Sussex Advertised Enrollments Stillwater Twp

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	202.0	220.0	238.0
On Roll Special Ed Full-Time	53.0	54.0	51.0
On Roll Subtotal	255.0	274.0	289.0
Sent to Other Districts Special Ed	0.0	0.0	1.0
Received	3.0	1.0	1.0

Sussex Advertised Revenues Stillwater Twp

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
	Local Tax Levy	10-1210	4,285,334	4,520,290	4,610,694
	Total Tuition	10-1300	82,500	30,000	30,800
General Fund Revenues from Local Sources	Unrestricted Miscellaneous Revenues	10-1XXX	13,328	2,000	2,000
General Fund Revenues from Local Sources	Interest Earned on Maintenance Reserve	10-1XXX	0	300	100
	Interest Earned on Capital Reserve Funds	10-1XXX	1,234	500	500
	Total Revenues from Local Sources		4,382,396	4,553,090	4,644,094
	Categorical Transportation Aid	10-3121	151,123	151,123	151,123
	Extraordinary Aid	10-3131	13,822	0	0
	Categorical Special Education Aid	10-3132	211,181	211,181	211,181
General Fund Revenues from State Sources	Equalization Aid	10-3176	1,031,570	874,844	559,428
General Fund Revenues from State Sources	Categorical Security Aid	10-3177	33,792	33,792	33,792
	Adjustment Aid	10-3178	117,103	0	0
	Other State Aids	10-3XXX	6,792	0	0
	Total Revenues from State Sources		1,565,383	1,270,940	955,524
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	1,000	1,000
General Fund Revenues from Federal Sources	Total Revenues from Federal Sources		0	1,000	1,000
	Budgeted Fund Balance-Operating Budget	10-303	0	334,219	348,084
	Withdrawal from Capital Reserve for Local Share	10-307	0	601,000	177,070
General Fund Revenues from Other Sources	Withdrawal from Maintenance Reserve	10-310	0	0	69,000
	Adjustment for Prior Year Encumbrances		0	45,980	0
	Actual Revenues (Over)/Under Expenditures		-68,226	0	0
General Fund Revenues	Total Operating Budget		5,879,553	6,806,229	6,194,772
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	4,083	43,954	0
Special Revenue Fund Revenues IIOIII Local Sources	Total Revenues from Local Sources	20-1XXX	4,083	43,954	0
	Preschool Education Aid-Prior Year Carryover	20-3218	0	35,142	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	251,760	517,257	876,720
	Total Revenues from State Sources		251,760	552,399	876,720

Sussex Advertised Revenues Stillwater Twp

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
	Title I	20-4411-4416	17,788	31,524	20,710
	Title II	20-4451-4455	6,595	6,058	4,846
	Title IV	20-4471-4474	10,000	10,000	8,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	75,660	76,121	60,896
Special Revenue Fund Revenues from Federal Sources	CARES Act Education Stabilization Fund	20-4530	0	22,684	0
	CARES-Digital Divide Grant	20-4531	0	13,623	0
	Coronavirus Relief Fund (CRF)	20-4532	0	10,233	0
	Other	20-4XXX	18,280	31,113	22,571
	Total Revenues from Federal Sources		128,323	201,356	117,023
Special Revenue Fund Revenues	Total Grants and Entitlements		384,166	797,709	993,743
All Fund Revenues	Total Revenues/Sources		6,263,719	7,603,938	7,188,515
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		6,263,719	7,603,938	7,188,515

