

### Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	694.0	652.0	643.0
On Roll Special Ed Full-Time	175.0	212.0	211.0
On Roll Special Ed Shared-Time		24.0	24.0
On Roll Subtotal	869.0	888.0	878.0
In Private School Placements	2.0	11.0	6.0
Sent to Other Districts Regular	3.0	1.0	0.0
Sent to Other Districts Special Ed	4.0	3.0	5.0
Received	148.0	148.0	134.0
In State Facilities		1.0	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	7,258,770	7,401,387	7,549,415
	Total Tuition	10-1300	2,137,663	2,160,130	2,046,666
	Transportation Fees from Other Local Education Authorities	10-1420-1440	33,279	20,934	0
	Unrestricted Miscellaneous Revenues	10-1XXX	304,017	209,506	214,111
	Interest Earned on Maintenance Reserve	10-1XXX	0	100	100
	Interest Earned on Capital Reserve Funds	10-1XXX	0	100	100
	Total Revenues from Local Sources		9,733,729	9,792,157	9,810,392
General Fund Revenues from State Sources	School Choice Aid	10-3116	235,217	232,622	215,254
	Categorical Transportation Aid	10-3121	202,610	202,610	202,610
	Extraordinary Aid	10-3131	114,872	209,991	77,387
	Categorical Special Education Aid	10-3132	437,575	437,575	437,575
	Equalization Aid	10-3176	4,086,736	4,196,373	5,006,842
	Categorical Security Aid	10-3177	137,797	137,797	137,797
	Other State Aids	10-3XXX	2,320	0	0
Total Revenues from State Sources		5,217,127	5,416,968	6,077,465	
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	7,802	28,074	29,383
	Total Revenues from Federal Sources		7,802	28,074	29,383
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	978,486	1,039,408
	Adjustment for Prior Year Encumbrances		0	785,989	0
	Actual Revenues (Over)/Under Expenditures		-1,897,791	0	0
General Fund Revenues	Total Operating Budget		13,060,867	17,001,674	16,956,648
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	0	69,218	0
	Scholarship Fund Revenue	20-1770	0	1,195	0
	Other Revenue from Local Sources	20-1XXX	1,370	0	0
	Total Revenues from Local Sources	20-1XXX	1,370	70,413	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	653,733	490,100	416,585
	Total Revenues from State Sources		653,733	490,100	416,585

## Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	161,235	160,268	123,733
	Title II	20-4451-4455	16,653	5,109	4,340
	Title III	20-4491-4494	7,649	26,820	22,795
	Title IV	20-4471-4474	18,371	18,442	9,200
	I.D.E.A. Part B (Handicapped)	20-4420-4429	289,384	338,842	287,430
	CARES-Digital Divide Grant	20-4531	0	78,484	0
	Coronavirus Relief Fund (CRF)	20-4532	0	59,188	0
	Other	20-4XXX	0	19,961	0
	Total Revenues from Federal Sources		493,292	707,114	447,498
Special Revenue Fund Revenues	Total Grants and Entitlements		1,148,395	1,267,627	864,083
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	456,114	425,425	422,861
	Total Revenues from Local Sources		456,114	425,425	422,861
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	0	2,739
	Total Local Repayment of Debt		456,114	425,425	425,600
	Actual Revenues (Over)/Under Expenditures		-2,739	0	0
Debt Service Fund Revenues	Total Repayment of Debt		453,375	425,425	425,600
All Fund Revenues	Total Revenues/Sources		14,662,637	18,694,726	18,246,331
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		14,662,637	18,694,726	18,246,331

## 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	3,770,834	4,120,451	4,318,242
	Special Education-Instruction	11-2XX-100-XXX	1,773,019	2,439,632	2,545,903
	Basic Skills/Remedial-Instruction	11-230-100-XXX	146,107	312,205	457,397
	Bilingual Education-Instruction	11-240-100-XXX	119,959	134,327	195,157
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	64,391	73,397	73,537
	School-Sponsored Athletics-Instruction	11-402-100-XXX	64,884	60,100	61,350
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	305,532	704,696	504,241
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	20,000	20,800	53,672
	Undistributed Expenditures-Health Services	11-000-213-XXX	174,528	201,338	205,632
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	324,101	419,109	487,009
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	256,567	352,208	381,201
	Undistributed Expenditures-Guidance	11-000-218-XXX	141,009	147,404	210,376
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	378,366	451,686	586,838
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	117,984	123,071	181,557
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	120,978	126,116	130,071
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	6,142	10,458	10,700
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	316,148	392,106	370,898
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	406,875	464,942	436,870
	Undistributed Expenditures-Central Services	11-000-251-XXX	233,260	357,358	258,519
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	120,549	201,322	193,111
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,043,500	1,328,273	1,330,672
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	484,618	825,156	841,677
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,525,809	3,251,555	3,025,711
	Total Undistributed Expenditures			6,975,966	9,377,598
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	100	100
General Fund Current Expenses	Total General Current Expense		12,915,160	16,517,810	16,860,441

