

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	1,773.0	1,768.0	1,764.0
On Roll Special Ed Full-Time	302.0	309.0	309.0
On Roll Subtotal	2,075.0	2,077.0	2,073.0
In Private School Placements	23.0	22.0	22.0
Sent to Other Districts Regular	3.0	3.0	3.0
Sent to Other Districts Special Ed	9.0	10.0	16.0
Received	8.0	9.0	9.0

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	25,482,915	25,992,573	26,512,424
	Total Tuition	10-1300	271,482	216,000	439,525
	Unrestricted Miscellaneous Revenues	10-1XXX	157,852	197,214	265,011
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	750	750
	Interest Earned on Maintenance Reserve	10-1XXX	0	150	150
	Interest Earned on Capital Reserve Funds	10-1XXX	0	5,700	5,700
	Total Revenues from Local Sources		25,912,249	26,412,387	27,223,560
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	0	3,722	3,722
	Extraordinary Aid	10-3131	829,588	550,000	830,000
	Categorical Special Education Aid	10-3132	1,530,133	2,200,321	2,200,321
	Equalization Aid	10-3176	6,967,919	7,516,288	6,710,202
	Categorical Security Aid	10-3177	0	242,605	242,605
	Other State Aids	10-3XXX	17,614	0	362,379
	State Reimbursement for Lead Testing of Drinking Water	10-3300	6,574	0	0
	Total Revenues from State Sources		9,351,828	10,512,936	10,349,229
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	68,473	42,993	47,795
	Total Revenues from Federal Sources		68,473	42,993	47,795
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	825,000	855,678
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	54,500	0
	Adjustment for Prior Year Encumbrances		0	46,733	0
	Actual Revenues (Over)/Under Expenditures		1,330,148	0	0
General Fund Revenues	Total Operating Budget		36,662,698	37,894,549	38,476,262
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	485,122	264,565	298,019
	Total Revenues from Local Sources	20-1XXX	485,122	264,565	298,019
Special Revenue Fund Revenues from State Sources	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	24,020	0	0
	Other Restricted Entitlements	20-32XX	536,273	708,355	602,102
	Total Revenues from State Sources		560,293	708,355	602,102

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	198,773	247,511	210,384
	Title II	20-4451-4455	22,872	49,963	42,469
	Title IV	20-4471-4474	14,551	11,011	9,359
	IDEA Part B (Handicapped)	20-4420-4429	600,214	696,253	591,815
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	138,035	0	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	30,675	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	12,889	0	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	30,860	0	0
	ARP-ESSER	20-4540	570,372	0	0
	CRRSA Act-ESSER II	20-4534	33,782	0	0
	Total Revenues from Federal Sources		1,653,023	1,004,738	854,027
Special Revenue Fund Revenues	Total Grants and Entitlements		2,676,442	1,977,658	1,754,148
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,813,670	1,803,924	1,830,664
	Total Revenues from Local Sources		1,813,670	1,803,924	1,830,664
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	303,481	301,851	300,113
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		2,117,151	2,105,775	2,130,777
Debt Service Fund Revenues	Total Repayment of Debt		2,117,151	2,105,775	2,130,777
All Fund Revenues	Total Revenues/Sources		41,456,291	41,977,982	42,361,187
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		41,456,291	41,977,982	42,361,187

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	10,388,381	10,723,696	10,623,544
	Special Education-Instruction	11-2XX-100-XXX	2,920,445	2,576,409	2,813,591
	Basic Skills/Remedial-Instruction	11-230-100-XXX	524,248	536,117	390,544
	Bilingual Education-Instruction	11-240-100-XXX	65,172	91,482	105,871
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	156,358	168,195	192,425
	School-Sponsored Athletics-Instruction	11-402-100-XXX	589,342	636,539	650,955
	Summer School	11-422-XXX-XXX	0	57,222	60,715
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,060,222	2,235,226	2,236,526
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	96,293	71,179	88,133
	Undistributed Expenditures-Health Services	11-000-213-XXX	419,021	422,632	429,665
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	1,682,830	1,596,562	1,605,721
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	358,261	464,236	449,706
	Undistributed Expenditures-Guidance	11-000-218-XXX	651,990	719,768	629,609
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	932,301	919,581	927,872
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	167,613	185,616	193,057
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	429,143	481,697	474,323
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	51,196	58,928	53,506
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	615,240	635,305	654,632
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,714,955	1,997,092	1,764,200
	Undistributed Expenditures-Central Services	11-000-251-XXX	411,928	547,003	542,380
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	222,513	271,403	291,781
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,048,006	3,186,999	3,354,819
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,430,830	1,107,574	1,330,554
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	7,236,955	7,713,167	8,263,880
	Total Undistributed Expenditures		21,529,297	22,613,968	23,290,364

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	150	150
	Interest Earned on Current Expense Emergency Res	10-607	0	750	750
General Fund Current Expenses	Total General Current Expense		36,173,243	37,404,528	38,128,909
Capital Outlay	Equipment	12-XXX-XXX-730	119,032	145,768	228,108
	Facilities Acquisition and Construction Services	12-000-400-XXX	266,686	266,727	53,700
	Interest Deposit to Capital Reserve	10-604	0	5,700	5,700
	Total Capital Outlay		385,718	418,195	287,508
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	50,188	0	0
	Total Summer School	13-422-X00-XXX	50,188	0	0
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	50,188	0	0
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	53,549	71,826	59,845
	General Fund Grand Total		36,662,698	37,894,549	38,476,262
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	62,893	55,324	47,025
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	46,455	62,936	53,496
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	146,166	171,857	146,078
	Nonpublic Nursing Services	20-XXX-XXX-XXX	109,424	116,040	98,634
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	28,173	46,893	39,859
	Nonpublic Security Aid	20-XXX-XXX-XXX	143,162	255,305	217,010
	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	24,020	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	560,293	708,355	602,102
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	198,773	247,511	210,384
	Title II	20-XXX-XXX-XXX	22,872	49,963	42,469
	Title IV	20-XXX-XXX-XXX	14,551	11,011	9,359
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	600,214	696,253	591,815
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	33,782	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	570,372	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	138,035	0	0

