

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	811.0	775.0	756.0
On Roll Special Ed Full-Time	168.0	172.0	202.0
On Roll Subtotal	979.0	947.0	958.0
In Private School Placements	3.0	4.0	3.0
Sent to Other Districts Special Ed	2.0	2.0	1.0
Received	49.0	21.0	27.0

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	21,808,248	22,719,155	23,374,426
	Total Tuition	10-1300	0	0	95,823
	Transportation Fees from Other Local Education Authorities	10-1420-1440	97,795	83,900	100,000
	Unrestricted Miscellaneous Revenues	10-1XXX	347,448	25,000	106,500
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	0	10
	Interest Earned on Maintenance Reserve	10-1XXX	0	0	100
	Interest Earned on Capital Reserve Funds	10-1XXX	20,513	0	1,000
	Total Revenues from Local Sources		22,274,004	22,828,055	23,677,859
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	344,119	344,119	360,420
	Extraordinary Aid	10-3131	438,448	0	0
	Categorical Special Education Aid	10-3132	749,811	776,785	925,947
	Categorical Security Aid	10-3177	89,090	89,090	89,090
	Other State Aids	10-3XXX	21,709	0	0
	Total Revenues from State Sources		1,643,177	1,209,994	1,375,457
General Fund Revenues from Federal Sources	Impact Aid-8002 or 8003 General	10-4101	750,596	0	0
	Total Revenues from Federal Sources		750,596	0	0
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,236,538	884,397
	Withdrawal from Capital Reserve for Local Share	10-307	0	11,335	0
	Withdrawal from Maintenance Reserve	10-310	0	166,079	0
	Withdrawal from Impact Aid Reserve (General)	10-318	0	162,135	0
	Adjustment for Prior Year Encumbrances		0	443,792	0
	Actual Revenues (Over)/Under Expenditures		-982,928	0	0
General Fund Revenues	Total Operating Budget		23,684,849	26,057,928	25,937,713
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	0	23,106	12,378
	Other Revenue from Local Sources	20-1XXX	31,065	0	0
	Total Revenues from Local Sources	20-1XXX	31,065	23,106	12,378

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	80,160	81,651	69,403
	Title II	20-4451-4455	14,528	30,638	26,042
	I.D.E.A. Part B (Handicapped)	20-4420-4429	201,138	212,849	180,922
	CARES Act Education Stabilization Fund	20-4530	0	62,797	0
	Coronavirus Relief Fund (CRF)	20-4532	0	27,215	0
	CRRSA Act-ESSER II	20-4534		0	257,886
	CRRSA Act-Learning Acceleration Grant	20-4535		0	25,000
	Other	20-4XXX	10,356	10,381	8,824
	CRRSA Act-Mental Health Grant	20-4536		0	45,000
	Total Revenues from Federal Sources			306,182	425,531
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		0	12,378	0
Special Revenue Fund Revenues	Total Grants and Entitlements		337,247	461,015	625,455
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,672,874	1,672,071	1,671,087
	Interest on Investments	40-1510	792	0	0
	Miscellaneous	40-1XXX	792	0	0
	Total Revenues from Local Sources		1,673,666	1,672,071	1,671,087
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	679	113
	Total Local Repayment of Debt		1,673,666	1,672,750	1,671,200
	Actual Revenues (Over)/Under Expenditures		-666	0	0
Debt Service Fund Revenues	Total Repayment of Debt		1,673,000	1,672,750	1,671,200
All Fund Revenues	Total Revenues/Sources		25,695,096	28,191,693	28,234,368
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		25,695,096	28,191,693	28,234,368

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	6,489,333	6,705,263	6,890,627
	Special Education-Instruction	11-2XX-100-XXX	2,721,093	3,105,367	3,081,637
	Basic Skills/Remedial-Instruction	11-230-100-XXX	396,902	411,275	486,836
	Bilingual Education-Instruction	11-240-100-XXX	80,091	86,611	86,095
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	68,320	99,394	107,594
	School-Sponsored Athletics-Instruction	11-402-100-XXX	71,193	85,790	83,642
	Summer School	11-422-XXX-XXX	0	9,360	0
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	291,890	360,538	118,253
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	127,555	136,741	121,408
	Undistributed Expenditures-Health Services	11-000-213-XXX	245,131	264,247	281,529
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	739,605	805,976	799,549
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	432,070	466,671	503,661
	Undistributed Expenditures-Guidance	11-000-218-XXX	277,952	286,306	292,339
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	565,796	645,572	591,518
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	759,178	791,849	801,817
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	354,187	271,037	259,444
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	13,523	65,900	67,027
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	498,842	605,480	523,016
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	574,925	692,117	622,002
	Undistributed Expenditures-Central Services	11-000-251-XXX	354,369	397,825	371,235
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	166,539	224,752	258,523
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,017,556	2,902,735	3,100,497
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,045,923	1,264,167	1,210,252
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,718,460	4,739,467	4,949,313
		Total Undistributed Expenditures		13,183,501	14,921,380
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	0	100
	Interest Earned on Current Expense Emergency Res	10-607	0	0	10
General Fund Current Expenses	Total General Current Expense		23,010,433	25,424,440	25,607,924