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	94,325	357,307	56,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	28,107	62,839	40,107
	Interest Deposit to Capital Reserve	10-604	0	100	100
	Total Capital Outlay		122,432	420,246	96,207
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	23,275	63,618	0
	General Fund Grand Total		13,060,867	17,001,674	16,956,648
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	1,370	0	0
	Student Activity Fund	20-475-XXX-XXX	0	69,218	0
	Scholarship Fund	20-476-XXX-XXX	0	1,195	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	16,022	16,006	13,605
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	406,337	234,464	199,294
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	157,317	167,056	141,998
	Nonpublic Nursing Services	20-XXX-XXX-XXX	20,771	26,724	22,715
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	10,832	0	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	42,454	45,850	38,973
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	653,733	490,100	416,585
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	161,235	160,268	123,733
	Title II	20-XXX-XXX-XXX	16,653	5,109	4,340
	Title III	20-XXX-XXX-XXX	7,649	26,820	22,795
	Title IV	20-XXX-XXX-XXX	18,371	18,442	9,200
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	289,384	338,842	287,430
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	78,484	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	59,188	0
	Nonpublic Technology Funds Under CRF	20-482-xxx-xxx	0	19,961	0
	Total Federal Projects	20-XXX-XXX-XXX	493,292	707,114	447,498
	Special Revenue Fund Expenses	Total Special Revenue Funds		1,148,395	1,267,627

**Advertised Appropriations**

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	453,375	425,425	425,600
	Total Debt Service Funds		453,375	425,425	425,600
All Fund Expenses	Total Expenditures/Appropriations		14,662,637	18,694,726	18,246,331
Expenses Net of Transfers	Total Expenditures Net of Transfers		14,662,637	18,694,726	18,246,331

## 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	346,580	846,580	846,680	846,780
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	162,147	212,147	212,247	212,347
	Legal Reserve	1,041,844	1,851,863	1,005,505	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	432,654	490,345	358,217	324,314
	Repayment of Debt	0	2,739	2,739	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	\$13,484	\$14,035	\$17,066	\$17,109	\$17,915
Total Classroom Instruction	\$7,995	\$8,642	\$10,550	\$10,451	\$10,963
Classroom-Salaries and Benefits	\$7,470	\$7,950	\$9,094	\$9,070	\$9,310
Classroom-General Supplies and Textbooks	\$150	\$238	\$450	\$389	\$515
Classroom-Purchased Services	\$375	\$454	\$1,006	\$992	\$1,139
Total Support Services	\$2,301	\$2,210	\$2,681	\$2,645	\$3,147
Support Services-Salaries and Benefits	\$1,783	\$1,774	\$1,977	\$1,963	\$2,251
Total Administrative Costs	\$1,577	\$1,577	\$1,797	\$2,019	\$1,825
Administration Salaries and Benefits	\$1,361	\$1,371	\$1,496	\$1,488	\$1,510
Total Operations and Maintenance of Plant	\$1,429	\$1,385	\$1,795	\$1,751	\$1,740
Operations and Maintenance-Salaries and Benefits	\$859	\$735	\$868	\$868	\$828
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$161	\$186	\$195	\$196	\$196
Total Equipment Costs	\$0	\$109	\$46	\$408	\$65
Legal Costs	\$10	\$9	\$15	\$17	\$17
Employee Benefits as a percentage of salaries*	30.54%	31.77%	36.75%	37.06%	32.50%

\*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)
Business Services	Business Admin and AP business services	29,375
Custodial and Maintenance Services	Operations; custodial; maintenance staffing/services	114,033
Special Education Services	Part time shared social worker, guidance, psychologist	0
Superintendent and Assistant Sup.	Shared Superintendent	54,814

## Estimated Tax Rates

Municipality	Category	Amount
Stratford	(A) General Fund School Levy	7,475,401
	(D) Total School Levy	7,899,544
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	409,695,500
	(H) Estimated Equalized Valuation (as of 10/01/20)	449,129,019
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.8246
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.9282
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.6644
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.7589

## Employee Contract List for District

Name	Category	Measure
DEBRA TRASATTI	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$101,908
	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	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$12,542
	Contractual Post-Employment Benefit Description of Payout of Sick days	1/2 per diem rate not to exceed \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem rate @ max 45 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of pers days
	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
DEBRA TRASATTI	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
JAMES CUARTERO	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$88,391
	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	25
	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	0
	Description of Other Contracted Non-Working Days	None Reported

## Employee Contract List for District

Name	Category	Measure
JAMES CUARTERO	Total Allowances Amount	\$600
	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	\$31,574
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$100/day @ 150 days max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem @ max 45 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for pers days
	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	
KENNETH PRESSLEY	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Maintenance Supervisor
	Base Annual Salary Amount	\$82,194
	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
KENNETH PRESSLEY	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	23
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$600
	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	\$29,727
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$100/day @ 150 days not to exceed \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem rate @ 45 day max
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for pers days
	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
KENNETH PRESSLEY	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
THOMAS ATTANASI	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$169,032
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	07
	Shared District	2540
	Job Title Other District	Superintendent
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	23
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$13,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$44,255	
Contractual Post-Employment Benefit Description of Payout of Sick days	Per diem rate not to exceed \$15,000	

Employee Contract List for District

Name	Category	Measure
THOMAS ATTANASI	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem @ max 45 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of pers days
	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