

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	398.0	380.0	398.0
On Roll Special Ed Full-Time	70.0	76.0	70.0
On Roll Subtotal	468.0	456.0	468.0
In Private School Placements	3.0	3.0	0.0
Sent to Other Districts Special Ed	0.0	0.0	2.0

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	8,171,100	8,432,625	8,601,278
	Total Tuition	10-1300	66,555	0	0
	Unrestricted Miscellaneous Revenues	10-1XXX	107,133	85,300	26,944
	Interest Earned on Maintenance Reserve	10-1XXX	0	100	100
	Interest Earned on Capital Reserve Funds	10-1XXX	100	100	100
	Total Revenues from Local Sources		8,344,888	8,518,125	8,628,422
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	72,082	72,082	72,082
	Extraordinary Aid	10-3131	109,094	109,094	61,750
	Categorical Special Education Aid	10-3132	288,092	307,121	395,695
	Categorical Security Aid	10-3177	8,056	8,056	8,056
	Total Revenues from State Sources		477,324	496,353	537,583
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	67,643	457,924
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	401,977	246,225
	Withdrawal from Maintenance Reserve	10-310	0	84,363	79,500
	Actual Revenues (Over)/Under Expenditures		-424,524	0	0
General Fund Revenues	Total Operating Budget		8,397,688	9,568,461	9,949,654
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	12,133	11,761	0
	Total Revenues from Local Sources	20-1XXX	12,133	11,761	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	33,749	42,688	32,016
	Title II	20-4451-4455	8,250	10,929	8,197
	Title IV	20-4471-4474	7,963	12,037	2,813
	I.D.E.A. Part B (Handicapped)	20-4420-4429	99,778	104,656	78,492
	CARES Act Education Stabilization Fund	20-4530	28,361	12,705	70,000
	Total Revenues from Federal Sources		178,101	183,015	191,518
Special Revenue Fund Revenues	Total Grants and Entitlements		190,234	194,776	191,518

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	822,100	835,650	839,650
	Total Revenues from Local Sources		822,100	835,650	839,650
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		822,100	835,650	839,650
Debt Service Fund Revenues	Total Repayment of Debt		822,100	835,650	839,650
All Fund Revenues	Total Revenues/Sources		9,410,022	10,598,887	10,980,822
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		9,410,022	10,598,887	10,980,822

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	2,310,386	2,427,965	2,548,486
	Special Education-Instruction	11-2XX-100-XXX	941,886	992,841	1,102,203
	Basic Skills/Remedial-Instruction	11-230-100-XXX	196,458	200,551	206,403
	Other Instructional Programs-Instruction	11-4XX-100-XXX	32,413	28,325	28,325
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	206,427	199,243	174,464
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	26,780	28,333	29,161
	Undistributed Expenditures-Health Services	11-000-213-XXX	79,218	90,339	90,271
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	238,034	283,430	286,224
	Undistributed Expenditures-Guidance	11-000-218-XXX	69,458	70,458	72,165
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	322,104	343,446	360,726
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	20,753	35,002	40,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	330,114	470,026	628,977
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	272,057	301,177	303,821
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	175,424	191,733	194,121
	Undistributed Expenditures-Central Services	11-000-251-XXX	213,311	217,779	221,510
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	658,789	840,524	762,829
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	362,427	520,763	695,253
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,553,239	1,842,006	1,914,715
	Total Undistributed Expenditures		4,528,135	5,434,259	5,774,237
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		8,009,278	9,084,041	9,659,754
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	331,781	428,202	246,225
	Interest Deposit to Capital Reserve	10-604	0	100	100
	Total Capital Outlay		331,781	428,302	246,325
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	56,629	56,118	43,575
	Total Summer School	13-422-X00-XXX	56,629	56,118	43,575
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	56,629	56,118	43,575
General Fund Expenses and Transfers	General Fund Grand Total		8,397,688	9,568,461	9,949,654
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	12,133	11,761	0

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	33,749	42,688	32,016
	Title II	20-XXX-XXX-XXX	8,250	10,929	8,197
	Title IV	20-XXX-XXX-XXX	7,963	12,037	2,813
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	99,778	104,656	78,492
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	28,361	12,705	70,000
	Total Federal Projects	20-XXX-XXX-XXX	178,101	183,015	191,518
Special Revenue Fund Expenses	Total Special Revenue Funds		190,234	194,776	191,518
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	822,100	835,650	839,650
	Total Debt Service Funds		822,100	835,650	839,650
All Fund Expenses	Total Expenditures/Appropriations		9,410,022	10,598,887	10,980,822
Expenses Net of Transfers	Total Expenditures Net of Transfers		9,410,022	10,598,887	10,980,822

