

Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	644.0	640.0	655.0
On Roll Special Ed Full-Time	92.0	92.0	92.0
On Roll Subtotal	736.0	732.0	747.0
In Private School Placements	3.0	2.0	6.0
Sent to Other Districts Regular	341.0	341.0	347.0
Sent to Other Districts Special Ed	40.0	47.0	43.0
Received	26.0	12.0	12.0

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	13,506,475	13,776,605	14,102,594
	Total Tuition	10-1300	49,175	49,245	43,000
	Rents and Royalties	10-1910	2,771	0	0
	Unrestricted Miscellaneous Revenues	10-1XXX	82,881	6,000	3,000
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	1,000	1,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	1,000	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	3,000	3,000
	Total Revenues from Local Sources		13,641,302	13,836,850	14,153,594
General Fund Revenues from State Sources	School Choice Aid	10-3116	177,150	166,941	169,890
	Categorical Transportation Aid	10-3121	114,378	114,378	114,378
	Extraordinary Aid	10-3131	94,310	0	0
	Categorical Special Education Aid	10-3132	704,190	704,190	704,190
	Equalization Aid	10-3176	2,624,662	2,551,704	2,467,367
	Categorical Security Aid	10-3177	26,030	26,030	26,030
	Other State Aids	10-3XXX	11,559	0	0
	Total Revenues from State Sources		3,752,279	3,563,243	3,481,855
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	75,359	65,101
	Withdrawal from Capital Reserve for Local Share	10-307	0	27,986	459,641
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	625,033	624,821
	Actual Revenues (Over)/Under Expenditures		-55,638	0	0
General Fund Revenues	Total Operating Budget		17,337,943	18,128,471	18,785,012
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	80,315	96,734	83,000
	Title II	20-4451-4455	21,955	24,683	22,500
	Title IV	20-4471-4474	10,000	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	166,339	162,378	162,378
	Total Revenues from Federal Sources		278,609	293,795	277,878
Special Revenue Fund Revenues	Total Grants and Entitlements		278,609	293,795	277,878

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	883,647	881,628	880,982
	Total Revenues from Local Sources		883,647	881,628	880,982
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	210,197	209,716	209,562
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,093,844	1,091,344	1,090,544
Debt Service Fund Revenues	Total Repayment of Debt		1,093,844	1,091,344	1,090,544
All Fund Revenues	Total Revenues/Sources		18,710,396	19,513,610	20,153,434
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		18,710,396	19,513,610	20,153,434

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	3,140,546	3,424,822	3,516,830
	Special Education-Instruction	11-2XX-100-XXX	1,212,875	1,331,019	1,426,679
	Basic Skills/Remedial-Instruction	11-230-100-XXX	112,490	115,748	118,915
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	24,273	30,000	30,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	5,891,544	6,508,366	6,579,846
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	20,582	26,516	27,169
	Undistributed Expenditures-Health Services	11-000-213-XXX	156,956	161,506	167,563
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	195,671	194,811	236,173
	Undistributed Expenditures-Guidance	11-000-218-XXX	103,353	106,532	140,502
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	255,762	268,170	304,053
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	0	15,000	10,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	40,546	58,205	59,078
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	1,257	5,000	14,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	353,181	424,406	393,452
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	278,086	281,021	276,443
	Undistributed Expenditures-Central Services	11-000-251-XXX	179,875	203,059	202,081
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	64,289	70,365	63,483
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	981,748	1,174,924	1,212,283
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	571,204	718,650	745,031
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,002,850	2,708,184	2,576,300
		Total Undistributed Expenditures		11,096,904	12,924,715
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,000	1,000
	Interest Earned on Current Expense Emergency Res	10-607	0	1,000	1,000
General Fund Current Expenses	Total General Current Expense		15,587,088	17,828,304	18,101,881
Capital Outlay	Equipment	12-XXX-XXX-730	95,733	9,050	20,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	435,122	288,117	660,131
	Increase In Capital Reserve	10-604	1,220,000	0	0
	Interest Deposit to Capital Reserve	10-604	0	3,000	3,000
		Total Capital Outlay		1,750,855	300,167