Sussex Advertised Appropriations Stillwater Twp

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	1,725,511	1,676,171	1,701,351
	Special Education-Instruction	11-2XX-100-XXX	519,444	540,290	557,660
Occasion Francisco Community Francisco Contractive Community Commu	Basic Skills/Remedial-Instruction	11-230-100-XXX	42,019	89,568	90,027
General Fund Current Expenses for Instruction	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	20,627	32,549	28,473
	Summer School	11-422-XXX-XXX	14,929	12,900	1,000
	Other Supplemental/At-Risk Programs	11-424-XXX-XXX	60,293	0	
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	0	0	23,00
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	34,857	24,527	25,00
	Undistributed Expenditures-Health Services	11-000-213-XXX	91,727	89,574	94,54
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	79,689	94,287	107,86
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	78,794	105,865	151,27
	Undistributed Expenditures-Guidance	11-000-218-XXX	1,441	2,789	1,00
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	219,676	211,093	205,18
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	42,008	17,973	18,35
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	53,055	57,900	39,50
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	9,481	23,200	16,40
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	246,817	226,084	228,82
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	74,267	119,293	131,50
	Undistributed Expenditures-Central Services	11-000-251-XXX	142,673	153,493	154,88
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	14,575	25,921	33,11
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	528,169	745,484	794,87
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	275,774	315,098	347,58
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,150,589	1,314,618	1,178,90
	Undistributed Expenditures-Food Services	11-000-310-930	20,000	0	
	Total Undistributed Expenditures		3,063,592	3,527,199	3,551,83
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	300	10
General Fund Current Expenses	Total General Current Expense		5,446,415	5,878,977	5,930,44

Sussex Advertised Appropriations Stillwater Twp

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
0 0 ,	Equipment	12-XXX-XXX-730	32,110	25,353	2,250
	Facilities Acquisition and Construction Services	12-000-400-XXX	259,563	742,061	178,860
Capital Outlay	Interest Deposit to Capital Reserve	10-604	0	500	500
	Total Capital Outlay		291,673	767,914	181,610
Our and Fund Fundance and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	141,465	159,338	82,717
General Fund Expenses and Transfers	General Fund Grand Total		5,879,553	6,806,229	6,194,772
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	4,083	43,954	0
	Preschool Education Aid Instruction	20-218-100-XXX	178,208	329,768	476,346
Chariel Develope Fund Fundance for Breakharl Edvantion Aid	Support Services	20-218-200-XXX	49,517	142,266	292,609
Special Revenue Fund Expenses for Preschool Education Aid	Facility Acquisition and Construction Services	20-218-400-XXX	24,035	80,365	107,765
	Total Preschool Education Aid	20-218-XXX-XXX	251,760	552,399	876,720
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	251,760	552,399	876,720
	Title I	20-XXX-XXX-XXX	17,788	31,524	20,710
	Title II	20-XXX-XXX-XXX	6,595	6,058	4,846
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	75,660	76,121	60,896
Special Revenue Fund Expenses for Federal Projects	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	22,684	0
	Other	20-XXX-XXX-XXX	18,280	31,113	22,571
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	13,623	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	10,233	0
	Total Federal Projects	20-XXX-XXX-XXX	128,323	201,356	117,023
Special Revenue Fund Expenses	Total Special Revenue Funds		384,166	797,709	993,743
All Fund Expenses	Total Expenditures/Appropriations		6,263,719	7,603,938	7,188,515
Expenses Net of Transfers	Total Expenditures Net of Transfers		6,263,719	7,603,938	7,188,515

Sussex Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2019	Audited Balance 06/30/2020	Estimated Balance 06/30/2021	Estimated Balance 06/30/2022
	Capital Reserve	949,680	873,874	273,374	96,804
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	200,000	200,300	131,400
Postricted for Conoral Operating Budget	Legal Reserve	666,940	666,940	333,470	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
I liana atri ata d	General Operating Budget	262,123	265,363	264,614	250,000
Unrestricted	Repayment of Debt	0	0	0	0

Sussex
Advertised Per Pupil Cost Calculations
Stillwater Twp

Per Pupil Cost Calculations	2018-19 Actual Costs	2019-20 Actual Costs	2020-21 Original Budget	2020-21 Revised Budget	2021-22 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$19,950	\$21,395	\$22,078	\$22,266	\$22,206
Total Classroom Instruction	\$12,415	\$13,220	\$13,164	\$13,156	\$13,318
Classroom-Salaries and Benefits	\$12,000	\$12,579	\$12,340	\$12,339	\$12,535
Classroom-General Supplies and Textbooks	\$404	\$451	\$602	\$593	\$536
Classroom-Purchased Services	\$11	\$190	\$223	\$223	\$246
Total Support Services	\$2,798	\$3,264	\$3,318	\$3,324	\$3,115
Support Services-Salaries and Benefits	\$2,429	\$2,930	\$2,706	\$2,700	\$2,592
Total Administrative Costs	\$2,291	\$2,238	\$2,360	\$2,419	\$2,419
Administration Salaries and Benefits	\$1,775	\$1,692	\$1,781	\$1,810	\$1,840
Total Operations and Maintenance of Plant	\$2,321	\$2,467	\$3,054	\$3,184	\$3,200
Operations and Maintenance-Salaries and Benefits	\$1,316	\$1,491	\$1,605	\$1,606	\$1,527
Board Contribution to Food Services	\$0	\$80	\$0	\$0	\$0
Total Extracurricular Costs	\$112	\$109	\$162	\$162	\$135
Total Equipment Costs	\$32	\$223	\$255	\$390	\$386
Legal Costs	\$104	\$59	\$88	\$88	\$83
Employee Benefits as a percentage of salaries*	33.46%	32.77%	37.89%	37.49%	37.10%

