

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	540.0	506.0	500.0
On Roll Special Ed Full-Time	109.0	121.0	119.0
On Roll Subtotal	649.0	627.0	619.0
In Private School Placements	10.0	9.0	9.0
Sent to Other Districts Regular	250.0	248.0	248.0
Sent to Other Districts Special Ed	50.0	47.0	44.0
Received	17.0	14.0	14.0

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	14,472,254	14,895,043	15,267,127
	Total Tuition	10-1300	210,652	133,000	133,000
	Transportation Fees from Other Local Education Authorities	10-1420-1440	585	0	0
	Unrestricted Miscellaneous Revenues	10-1XXX	48,898	20,000	20,000
	Total Revenues from Local Sources		14,732,389	15,048,043	15,420,127
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	147,093	147,093	147,093
	Extraordinary Aid	10-3131	176,262	65,000	65,000
	Categorical Special Education Aid	10-3132	763,471	763,471	763,471
	Equalization Aid	10-3176	4,134,864	3,297,471	2,262,332
	Categorical Security Aid	10-3177	105,232	105,232	105,232
	Total Revenues from State Sources		5,326,922	4,378,267	3,343,128
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	0	169,399
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	440,000	391,495
	Withdrawal from Capital Reserve for Transfer To Debt Service Fund	10-317	5,652	0	0
	Withdrawal from Maintenance Reserve	10-310	0	170,000	170,000
	Withdrawal from Current Expense Emergency Reserve	10-312	0	220,000	0
	Adjustment for Prior Year Encumbrances		0	247,859	0
	Actual Revenues (Over)/Under Expenditures		29,401	0	0
General Fund Revenues	Total Operating Budget		20,094,364	20,504,169	19,494,149
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	9,324	6,000	7,000
	Total Revenues from Local Sources	20-1XXX	9,324	6,000	7,000
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	67,825	68,000	61,319
	Title II	20-4451-4455	9,388	15,515	21,540
	Title III	20-4491-4494	0	1,088	925
	Title IV	20-4471-4474	8,612	13,275	11,171
	I.D.E.A. Part B (Handicapped)	20-4420-4429	209,852	174,065	176,290
	CARES Act Education Stabilization Fund	20-4530	0	0	6,611
	Total Revenues from Federal Sources		295,677	271,943	277,856
Special Revenue Fund Revenues	Total Grants and Entitlements		305,001	277,943	284,856

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Debt Service Fund Transfer and Other Financing	Transfers from Capital Reserve	40-5210	5,652	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	438,452	451,921	436,882
	Interest on Investments	40-1510	161,568	0	0
	Miscellaneous	40-1XXX	161,568	0	0
	Total Revenues from Local Sources		600,020	451,921	436,882
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	0	155,079	149,918
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		605,672	607,000	586,800
	Actual Revenues (Over)/Under Expenditures		26,728	0	0
Debt Service Fund Revenues	Total Repayment of Debt		632,400	607,000	586,800
All Fund Revenues	Total Revenues/Sources		21,031,765	21,389,112	20,365,805
Revenues Net of Transfers	Deduct Transfer-Transfers from Capital Reserve	40-5210	5,652	0	0
	Total Revenues/Sources Net of Transfers		21,026,113	21,389,112	20,365,805

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,478,897	3,517,702	2,959,667
	Special Education-Instruction	11-2XX-100-XXX	1,561,720	1,597,082	1,552,337
	Basic Skills/Remedial-Instruction	11-230-100-XXX	256,982	274,923	233,149
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	10,598	29,566	37,706
	School-Sponsored Athletics-Instruction	11-402-100-XXX	5,075	2,870	2,870
	Summer School	11-422-XXX-XXX	32,976	55,220	27,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	5,580,738	5,684,950	5,839,442
	Undistributed Expenditures-Health Services	11-000-213-XXX	151,857	178,075	161,596
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	326,289	337,573	450,956
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	243,855	261,842	258,599
	Undistributed Expenditures-Guidance	11-000-218-XXX	129,713	134,880	135,380
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	342,334	340,832	332,746
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	104,256	121,230	84,680
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	107,046	163,001	157,270
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	4,233	9,558	9,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	289,240	333,175	322,937
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	458,568	368,668	256,365
	Undistributed Expenditures-Central Services	11-000-251-XXX	210,383	276,926	276,442
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	19,940	21,745	22,100
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,289,128	1,507,613	1,138,441
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,411,263	1,446,901	1,600,124
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,613,596	3,007,419	3,073,375
	Undistributed Expenditures-Food Services	11-000-310-930	7,800	0	625
		Total Undistributed Expenditures		13,290,239	14,194,388
General Fund Current Expenses for Increased Reserves	Increase In Maintenance Reserve	10-606	200,000	0	0
	Increase In Current Expense Emergency Reserve	10-607	250,000	0	0
General Fund Current Expenses	Total General Current Expense		19,086,487	19,671,751	18,933,307

