

Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	237.0	248.0	295.0
On Roll Special Ed Full-Time	38.0	39.0	53.0
On Roll Subtotal	275.0	287.0	348.0
In Private School Placements	0.0	0.0	1.0
Received	6.0	4.0	1.0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	3,275,926	3,275,926	3,524,276
	Total Tuition	10-1300	0	62,801	67,000
	Unrestricted Miscellaneous Revenues	10-1XXX	13,537	50,000	50,000
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	100	100
	Interest Earned on Maintenance Reserve	10-1XXX	0	375	375
	Interest Earned on Capital Reserve Funds	10-1XXX	0	250	250
	Total Revenues from Local Sources			3,289,463	3,389,452
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	20,818	20,818	20,818
	Categorical Special Education Aid	10-3132	163,500	163,500	163,500
	Equalization Aid	10-3176	857,242	1,012,647	1,385,149
	Categorical Security Aid	10-3177	25,761	25,761	25,761
	Adjustment Aid	10-3178	245,443	245,443	245,443
	Other State Aids	10-3XXX	1,450	0	0
	State Reimbursements from Securing Our Childrens Future Bond Act	10-3256	20,000	0	0
Total Revenues from State Sources			1,334,214	1,468,169	1,840,671
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	300,444	289,550
	Other Financing Sources	10-5XXX	2,363	0	0
	Actual Revenues (Over)/Under Expenditures		-39,550	0	0
General Fund Revenues	Total Operating Budget		4,586,490	5,158,065	5,772,222
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	11,023	0	20,000
	Total Revenues from Local Sources	20-1XXX	11,023	0	20,000
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	36,543	37,292	37,292
	Title II	20-4451-4455	7,391	7,144	7,144
	Title IV	20-4471-4474	12,700	17,300	17,300
	Arp-Idea Preschool	20-4409	0	1,061	0
	Arp-Idea Basic	20-4419	0	12,438	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	81,093	82,636	70,241
	Arp ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	50,000	50,000
Arp ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	40,000	40,000	

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	Arp ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	40,000	40,000
	Arp-ESSER	20-4540	0	31,942	137,870
	CARES Act Education Stabilization Fund	20-4530	19,506	0	0
	CARES-Digital Divide Grant	20-4531	11,376	0	0
	Coronavirus Relief Fund (CRF)	20-4532	10,168	0	0
	CRRSA Act-ESSER II	20-4534	21,300	75,558	65,524
	CRRSA Act-Learning Acceleration Grant	20-4535	2	25,000	0
	CRRSA Act-Mental Health Grant	20-4536	0	45,000	0
	Total Revenues from Federal Sources		200,079	465,371	465,371
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		605	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		211,707	465,371	485,371
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	224,100	228,200	226,300
	Total Revenues from Local Sources		224,100	228,200	226,300
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		224,100	228,200	226,300
Debt Service Fund Revenues	Total Repayment of Debt		224,100	228,200	226,300
All Fund Revenues	Total Revenues/Sources		5,022,297	5,851,636	6,483,893
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		5,022,297	5,851,636	6,483,893

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	1,614,044	1,722,404	1,954,932
	Special Education-Instruction	11-2XX-100-XXX	526,198	698,565	825,266
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	103,105	95,645	100,830
	School-Sponsored Athletics-Instruction	11-402-100-XXX	2,068	15,000	15,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	0	0	100,000
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	9,263	8,713	8,975
	Undistributed Expenditures-Health Services	11-000-213-XXX	68,918	73,767	78,040
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	90,454	100,663	105,147
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	200	200	200
	Undistributed Expenditures-Guidance	11-000-218-XXX	27,862	32,138	32,922
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	244,617	273,933	283,685
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	71,692	74,971	77,137
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	65,512	73,497	79,396
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	275	935	1,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	185,141	185,555	202,750
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	77,488	79,917	124,528
	Undistributed Expenditures-Central Services	11-000-251-XXX	140,937	149,617	121,929
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	272,539	374,961	367,805
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	33,337	87,000	122,000
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	960,362	1,059,266	1,048,862
	Total Undistributed Expenditures			2,248,597	2,575,133
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	375	375
	Interest Earned on Current Expense Emergency Res	10-607	0	100	100
General Fund Current Expenses	Total General Current Expense		4,494,012	5,107,222	5,651,379
Capital Outlay	Equipment	12-XXX-XXX-730	1,885	20,000	20,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	90,593	30,593	100,593
	Interest Deposit to Capital Reserve	10-604	0	250	250
	Total Capital Outlay		92,478	50,843	120,843
General Fund Expenses and Transfers	General Fund Grand Total		4,586,490	5,158,065	5,772,222

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Expenses for Grants and Entitlements	Student Activity Fund	20-475-XXX-XXX	11,628	0	20,000
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	36,543	37,292	37,292
	Title II	20-XXX-XXX-XXX	7,391	7,144	7,144
	Title IV	20-XXX-XXX-XXX	12,700	17,300	17,300
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	81,093	82,636	70,241
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	0	12,438	0
	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	0	1,061	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	19,506	0	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	11,376	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	10,168	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	21,300	75,558	65,524
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	2	25,000	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	0	45,000	0
	Arp ESSER Grant Program	20-487-xxx-xxx	0	31,942	137,870
	Arp ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	50,000	50,000
	Arp ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	40,000	40,000
	Arp ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	40,000
	Total Federal Projects	20-XXX-XXX-XXX	200,079	465,371	465,371
Special Revenue Fund Expenses	Total Special Revenue Funds		211,707	465,371	485,371
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	224,100	228,200	226,300
	Total Debt Service Funds		224,100	228,200	226,300
All Fund Expenses	Total Expenditures/Appropriations		5,022,297	5,851,636	6,483,893
Expenses Net of Transfers	Total Expenditures Net of Transfers		5,022,297	5,851,636	6,483,893

