

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	959.0	992.0	981.0
On Roll Special Ed Full-Time	189.0	163.0	146.0
On Roll Subtotal	1,148.0	1,155.0	1,127.0
In Private School Placements	5.0	5.0	0.0
Sent to Other Districts Special Ed	4.0	3.0	3.0
Received	30.0	27.0	0.0

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	27,253,536	28,141,328	29,314,084
	Total Tuition	10-1300	2,458,464	2,117,350	2,117,350
	Transportation Fees from Individuals	10-1410	51,423	70,000	70,000
	Unrestricted Miscellaneous Revenues	10-1XXX	426,324	49,825	49,825
	Interest Earned on Capital Reserve Funds	10-1XXX	1,800	1,800	1,800
	Total Revenues from Local Sources		30,191,547	30,380,303	31,553,059
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	230,578	230,578	230,578
	Extraordinary Aid	10-3131	285,359	100,000	0
	Categorical Special Education Aid	10-3132	716,089	834,234	922,382
	Categorical Security Aid	10-3177	20,872	20,872	20,872
	Other State Aids	10-3XXX	2,137	0	0
	Total Revenues from State Sources		1,255,035	1,185,684	1,173,832
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	500,000	800,000
	Actual Revenues (Over)/Under Expenditures		-976,084	0	0
General Fund Revenues	Total Operating Budget		30,470,498	32,065,987	33,526,891
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	80,865	110,462	110,462
	Total Revenues from State Sources		80,865	110,462	110,462
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	74,665	79,000	79,000
	Title II	20-4451-4455	19,828	15,320	15,320
	Title IV	20-4471-4474	10,000	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	285,026	262,000	262,000
	Total Revenues from Federal Sources		389,519	356,320	356,320
Special Revenue Fund Revenues	Total Grants and Entitlements		470,384	466,782	466,782
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	722,725	694,375	667,600
	Total Revenues from Local Sources		722,725	694,375	667,600
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		722,725	694,375	667,600
Debt Service Fund Revenues	Total Repayment of Debt		722,725	694,375	667,600
All Fund Revenues	Total Revenues/Sources		31,663,607	33,227,144	34,661,273
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		31,663,607	33,227,144	34,661,273

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	9,100,732	9,733,450	10,320,505
	Special Education-Instruction	11-2XX-100-XXX	4,040,725	4,313,896	4,528,663
	Basic Skills/Remedial-Instruction	11-230-100-XXX	616,358	618,000	723,000
	Bilingual Education-Instruction	11-240-100-XXX	119,445	124,000	128,092
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	63,602	72,886	74,609
	School-Sponsored Athletics-Instruction	11-402-100-XXX	22,878	45,638	44,250
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	512,813	655,500	655,500
	Undistributed Expenditures-Health Services	11-000-213-XXX	311,332	351,160	456,650
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	1,018,526	1,134,513	1,244,700
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	229,300	260,000	270,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	366,569	421,877	494,154
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	740,650	848,776	948,761
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	115,099	98,540	99,812
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	532,246	701,078	728,436
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	104,849	150,300	150,300
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	364,589	321,600	336,628
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,124,049	1,027,008	1,056,331
	Undistributed Expenditures-Central Services	11-000-251-XXX	305,440	298,535	247,274
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	144,083	149,305	151,500
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,104,540	2,667,991	3,019,103
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	942,172	1,124,500	1,147,523
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	6,403,167	6,829,600	6,583,266
	Undistributed Expenditures-Food Services	11-000-310-930	3,968	20,000	20,000
		Total Undistributed Expenditures		16,323,392	17,060,283
General Fund Current Expenses	Total General Current Expense		30,287,132	31,968,153	33,429,057

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	154,332	67,000	67,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	29,034	29,034	29,034
	Interest Deposit to Capital Reserve	10-604	0	1,800	1,800
	Total Capital Outlay		183,366	97,834	97,834
General Fund Expenses and Transfers	General Fund Grand Total		30,470,498	32,065,987	33,526,891
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	6,114	8,588	8,588
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	18,495	40,000	40,000
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	23,428	37,000	37,000
	Nonpublic Nursing Services	20-XXX-XXX-XXX	11,252	13,500	13,500
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	4,176	3,874	3,874
	Nonpublic Security Aid	20-XXX-XXX-XXX	17,400	7,500	7,500
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	80,865	110,462	110,462
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	74,665	79,000	79,000
	Title II	20-XXX-XXX-XXX	19,828	15,320	15,320
	Title IV	20-XXX-XXX-XXX	10,000	0	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	285,026	262,000	262,000
	Total Federal Projects	20-XXX-XXX-XXX	389,519	356,320	356,320
Special Revenue Fund Expenses	Total Special Revenue Funds		470,384	466,782	466,782
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	722,725	694,375	667,600
	Total Debt Service Funds		722,725	694,375	667,600
All Fund Expenses	Total Expenditures/Appropriations		31,663,607	33,227,144	34,661,273
Expenses Net of Transfers	Total Expenditures Net of Transfers		31,663,607	33,227,144	34,661,273

