Advertised Enrollments

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	837.0	864.0	848.0
On Roll Special Ed Full-Time	205.0	221.0	211.0
On Roll Subtotal	1,042.0	1,085.0	1,059.0
In Private School Placements	3.0	4.0	5.0
Sent to Other Districts Special Ed	1.0	2.0	1.0
Received	13.0	8.0	0.0

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Local Tax Levy	10-1210	15,130,100	15,232,726	15,800,221
	Total Tuition	10-1300	77,523	90,208	0
General Fund Revenues from Local Sources	Transportation Fees from Other Local Education Authorities	10-1420-1440	76,485	85,991	60,277
	Unrestricted Miscellaneous Revenues	10-1XXX	208,984	50,000	50,000
	Total Revenues from Local Sources		15,493,092	15,458,925	15,910,498
	School Choice Aid	10-3116	43,575	39,713	3,391
	Categorical Transportation Aid	10-3121	824,394	784,782	784,782
	Extraordinary Aid	10-3131	43,465	43,933	25,000
	Categorical Special Education Aid	10-3132	773,754	833,307	833,307
	Equalization Aid	10-3176	5,670,481	5,670,481	5,244,425
General Fund Revenues from State Sources	Categorical Security Aid	10-3177	152,070	155,733	155,733
General Fund Revenues from State Sources	Adjustment Aid	10-3178	181,143	0	0
	PARCC Readiness Aid	10-3181	12,260	0	0
	Per Pupil Growth Aid	10-3182	12,260	0	0
	Professional Learning Community Aid	10-3183	10,440	0	C
	Other State Aids	10-3XXX	13,118	0	C
	Total Revenues from State Sources		7,736,960	7,527,949	7,046,638
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	70,423	31,840	83,425
General Fund Revenues from Federal Sources	Total Revenues from Federal Sources		70,423	31,840	83,425
	Budgeted Fund Balance-Operating Budget	10-303	0	1,110,392	1,462,494
Conorol Fund Dovonuos from Other Souroos	Withdrawal from Capital Reserve for Local Share	10-307	0	906,000	780,000
General Fund Revenues from Other Sources	Adjustment for Prior Year Encumbrances		0	751,642	0
	Actual Revenues (Over)/Under Expenditures		-779,249	0	0
General Fund Revenues	Total Operating Budget		22,521,226	25,786,748	25,283,055
Special Devenue Fund Devenues from State Courses	Other Restricted Entitlements	20-32XX	66,973	103,419	100,971
Special Revenue Fund Revenues from State Sources	Total Revenues from State Sources		66,973	103,419	100,971

Sussex

Advertised Revenues

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	194,219	168,422	145,192
	Title II	20-4451-4455	36,249	25,406	21,848
	Title IV	20-4471-4474	8,597	10,000	8,719
	I.D.E.A. Part B (Handicapped)	20-4420-4429	494,453	385,914	328,319
	Other	20-4XXX	17,000	0	0
	Total Revenues from Federal Sources		750,518	589,742	504,078
Special Revenue Fund Revenues	Total Grants and Entitlements		817,491	693,161	605,049
All Fund Revenues	Total Revenues/Sources		23,338,717	26,479,909	25,888,104
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		23,338,717	26,479,909	25,888,104