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	1,549,922	1,641,931	1,240,054	993,929
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	444,204	444,204	359,941	280,541
	Legal Reserve	251,931	332,876	330,945	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	642,558	442,691	376,979	250,000
	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	\$15,217	\$16,068	\$17,359	\$18,342	\$18,782
Total Classroom Instruction	\$9,220	\$9,771	\$10,463	\$10,712	\$11,060
Classroom-Salaries and Benefits	\$9,049	\$9,584	\$10,176	\$10,461	\$10,754
Classroom-General Supplies and Textbooks	\$88	\$105	\$222	\$183	\$240
Classroom-Purchased Services	\$83	\$82	\$65	\$68	\$66
Total Support Services	\$2,799	\$2,874	\$3,223	\$3,537	\$3,857
Support Services-Salaries and Benefits	\$2,092	\$2,244	\$2,315	\$2,470	\$2,478
Total Administrative Costs	\$1,792	\$1,789	\$1,872	\$1,998	\$1,973
Administration Salaries and Benefits	\$1,513	\$1,542	\$1,590	\$1,698	\$1,699
Total Operations and Maintenance of Plant	\$1,369	\$1,597	\$1,765	\$2,052	\$1,860
Operations and Maintenance-Salaries and Benefits	\$717	\$741	\$856	\$806	\$896
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$126	\$57	\$86	\$58	\$60
Employee Benefits as a percentage of salaries*	30.65%	30.73%	33.73%	34.94%	34.50%

*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)
Insurance Coverages and Benefits	Roseland participates in the New Jersey School Boards Insurance Group (NJSIG/NJEIF) with approximates 100 other Boards of Education for property and liability insurance.	0
	Roseland participates in the Morris Essex Insurance Group(MEIG) with approximately 20 other Boards of Education for Workers Compensation Insurance.	0
Others	Roseland participates in the ACT telecommunications program offered through NJASBO	0
Professional Staff Development	Roseland partners with Essex Fells, North Caldwell, Fairfield, and West Essex Regional to reduce the cost of providing Professional Development	0
Purchasing	Roseland participates in the Alliance for Competitive Energy Services (ACES) which seeks to procure electricity and natural gas at a discounted price for NJ Schools	0
	Roseland utilizes Educational Data Services, Inc. in purchasing COOP, to purchase school supplies at discounted prices and obtain time and material bids.	0
Transportation Services, including Fuel	Roseland utilizes the Sussex County Regional Cooperative for General Education Students and some Special Education Students	0
	Roseland utilizes Caldwell/West Caldwell Public Schools in transporting our out of district placements	0

Estimated Tax Rates

Municipality	Category	Amount
Roseland	(A) General Fund School Levy	8,516,951
	(D) Total School Levy	9,354,601
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	1,661,366,715
	(H) Estimated Equalized Valuation (as of 10/01/20)	1,795,939,450
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.5126
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.5631
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.4742
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.5209

Employee Contract List for District

Name	Category	Measure
Deanne Somers	Job Title	Superintendent
	Job Title II	None
	Base Annual Salary Amount	\$162,099
	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	12/01/19
	End Date of Contract	06/30/23
	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	12
	Description of Other Contracted Non-Working Days	Holidays/Recess
	Total Allowances Amount	\$7,350
	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	\$24,469
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Per 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
Deanne Somers	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
Gordon Gibbs	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$115,360
	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	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	12	
Description of Other Contracted Non-Working Days	Holidays/Recess	

Employee Contract List for District

Name	Category	Measure
Gordon Gibbs	Total Allowances Amount	\$5,000
	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	\$18,874
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Per 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	
Raul Sandoval	Job Title	Principal
	Job Title II	None
	Base Annual Salary Amount	\$136,000
	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
Raul Sandoval	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	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	12
	Description of Other Contracted Non-Working Days	Holidays/Recess
	Total Allowances Amount	\$2,283
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,719
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$25,462
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Per 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
Raul Sandoval	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 Celebre	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	None
	Base Annual Salary Amount	\$88,000
	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	07/01/20
	End Date of Contract	06/30/21
	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	12
	Description of Other Contracted Non-Working Days	Holidays/Recess
	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	\$21,769
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per Contract

Employee Contract List for District

Name	Category	Measure
Richard Celebre	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Per 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
Tom August	Job Title	Other
	Job Title II	None
	Base Annual Salary Amount	\$81,570
	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

Employee Contract List for District

Name	Category	Measure
Tom August	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	Holidays/Recess
	Total Allowances Amount	\$200
	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	\$21,903
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per Contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	Per 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