Middlesex South Amboy City Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	977.0	984.0	1,005.0
On Roll Special Ed Full-Time	169.0	168.0	201.0
On Roll Special Ed Shared-Time	1.0		0.0
On Roll Subtotal	1,147.0	1,152.0	1,206.0
In Private School Placements	3.0	3.0	5.0
Sent to Other Districts Special Ed	27.0	29.0	28.0

Middlesex South Amboy City Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Local Tax Levy	10-1210	10,214,641	10,418,934	11,196,933
General Fund Revenues from Local Sources	Unrestricted Miscellaneous Revenues	10-1XXX	124,904	120,000	120,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	500	500
	Interest Earned on Capital Reserve Funds	10-1XXX	1,565	500	500
	Total Revenues from Local Sources		10,341,110	10,539,934	11,317,933
	Categorical Transportation Aid	10-3121	154,764	154,764	154,764
	Extraordinary Aid	10-3131	313,824	140,000	0
	Categorical Special Education Aid	10-3132	686,228	1,012,131	1,222,773
Consent Fund Devenues from Chats Courses	Equalization Aid	10-3176	5,719,489	5,918,924	6,929,939
General Fund Revenues from State Sources	Categorical Security Aid	10-3177	63,955	63,955	63,955
	Adjustment Aid	10-3178	3,424	3,424	3,424
	Other State Aids	10-3XXX	58,079	0	0
	Total Revenues from State Sources		6,999,763	7,293,198	8,374,855
	Medicaid Reimbursement	10-4200	39,683	50,627	55,512
General Fund Revenues from Federal Sources	Total Revenues from Federal Sources		39,683	50,627	55,512
	Budgeted Fund Balance-Operating Budget	10-303	0	424,552	506,765
General Fund Revenues from Other Sources	Adjustment for Prior Year Encumbrances		0	163,093	0
	Actual Revenues (Over)/Under Expenditures		102,753	0	0
General Fund Revenues	Total Operating Budget		17,483,309	18,471,404	20,255,065
	Student Activity Fund Revenue	20-1760	115,011	68,296	0
Special Revenue Fund Revenues from Local Sources	Scholarship Fund Revenue	20-1770	21,542	0	0
	Total Revenues from Local Sources	20-1XXX	136,553	68,296	0
	Preschool Education Aid-Prior Year Carryover	20-3218	0	230,944	234,030
Overid Burney Fred Burney free Ot 1 C	Preschool Education Aid	20-3218	892,882	964,296	1,117,705
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	11,104	0	0
	Total Revenues from State Sources		903,986	1,195,240	1,351,735

Middlesex South Amboy City Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Title I	20-4411-4416	416,439	384,331	307,464
	Title II	20-4451-4455	28,412	48,708	38,966
	Title III	20-4491-4494	4,967	0	0
	Title IV	20-4471-4474	28,583	29,457	23,565
	Arp-Idea Preschool	20-4409	4,640	0	0
	Arp-Idea Basic	20-4419	54,594	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	335,183	346,450	277,160
	Arp ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	105,157	50,000
Special Revenue Fund Revenues from Federal Sources	Arp ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	40,000	20,000
	Arp ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	40,000	20,000
	Arp ESSER Subgrant-New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Gra	20-4544	0	88,501	40,000
	Arp-ESSER	20-4540	453,050	1,449,801	750,000
	CARES Act Education Stabilization Fund	20-4530	300	300	0
	CRRSA Act-ESSER II	20-4534	551,092	288,739	0
	CRRSA Act-Learning Acceleration Grant	20-4535	36,716	14,209	0
	CRRSA Act-Mental Health Grant	20-4536	12,448	32,552	0
	Total Revenues from Federal Sources		1,926,424	2,868,205	1,527,155
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-5,170	1,949	68,296
Special Nevertue Fullu Nevertues from Other Sources	Actual Revenues (Over)/Under Expenditures-Scholarship Fund		-442	28,497	0
Special Revenue Fund Revenues	Total Grants and Entitlements		2,961,351	4,162,187	2,947,186
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	35	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	600,605	599,288	606,355
Debt dervice Fund Nevertues from Local Gources	Total Revenues from Local Sources		600,605	599,288	606,355
	Budgeted Fund Balance	40-303	0	67	35
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		600,640	599,355	606,390
	Actual Revenues (Over)/Under Expenditures		3,625	0	0
Debt Service Fund Revenues	Total Repayment of Debt		604,265	599,355	606,390
All Fund Revenues	Total Revenues/Sources		21,048,925	23,232,946	23,808,641
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		21,048,925	23,232,946	23,808,641