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	5,517,551	5,740,390	5,453,955
	Special Education-Instruction	11-2XX-100-XXX	3,256,552	3,419,537	3,257,657
Concred Fund Current Expenses for Instruction	Basic Skills/Remedial-Instruction	11-230-100-XXX	170,030	259,594	185,775
General Fund Current Expenses for Instruction	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	101,339	121,472	108,172
	Other Supplemental/At-Risk Programs	11-424-XXX-XXX	173,880	209,669	312,902
	Other Alternative Education Program	11-425-XXX-XXX	61,454	76,104	80,327
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	143,202	225,052	322,137
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	220	2,500	1,500
	Undistributed Expenditures-Health Services	11-000-213-XXX	244,363	307,736	311,154
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	492,248	568,603	548,475
	Undistributed Expenditures-Guidance	11-000-218-XXX	225,825	232,209	238,611
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	982,396	1,052,615	1,071,373
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	365,604	336,017	332,160
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	205,333	252,727	91,385
General Fund Current Expenses for Support Services	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	499,121	543,899	511,185
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	720,636	710,575	601,875
	Undistributed Expenditures-Central Services	11-000-251-XXX	306,035	323,897	332,115
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	170,715	238,386	236,955
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,707,667	2,127,363	2,039,508
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,454,008	1,672,251	1,688,176
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	4,501,434	5,285,764	5,723,222
	Total Undistributed Expenditures		12,018,807	13,879,594	14,049,831
General Fund Current Expenses	Total General Current Expense		21,299,613	23,706,360	23,448,619
	Equipment	12-XXX-XXX-730	90,411	82,989	184,000
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	560,745	1,192,299	781,273
	Total Capital Outlay		651,156	1,275,288	965,273
Conorol Eurod Evaponess and Transform	Transfer of Funds to Charter Schools	10-000-100-56X	570,457	805,100	869,163
General Fund Expenses and Transfers	General Fund Grand Total		22,521,226	25,786,748	25,283,055

Sussex

Advertised Appropriations

Budget Category	Description	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
	Nonpublic Textbooks	20-XXX-XXX-XXX	5,527	5,588	4,432
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	11,958	24,804	31,303
Special Revenue Fund Expenses for Other State Projects	Nonpublic Handicapped Services	20-XXX-XXX-XXX	33,135	48,097	45,736
Special Revenue Fund Expenses for Other State Frojects	Nonpublic Nursing Services	20-XXX-XXX-XXX	6,459	11,931	9,312
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	1,540	3,774	2,988
	Nonpublic Security Aid	20-XXX-XXX-XXX	8,354	9,225	7,200
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	66,973	103,419	100,971
	Title I	20-XXX-XXX-XXX	194,219	168,422	145,192
	Title II	20-XXX-XXX-XXX	36,249	25,406	21,848
Special Devenue Fund Expenses for Federal Prejects	Title IV	20-XXX-XXX-XXX	8,597	10,000	8,719
Special Revenue Fund Expenses for Federal Projects	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	494,453	385,914	328,319
	Other	20-XXX-XXX-XXX	17,000	0	0
	Total Federal Projects	20-XXX-XXX-XXX	750,518	589,742	504,078
Special Revenue Fund Expenses	Total Special Revenue Funds		817,491	693,161	605,049
All Fund Expenses	Total Expenditures/Appropriations		23,338,717	26,479,909	25,888,104
Expenses Net of Transfers	Total Expenditures Net of Transfers		23,338,717	26,479,909	25,888,104

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
	Capital Reserve	2,024,729	2,128,277	1,222,277	442,277
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
Destricted for Oscered Osceretion Destruct	Legal Reserve	2,086,787	2,541,810	1,462,494	0
Restricted for General Operating Budget	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	581,151	498,084	467,008	467,008
	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,412	\$19,301	\$21,183	\$20,974	\$21,212
Total Classroom Instruction	\$11,402	\$11,851	\$12,713	\$12,584	\$12,809
Classroom-Salaries and Benefits	\$11,002	\$11,534	\$12,088	\$12,086	\$12,371
Classroom-General Supplies and Textbooks	\$284	\$231	\$505	\$380	\$315
Classroom-Purchased Services	\$116	\$85	\$119	\$118	\$123
Total Support Services	\$3,052	\$3,208	\$3,550	\$3,523	\$3,515
Support Services-Salaries and Benefits	\$2,808	\$2,997	\$3,265	\$3,258	\$3,241
Total Administrative Costs	\$1,907	\$2,047	\$2,148	\$2,179	\$2,137
Administration Salaries and Benefits	\$1,539	\$1,656	\$1,720	\$1,664	\$1,664
Total Operations and Maintenance of Plant	\$1,819	\$1,929	\$2,468	\$2,380	\$2,416
Operations and Maintenance-Salaries and Benefits	\$932	\$1,028	\$1,256	\$1,238	\$1,360
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$107	\$124	\$152	\$148	\$144
Total Equipment Costs	\$57	\$89	\$50	\$80	\$182
Legal Costs	\$31	\$45	\$45	\$43	\$45
Employee Benefits as a percentage of salaries*	30.18%	32.76%	33.77%	36.67%	41.21%

*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 2018-19 revised appropriations and the 2019-20 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.

