

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	947.0	868.0	915.0
On Roll Regular Shared-Time	33.0	28.0	0.0
On Roll Special Ed Full-Time	213.0	198.0	216.0
On Roll Special Ed Shared-Time	14.0	13.0	0.0
On Roll Subtotal	1,207.0	1,107.0	1,131.0
In Private School Placements	3.0	5.0	0.0
Sent to Other Districts Regular	0.0	0.5	35.0
Sent to Other Districts Special Ed	6.0	4.0	12.0
Received	16.5	15.0	0.0
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	11,967,081	12,206,423	12,450,551
	Total Tuition	10-1300	118,719	165,000	165,000
	Unrestricted Miscellaneous Revenues	10-1XXX	0	100,000	100,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	1	1
	Other Restricted Miscellaneous Revenues	10-1XXX	129,694	0	0
	Total Revenues from Local Sources		12,215,494	12,471,424	12,715,552
General Fund Revenues from State Sources	School Choice Aid	10-3116	208,326	241,803	254,300
	Extraordinary Aid	10-3131	196,556	185,000	185,000
	Categorical Special Education Aid	10-3132	975,623	975,623	975,623
	Equalization Aid	10-3176	9,373,592	8,067,783	6,120,338
	Categorical Security Aid	10-3177	23,602	23,602	23,602
	Total Revenues from State Sources		10,777,699	9,493,811	7,558,863
General Fund Revenues from Federal Sources	Impact Aid-8002 or 8003 General	10-4101	1,144,811	1,006,149	1,006,149
	Medicaid Reimbursement	10-4200	40,047	53,851	46,720
	Total Revenues from Federal Sources		1,184,858	1,060,000	1,052,869
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	550,000	775,000
	Withdrawal from Impact Aid Reserve (General)	10-318	0	225,000	0
	Adjustment for Prior Year Encumbrances		0	25,407	0
	Actual Revenues (Over)/Under Expenditures		-440,606	0	0
General Fund Revenues	Total Operating Budget		23,737,445	23,825,642	22,102,284
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	0	136,610	130,000
	Scholarship Fund Revenue	20-1770	0	1,657	1,000
	Other Revenue from Local Sources	20-1XXX	8,560	53,786	0
	Total Revenues from Local Sources	20-1XXX	8,560	192,053	131,000
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	174,690	281,655	239,407
	Title II	20-4451-4455	70,235	60,939	51,798
	Title III	20-4491-4494	45,009	50,001	42,501
	I.D.E.A. Part B (Handicapped)	20-4420-4429	328,836	308,330	262,081
	CARES Act Education Stabilization Fund	20-4530	0	176,587	0

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Revenues from Federal Sources	CARES-Digital Divide Grant	20-4531	0	48,406	0
	Coronavirus Relief Fund (CRF)	20-4532	0	56,431	0
	CRRSA Act-ESSER II	20-4534		723,495	723,495
	CRRSA Act-Learning Acceleration Grant	20-4535		46,430	46,430
	CRRSA Act-Mental Health Grant	20-4536		45,000	45,000
	Total Revenues from Federal Sources			618,770	1,797,274
Special Revenue Fund Revenues	Total Grants and Entitlements		627,330	1,989,327	1,541,712
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	547,131	550,732	502,599
	Total Revenues from Local Sources		547,131	550,732	502,599
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	0	2
	Withdrawal from Debt Service Reserve	40-313	0	0	22,699
	Total Local Repayment of Debt		547,131	550,732	525,300
Debt Service Fund Revenues	Total Repayment of Debt		547,131	550,732	525,300
All Fund Revenues	Total Revenues/Sources		24,911,906	26,365,701	24,169,296
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		24,911,906	26,365,701	24,169,296

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	6,672,982	6,339,629	5,877,046
	Special Education-Instruction	11-2XX-100-XXX	2,917,072	2,995,022	2,750,401
	Basic Skills/Remedial-Instruction	11-230-100-XXX	673,373	591,054	435,741
	Bilingual Education-Instruction	11-240-100-XXX	69,129	117,270	117,220
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	157,842	159,934	146,665
	School-Sponsored Athletics-Instruction	11-402-100-XXX	644,695	670,789	657,733
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	525,843	587,242	639,934
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	32,282	34,856	31,468
	Undistributed Expenditures-Health Services	11-000-213-XXX	233,206	248,776	245,580
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	358,498	370,937	399,399
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	207,148	254,870	211,267
	Undistributed Expenditures-Guidance	11-000-218-XXX	671,010	606,389	597,280
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	407,135	464,826	375,805
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	172,335	97,329	60,938
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	99,656	103,443	68,287
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	151,499	73,027	44,438
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	464,490	437,613	369,346
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,021,775	1,119,444	1,104,208
	Undistributed Expenditures-Central Services	11-000-251-XXX	380,036	361,123	366,744
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	86,657	109,849	50,658
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,165,617	2,367,262	2,277,347
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,325,966	1,388,485	1,437,671
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,063,717	4,248,742	3,766,436
	Total Undistributed Expenditures			12,366,870	12,874,213
General Fund Current Expenses for Increased Reserves	Increase In Impact Aid Reserve (General)	10-611	164,811	0	0
General Fund Current Expenses	Total General Current Expense		23,666,774	23,747,911	22,031,612

