

Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	244.0	233.0	237.0
On Roll Special Ed Full-Time	44.0	41.0	42.0
On Roll Subtotal	288.0	274.0	279.0
In Private School Placements	8.0	5.5	6.0
Sent to Other Districts Regular	102.0	107.0	91.0
Sent to Other Districts Special Ed	21.0	22.5	34.0

Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	8,892,660	9,084,342	9,430,877
	Total Tax Levy	10-121x	8,892,660	9,084,342	9,430,877
	Total Tuition	10-1300	53,820	52,000	52,000
	Unrestricted Miscellaneous Revenues	10-1XXX	872,992	4,000	0
	Interest Earned on Maintenance Reserve	10-1XXX	14,301	200	200
	Interest Earned on Capital Reserve Funds	10-1XXX	82,516	200	200
	Total Revenues from Local Sources		9,916,289	9,140,742	9,483,277
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	109,013	128,697	101,863
	Extraordinary Aid	10-3131	93,239	65,600	65,600
	Categorical Special Education Aid	10-3132	441,797	474,868	517,628
	Categorical Security Aid	10-3177	49,170	49,170	72,408
	Other State Aids	10-3XXX	9,100	0	0
	Total Revenues from State Sources		702,319	718,335	757,499
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	531,170	1,334,244
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	280,000	800,000
	Withdrawal from Maintenance Reserve	10-310	0	100,000	100,000
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	100,000	100,000
	Adjustment for Prior Year Encumbrances		0	223,387	0
	Actual Revenues (Over)/Under Expenditures		-1,317,946	0	0
General Fund Revenues	Total Operating Budget		9,300,662	11,093,634	12,575,020
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	40,455	10,000	10,000
	Other Revenue from Local Sources	20-1XXX	0	260	0
	Total Revenues from Local Sources	20-1XXX	40,455	10,260	10,000
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	28,210	53,487	29,101
	Title II	20-4451-4455	8,853	8,498	5,099
	Title III	20-4491-4494	1,983	0	0
	Title IV	20-4471-4474	9,344	14,630	6,000
	IDEA Part B (Handicapped)	20-4420-4429	77,692	77,528	46,517

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Special Revenue Fund Revenues from Federal Sources	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	24,825	4,250	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	16,714	10,566	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	58	3,975	0
	ARP-ESSER	20-4540	50,662	12,613	0
	CRRSA Act-Learning Acceleration Grant	20-4535	870	0	0
	CRRSA Act-Mental Health Grant	20-4536	1,691	0	0
	Additional or Compensatory Special Education and Related Services (ACSERS)	20-4537	85,802	0	0
	Total Revenues from Federal Sources		306,704	185,547	86,717
Special Revenue Fund Revenues	Total Grants and Entitlements		342,012	195,807	96,717
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	0	829,970	941,686
	Total Revenues from Local Sources		0	829,970	941,686
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	0	230,396	261,407
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		0	1,060,366	1,203,093
Debt Service Fund Revenues	Total Repayment of Debt		0	1,060,366	1,203,093
All Fund Revenues	Total Revenues/Sources		9,642,674	12,349,807	13,874,830
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		9,642,674	12,349,807	13,874,830

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,001,248	2,250,663	2,336,230
	Special Education-Instruction	11-2XX-100-XXX	670,495	772,198	807,340
	Basic Skills/Remedial-Instruction	11-230-100-XXX	98,386	123,911	133,226
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	22,608	43,057	52,844
	School-Sponsored Athletics-Instruction	11-402-100-XXX	17,680	24,995	25,005
	Other Supplemental/At-Risk Programs	11-424-XXX-XXX	0	1,900	4,500
	Other Instructional Programs-Instruction	11-4XX-100-XXX	13,696	29,957	41,080
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,315,218	2,554,152	2,221,683
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	34,637	35,768	43,439
	Undistributed Expenditures-Health Services	11-000-213-XXX	88,791	101,458	107,641
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	90,780	121,839	136,287
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	89,130	88,642	116,950
	Undistributed Expenditures-Guidance	11-000-218-XXX	64,109	96,827	89,978
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	288,591	400,782	352,775
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	62,192	72,792	147,872
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	154,802	161,206	203,857
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	15,484	33,576	30,180
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	299,525	327,628	329,481
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	122,522	109,200	107,332
	Undistributed Expenditures-Central Services	11-000-251-XXX	224,984	156,190	157,274
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	41,463	71,581	79,145
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	466,977	783,468	1,077,530
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	811,185	994,117	875,270
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,028,492	1,289,373	1,434,765
	Undistributed Expenditures-Food Services	11-000-310-930	8,793	0	0
	Total Undistributed Expenditures		6,207,675	7,398,599	7,511,459
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	200	200
General Fund Current Expenses	Total General Current Expense		9,031,788	10,645,480	10,911,884