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	263,787	104,233	65,125
	Facilities Acquisition and Construction Services	12-000-400-XXX	410,629	529,255	263,664
	Interest Deposit to Capital Reserve	10-604	0	0	1,000
	Total Capital Outlay		674,416	633,488	329,789
General Fund Expenses and Transfers	General Fund Grand Total		23,684,849	26,057,928	25,937,713
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	31,065	0	0
	Student Activity Fund	20-475-XXX-XXX	0	35,484	12,378
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	80,160	81,651	69,403
	Title II	20-XXX-XXX-XXX	14,528	30,638	26,042
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	201,138	212,849	180,922
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	62,797	0
	Other	20-XXX-XXX-XXX	10,356	10,381	8,824
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	27,215	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx		0	257,886
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx		0	25,000
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx		0	45,000
	Total Federal Projects	20-XXX-XXX-XXX	306,182	425,531	613,077
Special Revenue Fund Expenses	Total Special Revenue Funds		337,247	461,015	625,455
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,673,000	1,672,750	1,671,200
	Total Debt Service Funds		1,673,000	1,672,750	1,671,200
All Fund Expenses	Total Expenditures/Appropriations		25,695,096	28,191,693	28,234,368
Expenses Net of Transfers	Total Expenditures Net of Transfers		25,695,096	28,191,693	28,234,368

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	2,883,128	2,748,228	2,736,893	2,737,893
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	445,345	356,965	190,886	190,986
	Legal Reserve	800,058	599,672	299,893	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	93,000	93,000	93,000	93,010
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	1,833,631	2,584,227	2,422,092	2,422,092
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	679	679	679
Unrestricted	General Operating Budget	2,107,947	2,389,027	1,452,268	867,764
	Repayment of Debt	805	792	113	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	\$21,799	\$21,836	\$23,752	\$25,081	\$25,323
Total Classroom Instruction	\$12,086	\$12,593	\$13,198	\$13,860	\$14,085
Classroom-Salaries and Benefits	\$11,529	\$12,121	\$12,550	\$13,127	\$13,288
Classroom-General Supplies and Textbooks	\$311	\$347	\$414	\$457	\$550
Classroom-Purchased Services	\$247	\$125	\$234	\$276	\$247
Total Support Services	\$5,049	\$4,562	\$4,762	\$4,992	\$4,954
Support Services-Salaries and Benefits	\$4,830	\$4,366	\$4,506	\$4,642	\$4,632
Total Administrative Costs	\$1,871	\$1,985	\$2,136	\$2,396	\$2,246
Administration Salaries and Benefits	\$1,595	\$1,619	\$1,731	\$1,855	\$1,790
Total Operations and Maintenance of Plant	\$2,419	\$2,332	\$3,247	\$3,402	\$3,588
Operations and Maintenance-Salaries and Benefits	\$1,318	\$1,281	\$1,477	\$1,492	\$1,517
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$189	\$173	\$231	\$239	\$246
Total Equipment Costs	\$356	\$266	\$24	\$110	\$68
Legal Costs	\$75	\$60	\$68	\$103	\$73
Employee Benefits as a percentage of salaries*	29.74%	30.50%	30.22%	29.18%	30.14%

*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	Monmouth-Ocean County Shared Services Insurance Fund (MOCSSIF) - joint insurance fund for Worker's comp and E&O Insurance policies	0
	School Health Insurance Fund (SHIF) - joint insurance fund for employee healthcare benefits	0
Municipal/Public Works	Staffing - Shared Services agreement for employment of SLEO III officers; Agreement with Colts Neck Township	0
	Purchase of diesel and gasoline fuel for Colts Neck Township	0
	Colts Neck Township Department of Public Works - various services as needed	0
Professional Staff Development	Joint district collaboration / in-house professional development options	0
Purchasing	Broadband consortium for voice/data networks	0
	Member of Hunterdon County Ed. Services Commission - purchasing cooperative for goods/services	0
	Member of Somerset County Ed. Services Commission - purchasing cooperative for goods/services	0
	Alliance for Competitive Energy Services (ACES) - energy purchasing	0
	Member of Educational Services Commission of NJ (ESCNJ) - purchasing cooperative for goods/services	0

Estimated Tax Rates

Municipality	Category	Amount
Colts Neck	(A) General Fund School Levy	23,374,426
	(D) Total School Levy	25,045,513
	(B) Estimated Net Taxable Valuation (as of 01/05/21)	3,084,606,257
	(H) Estimated Equalized Valuation (as of 10/01/20)	3,107,278,138
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.7578
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.8120
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.7522
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.8060

Employee Contract List for District

Name	Category	Measure
Dominick Petrillo	Job Title	Information Technology
	Job Title II	Network Engineer
	Base Annual Salary Amount	\$85,000
	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	240
	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	5
	Description of Other Contracted Non-Working Days	bereavement
	Total Allowances Amount	\$5,600
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$7,840
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$5,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max. per contract upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	not applicable
	Contractual Post-Employment Benefit Description of Payout of Personal days	not applicable
	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
Dominick Petrillo	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
MaryJane Garibay	Job Title	Superintendent
	Job Title II	none
	Base Annual Salary Amount	\$172,084
	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	07/01/17
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	5
	Description of Other Contracted Non-Working Days	bereavement

Employee Contract List for District

Name	Category	Measure
MaryJane Garibay	Total Allowances Amount	\$15,143
	Total Bonuses Amount	\$21,736
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$462
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$31,546
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max. permitted by law upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Based on 25 max. days at per diem rate
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not permitted
	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	
Thomas Giglio	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	none
	Base Annual Salary Amount	\$92,643
	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
Thomas Giglio	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	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	16
	Description of Other Contracted Non-Working Days	bereavement/fam illness
	Total Allowances Amount	\$6,850
	Total Bonuses Amount	\$1,900
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$5
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$5,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max. per contract upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	not applicable
	Contractual Post-Employment Benefit Description of Payout of Personal days	not applicable
	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
Thomas Giglio	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
Vincent Marasco	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$147,874
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	5
	Description of Other Contracted Non-Working Days	bereavement
	Total Allowances Amount	\$15,265
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$462
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$29,218
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum per State law upon retirement	

Employee Contract List for District

Name	Category	Measure
Vincent Marasco	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout for 25 days at per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not permitted
	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