

Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	1,198.0	1,258.0	1,192.0
On Roll Special Ed Full-Time	136.0	133.0	169.0
On Roll Subtotal	1,334.0	1,391.0	1,361.0
In Private School Placements	2.0		2.0
Sent to Other Districts Regular	494.0	462.0	494.0
Sent to Other Districts Special Ed	57.0	59.5	47.0
Received	65.0	63.0	63.0
In State Facilities	3.0	2.0	2.0

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	25,562,381	26,480,372	27,009,979
	Total Tuition	10-1300	778,692	803,658	777,397
	Transportation Fees from Other Local Education Authorities	10-1420-1440	83,626	52,000	56,000
	Unrestricted Miscellaneous Revenues	10-1XXX	118,298	39,820	39,820
	Interest Earned on Maintenance Reserve	10-1XXX	750	750	750
	Interest Earned on Capital Reserve Funds	10-1XXX	1,500	1,500	1,500
	Total Revenues from Local Sources		26,545,247	27,378,100	27,885,446
General Fund Revenues from State Sources	School Choice Aid	10-3116	462,588	478,716	534,600
	Categorical Transportation Aid	10-3121	1,445,583	1,445,583	1,445,583
	Extraordinary Aid	10-3131	361,002	0	0
	Categorical Special Education Aid	10-3132	1,280,868	1,280,868	1,280,868
	Equalization Aid	10-3176	4,307,772	3,734,201	2,564,580
	Categorical Security Aid	10-3177	179,311	179,311	179,311
	Adjustment Aid	10-3178	648,360	0	0
	Other State Aids	10-3XXX	17,980	0	0
	Total Revenues from State Sources		8,703,464	7,118,679	6,004,942
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	29,072	42,162	34,133
	Total Revenues from Federal Sources		29,072	42,162	34,133
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	977,093	987,511
	Withdrawal from Capital Reserve for Local Share	10-307	3,288,000	250,000	0
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	2,865,000
	Withdrawal from Maintenance Reserve	10-310	0	0	450,000
	Adjustment for Prior Year Encumbrances		0	2,997,345	0
	Actual Revenues (Over)/Under Expenditures		-2,079,374	0	0
General Fund Revenues	Total Operating Budget		36,486,409	38,763,379	38,227,032
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	39,069	0	0
	Total Revenues from Local Sources	20-1XXX	39,069	0	0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	137,668	161,911	129,529
	Title II	20-4451-4455	38,070	37,549	30,039
	Title IV	20-4471-4474	11,071	10,972	8,058
	I.D.E.A. Part B (Handicapped)	20-4420-4429	488,042	455,285	364,228
	CARES Act Education Stabilization Fund	20-4530	104,764	0	0
	Coronavirus Relief Fund (CRF)	20-4532	79,847	0	0
	Total Revenues from Federal Sources		859,462	665,717	531,854
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		9,951	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		908,482	665,717	531,854
All Fund Revenues	Total Revenues/Sources		37,394,891	39,429,096	38,758,886
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		37,394,891	39,429,096	38,758,886

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	7,467,021	7,865,919	7,165,902
	Special Education-Instruction	11-2XX-100-XXX	1,695,058	1,917,763	1,951,743
	Basic Skills/Remedial-Instruction	11-230-100-XXX	25,235	592,036	613,344
	Bilingual Education-Instruction	11-240-100-XXX	62,053	69,625	134,474
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	19,777	32,685	32,782
	School-Sponsored Athletics-Instruction	11-402-100-XXX	26,649	67,109	64,500
	Before/After School Programs	11-421-XXX-XXX	753	15,300	15,800
	Summer School	11-422-XXX-XXX	53,762	79,004	81,072
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	9,773,002	9,734,320	9,881,529
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	29,415	30,143	31,451
	Undistributed Expenditures-Health Services	11-000-213-XXX	252,625	249,181	252,537
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	306,625	458,670	376,614
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	616,420	879,123	811,319
	Undistributed Expenditures-Guidance	11-000-218-XXX	221,634	233,580	239,100
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	446,289	516,510	523,043
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	404,676	473,037	399,045
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	164,133	266,244	266,459
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	2,089	38,500	31,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	600,195	701,785	689,850
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	711,496	820,936	783,459
	Undistributed Expenditures-Central Services	11-000-251-XXX	343,601	402,051	395,521
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	160,673	227,593	207,374
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	2,836,557	3,162,643	2,817,113
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,830,359	2,345,084	2,486,830
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,805,237	4,757,396	4,977,881
	Total Undistributed Expenditures			22,505,026	25,296,796

