

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	1,880.0	1,911.0	1,911.0
On Roll Regular Shared-Time	5.0	6.0	5.0
On Roll Special Ed Full-Time	309.0	308.0	302.0
On Roll Special Ed Shared-Time	6.0	4.0	0.0
On Roll Subtotal	2,200.0	2,229.0	2,218.0
In Private School Placements	16.0	15.0	22.0
Sent to Contracted Preschool	1.5		0.0
Sent to Other Districts Regular	0.0	0.5	0.0
Sent to Other Districts Special Ed	8.5	8.0	0.0
Received	125.5	138.5	132.0

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	32,328,259	32,974,824	33,634,320
	Total Tuition	10-1300	1,842,251	1,993,022	1,867,265
	Rents and Royalties	10-1910	15,267	35,000	20,000
	Unrestricted Miscellaneous Revenues	10-1XXX	172,300	25,000	25,000
	Interest Earned on Maintenance Reserve	10-1XXX	1,500	1,500	2,000
	Interest Earned on Capital Reserve Funds	10-1XXX	1,000	1,000	2,000
	Total Revenues from Local Sources		34,360,577	35,030,346	35,550,585
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	256,592	256,592	256,592
	Extraordinary Aid	10-3131	278,739	50,000	100,000
	Categorical Special Education Aid	10-3132	1,121,208	1,351,919	1,545,766
	Categorical Security Aid	10-3177	55,181	55,181	55,181
	Total Revenues from State Sources		1,711,720	1,713,692	1,957,539
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	11,779	23,901	21,731
	Total Revenues from Federal Sources		11,779	23,901	21,731
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	3,071,417	3,592,453
	Transfers from Other Funds	10-5200	71,736	0	0
	Adjustment for Prior Year Encumbrances		0	590,623	0
	Actual Revenues (Over)/Under Expenditures		-1,929,828	0	0
General Fund Revenues	Total Operating Budget		34,225,984	40,429,979	41,122,308
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	0	0	35,000
	Total Revenues from Local Sources	20-1XXX	0	0	35,000
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	511,384	557,112	445,690
	Total Revenues from State Sources		511,384	557,112	445,690
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	153,145	164,645	131,716
	Title II	20-4451-4455	7,383	80,385	64,308
	Title III	20-4491-4494	2,132	0	0
	Title IV	20-4471-4474	8,520	18,701	14,961
	I.D.E.A. Part B (Handicapped)	20-4420-4429	575,976	609,843	487,874
	CARES Act Education Stabilization Fund	20-4530	0	151,820	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	23,926	0
	Coronavirus Relief Fund (CRF)	20-4532	0	169,276	0
	Other	20-4XXX	0	125,800	0
	Total Revenues from Federal Sources		747,156	1,344,396	698,859
Special Revenue Fund Revenues	Total Grants and Entitlements		1,258,540	1,901,508	1,179,549
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,351,032	1,395,632	1,554,831
	Total Revenues from Local Sources		1,351,032	1,395,632	1,554,831
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	1
	Total Local Repayment of Debt		1,351,032	1,395,633	1,554,832
	Actual Revenues (Over)/Under Expenditures		-1	0	0
Debt Service Fund Revenues	Total Repayment of Debt		1,351,031	1,395,633	1,554,832
All Fund Revenues	Total Revenues/Sources		36,835,555	43,727,120	43,856,689
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		36,835,555	43,727,120	43,856,689

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	11,460,568	12,962,776	12,587,481
	Special Education-Instruction	11-2XX-100-XXX	2,919,285	2,742,357	2,792,886
	Basic Skills/Remedial-Instruction	11-230-100-XXX	310,654	342,300	319,740
	Bilingual Education-Instruction	11-240-100-XXX	65,388	59,170	60,120
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	200,718	309,891	300,121
	School-Sponsored Athletics-Instruction	11-402-100-XXX	426,338	558,076	564,365
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,177,251	2,561,645	2,561,645
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	9,415	51,000	40,440
	Undistributed Expenditures-Health Services	11-000-213-XXX	352,356	407,049	422,007
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	441,632	499,743	480,155
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	96,580	529,659	584,952
	Undistributed Expenditures-Guidance	11-000-218-XXX	761,196	882,427	951,375
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,016,370	1,106,449	1,126,428
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	221,388	197,442	220,682
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	81,265	98,041	100,212
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	47,201	74,332	76,717
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	588,487	826,281	703,135
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,793,724	1,772,494	1,865,180
	Undistributed Expenditures-Central Services	11-000-251-XXX	351,020	335,128	353,403
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,175,537	3,980,899	4,275,943
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,435,885	2,267,254	2,872,423
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	5,657,575	6,617,283	6,364,456
	Total Undistributed Expenditures		18,206,882	22,207,126	22,999,153
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	1,500	1,500	2,000
	Increase In Maintenance Reserve	10-606	0	0	250,000
General Fund Current Expenses	Total General Current Expense		33,591,333	39,183,196	39,875,866