**Advertised Recapitulation of Balances**

Fund Balance Category	Budget Category	Audited Balance 06/30/2019	Audited Balance 06/30/2020	Estimated Balance 06/30/2021	Estimated Balance 06/30/2022
Restricted for General Operating Budget	Capital Reserve	3,840,727	4,171,939	4,173,739	4,175,539
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	1,000,000	1,300,000	800,000	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	100,000	312,233	312,233	312,233
	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	744,188	876,827	640,920	640,920
	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2018-19 Actual Costs	2019-20 Actual Costs	2020-21 Original Budget	2020-21 Revised Budget	2021-22 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$23,708	\$24,987	\$26,551	\$26,137	\$28,062
Total Classroom Instruction	\$15,217	\$15,926	\$17,249	\$16,980	\$18,048
Classroom-Salaries and Benefits	\$14,580	\$14,830	\$16,417	\$16,161	\$17,053
Classroom-General Supplies and Textbooks	\$549	\$1,020	\$733	\$721	\$895
Classroom-Purchased Services	\$88	\$77	\$99	\$97	\$100
Total Support Services	\$3,566	\$3,930	\$4,590	\$4,518	\$5,007
Support Services-Salaries and Benefits	\$3,404	\$3,680	\$4,263	\$4,196	\$4,593
Total Administrative Costs	\$2,153	\$2,225	\$2,088	\$2,056	\$2,056
Administration Salaries and Benefits	\$1,982	\$2,076	\$1,968	\$1,937	\$1,932
Total Operations and Maintenance of Plant	\$2,671	\$2,791	\$2,458	\$2,420	\$2,786
Operations and Maintenance-Salaries and Benefits	\$951	\$381	\$433	\$426	\$446
Board Contribution to Food Services	\$0	\$3	\$18	\$17	\$18
Total Extracurricular Costs	\$90	\$100	\$135	\$133	\$135
Total Equipment Costs	\$226	\$134	\$59	\$58	\$59
Legal Costs	\$82	\$51	\$35	\$34	\$35
Employee Benefits as a percentage of salaries*	35.57%	35.67%	34.84%	34.84%	31.83%

\*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 2020-21 revised appropriations and the 2021-22 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)
Curriculum Services	Shared Professional Development FLOW area districts	0
Municipal/Public Works	PURCHASE FUEL,MUTUAL SNOW PLOWING AND FIELD MAINTENANCE	6,600
Purchasing	MEMBER ED DATA AND MIDDLESEX PURCHsing Co-ops	68,925
Staffing - Other	FLOW DISTRICTS SECURITY COORDINATOR AND SJARE 911 TECHNOLOGY	7,800
Transportation Services, including Fuel	UTILIZE REGION 1 FOR CONSOLIDATION OF REGIONAL ROUTES AND NONPUBLIC TRANSPORTATION	97,600

Estimated Tax Rates

Municipality	Category	Amount
Franklin Lakes	(A) General Fund School Levy	28,727,706
	(D) Total School Levy	29,407,906
	(B) Estimated Net Taxable Valuation (as of 02/02/21)	4,365,160,180
	(H) Estimated Equalized Valuation (as of 10/01/20)	4,337,093,551
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.6581
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.6737
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.6624
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.6781

Employee Contract List for District

Name	Category	Measure
Barrett Hartman	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$102,558
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	22
	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	20
	Description of Other Contracted Non-Working Days	Breaks
	Total Allowances Amount	\$720
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	None
	Contractual Post-Employment Benefit Description of Payout of Vacation days	none
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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
Barrett Hartman	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
Bridget pastenkos	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$144,913
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	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	Breaks

Employee Contract List for District

Name	Category	Measure
Bridget pastenkos	Total Allowances Amount	\$720
	Total Bonuses Amount	\$3,000
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	None
	Contractual Post-Employment Benefit Description of Payout of Vacation days	None
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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	
Gregorio Maceri	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$195,000
	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
Gregorio Maceri	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	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	\$1,800
	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	Up to a \$15,000 maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	none
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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
Gregorio Maceri	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
Michael Solokas	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$182,687
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	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	Breaks
	Total Allowances Amount	\$2,590
	Total Bonuses Amount	\$3,000
	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	\$7,500
Contractual Post-Employment Benefit Description of Payout of Sick days	\$50 per day up to a maximum of 150 days	

Employee Contract List for District

Name	Category	Measure
Michael Solokas	Contractual Post-Employment Benefit Description of Payout of Vacation days	None
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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	
Trenae Lambkin	Job Title	Assistant Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$90,522
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	251
	Contracted Number of Annual Vacation Days	22
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Trenae Lambkin	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	None Reported
	Total Allowances Amount	\$60
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	None
	Contractual Post-Employment Benefit Description of Payout of Vacation days	None
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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