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	156,374	140,690	446,811
	Facilities Acquisition and Construction Services	12-000-400-XXX	112,500	307,264	1,216,125
	Interest Deposit to Capital Reserve	10-604	0	200	200
	Total Capital Outlay		268,874	448,154	1,663,136
General Fund Expenses and Transfers	General Fund Grand Total		9,300,662	11,093,634	12,575,020
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	0	260	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	28,210	53,487	29,101
	Title II	20-XXX-XXX-XXX	8,853	8,498	5,099
	Title III	20-XXX-XXX-XXX	1,983	0	0
	Title IV	20-XXX-XXX-XXX	9,344	14,630	6,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	77,692	77,528	46,517
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	870	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	1,691	0	0
	Additional or Compensatory Special Education and Related Services (ACSERS) Program	20-486-XXX-XXX	85,802	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	50,662	12,613	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	24,825	4,250	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	16,714	10,566	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	58	3,975	0
	Total Federal Projects	20-XXX-XXX-XXX	306,704	185,547	86,717
Special Revenue Fund Expenses	Total Special Revenue Funds		342,012	195,807	96,717
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	0	1,060,366	1,203,093
	Total Debt Service Funds		0	1,060,366	1,203,093
All Fund Expenses	Total Expenditures/Appropriations		9,642,674	12,349,807	13,874,830
Expenses Net of Transfers	Total Expenditures Net of Transfers		9,642,674	12,349,807	13,874,830

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2023	Audited Balance 06/30/2024	Estimated Balance 06/30/2025	Estimated Balance 06/30/2026
Unrestricted	General Operating Budget	331,624	286,739	186,739	186,739
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	2,614,628	3,611,106	3,431,306	2,631,506
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	418,761	418,761	318,961	219,161
	Legal Reserve	1,147,595	1,865,414	1,334,244	0
	Unemployment Fund	22,101	19,399	19,399	19,399
	Tuition Reserve	200,000	200,000	100,000	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 Special Revenue Fund	Student Activity Fund	17,400	22,547	22,547	22,547
	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	2022-23 Actual Costs	2023-24 Actual Costs	2024-25 Original Budget	2024-25 Revised Budget	2025-26 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,780	\$19,894	\$24,484	\$25,902	\$28,010
Total Classroom Instruction	\$11,540	\$11,621	\$14,191	\$14,626	\$15,134
Classroom-Salaries and Benefits	\$10,821	\$10,885	\$13,220	\$13,586	\$14,237
Classroom-General Supplies and Textbooks	\$536	\$403	\$587	\$616	\$468
Classroom-Purchased Services	\$183	\$332	\$384	\$424	\$429
Total Support Services	\$2,772	\$3,584	\$4,345	\$4,856	\$5,233
Support Services-Salaries and Benefits	\$2,231	\$2,868	\$3,477	\$3,566	\$3,655
Total Administrative Costs	\$2,432	\$2,707	\$2,776	\$2,875	\$2,875
Administration Salaries and Benefits	\$1,891	\$1,884	\$2,099	\$2,018	\$2,041
Total Operations and Maintenance of Plant	\$1,781	\$1,756	\$2,851	\$3,205	\$4,394
Operations and Maintenance-Salaries and Benefits	\$905	\$889	\$1,545	\$1,550	\$2,346
Board Contribution to Food Services	\$0	\$30	\$0	\$0	\$0
Total Extracurricular Costs	\$203	\$168	\$286	\$304	\$345
Total Equipment Costs	\$214	\$527	\$306	\$513	\$1,601
Legal Costs	\$134	\$62	\$91	\$94	\$89
Employee Benefits as a percentage of salaries*	26.42%	25.95%	28.40%	28.64%	29.30%

\*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 2024-25 revised appropriations and the 2025-26 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	The district participates in a Pooled Insurance Program that enables us to purchase property, liability, and other insurance at a discounted rate.	0
Municipal/Public Works	The Borough provides trash pick up to the district at no cost. They also provide snow removal and ice melt distribution at no cost.	0
Purchasing	The district participates in ACES program which allows the district to purchase utilities at a reduced cost. The district participates in the Ed Data Cooperative bidding service.	0
Transportation Services, including Fuel	The district participates with Educational Services of Morris County for regular and special education transportation.	0



Estimated Tax Rates

Municipality	Category	Amount
Riverdale Borough	(A) General Fund School Levy	9,194,159
	(D) Total School Levy	10,160,118
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	1,022,885,625
	(H) Estimated Equalized Valuation (as of 10/01/24)	1,095,831,848
	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.8988
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.9933
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.8390
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.9272

Employee Contract List for District

Name	Category	Measure
Jayson Gutierrez	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$166,504
	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	07/01/24
	End Date of Contract	06/30/25
	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	\$6,994
	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	\$10,887
	Contractual Post-Employment Benefit Description of Payout of Sick days	12 sick days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	5 vacation days
	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

Employee Contract List for District

Name	Category	Measure
Jayson Gutierrez	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
Mark Sernatinger	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$141,770
	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	07/01/24
	End Date of Contract	06/30/25
	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	0
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Mark Sernatinger	Total Allowances Amount	\$3,335
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,562
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$10,040
	Contractual Post-Employment Benefit Description of Payout of Sick days	12 sick days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	5 vacation days
	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
	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
Sandy Vicalè	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$110,900
	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
Sandy Vicale	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/24
	End Date of Contract	06/30/25
	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	\$3,425
	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	\$7,251
	Contractual Post-Employment Benefit Description of Payout of Sick days	12 sick days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	5 vacation days
	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

Employee Contract List for District

Name	Category	Measure
Sandy Vicale	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
Stacy DiLorenzo	Job Title	Psychologist
	Job Title II	Supervisor of Special Ser
	Base Annual Salary Amount	\$107,607
	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	07/01/24
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	200
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
	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	\$3,103
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,814
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$5,380
	Contractual Post-Employment Benefit Description of Payout of Sick days	10 sick days

Employee Contract List for District

Name	Category	Measure
Stacy DiLorenzo	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
	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