Salem Salem City Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	1,053.0	1,016.0	1,173.0
On Roll Regular Shared-Time	1.0	3.0	0.0
On Roll Special Ed Full-Time	221.0	242.0	215.0
On Roll Special Ed Shared-Time	2.0	2.0	0.0
On Roll Subtotal	1,277.0	1,263.0	1,388.0
In Private School Placements	4.0	5.0	8.0
Sent to Other Districts Regular	2.0	6.0	11.0
Sent to Other Districts Special Ed	32.0	31.0	52.0
Received	96.0	87.5	98.0
In State Facilities	6.0	2.0	1.0

Salem Salem City Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Local Tax Levy-Base Budget	10-1210	2,641,314	2,641,314	2,694,140
	Total Tax Levy	10-121x	2,641,314	2,641,314	2,694,140
General Fund Revenues from Local Sources	Total Tuition	10-1300	1,567,401	1,653,240	1,677,222
General Fund Neverlues nom Local Gources	Unrestricted Miscellaneous Revenues	10-1XXX	35,731	2,400	10,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	2,400	2,400
	Total Revenues from Local Sources		4,244,446	4,299,354	4,383,762
	School Choice Aid	10-3116	12,408	0	7,839
	Categorical Transportation Aid	10-3121	281,682	281,682	237,909
	Extraordinary Aid	10-3131	299,118	200,000	0
General Fund Revenues from State Sources	Categorical Special Education Aid	10-3132	723,650	723,650	1,845,374
General Fund Nevendes nom State Sources	Equalization Aid	10-3176	17,230,790	21,312,314	23,839,128
	Categorical Security Aid	10-3177	425,317	425,317	477,832
	Adjustment Aid	10-3178	2,162,927	2,162,927	0
	Total Revenues from State Sources		21,135,892	25,105,890	26,408,082
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	84,739	89,163	9,167
General Fund Neverlues from Federal Sources	Total Revenues from Federal Sources		84,739	89,163	9,167
	Budgeted Fund Balance-Operating Budget	10-303	0	2,270,835	111,769
General Fund Revenues from Other Sources	Withdrawal from Maintenance Reserve	10-310	0	1,500,000	0
	Actual Revenues (Over)/Under Expenditures		45,106	0	0
General Fund Revenues	Total Operating Budget		25,510,183	33,265,242	30,912,780
	Student Activity Fund Revenue	20-1760	190,726	100,000	100,000
Special Revenue Fund Revenues from Local Sources	Scholarship Fund Revenue	20-1770	3,430	0	0
Special Revenue Fund Revenues IIOM Local Sources	Other Revenue from Local Sources	20-1XXX	8,033	0	0
	Total Revenues from Local Sources	20-1XXX	202,189	100,000	100,000
	Preschool Education Aid-Prior Year Carryover	20-3218	0	75,655	673,151
	Preschool Education Aid	20-3218	2,014,517	1,832,958	2,025,652
Special Revenue Fund Revenues from State Sources	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	0	0	1,502,500
	Other Restricted Entitlements	20-32XX	384,506	0	0
	State Grants Through Intermediate Sources	20-3700	0	309,439	309,439

Salem Salem City Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Special Revenue Fund Revenues from State Sources	Total Revenues from State Sources		2,399,023	2,218,052	4,510,742
	Title I	20-4411-4416	1,363,828	1,689,525	645,874
	Title II	20-4451-4455	92,596	78,804	54,920
	Title IV	20-4471-4474	64,624	97,035	47,100
	IDEA Part B (Handicapped)	20-4420-4429	417,335	384,285	288,214
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	14,844	0	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	13,072	0	0
Special Revenue Fund Revenues from Federal Sources	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	40,000	0	0
	Vocational Education	20-4430	18,534	16,212	0
	ARP-ESSER	20-4540	1,534,662	0	0
	CRRSA Act-ESSER II	20-4534	0	820,968	0
	Other	20-4XXX	3,144,471	0	0
	ARP Homeless Children and Youth II Grant	20-4546	36,670	0	0
	Total Revenues from Federal Sources		6,740,636	3,086,829	1,036,108
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten	20-5200	0	588,002	156,710
Special Revenue Fund Revenues	Total Grants and Entitlements		9,363,654	6,008,883	5,803,560
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	87,860	0	331,588
	Local Tax Levy	40-1210	86,356	0	0
Debt Service Fund Revenues from Local Sources	Other Miscellaneous	40-1XXX	0	330,250	0
Dept Service Fund Revenues Iron Local Sources	Miscellaneous	40-1XXX	0	330,250	0
	Total Revenues from Local Sources		86,356	330,250	0
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	164,444	0	0
	Budgeted Fund Balance	40-303	0	3	0
Debt Service Fund Revenues from Other Sources	Withdrawal from Debt Service Reserve	40-313	0	330,253	0
	Total Local Repayment of Debt		338,660	660,506	331,588
Debt Service Fund Revenues	Total Repayment of Debt		338,660	660,506	331,588
All Fund Revenues	Total Revenues/Sources		35,212,497	39,934,631	37,047,928
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten	20-5200	0	588,002	156,710
Revenues net of transfers	Total Revenues/Sources Net of Transfers		35,212,497	39,346,629	36,891,218