^{*}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 2020-21 revised appropriations and the 2021-22 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.

Sussex Stillwater Twp Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	Curriculum Coordinator- KRHS, Hampton, Fredon, Sandyston-Walpack	0
Incurance Coverages and Panofita	SHIF-Health and Prescription Benefits	0
Insurance Coverages and Benefits	ERIC West- NJSIG Insurance	0
Nursing Services	Emergency Nursing Services-Fredon, Hampton, Sandyston-Walpack, and KRHS	0
Others	Snow Removal- Township of Stillwater	0
Professional Staff Development	Regional Coordination of Professional Development	0
Durchasins	Power/Utilities-ACES	0
Purchasing	Supplies/Heating Fuel-State Contract, NASPO, HCESC, MCCPC, ESCNJ, CCESC	0
Recycling	Recycling-Township of Stillwater	0
	Shared Librarian with Hampton BOE and Fredon BOE	0
Ctoffing Other	Shared Spanish Teacher with Fredon BOE	0
Staffing - Other	Two shared paraprofessionals with Fredon BOE	0
	Security Officers- Fredon, Hampton, Sandyston-Walpack, and KRHS	0
Superintendent and Assistant Sup.	Shared Superintendent with Sandyston-Walpack BOE	0
	Fuel- Township of Stillwater	0
Transportation Services, including Fuel	KRHS-Joint Transportation agreement	0
	Sussex County Regional Cooperative-Special Education Transportation	0

Sussex Stillwater Twp Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	4,565,492
	(D) Total School Levy	4,565,492
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	406,672,700
Ctillwater	(H) Estimated Equalized Valuation (as of 10/01/20)	471,122,220
Stillwater	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.1226
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.1226
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.9691
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.9691

Name	Category	Measure
	Job Title	Assistant Principal
	Job Title II	Regional Curriculum Coord
	Base Annual Salary Amount	\$85,135
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	37
	Shared District	2465
	Job Title Other District	Regional Curriculum Coord
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	200
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
Cali Roberts	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	\$4,020
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$2,425
	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	Max Retirement Payout, after 10 years of service
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Sussex Employee Contract List for District Stillwater Twp

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
Cali Roberts	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	Principal
	Job Title II	Director of CST
	Base Annual Salary Amount	\$103,206
	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
Marissa Cramer	Member of Collective Bargaining Unit (CBU)?	N
Manssa Cramer	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	22
	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	13
	Description of Other Contracted Non-Working Days	Holidays

Name	Category	Measure
	Total Allowances Amount	\$4,160
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$350
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$924
	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	Max Reimbursement payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No Vacation Day Payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Personal Day Payout
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Marissa Cramer	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Manssa Cramer	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	\$0
		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	Business Administrator
	Job Title II	Board Sec/Dir. Technology
	Base Annual Salary Amount	\$118,532
Rene Metzgar	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	14
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$4,620
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Rene Metzgar	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$141
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$30,956
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max Retirement Payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Vacation Days paid at per diem rate upon seperation
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
	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
Rene Metzgar	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	\$145,302
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Υ
	Shared County	37
	Shared District	4650
	Job Title Other District	Superintendent
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/24
	Contracted Number of Annual Work Days	260
William Kochis	Contracted Number of Annual Vacation Days	22
	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	14
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$20,150
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$924
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$32,833
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max Retirement payout, after 10 years of service

Name	Category	Measure
William Kochis	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max vacation payout at per diem rate upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
	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