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2020	Audited Balance 06/30/2021	Estimated Balance 06/30/2022	Estimated Balance 06/30/2023
Unrestricted	General Operating Budget	250,000	251,450	251,450	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	231,001	231,001	231,251	231,501
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	150,267	150,267	150,642	151,017
	Legal Reserve	550,444	588,544	288,100	0
	Unemployment Fund	0	0	0	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	49,661	49,661	49,761	49,861
	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 Special Revenue Fund	Student Activity Fund	16,743	16,138	16,138	16,138
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2019-20 Actual Costs	2020-21 Actual Costs	2021-22 Original Budget	2021-22 Revised Budget	2022-23 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$16,435	\$15,711	\$15,024	\$17,490	\$15,600
Total Classroom Instruction	\$10,276	\$9,808	\$9,377	\$10,951	\$10,106
Classroom-Salaries and Benefits	\$10,008	\$9,484	\$8,818	\$10,356	\$9,551
Classroom-General Supplies and Textbooks	\$252	\$155	\$328	\$370	\$349
Classroom-Purchased Services	\$16	\$170	\$231	\$225	\$206
Total Support Services	\$2,618	\$2,604	\$2,424	\$2,792	\$2,348
Support Services-Salaries and Benefits	\$2,441	\$2,361	\$2,174	\$2,331	\$1,947
Total Administrative Costs	\$1,768	\$1,758	\$1,536	\$1,791	\$1,556
Administration Salaries and Benefits	\$1,424	\$1,406	\$1,217	\$1,419	\$1,195
Total Operations and Maintenance of Plant	\$1,279	\$1,060	\$1,255	\$1,461	\$1,176
Operations and Maintenance-Salaries and Benefits	\$543	\$418	\$547	\$637	\$536
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$494	\$481	\$431	\$495	\$415
Total Equipment Costs	\$0	\$7	\$60	\$70	\$57
Legal Costs	\$0	\$0	\$12	\$5	\$23
Employee Benefits as a percentage of salaries*	30.71%	31.47%	31.82%	32.09%	28.48%

*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 2021-22 revised appropriations and the 2022-23 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)
Food Services	Food services provided by Eastern Regional HSD	0
Insurance Coverages and Benefits	Member of NJSIG	0
Purchasing	Use of cooperative purchasing with ESC's	0
Transportation Services, including Fuel	Services provided by LEA and Eastern Regional HSD	0

Estimated Tax Rates

Municipality	Category	Amount
Gibbsboro	(A) General Fund School Levy	3,400,101
	(D) Total School Levy	3,626,401
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	226,969,400
	(H) Estimated Equalized Valuation (as of 10/01/21)	257,159,982
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.4980
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.5977
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.3222
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.4102

Employee Contract List for District

Name	Category	Measure
BARRI VEYTSMAN	Job Title	Psychologist
	Job Title II	SUPERVISOR OF SPECIAL ED
	Base Annual Salary Amount	\$108,195
	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	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	240
	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	\$2,420
	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	\$8,100
	Contractual Post-Employment Benefit Description of Payout of Sick days	up to a maximum of 180 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	accrues as sick days
	Contractual Post-Employment Benefit Description of Payout of Personal days	accrues as sick days
	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
BARRI VEYTSMAN	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
JACK MARCELLUS	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$161,055
	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	06/30/25
	Contracted Number of Annual Work Days	240
	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
JACK MARCELLUS	Total Allowances Amount	\$2,420
	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	\$8,100
	Contractual Post-Employment Benefit Description of Payout of Sick days	up to max of 180 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	accrues as sick days
	Contractual Post-Employment Benefit Description of Payout of Personal days	accrues as sick 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
	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	
JAMES CORDERY	Job Title	Business Administrator
	Job Title II	CURRICULUM COORDINATOR
	Base Annual Salary Amount	\$97,658
	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
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	240
	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	\$2,420
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
JAMES CORDERY	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	\$8,100
	Contractual Post-Employment Benefit Description of Payout of Sick days	up to a maximum of 180 days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	accrues as sick days
	Contractual Post-Employment Benefit Description of Payout of Personal days	accrues as sick 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

Employee Contract List for District

Name	Category	Measure
JAMES CORDERY	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
SUSAN BACKAL	Job Title	Social Worker
	Job Title II	None Reported
	Base Annual Salary Amount	\$92,729
	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	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	200
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
	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	\$0
	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	\$8,100	
Contractual Post-Employment Benefit Description of Payout of Sick days	max of 180 days	

Employee Contract List for District

Name	Category	Measure
SUSAN BACKAL	Contractual Post-Employment Benefit Description of Payout of Vacation days	does not receive any
	Contractual Post-Employment Benefit Description of Payout of Personal days	accrues as sick 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
	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