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	0	7,058	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	70,671	70,672	70,671
	Interest Deposit to Capital Reserve	10-604	0	1	1
	Total Capital Outlay		70,671	77,731	70,672
General Fund Expenses and Transfers	General Fund Grand Total		23,737,445	23,825,642	22,102,284
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	8,560	53,786	0
	Student Activity Fund	20-475-XXX-XXX	0	136,610	130,000
	Scholarship Fund	20-476-XXX-XXX	0	1,657	1,000
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	174,690	281,655	239,407
	Title II	20-XXX-XXX-XXX	70,235	60,939	51,798
	Title III	20-XXX-XXX-XXX	45,009	50,001	42,501
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	328,836	308,330	262,081
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	176,587	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	48,406	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	56,431	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx		723,495	723,495
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx		46,430	46,430
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx		45,000	45,000
	Total Federal Projects	20-XXX-XXX-XXX	618,770	1,797,274	1,410,712
Special Revenue Fund Expenses	Total Special Revenue Funds		627,330	1,989,327	1,541,712
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	547,131	550,732	525,300
	Total Debt Service Funds		547,131	550,732	525,300
All Fund Expenses	Total Expenditures/Appropriations		24,911,906	26,365,701	24,169,296
Expenses Net of Transfers	Total Expenditures Net of Transfers		24,911,906	26,365,701	24,169,296

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	13,306	13,305	13,306	13,307
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	0	0	0	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)	962,626	1,127,437	952,437	952,437
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	22,699	0
Unrestricted	General Operating Budget	743,204	1,176,009	1,176,009	401,009
	Repayment of Debt	2	2	2	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	\$17,684	\$17,638	\$18,994	\$20,039	\$17,643
Total Classroom Instruction	\$10,113	\$10,609	\$11,209	\$11,816	\$10,306
Classroom-Salaries and Benefits	\$9,461	\$9,996	\$10,538	\$11,083	\$9,722
Classroom-General Supplies and Textbooks	\$215	\$195	\$230	\$251	\$255
Classroom-Purchased Services	\$437	\$418	\$441	\$483	\$330
Total Support Services	\$2,951	\$2,370	\$2,615	\$2,610	\$2,242
Support Services-Salaries and Benefits	\$2,713	\$2,140	\$2,338	\$2,303	\$1,970
Total Administrative Costs	\$1,936	\$1,965	\$2,043	\$2,341	\$2,099
Administration Salaries and Benefits	\$1,712	\$1,707	\$1,805	\$2,045	\$1,897
Total Operations and Maintenance of Plant	\$1,855	\$1,866	\$2,161	\$2,308	\$2,104
Operations and Maintenance-Salaries and Benefits	\$441	\$462	\$530	\$555	\$403
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$813	\$814	\$948	\$944	\$875
Total Equipment Costs	\$5	\$0	\$0	\$6	\$0
Legal Costs	\$32	\$28	\$26	\$43	\$27
Employee Benefits as a percentage of salaries*	27.91%	28.07%	30.98%	30.23%	29.06%

*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)
Custodial and Maintenance Services	North Hanover Board of Education - Gasoline/Diesel Fuel	0
Insurance Coverages and Benefits	MOCSSIF - Worker's Compensation Insurance	0
Municipal/Public Works	Ocean County Library - Sewer Plant Services	0
Purchasing	ACES Member - Cooperative purchasing for electricity and natural gas	0
	ESCNJ, HCESC, MOESC - Cooperative purchasing	0
Transportation Services, including Fuel	North Hanover Board of Education - Gasoline/Diesel Fuel	0
	Millstone Board of Education - Transportation Coordinator	0
	Plumsted Township - Courtesy Busing	0

Estimated Tax Rates

Municipality	Category	Amount
Plumsted Township	(A) General Fund School Levy	12,450,551
	(D) Total School Levy	12,882,551
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	793,411,800
	(H) Estimated Equalized Valuation (as of 10/01/20)	911,234,409
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.5692
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.6237
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.3663
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.4137

Employee Contract List for District

Name	Category	Measure
Gately, Sean	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$163,957
	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	26
	Description of Other Contracted Non-Working Days	Contractual Holidays
	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	\$30,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payment per diem rate at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payment per diem rate at retirement
	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
Gately, Sean	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
Halperin-Krain, Michelle	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$161,044
	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	26
	Description of Other Contracted Non-Working Days	Contractual Holidays

Employee Contract List for District

Name	Category	Measure
Halperin-Krain, Michelle	Total Allowances Amount	\$7,000
	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	\$16,724
	Contractual Post-Employment Benefit Description of Payout of Sick days	No payment per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payment per diem rate days available on 1/1/21
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payment 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	
Harper, Lisa	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Before/After School
	Base Annual Salary Amount	\$77,004
	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
Harper, Lisa	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	26
	Description of Other Contracted Non-Working Days	Contractual Holidays
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$70
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$4,739
	Contractual Post-Employment Benefit Description of Payout of Sick days	None
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payment per diem rate at separation
	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
Harper, Lisa	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
Novatkowski, Edward	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Buildings & Grounds
	Base Annual Salary Amount	\$86,000
	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	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	Contractual Holidays
	Total Allowances Amount	\$500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$31
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$4,631	
Contractual Post-Employment Benefit Description of Payout of Sick days	None	

Employee Contract List for District

Name	Category	Measure
Novatkowski, Edward	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payment per diem rate at separation
	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