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	37,421	8,500	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	363,763	672,228	2,261
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	0	391,495
	Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	5,652	0	0
	Increase In Capital Reserve	10-604	450,000	0	0
	Total Capital Outlay			856,836	680,728
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	151,041	151,690	167,086
	General Fund Grand Total		20,094,364	20,504,169	19,494,149
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	9,324	6,000	7,000
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	67,825	68,000	61,319
	Title II	20-XXX-XXX-XXX	9,388	15,515	21,540
	Title III	20-XXX-XXX-XXX	0	1,088	925
	Title IV	20-XXX-XXX-XXX	8,612	13,275	11,171
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	209,852	174,065	176,290
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	0	6,611
	Total Federal Projects	20-XXX-XXX-XXX	295,677	271,943	277,856
Special Revenue Fund Expenses	Total Special Revenue Funds		305,001	277,943	284,856
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	632,400	607,000	586,800
	Total Debt Service Funds		632,400	607,000	586,800
All Fund Expenses	Total Expenditures/Appropriations		21,031,765	21,389,112	20,365,805
Expenses Net of Transfers	Deduct Transfer-Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	5,652	0	0
	Total Expenditures Net of Transfers		21,026,113	21,389,112	20,365,805

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
Restricted for General Operating Budget	Capital Reserve	853,787	1,298,135	858,135	466,640
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	292,615	492,615	322,615	152,615
	Legal Reserve	0	79,376	79,376	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	0	250,000	30,000	30,000
	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	518,977	495,149	495,149	405,126
	Repayment of Debt	26,728	0	0	0

Advertised Per Pupil Cost Calculations

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	\$18,644	\$18,430	\$20,526	\$20,258	\$18,811
Total Classroom Instruction	\$11,421	\$11,367	\$12,335	\$12,046	\$11,244
Classroom-Salaries and Benefits	\$10,681	\$10,659	\$11,324	\$10,903	\$10,444
Classroom-General Supplies and Textbooks	\$333	\$347	\$352	\$355	\$333
Classroom-Purchased Services	\$407	\$361	\$659	\$788	\$467
Total Support Services	\$2,752	\$2,758	\$3,163	\$3,238	\$3,395
Support Services-Salaries and Benefits	\$1,510	\$1,938	\$2,432	\$2,476	\$2,407
Total Administrative Costs	\$1,996	\$1,929	\$2,243	\$2,138	\$1,955
Administration Salaries and Benefits	\$1,496	\$1,399	\$1,862	\$1,764	\$1,588
Total Operations and Maintenance of Plant	\$2,417	\$2,324	\$2,701	\$2,750	\$2,104
Operations and Maintenance-Salaries and Benefits	\$1,106	\$1,043	\$1,100	\$1,063	\$736
Board Contribution to Food Services	\$0	\$12	\$0	\$0	\$1
Total Extracurricular Costs	\$57	\$34	\$75	\$73	\$98
Total Equipment Costs	\$3	\$59	\$14	\$14	\$0
Legal Costs	\$32	\$53	\$42	\$42	\$43
Employee Benefits as a percentage of salaries*	36.62%	37.75%	42.26%	42.39%	48.90%

*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 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.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Custodial and Maintenance Services	Providing licensed technician for oil tanks with Knowlton & Blairstown.	0
Insurance Coverages and Benefits	NJSBIG.	0
Others	Agreement with municipalities for plowing/salting during inclement weather.	0
Purchasing	Co Operative MCEC and HCEC and ESC of NJ.	0
Special Education Services	Acceptance of tuition students in our limited programs.	0
Transportation Services, including Fuel	Out of District Special Education Student Transportation.	0

Estimated Tax Rates

Municipality	Category	Amount
Independence Township	(A) General Fund School Levy	10,089,290
	(D) Total School Levy	10,378,004
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	503,370,300
	(H) Estimated Equalized Valuation (as of 10/01/20)	503,370,300
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	2.0043
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	2.0617
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	2.0043
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	2.0617
Liberty Township	(A) General Fund School Levy	5,177,837
	(D) Total School Levy	5,326,005
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	267,575,600
	(H) Estimated Equalized Valuation (as of 10/01/20)	267,575,600
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.9351
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.9905
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.9351
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.9905

Employee Contract List for District

Name	Category	Measure
Eric Burnside	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$128,000
	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	09/01/20
	End Date of Contract	06/30/21
	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	\$2,250
	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	\$3,840
	Total Contractual Post-Employment Benefit Amount	\$13,128
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped @ Max based on 1/260.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped @ Max based on 1/260.
	Contractual Post-Employment Benefit Description of Payout of Personal days	Capped @ Max based on 1/260.
	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
Eric Burnside	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
Israel Marmolejos	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$131,088
	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	07/01/20
	End Date of Contract	06/30/21
	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
Israel Marmolejos	Total Allowances Amount	\$1,000
	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	\$3,932
	Total Contractual Post-Employment Benefit Amount	\$13,500
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped @ Max based on 1/240.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped @ Max based on 1/240.
	Contractual Post-Employment Benefit Description of Payout of Personal days	Capped @ Max based on 1/240.
	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	
Melissa Hall	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$90,000
	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
Melissa Hall	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	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	\$1,000
	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	\$2,700
	Total Contractual Post-Employment Benefit Amount	\$12,375
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped @ Max based on 1/240
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped @ Max based on 1/240
	Contractual Post-Employment Benefit Description of Payout of Personal days	Capped @ Max based on 1/240
	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
Melissa Hall	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
Michael Mai	Job Title	Superintendent
	Job Title II	Director Special Svcs
	Base Annual Salary Amount	\$141,000
	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	08/01/20
	End Date of Contract	06/30/24
	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	5
	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	\$6,500
	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	\$4,230
	Total Contractual Post-Employment Benefit Amount	\$28,015
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped @ Max based on 1/260

Employee Contract List for District

Name	Category	Measure
Michael Mai	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped @ Max based on 1/260
	Contractual Post-Employment Benefit Description of Payout of Personal days	Capped @ Max based on 1/260
	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