100,550	64,430
	Title III	20-4491-4494	6,888	28,089	14,299
	Title IV	20-4471-4474	23,934	17,596	10,050
	I.D.E.A. Part B (Handicapped)	20-4420-4429	623,301	675,266	387,064
	Other	20-4XXX	0	31,569	22,639
	Total Revenues from Federal Sources			1,156,800	1,268,347
Special Revenue Fund Revenues	Total Grants and Entitlements		1,534,213	1,653,744	1,043,458
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,020,130	1,011,141	1,496,068
	Total Revenues from Local Sources		1,020,130	1,011,141	1,496,068
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	166,289	158,273	499,297
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,186,419	1,169,414	1,995,365
	Actual Revenues (Over)/Under Expenditures		25,189	0	0
Debt Service Fund Revenues	Total Repayment of Debt		1,211,608	1,169,414	1,995,365
All Fund Revenues	Total Revenues/Sources		43,284,541	46,636,834	46,820,080
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		43,284,541	46,636,834	46,820,080

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	10,689,895	10,777,311	10,884,852
	Special Education-Instruction	11-2XX-100-XXX	5,024,110	5,329,177	5,865,683
	Basic Skills/Remedial-Instruction	11-230-100-XXX	231,840	280,618	296,099
	Bilingual Education-Instruction	11-240-100-XXX	207,665	214,020	219,235
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	200,964	186,655	177,721
	School-Sponsored Athletics-Instruction	11-402-100-XXX	443,979	427,601	434,030
	Summer School	11-422-XXX-XXX	106,070	157,000	175,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,964,684	3,704,642	3,648,400
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	0	100	86,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	596,784	711,135	742,068
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	1,159,067	1,245,136	1,282,692
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	771,463	1,022,216	1,083,433
	Undistributed Expenditures-Guidance	11-000-218-XXX	514,870	542,252	574,471
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,526,085	1,584,836	1,544,868
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	152,053	247,001	159,351
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	278,268	287,890	298,790
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	14,914	54,146	75,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	521,090	714,135	588,602
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,334,631	1,460,961	1,361,702
	Undistributed Expenditures-Central Services	11-000-251-XXX	315,421	330,060	340,231
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	304,538	331,812	396,737
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,324,846	3,640,390	3,290,328
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,644,738	2,015,723	1,980,559
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	7,318,020	7,948,049	7,978,276
	Total Undistributed Expenditures		22,741,472	25,840,484	25,431,508
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		39,645,995	43,213,066	43,484,328

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	168,185	476,457	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	724,540	37,383	200,188
	Interest Deposit to Capital Reserve	10-604	0	50	50
	Total Capital Outlay		892,725	513,890	200,238
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	0	86,720	96,691
	General Fund Grand Total		40,538,720	43,813,676	43,781,257
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	41,043	40,402	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	27,586	28,516	23,026
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	0	64,083	35,531
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	0	94,353	66,656
	Nonpublic Nursing Services	20-XXX-XXX-XXX	54,708	54,417	43,766
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	18,963	19,476	15,523
	Nonpublic Security Aid	20-XXX-XXX-XXX	82,454	84,150	33,840
	Other	20-XXX-XXX-XXX	152,659	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	336,370	344,995	218,342
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	436,691	415,277	326,634
	Title II	20-XXX-XXX-XXX	65,986	100,550	64,430
	Title III	20-XXX-XXX-XXX	6,888	28,089	14,299
	Title IV	20-XXX-XXX-XXX	23,934	17,596	10,050
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	623,301	675,266	387,064
	Other	20-XXX-XXX-XXX	0	31,569	22,639
	Total Federal Projects	20-XXX-XXX-XXX	1,156,800	1,268,347	825,116
Special Revenue Fund Expenses	Total Special Revenue Funds		1,534,213	1,653,744	1,043,458
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,211,608	1,169,414	1,995,365
	Total Debt Service Funds		1,211,608	1,169,414	1,995,365
All Fund Expenses	Total Expenditures/Appropriations		43,284,541	46,636,834	46,820,080
Expenses Net of Transfers	Total Expenditures Net of Transfers		43,284,541	46,636,834	46,820,080

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	968,925	1,002,425	1,002,475	802,525
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	1,150,000	1,560,000	1,429,884	1,430,084
	Legal Reserve	468,243	424,722	150,022	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	1,053,694	1,264,985	776,205	630,381
	Repayment of Debt	25,189	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	\$14,784	\$15,183	\$15,788	\$16,084	\$16,184
Total Classroom Instruction	\$8,625	\$9,073	\$9,159	\$9,347	\$9,651
Classroom-Salaries and Benefits	\$8,236	\$8,702	\$8,863	\$9,021	\$9,429
Classroom-General Supplies and Textbooks	\$300	\$249	\$189	\$208	\$123
Classroom-Purchased Services	\$89	\$121	\$107	\$117	\$99
Total Support Services	\$2,877	\$2,670	\$3,165	\$2,995	\$3,048
Support Services-Salaries and Benefits	\$2,170	\$2,136	\$2,535	\$2,307	\$2,357
Total Administrative Costs	\$1,337	\$1,356	\$1,379	\$1,525	\$1,441
Administration Salaries and Benefits	\$1,157	\$1,216	\$1,242	\$1,289	\$1,254
Total Operations and Maintenance of Plant	\$1,559	\$1,674	\$1,688	\$1,823	\$1,655
Operations and Maintenance-Salaries and Benefits	\$983	\$1,002	\$1,116	\$1,092	\$1,069
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$313	\$345	\$329	\$327	\$322
Total Equipment Costs	\$101	\$73	\$0	\$204	\$0
Legal Costs	\$17	\$23	\$24	\$39	\$26
Employee Benefits as a percentage of salaries*	29.44%	30.36%	31.93%	31.43%	30.33%

*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.

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	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
	Educational Services Commission of NJ	0
	Educational Data Services	0
	Hunterdon County Educational Services Commission	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	39,385,917
	(D) Total School Levy	40,881,985
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	1,225,953,471
	(H) Estimated Equalized Valuation (as of 10/01/19)	2,608,411,109
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	3.2127
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	3.3347
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.5100
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.5673

Employee Contract List for District

Name	Category	Measure
GERTRUDE ENGLE	Job Title	Business Administrator
	Job Title II	BOARD SECRETARY
	Base Annual Salary Amount	\$141,768
	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	06/30/20
	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	17
	Description of Other Contracted Non-Working Days	HOLIDAYS
	Total Allowances Amount	\$5,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,989
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$14,956
	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	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	N/A
	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	\$181,746
	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	\$9,251
	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	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	N/A
	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	\$88,449
	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	07/01/19
	End Date of Contract	06/30/20
	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
	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	\$17,078
	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	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	N/A
	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 CHAMBERLIN	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	BUILDING AND GROUNDS
	Base Annual Salary Amount	\$106,144
	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	06/30/20
	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	\$5,750
	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	\$6,788
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per district policy

Employee Contract List for District

Name	Category	Measure
SCOTT CHAMBERLIN	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	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	N/A
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	N/A
	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