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	750	750	750
	Increase In Maintenance Reserve	10-606	1,000,000	0	0
General Fund Current Expenses	Total General Current Expense		32,856,084	35,936,987	35,230,992
Capital Outlay	Equipment	12-XXX-XXX-730	125,055	506,790	3,750
	Facilities Acquisition and Construction Services	12-000-400-XXX	1,255,514	2,192,032	2,868,900
	Increase In Capital Reserve	10-604	2,154,914	0	0
	Interest Deposit to Capital Reserve	10-604	1,500	1,500	1,500
	Total Capital Outlay		3,536,983	2,700,322	2,874,150
Special School Expenses for Adult Education	Adult Education-Local-Instruction	13-602-100-XXX	120	17,800	15,500
	Total Adult Education-Local	13-602-X00-XXX	120	17,800	15,500
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	120	17,800	15,500
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	93,222	108,270	106,390
	General Fund Grand Total		36,486,409	38,763,379	38,227,032
Special Revenue Fund Expenses for Grants and Entitlements	Student Activity Fund	20-475-XXX-XXX	49,020	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	137,668	161,911	129,529
	Title II	20-XXX-XXX-XXX	38,070	37,549	30,039
	Title IV	20-XXX-XXX-XXX	11,071	10,972	8,058
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	488,042	455,285	364,228
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	104,764	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	79,847	0	0
	Total Federal Projects	20-XXX-XXX-XXX	859,462	665,717	531,854
Special Revenue Fund Expenses	Total Special Revenue Funds		908,482	665,717	531,854
All Fund Expenses	Total Expenditures/Appropriations		37,394,891	39,429,096	38,758,886
Expenses Net of Transfers	Total Expenditures Net of Transfers		37,394,891	39,429,096	38,758,886

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	921,669	1,714,245	1,440,152	1,430,641
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	4,607,897	3,476,311	3,452,811	589,311
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	1,420,000	2,420,750	2,546,500	2,097,250
	Legal Reserve	1,950,000	1,953,000	978,000	0
	Unemployment Fund	109,203	70,182	70,182	70,182
	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 Special Revenue Fund	Student Activity Fund	122,557	112,606	112,606	112,606
	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	\$14,338	\$15,001	\$17,865	\$17,275	\$16,885
Total Classroom Instruction	\$8,190	\$8,813	\$10,558	\$9,905	\$9,776
Classroom-Salaries and Benefits	\$7,917	\$8,597	\$9,937	\$9,134	\$9,341
Classroom-General Supplies and Textbooks	\$216	\$162	\$447	\$613	\$324
Classroom-Purchased Services	\$57	\$54	\$174	\$158	\$110
Total Support Services	\$2,208	\$2,173	\$2,878	\$2,772	\$2,679
Support Services-Salaries and Benefits	\$1,730	\$1,625	\$2,019	\$1,988	\$1,989
Total Administrative Costs	\$1,584	\$1,642	\$1,889	\$1,918	\$1,917
Administration Salaries and Benefits	\$1,292	\$1,327	\$1,437	\$1,446	\$1,482
Total Operations and Maintenance of Plant	\$2,262	\$2,296	\$2,387	\$2,538	\$2,366
Operations and Maintenance-Salaries and Benefits	\$817	\$871	\$1,032	\$998	\$1,104
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$57	\$42	\$94	\$91	\$93
Total Equipment Costs	\$51	\$93	\$73	\$367	\$3
Legal Costs	\$24	\$37	\$54	\$64	\$60
Employee Benefits as a percentage of salaries*	26.38%	28.79%	33.68%	33.13%	34.92%