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Expenses and Transfers	General Fund Grand Total		17,337,943	18,128,471	18,785,012
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	80,315	96,734	83,000
	Title II	20-XXX-XXX-XXX	21,955	24,683	22,500
	Title IV	20-XXX-XXX-XXX	10,000	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	166,339	162,378	162,378
	Total Federal Projects	20-XXX-XXX-XXX	278,609	293,795	277,878
Special Revenue Fund Expenses	Total Special Revenue Funds		278,609	293,795	277,878
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,093,844	1,091,344	1,090,544
	Total Debt Service Funds		1,093,844	1,091,344	1,090,544
All Fund Expenses	Total Expenditures/Appropriations		18,710,396	19,513,610	20,153,434
Expenses Net of Transfers	Total Expenditures Net of Transfers		18,710,396	19,513,610	20,153,434

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	1,499,236	2,719,236	2,694,250	2,237,609
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	180,000	180,000	181,000	182,000
	Legal Reserve	0	0	0	0
	Tuition Reserve	1,261,911	1,249,854	624,821	0
	Current Expense Emergency Reserve	180,000	180,000	181,000	182,000
	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	435,334	503,029	427,670	362,569
	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	\$11,584	\$12,455	\$13,836	\$14,480	\$14,424
Total Classroom Instruction	\$7,488	\$8,013	\$8,857	\$9,223	\$9,160
Classroom-Salaries and Benefits	\$7,266	\$7,735	\$8,380	\$8,727	\$8,625
Classroom-General Supplies and Textbooks	\$86	\$122	\$255	\$265	\$256
Classroom-Purchased Services	\$136	\$156	\$223	\$231	\$280
Total Support Services	\$1,205	\$1,321	\$1,442	\$1,504	\$1,649
Support Services-Salaries and Benefits	\$1,027	\$1,067	\$1,179	\$1,230	\$1,322
Total Administrative Costs	\$1,390	\$1,483	\$1,618	\$1,732	\$1,598
Administration Salaries and Benefits	\$1,117	\$1,163	\$1,289	\$1,342	\$1,251
Total Operations and Maintenance of Plant	\$1,466	\$1,591	\$1,860	\$1,960	\$1,956
Operations and Maintenance-Salaries and Benefits	\$914	\$1,014	\$1,159	\$1,207	\$1,205
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$34	\$44	\$56	\$58	\$55
Total Equipment Costs	\$32	\$131	\$13	\$12	\$27
Legal Costs	\$66	\$97	\$78	\$82	\$94
Employee Benefits as a percentage of salaries*	32.46%	32.95%	42.38%	41.70%	38.18%

*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)
Municipal/Public Works	Salt if needed for parking lots	0
Staffing - Other	Shared Librarian 0.5 FTE with Alpha School District	0
Transportation Services, including Fuel	WCSSSD to provide special education transportation to share routes with other districts	0

Estimated Tax Rates

Municipality	Category	Amount
Lopatcong Township	(A) General Fund School Levy	14,102,594
	(D) Total School Levy	14,983,576
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	907,890,896
	(H) Estimated Equalized Valuation (as of 10/01/19)	915,665,980
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.5533
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.6504
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.5401
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.6364

Employee Contract List for District

Name	Category	Measure
Adam Boyer	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$75,287
	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	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	\$4,500
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not in contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not in contract
	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
Adam Boyer	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
Atilla Sabahoglu	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$98,000
	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	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
Atilla Sabahoglu	Total Allowances Amount	\$5,500
	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	\$24,425
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Retirement or seperation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not in contract
	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	
Brian Fleming	Job Title	Other
	Job Title II	Building&Grounds Manager
	Base Annual Salary Amount	\$81,869
	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
Brian Fleming	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	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	\$3,000
	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	\$6,297
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not in contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Contract daily rate x days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not in contract
	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
Brian Fleming	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
Debra Mercora	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$147,794
	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	08/01/19
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	24
	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	\$8,400
	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	\$28,632
Contractual Post-Employment Benefit Description of Payout of Sick days	Only upon retirement	

Employee Contract List for District

Name	Category	Measure
Debra Mercora	Contractual Post-Employment Benefit Description of Payout of Vacation days	Only upon retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	Current&Contract
	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	
Rick Bonney	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$96,000
	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	20
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Rick Bonney	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	\$6,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$7,000
	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	\$7,384
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not in contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Contract Daily Rate x Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not in contract
	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