

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	508.0	454.0	506.0
On Roll Special Ed Full-Time	79.0	77.0	80.0
On Roll Subtotal	587.0	531.0	586.0
Sent to Other Districts Regular	1.0		1.0
Received	10.0	8.0	2.0

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	5,660,488	5,773,698	5,979,230
	Total Tuition	10-1300	59,123	41,805	63,580
	Unrestricted Miscellaneous Revenues	10-1XXX	25,679	28,195	28,620
	Interest Earned on Maintenance Reserve	10-1XXX	0	100	100
	Interest Earned on Capital Reserve Funds	10-1XXX	3,060	100	100
	Total Revenues from Local Sources		5,748,350	5,843,898	6,071,630
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	273,159	273,159	273,159
	Categorical Special Education Aid	10-3132	417,072	417,072	429,127
	Equalization Aid	10-3176	2,979,731	3,056,463	3,008,166
	Categorical Security Aid	10-3177	85,007	85,007	85,007
	Other State Aids	10-3XXX	224,157	0	201,755
	Total Revenues from State Sources		3,979,126	3,831,701	3,997,214
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	24,498	18,245	18,245
	Total Revenues from Federal Sources		24,498	18,245	18,245
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	155,342	203,301	186,045
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	113,017	471,960	502,925
	Withdrawal from Current Expense Emergency Reserve	10-312	0	143,100	0
	Transfers from Other Funds	10-5200	0	0	143,100
	Adjustment for Prior Year Encumbrances		0	155,848	0
	Actual Revenues (Over)/Under Expenditures		-257,112	0	0
General Fund Revenues	Total Operating Budget		9,763,221	10,668,053	10,919,159
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	94,609	75,000	82,000
	Title II	20-4451-4455	16,767	16,000	13,000
	Title III	20-4491-4494	19,103	14,500	18,000
	Title IV	20-4471-4474	10,000	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	170,953	179,000	175,000
	Total Revenues from Federal Sources		311,432	294,500	298,000
Special Revenue Fund Revenues	Total Grants and Entitlements		311,432	294,500	298,000

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	278,204	280,076	284,880
	Total Revenues from Local Sources		278,204	280,076	284,880
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	167,159	168,286	171,170
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	0	1
	Total Local Repayment of Debt		445,363	448,362	456,051
Debt Service Fund Revenues	Total Repayment of Debt		445,363	448,362	456,051
All Fund Revenues	Total Revenues/Sources		10,520,016	11,410,915	11,673,210
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		10,520,016	11,410,915	11,673,210

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	3,235,545	3,338,782	3,141,939
	Special Education-Instruction	11-2XX-100-XXX	1,293,150	1,226,088	1,418,188
	Basic Skills/Remedial-Instruction	11-230-100-XXX	153,391	156,767	0
	Bilingual Education-Instruction	11-240-100-XXX	0	34,455	196,627
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	0	61,378	85,000
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	16,090	16,489	17,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	80,629	76,883	83,180
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	212,869	213,578	215,978
	Undistributed Expenditures-Guidance	11-000-218-XXX	86,622	92,034	169,371
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	330,128	321,060	330,654
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	1,300	96,000	100,445
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	214,170	210,038	264,433
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	13,415	17,000	17,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	349,251	348,358	357,452
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	216,016	217,068	223,603
	Undistributed Expenditures-Central Services	11-000-251-XXX	193,701	199,907	223,359
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	489,540	554,698	553,390
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	396,727	451,390	461,450
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,071,250	2,530,488	2,545,107
	Total Undistributed Expenditures		4,671,708	5,406,369	5,647,422
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	100	100
	Increase In Maintenance Reserve	10-606	159,989	0	0
	Increase In Current Expense Emergency Reserve	10-607	100	0	0
General Fund Current Expenses	Total General Current Expense		9,513,883	10,162,561	10,404,276
Capital Outlay	Equipment	12-XXX-XXX-730	25,810	0	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	115,942	494,885	502,925
	Increase In Capital Reserve	10-604	94,597	0	0
	Interest Deposit to Capital Reserve	10-604	3,060	100	100
	Total Capital Outlay		239,409	494,985	503,025