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Expenses for Federal Projects	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	30,675	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	12,889	0	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	30,860	0	0
	Total Federal Projects	20-XXX-XXX-XXX	1,653,023	1,004,738	854,027
Special Revenue Fund Expenses	Total Special Revenue Funds		2,676,442	1,977,658	1,754,148
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	2,117,151	2,105,775	2,130,777
	Total Debt Service Funds		2,117,151	2,105,775	2,130,777
All Fund Expenses	Total Expenditures/Appropriations		41,456,291	41,977,982	42,361,187
Expenses Net of Transfers	Total Expenditures Net of Transfers		41,456,291	41,977,982	42,361,187

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2022	Audited Balance 06/30/2023	Estimated Balance 06/30/2024	Estimated Balance 06/30/2025
Unrestricted	General Operating Budget	2,498,070	1,753,568	1,375,322	675,322
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	598,858	387,068	338,268	343,968
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	194	195	345	495
	Legal Reserve	868,686	666,702	219,948	64,270
	Unemployment Fund	566,527	568,945	568,945	568,945
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	23,777	23,883	24,633	25,383
	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
	State Military Impact Aid Reserve Pursuant to P.L. 2023 c.112			0	0
Restricted for Special Revenue Fund	Student Activity Fund	250,872	272,868	272,868	272,868
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2021-22 Actual Costs	2022-23 Actual Costs	2023-24 Original Budget	2023-24 Revised Budget	2024-25 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,222	\$15,476	\$16,384	\$16,431	\$16,704
Total Classroom Instruction	\$8,502	\$10,008	\$9,230	\$8,961	\$9,105
Classroom-Salaries and Benefits	\$8,208	\$9,724	\$8,751	\$8,441	\$8,669
Classroom-General Supplies and Textbooks	\$193	\$170	\$380	\$372	\$329
Classroom-Purchased Services	\$101	\$114	\$99	\$148	\$107
Total Support Services	\$2,540	\$2,268	\$2,733	\$2,900	\$2,934
Support Services-Salaries and Benefits	\$1,830	\$1,492	\$2,242	\$2,007	\$2,176
Total Administrative Costs	\$1,780	\$1,404	\$1,926	\$2,134	\$2,061
Administration Salaries and Benefits	\$1,564	\$1,155	\$1,699	\$1,787	\$1,809
Total Operations and Maintenance of Plant	\$1,830	\$1,443	\$1,916	\$1,857	\$1,956
Operations and Maintenance-Salaries and Benefits	\$1,103	\$797	\$1,190	\$1,218	\$1,238
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$478	\$353	\$482	\$487	\$514
Total Equipment Costs	\$61	\$56	\$69	\$70	\$110
Legal Costs	\$15	\$30	\$15	\$11	\$19
Employee Benefits as a percentage of salaries*	32.87%	33.41%	34.79%	35.59%	37.02%

*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 2023-24 revised appropriations and the 2024-25 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)
Business Services	SHARED SERVICES WITH VARIOUS DISTRICTS FOR COMMUNICATIONS	0
Custodial and Maintenance Services	SHARED SERVICES WITH COLLINGSWOOD SCHOOL DISTRICT FOR MAINTENANCE SERVICE AS NEEDED	0
Insurance Coverages and Benefits	SHARED SERVICE UNDER BCIP - JIF FOR PROPERTY & CASUALTY INSURANCE	0
Technology Services	SHARED SERVICES WITH AUDUBON ON AN AS NEEDED BASIS	0
Transportation Services, including Fuel	SHARED SERVICES WITH CCESC; FUEL WITH MUNICIPALITY	0

Estimated Tax Rates

Municipality	Category	Amount
Haddon Township	(A) General Fund School Levy	26,252,498
	(D) Total School Levy	28,069,792
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	1,302,410,917
	(H) Estimated Equalized Valuation (as of 10/01/23)	1,880,895,051
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	2.0157
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	2.1552
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.3957
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.4924

Employee Contract List for District

Name	Category	Measure
Chantelle Shorter	Job Title	Assistant Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$144,000
	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	07/01/23
	End Date of Contract	06/30/24
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$6,340
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	15% OF DAILY RATE MAX OF 15K
	Contractual Post-Employment Benefit Description of Payout of Vacation days	DAILY RATE & MAX VACATION DAYS
	Contractual Post-Employment Benefit Description of Payout of Personal days	NO PAYOUT OF PERSONAL DAYS
	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
Chantelle Shorter	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
Jennifer Gauld	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$156,972
	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	07/01/23
	End Date of Contract	06/30/24
	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	0
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Jennifer Gauld	Total Allowances Amount	\$5,340
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	15% of DAILY RATE UP TO 15K MAX
	Contractual Post-Employment Benefit Description of Payout of Vacation days	DAILY RATE * MAX VACATION DAYS
	Contractual Post-Employment Benefit Description of Payout of Personal days	NO PAYOUT OF DAYS
	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
Robert Fisicaro	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$205,000
	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
Robert Fiscaro	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/23
	End Date of Contract	06/30/28
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$7,760
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$6,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$250 per day not to exceed \$15,000 60 days max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	pd for earned but unused vacation days on a prorated basis of 1.67 days accrued per month
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of personal days
	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
Robert Fisicaro	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