Unusual Revenues and Appropriations

Line Number	Source	Amount	Explanation
300	Miscellaneous Revenue Various Sources	50,000	E Rate, Building Use, OPRA, Interest Income
765	State of NJ	77,039	192/193 Services for NonPublic students at Sussex Christian
765	State of NJ	23,932	NonPublic Nursing, Technology, Security and Textbooks for students at Sussex Christian

Shared	Services
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Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Custodial and Maintenance Services	Shared Service with Sussex Borough for use of our licensed maintenance staff - electrician and plumber	0
Insurance Coverages and Benefits	Participation in the School Alliance Insurance Fund (SAIF)	0
Municipal/Dublic Marks	Purchasing agreement with Wantage Township for salt purchasing for inclement weather	0
Municipal/Public Works	Shared Services with Wantage Township - snow plowing services for Wantage ES and building field use by recreation department	0
Others	District continues to look for shared services whenever/wherever possible	0
	Morris County Cooperative Purchasing	0
Durchasing	Educational Services Commission of NJ Cooperative Purchasing - formerly Middlesex Regional Cooperative	0
Purchasing	The Cooperative Purchasing Network	0
	HCESC - Hunterdon County Educational Services Commission Cooperative	0
Staffing - Other	Use of County SWAP when available during school closings for maintenance projects	0
	Fuel purchasing agreement with Wantage Township	0
Transportation Services, including Fuel	Joint Transportation agreement with High Point Regional High School including shared routes	0
	Cooperative Transportation agreement with Sussex County Regional Cooperative	0

Estimated Ta	ax Rates
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Municipality	Category	Amount
	(A) General Fund School Levy	1,588,389
	(D) Total School Levy	1,588,389
	(B) Estimated Net Taxable Valuation (as of 02/26/19)	123,997,400
Support Borough	(H) Estimated Equalized Valuation (as of 10/01/18)	126,728,700
Sussex Borough	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.2810
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.2810
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.2534
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.2534
	(A) General Fund School Levy	13,928,035
	(D) Total School Levy	13,928,035
	(B) Estimated Net Taxable Valuation (as of 02/26/19)	1,201,393,662
	(H) Estimated Equalized Valuation (as of 10/01/18)	1,273,420,618
Wantage Township	(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.1593
	(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.1593
	(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.0937
	(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.0937

Name	Category	Measure
	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$137,398
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	225
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	11
Christina Riker	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	11
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$5,900
	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	\$28,211
	Contractual Post-Employment Benefit Description of Payout of Sick days	per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	per contract
	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
Christina Riker	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	Supv of B & G
	Base Annual Salary Amount	\$88,943
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
Frances Pietrowksi	Member of Collective Bargaining Unit (CBU)?	N
FIGILES FIELOWKSI	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	225
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	11
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	11
	Description of Other Contracted Non-Working Days	Holidays

Name	Category	Measure
	Total Allowances Amount	\$5,200
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	per contract
	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
Frances Pietrowksi	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
FIGHCES FIELIOWKSI	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	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$145,000
Michael Gall	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/18
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	225
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	11
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	(
	Number of Other Contracted Non-Working Days	11
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$8,300
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Michael Gall	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	\$20,577
	Contractual Post-Employment Benefit Description of Payout of Sick days	per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	per contract
	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
Michael Gall	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	Director of Technology
	Base Annual Salary Amount	\$97,789
	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	07/01/18
	End Date of Contract	06/30/19
	Contracted Number of Annual Work Days	225
Stephen Kronski	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	11
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	11
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$5,200
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	per contract

Name	Category	Measure
	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
Stephen Kronski	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