Salem Salem City Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	79,134	623,002	191,710
General Fund Current Expenses for Instruction	Special Education-Instruction	11-2XX-100-XXX	98,557	15,500	37,500
	Community Services Programs/Operations	11-800-330-XXX	38,500	38,500	38,500
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,158,892	2,985,707	2,410,117
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	0	750	0
	Undistributed Expenditures-Health Services	11-000-213-XXX	22,500	22,500	22,500
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	130,422	259,143	242,328
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	333,022	554,693	493,652
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,050,969	831,945	799,999
Comment Free d Comment Free and a few Comment Commission	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	207,434	198,159	195,150
General Fund Current Expenses for Support Services	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	994,857	327,385	499,124
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	106,244	64,320	140,000
	Undistributed Expenditures-Central Services	11-000-251-XXX	322,957	273,323	398,746
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,073,343	5,448,527	5,433,439
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	970,286	1,025,000	1,060,000
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,559,280	4,526,831	2,787,643
	Total Undistributed Expenditures		9,930,206	16,518,283	14,482,698
Canada Fund Cumant Funances for Insuranced Basenies	Interest Earned on Maintenance Reserve	10-606	0	2,400	2,400
General Fund Current Expenses for Increased Reserves	Increase In Maintenance Reserve	10-606	0	622,252	750,000
General Fund Current Expenses	Total General Current Expense		10,146,397	17,819,937	15,502,808
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	1,695,857	0	0
	Total Capital Outlay		1,695,857	0	0
	Transfer of Funds to Charter Schools	10-000-100-56X	0	0	71,974
General Fund Expenses and Transfers	General Fund Contribution to School Based Budgeting	10-000-520-930	13,667,929	15,445,305	15,337,998
	General Fund Grand Total		25,510,183	33,265,242	30,912,780
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	8,033	0	0

Salem Salem City Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Preschool Education Aid Instruction	20-218-100-XXX	1,003,926	1,293,931	1,110,748
Special Revenue Fund Expenses for Preschool Education Aid	Support Services	20-218-200-XXX	1,003,257	1,172,684	1,344,765
Alu	Facility Acquisition and Construction Services	20-218-400-XXX	7,334	30,000	400,000
	Total Preschool Education Aid	20-218-XXX-XXX	2,014,517	2,496,615	2,855,513
Special Revenue Fund Expenses for Other State Projects	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	0	0	1,502,500
Special Neverlue Fullu Expenses foi Other State Frojects	Other	20-XXX-XXX-XXX	384,506	309,439	309,439
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	2,399,023	2,806,054	4,667,452
	Title I	20-XXX-XXX-XXX	1,363,828	1,689,525	645,874
	Title II	20-XXX-XXX-XXX	92,596	78,804	54,920
	Title IV	20-XXX-XXX-XXX	64,624	97,035	47,100
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	417,335	384,285	288,214
	Vocational Education	20-XXX-XXX-XXX	18,534	16,212	0
	Other	20-XXX-XXX-XXX	3,144,471	0	0
Special Revenue Fund Expenses for Federal Projects	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	0	820,968	0
opeolar November and Expenses for Federal Frojesto	ARP-ESSER Grant Program	20-487-xxx-xxx	1,534,662	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	14,844	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	13,072	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	40,000	0	0
	ARP Homeless Children and Youth II	20-496-xxx-xxx	36,670	0	0
	Total Federal Projects	20-XXX-XXX-XXX	6,740,636	3,086,829	1,036,108
Special Revenue Fund Expenses	Total Special Revenue Funds		9,363,654	6,008,883	5,803,560
	Total Regular Debt Service	40-701-510-XXX	338,660	330,253	331,588
Debt Service Fund Expenses	Increase In Debt Service Reserve	40-608	0	330,253	0
	Total Debt Service Funds		338,660	660,506	331,588
All Fund Expenses	Total Expenditures/Appropriations		35,212,497	39,934,631	37,047,928
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Regular	11-105-100-935	0	588,002	156,710
Expenses ivel or transiers	Total Expenditures Net of Transfers		35,212,497	39,346,629	36,891,218