*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)
Insurance Coverages and Benefits	Member of the Atlantic/Cape Joint Insurance Fund	0
	Member of the Southern Coastal Regional Employees Benefit Fund	0
Municipal/Public Works	Township conducts small repairs & oil changes to maintenance department vehicles	0
	Township handles snow removal, trash pickup, and maintenance of large athletic fields	0
	District staffs the schools on nights and weekends for use of facilities through the Township Recreation Department	0
	Township conducts small renovation projects	0
Professional Staff Development	Participation in county wide professional development programs	0
Purchasing	Member of the ACES program for the purchase of electric and gas	0
	Member of cooperative with local school districts for the purchase of electrical and HVAC contracting services	0
	Member of Education Services Commission for purchase of supplies	0
Staffing - Other	Employ BCBA shared with local district 3 days per week	0
Transportation Services, including Fuel	Utilize Township fuel pump to fuel District vehicles	0
	Utilize County fuel pump to fuel District vehicles	0
	Jointures established with surrounding school districts to transport choice students	0
	Jointures established with surrounding school districts to transport special education students	0
	Jointures established with non-operating school district to transport students	0
	Township mechanic makes minor repairs to transportation/maintenance vehicles	0

Estimated Tax Rates

Municipality	Category	Amount
Upper Township	(A) General Fund School Levy	27,009,979
	(D) Total School Levy	27,009,979
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	1,878,392,400
	(H) Estimated Equalized Valuation (as of 10/01/21)	2,181,640,418
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.4379
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.4379
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.2381
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.2381

Employee Contract List for District

Name	Category	Measure
Allen Matthews	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	B&G Supervisor
	Base Annual Salary Amount	\$96,723
	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	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	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	105
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$3,085
	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	\$744
	Contractual Post-Employment Benefit Description of Payout of Sick days	Not eligible - Needs 12 years of service
	Contractual Post-Employment Benefit Description of Payout of Vacation days	2 days @ per diem
	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	

Employee Contract List for District

Name	Category	Measure
Allen Matthews	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$5,000
	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	Health insurance waiver
	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
Glen Stewart	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Tech Supervisor
	Base Annual Salary Amount	\$98,483
	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	07/01/21
	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	2
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	105
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Glen Stewart	Total Allowances Amount	\$7,161
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$812
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$16,439
	Contractual Post-Employment Benefit Description of Payout of Sick days	269.5 x \$50/day; \$10,000 max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	17 @ per diem
	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
	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	
Laurie A Ryan	Job Title	Business Administrator
	Job Title II	N/A
	Base Annual Salary Amount	\$127,500
	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
Laurie A Ryan	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	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	4
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	105
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$5,431
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,062
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$23,844
	Contractual Post-Employment Benefit Description of Payout of Sick days	40% of days x per diem; Not to exceed \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	20.5 days @ per diem
	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	\$2,500
	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	Board contribution towards health benefits
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported	

Employee Contract List for District

Name	Category	Measure
Laurie A Ryan	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
Vincent J Palmieri Jr	Job Title	Superintendent
	Job Title II	N/A
	Base Annual Salary Amount	\$173,083
	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	06/30/23
	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	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	105
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$6,094
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,562
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$37,634
Contractual Post-Employment Benefit Description of Payout of Sick days	\$100/day; not to exceed \$15,000	

Employee Contract List for District

Name	Category	Measure
Vincent J Palmieri Jr	Contractual Post-Employment Benefit Description of Payout of Vacation days	34 @ per diem
	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	\$5,500
	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	Board reimbursement toward medical
	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