Middlesex South Amboy City Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	5,889,038	5,411,959	6,269,670
	Special Education-Instruction	11-2XX-100-XXX	1,537,385	1,757,499	1,681,534
	Basic Skills/Remedial-Instruction	11-230-100-XXX	500	500	500
General Fund Current Expenses for Instruction	Bilingual Education-Instruction	11-240-100-XXX	77,077	144,212	156,024
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	39,591	84,440	92,450
	School-Sponsored Athletics-Instruction	11-402-100-XXX	153,466	232,708	275,000
	Summer School	11-422-XXX-XXX	258	9,200	10,200
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,747,867	2,081,567	1,831,162
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	6,603	25,800	82,311
	Undistributed Expenditures-Health Services	11-000-213-XXX	149,517	194,787	207,184
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	145,821	147,716	199,524
	Undistributed Expenditures-Guidance	11-000-218-XXX	308,722	327,174	465,457
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	669,020	720,468	667,712
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	124,186	107,964	124,138
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	89,462	100,801	207,538
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	27,727	28,821	29,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	436,975	605,610	699,838
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	858,899	1,017,608	1,008,638
	Undistributed Expenditures-Central Services	11-000-251-XXX	320,935	369,112	343,625
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	84,966	73,475	59,983
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,510,263	1,565,195	1,553,150
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,072,846	972,778	1,475,460
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,120,296	2,381,440	2,742,268
	Total Undistributed Expenditures		9,674,105	10,720,316	11,696,988
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	500	500
General Fund Current Expenses	Total General Current Expense		17,371,420	18,361,334	20,182,866

Middlesex South Amboy City Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Equipment	12-XXX-XXX-730	4,935	6,000	6,000
Comital Culture	Facilities Acquisition and Construction Services	12-000-400-XXX	88,166	1,230	1,230
Capital Outlay	Interest Deposit to Capital Reserve	10-604	0	500	500
	Total Capital Outlay		93,101	7,730	7,730
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	18,788	102,340	64,469
General Fund Expenses and Translers	General Fund Grand Total		17,483,309	18,471,404	20,255,065
Special Revenue Fund Expenses for Grants and	Student Activity Fund	20-475-XXX-XXX	109,841	70,245	68,296
Entitlements	Scholarship Fund	20-476-XXX-XXX	21,100	28,497	0
Special Revenue Fund Expenses for Preschool	Preschool Education Aid Instruction	20-218-100-XXX	281,583	330,533	370,301
Education Aid	Support Services	20-218-200-XXX	611,299	864,707	981,434
	Total Preschool Education Aid	20-218-XXX-XXX	892,882	1,195,240	1,351,735
Special Revenue Fund Expenses for Other State Projects	Other	20-XXX-XXX-XXX	11,104	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	903,986	1,195,240	1,351,735
	Title I	20-XXX-XXX-XXX	416,439	384,331	307,464
	Title II	20-XXX-XXX-XXX	28,412	48,708	38,966
	Title III	20-XXX-XXX-XXX	4,967	0	0
	Title IV	20-XXX-XXX-XXX	28,583	29,457	23,565
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	335,183	346,450	277,160
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	54,594	0	0
Special Revenue Fund Expenses for Federal Projects	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	4,640	0	0
Special Neverlue Fullu Expenses for Federal Frojects	CARES Act Education Stabilization Fund	20-477-XXX-XXX	300	300	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	551,092	288,739	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	36,716	14,209	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	12,448	32,552	0
	Arp ESSER Grant Program	20-487-xxx-xxx	453,050	1,449,801	750,000
	Arp ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	105,157	50,000
	Arp ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	40,000	20,000

Middlesex South Amboy City Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Arp ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	20,000
Special Revenue Fund Expenses for Federal Projects	Arp ESSER Subgrant New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	88,501	40,000
	Total Federal Projects	20-XXX-XXX-XXX	1,926,424	2,868,205	1,527,155
Special Revenue Fund Expenses	Total Special Revenue Funds		2,961,351	4,162,187	2,947,186
Dokt Comics Fried Frances	Total Regular Debt Service	40-701-510-XXX	604,265	599,355	606,390
Debt Service Fund Expenses	Total Debt Service Funds		604,265	599,355	606,390
All Fund Expenses	Total Expenditures/Appropriations		21,048,925	23,232,946	23,808,641
Expenses Net of Transfers	Total Expenditures Net of Transfers		21,048,925	23,232,946	23,808,641