Salem Salem City 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	746,219	1,009,816	777,074	665,305
Offiestricted	Repayment of Debt	3	3	0	0
	Capital Reserve	200,000	0	0	0
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	1,032,000	1,032,000	156,652	909,052
	Legal Reserve	2,464,942	2,038,093	0	0
Restricted for General Operating Budget	Unemployment Fund	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)	0	0	0	0
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
B 1:1 16 0 :1B	Student Activity Fund	78,191	62,255	61,255	61,255
Restricted for Special Revenue Fund	Scholarship Fund	66,653	60,783	30,286	30,286
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Salem

Advertised Per Pupil Cost Calculations

Salem City

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	\$16,430	\$18,137	\$19,533	\$24,190	\$20,746
Total Classroom Instruction	\$8,706	\$9,417	\$10,328	\$12,712	\$10,028
Classroom-Salaries and Benefits	\$8,214	\$8,806	\$9,973	\$12,326	\$9,612
Classroom-General Supplies and Textbooks	\$189	\$272	\$130	\$148	\$189
Classroom-Purchased Services	\$302	\$339	\$225	\$238	\$227
Total Support Services	\$3,086	\$3,321	\$2,955	\$3,940	\$3,747
Support Services-Salaries and Benefits	\$2,234	\$2,569	\$2,405	\$3,036	\$3,045
Total Administrative Costs	\$1,996	\$2,437	\$2,211	\$2,164	\$2,164
Administration Salaries and Benefits	\$1,503	\$1,607	\$1,683	\$1,887	\$1,776
Total Operations and Maintenance of Plant	\$1,964	\$2,127	\$3,666	\$4,938	\$4,405
Operations and Maintenance-Salaries and Benefits	\$1,098	\$1,249	\$908	\$1,249	\$1,101
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$679	\$803	\$347	\$405	\$373
Total Equipment Costs	\$0	\$6	\$21	\$24	\$289
Legal Costs	\$58	\$73	\$63	\$33	\$43
Employee Benefits as a percentage of salaries*	34.68%	33.24%	46.36%	58.96%	45.04%

^{*}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 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.

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

Salem Salem City Advertised Blended Resource SBB Statement

Source	Budget Category	2023-24	2024-25	2025-26
	Adjustment for Prior Year Encumbrances	238,383	0	0
	General Fund Contribution (15-5200)	13,390,123	15,445,305	15,337,998
Resources	Restricted State Entitlements (15-3200)	0	0	0
	Restricted Federal Entitlements (15-44XX)	0	0	0
	Total SBB Resources	13,628,506	15,445,305	15,337,998
	Instruction (15-XXX-100-XXX)	8,610,350	9,339,197	9,030,770
Ammanniations	Support Services (15-XXX-2XX-XXX)	5,018,156	6,106,108	6,307,228
Appropriations	Equipment (15-XXX-XXX-73X)	0	0	0
	Total SBB Appropriations	13,628,506	15,445,305	15,337,998

Salem Shared Services Salem City

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Municipal/Public Works	Summer Reading Program	0
Transportation Services, including Fuel	Special Education Transportation	0

Salem Salem City Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	2,694,140
	(D) Total School Levy	2,694,140
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	114,888,810
Colomo City	(H) Estimated Equalized Valuation (as of 10/01/24)	215,713,124
Salem City	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	2.3450
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	2.3450
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.2489
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.2489

Name	Category	Measure
	Job Title	Other
	Job Title II	Facilities Manager
	Base Annual Salary Amount	\$102,026
	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	15
Dennis Spence	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	105
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$150
	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	\$26,888
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at maximum of two years
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped at maximum of two years allowance
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused days are converted to illness days
	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
Dennis Spence	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	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$176,014
	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
Dr. Caral Kallan	Member of Collective Bargaining Unit (CBU)?	N
Dr. Carol Kelley	Beginning Date of Contract	01/01/25
	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	15
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	105
	Description of Other Contracted Non-Working Days	None Reported

Name	Category	Measure
Do O well Kelley	Total Allowances Amount	\$3,150
	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	\$36,020
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum amount capped
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maxium amount equals two years time
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days are converted to illness days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Dr. Carol Kelley	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
Herbert Schectman	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$136,198
	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	07/01/24
	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	15
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	105
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,140
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Herbert Schectman	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$4,202
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$35,954
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum amount of two years unused days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused days converted to illness 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

Name	Category	Measure
Herbert Schectman	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