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	110,491	147,964	64,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	451,424	1,097,819	930,442
	Increase In Capital Reserve	10-604	71,736	0	250,000
	Interest Deposit to Capital Reserve	10-604	1,000	1,000	2,000
	Total Capital Outlay		634,651	1,246,783	1,246,442
General Fund Expenses and Transfers	General Fund Grand Total		34,225,984	40,429,979	41,122,308
Special Revenue Fund Expenses for Grants and Entitlements	Student Activity Fund	20-475-XXX-XXX	0	0	35,000
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	29,519	33,600	26,880
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	226,633	238,142	190,514
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	105,880	133,060	106,448
	Nonpublic Nursing Services	20-XXX-XXX-XXX	50,040	56,060	44,848
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	13,362	0	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	85,950	96,250	77,000
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	511,384	557,112	445,690
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	153,145	164,645	131,716
	Title II	20-XXX-XXX-XXX	7,383	80,385	64,308
	Title III	20-XXX-XXX-XXX	2,132	0	0
	Title IV	20-XXX-XXX-XXX	8,520	18,701	14,961
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	575,976	609,843	487,874
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	151,820	0
	Other	20-XXX-XXX-XXX	0	125,800	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	23,926	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	169,276	0
	Total Federal Projects	20-XXX-XXX-XXX	747,156	1,344,396	698,859
Special Revenue Fund Expenses	Total Special Revenue Funds		1,258,540	1,901,508	1,179,549
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,351,031	1,395,633	1,554,832
	Total Debt Service Funds		1,351,031	1,395,633	1,554,832
All Fund Expenses	Total Expenditures/Appropriations		36,835,555	43,727,120	43,856,689
Expenses Net of Transfers	Total Expenditures Net of Transfers		36,835,555	43,727,120	43,856,689

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	587,163	659,899	660,899	912,899
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	635,784	637,284	638,784	890,784
	Legal Reserve	5,139,521	6,451,411	3,477,466	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	854,686	1,009,246	911,774	796,787
	Repayment of Debt	1	2	1	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	\$13,426	\$13,486	\$15,512	\$15,446	\$15,432
Total Classroom Instruction	\$8,363	\$8,381	\$9,009	\$9,225	\$9,005
Classroom-Salaries and Benefits	\$8,024	\$7,979	\$8,501	\$8,447	\$8,406
Classroom-General Supplies and Textbooks	\$139	\$190	\$209	\$479	\$213
Classroom-Purchased Services	\$199	\$212	\$299	\$299	\$385
Total Support Services	\$1,726	\$1,686	\$2,198	\$2,179	\$2,251
Support Services-Salaries and Benefits	\$1,534	\$1,483	\$1,926	\$1,914	\$1,976
Total Administrative Costs	\$1,472	\$1,534	\$1,657	\$1,646	\$1,645
Administration Salaries and Benefits	\$1,292	\$1,393	\$1,401	\$1,392	\$1,452
Total Operations and Maintenance of Plant	\$1,507	\$1,534	\$2,175	\$1,925	\$2,063
Operations and Maintenance-Salaries and Benefits	\$521	\$483	\$578	\$574	\$591
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$353	\$341	\$462	\$459	\$455
Total Equipment Costs	\$39	\$50	\$48	\$67	\$29
Legal Costs	\$39	\$23	\$38	\$38	\$27
Employee Benefits as a percentage of salaries*	27.63%	27.94%	30.68%	30.68%	29.02%

*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)
Municipal/Public Works	Shared services for snow removal, leaf pickup, grounds keeping, schools parking lots paving	0
Others	Shared routes with UCESC, MUJC	0
Professional Staff Development	MUJC	0
Recycling	Cooperative purchase with Municipality	0
Transportation Services, including Fuel	Cooperative purchase with Municipality	0

Estimated Tax Rates

Municipality	Category	Amount
Clark Township	(A) General Fund School Levy	33,304,572
	(D) Total School Levy	34,779,804
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	766,296,303
	(H) Estimated Equalized Valuation (as of 10/01/20)	2,935,084,623
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	4.3462
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	4.5387
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.1347
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.1850

Employee Contract List for District

Name	Category	Measure
Edward Grande	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$170,000
	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	07/01/16
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	17
	Description of Other Contracted Non-Working Days	Holidays
	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	\$47,700
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Seperation
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
	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
Edward Grande	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
Gene Zannetti	Job Title	Accountant
	Job Title II	None Reported
	Base Annual Salary Amount	\$79,048
	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	250
	Contracted Number of Annual Vacation Days	15
	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	15
	Description of Other Contracted Non-Working Days	Holidays

Employee Contract List for District

Name	Category	Measure
Gene Zannetti	Total Allowances Amount	\$200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$4,361
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon seperation
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout
	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
John Pignor	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Maintenance Supervisor
	Base Annual Salary Amount	\$84,270
	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
John Pignor	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	14
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$300
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$15,797
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
	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
John Pignor	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
R. Paul Vizzuso	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$150,958
	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	25
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	17
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$7,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$493
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$43,846
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon seperation

Employee Contract List for District

Name	Category	Measure
R. Paul Vizzuso	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon seperation
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
	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