Middlesex South Amboy City Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2021	Audited Balance 06/30/2022	Estimated Balance 06/30/2023	Estimated Balance 06/30/2024
Unrestricted	General Operating Budget	623,339	698,581	614,908	366,166
Offiestricted	Repayment of Debt	3,727	102	35	0
	Capital Reserve	521,644	723,209	723,709	724,209
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	314,895	464,895	465,395	465,895
	Legal Reserve	764,732	598,902	258,023	0
Restricted for General Operating Budget	Unemployment Fund	107,528	107,528	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)	0	0	0	0
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Destricted for Consider Developer Fund	Student Activity Fund	65,128	70,298	68,349	53
Restricted for Special Revenue Fund	Scholarship Fund	28,055	28,497	11,000	11,000
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0

Middlesex

South Amboy City

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2020-21 Actual Costs	2021-22 Actual Costs	2022-23 Original Budget	2022-23 Revised Budget	2023-24 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$13,593	\$13,178	\$13,744	\$14,181	\$14,756
Total Classroom Instruction	\$8,155	\$8,046	\$7,962	\$7,990	\$8,494
Classroom-Salaries and Benefits	\$7,824	\$7,421	\$7,410	\$7,524	\$7,672
Classroom-General Supplies and Textbooks	\$203	\$427	\$338	\$284	\$561
Classroom-Purchased Services	\$129	\$197	\$214	\$182	\$261
Total Support Services	\$2,220	\$1,790	\$2,263	\$2,289	\$2,411
Support Services-Salaries and Benefits	\$1,601	\$1,501	\$1,711	\$1,710	\$1,959
Total Administrative Costs	\$1,758	\$1,719	\$1,828	\$2,086	\$2,060
Administration Salaries and Benefits	\$1,433	\$1,384	\$1,460	\$1,629	\$1,620
Total Operations and Maintenance of Plant	\$1,226	\$1,429	\$1,381	\$1,489	\$1,427
Operations and Maintenance-Salaries and Benefits	\$712	\$648	\$680	\$711	\$720
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$233	\$192	\$300	\$316	\$353
Total Equipment Costs	\$38	\$4	\$5	\$5	\$5
Legal Costs	\$40	\$33	\$34	\$81	\$67
Employee Benefits as a percentage of salaries*	23.81%	20.02%	18.98%	21.21%	22.83%

^{*}Does not include pension and social security paid by the State on-behalf of the district.

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 2022-23 revised appropriations and the 2023-24 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.

^{**}Federal and State funds in the blended resource school-based budgets.

Middlesex South Amboy City Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	NJSIG	0
Insulance Coverages and Benefits	School Employee Health Benefit Program - State of NJ	0
Municipal/Public Works	City of South Amboy	0
Recycling	City of South Amboy	40,000
	Special Education Services - Sayreville School District	0
Special Education Services	Special Education Services - ESCNJ	0
Special Education Services	ABA trained - Paraprofessional (2) ESCNJ	0
	CBI Program for Life Skills Program - ESCNJ	0
Transportation Services, including Fuel	ESCNJ	0

Middlesex South Amboy City Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	10,807,934
	(D) Total School Levy	11,412,586
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	901,241,600
Courth Amahay City	(H) Estimated Equalized Valuation (as of 10/01/22)	1,177,785,677
South Amboy City	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.1992
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.2663
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.9176
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.9690

Name	Category	Measure
	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	07/01/22
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	22
	Contracted Number of Annual Sick Days	12
Dr. Frederick Williams	Contracted Number of Annual Personal Days	3
	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	\$6,200
	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	\$29,385
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	22 Days Max upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	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
Dr. Frederick Williams	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
	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$153,180
	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
Peter Frascella	Member of Collective Bargaining Unit (CBU)?	N
Pelei Frascella	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	23
	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	0
	Description of Other Contracted Non-Working Days	None Reported

Name	Category	Measure
	Total Allowances Amount	\$3,800
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	1/260th upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Peter Frascella	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
relei riascella	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
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Facilities Supervisor
	Base Annual Salary Amount	\$80,000
Thomas Bikowski	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/23
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Thomas Bikowski	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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

Name	Category	Measure
Thomas Bikowski	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