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	9,929	10,430	11,783
	Transfer of Funds to Resident Renaissance Schools	10-000-100-571	0	77	75
	General Fund Grand Total		9,763,221	10,668,053	10,919,159
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	94,609	75,000	82,000
	Title II	20-XXX-XXX-XXX	16,767	16,000	13,000
	Title III	20-XXX-XXX-XXX	19,103	14,500	18,000
	Title IV	20-XXX-XXX-XXX	10,000	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	170,953	179,000	175,000
	Total Federal Projects	20-XXX-XXX-XXX	311,432	294,500	298,000
Special Revenue Fund Expenses	Total Special Revenue Funds		311,432	294,500	298,000
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	445,363	448,362	456,051
	Total Debt Service Funds		445,363	448,362	456,051
All Fund Expenses	Total Expenditures/Appropriations		10,520,016	11,410,915	11,673,210
Expenses Net of Transfers	Total Expenditures Net of Transfers		10,520,016	11,410,915	11,673,210

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	1,016,860	1,001,500	529,640	26,815
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	366,251	526,240	526,340	526,440
	Legal Reserve	0	0	0	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	143,000	143,100	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	1	1	1
Unrestricted	General Operating Budget	608,643	639,346	436,045	250,000
	Repayment of Debt	1	0	1	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	\$13,840	\$15,196	\$14,924	\$18,173	\$16,851
Total Classroom Instruction	\$9,426	\$10,491	\$10,157	\$12,381	\$11,182
Classroom-Salaries and Benefits	\$9,078	\$10,286	\$9,935	\$12,114	\$10,940
Classroom-General Supplies and Textbooks	\$240	\$167	\$115	\$137	\$125
Classroom-Purchased Services	\$108	\$39	\$108	\$130	\$118
Total Support Services	\$1,838	\$2,072	\$2,152	\$2,619	\$2,734
Support Services-Salaries and Benefits	\$1,762	\$1,823	\$1,900	\$2,317	\$2,459
Total Administrative Costs	\$1,445	\$1,623	\$1,549	\$1,884	\$1,788
Administration Salaries and Benefits	\$1,193	\$1,355	\$1,285	\$1,566	\$1,479
Total Operations and Maintenance of Plant	\$1,090	\$964	\$1,025	\$1,240	\$1,103
Operations and Maintenance-Salaries and Benefits	\$573	\$540	\$568	\$693	\$563
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$90	\$44	\$0	\$0	\$0
Legal Costs	\$43	\$43	\$31	\$38	\$34
Employee Benefits as a percentage of salaries*	33.42%	32.93%	37.15%	39.40%	38.68%

*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)
Curriculum Services	Curriculum Services	0
Insurance Coverages and Benefits	NJSIG Insurance Coverage - Property, W/C, Errors & Omissions	0
Others	Weatherworks	0
Purchasing	Hunterdon/Warren ESC Purchasing Co-op, Fuel oil, and School Supplies	0
Staffing - Other	Behavior Shared Services	0
Transportation Services, including Fuel	Shared Services with Warren Hills, Franklin, Sussex, and WCSSS	0

Estimated Tax Rates

Municipality	Category	Amount
Mansfield Twp	(A) General Fund School Levy	5,979,230
	(D) Total School Levy	6,264,110
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	678,433,175
	(H) Estimated Equalized Valuation (as of 10/01/20)	753,647,162
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.8813
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.9233
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.7934
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.8312

Employee Contract List for District

Name	Category	Measure
Annette Stankavish	Job Title	Accountant
	Job Title II	None Reported
	Base Annual Salary Amount	\$96,995
	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	13
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$100
	Total Bonuses Amount	\$800
	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	\$25,675
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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
Annette Stankavish	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
Caryn Coscia	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Dir of Instruction & Curr
	Base Annual Salary Amount	\$95,000
	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	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	13
Description of Other Contracted Non-Working Days	None Reported	

Employee Contract List for District

Name	Category	Measure
Caryn Coscia	Total Allowances Amount	\$2,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$935
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$3,575
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	Upon Retirement
	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	
Dr. Anthony Giordano	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$151,489
	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
Dr. Anthony Giordano	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	09/01/18
	End Date of Contract	06/30/22
	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	13
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$3,845
	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	\$30,149
	Contractual Post-Employment Benefit Description of Payout of Sick days	Total Max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	Upon Retirement
	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
Dr. Anthony Giordano	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
John Melitsky	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$119,183
	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	13
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,700
	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	\$11,375
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement	

Employee Contract List for District

Name	Category	Measure
John Melitsky	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	Upon Retirement
	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	
Paul DeAngelo	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$104,760
	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

Employee Contract List for District

Name	Category	Measure
Paul DeAngelo	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	None Reported
	Total Allowances Amount	\$9,400
	Total Bonuses Amount	\$2,600
	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	\$27,088
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	Upon Retirement
	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