

Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	374.0	351.0	364.0
On Roll Special Ed Full-Time	70.0	68.0	60.0
On Roll Subtotal	444.0	419.0	424.0
In Private School Placements	6.0	2.0	6.0
Sent to Other Districts Regular	168.5	162.0	168.0
Sent to Other Districts Special Ed	29.0	32.0	24.0
Received	8.0	6.0	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	13,903,600	14,267,269	14,552,614
	Total Tuition	10-1300	80,161	20,000	15,000
	Unrestricted Miscellaneous Revenues	10-1XXX	243,299	8,000	5,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	50	50
	Interest Earned on Capital Reserve Funds	10-1XXX	0	50	50
	Total Revenues from Local Sources		14,227,060	14,295,369	14,572,714
General Fund Revenues from State Sources	School Choice Aid	10-3116	54,284	41,544	56,532
	Categorical Transportation Aid	10-3121	542,672	542,672	542,672
	Extraordinary Aid	10-3131	187,452	0	0
	Categorical Special Education Aid	10-3132	532,625	532,625	532,625
	Equalization Aid	10-3176	28,208	28,208	28,208
	Categorical Security Aid	10-3177	61,429	61,429	61,429
	Adjustment Aid	10-3178	663,769	390,857	144,236
	Other State Aids	10-3XXX	20,657	0	0
	Total Revenues from State Sources		2,091,096	1,597,335	1,365,702
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	780,591	570,762
	Withdrawal from Capital Reserve for Local Share	10-307	0	995,000	935,000
	Withdrawal from Maintenance Reserve	10-310	0	143,900	60,000
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	398,000	347,000
	Actual Revenues (Over)/Under Expenditures		-1,127,443	0	0
General Fund Revenues	Total Operating Budget		15,190,713	18,210,195	17,851,178
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	2,532	30,000	33,000
	Other Revenue from Local Sources	20-1XXX	4,209	0	0
	Total Revenues from Local Sources	20-1XXX	6,741	30,000	33,000
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	28,249	41,745	35,402
	Title II	20-4451-4455	9,266	9,679	7,677
	Title IV	20-4471-4474	8,418	8,000	8,000
	Arp-Idea Preschool	20-4409	6,834	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	151,026	126,288	124,430

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	CARES Act Education Stabilization Fund	20-4530	38,592	0	0
	Coronavirus Relief Fund (CRF)	20-4532	24,966	0	0
	Total Revenues from Federal Sources		267,351	185,712	175,509
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		3,470	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		277,562	215,712	208,509
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	773,739	768,712	740,493
	Total Revenues from Local Sources		773,739	768,712	740,493
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	191,811	189,838	189,507
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		965,550	958,550	930,000
Debt Service Fund Revenues	Total Repayment of Debt		965,550	958,550	930,000
All Fund Revenues	Total Revenues/Sources		16,433,825	19,384,457	18,989,687
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		16,433,825	19,384,457	18,989,687

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	2,342,249	2,664,332	2,985,699
	Special Education-Instruction	11-2XX-100-XXX	1,441,045	1,671,077	1,306,364
	Basic Skills/Remedial-Instruction	11-230-100-XXX	197,419	130,311	138,482
	Bilingual Education-Instruction	11-240-100-XXX	12,115	58,351	62,166
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	48,229	72,570	109,782
	School-Sponsored Athletics-Instruction	11-402-100-XXX	2,119	41,600	33,900
	Summer School	11-422-XXX-XXX	58,365	76,030	101,830
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	4,124,983	4,203,314	4,036,365
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	123,967	134,642	145,180
	Undistributed Expenditures-Health Services	11-000-213-XXX	199,167	206,065	174,069
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	166,477	199,802	201,158
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	173,743	193,879	446,570
	Undistributed Expenditures-Guidance	11-000-218-XXX	232,472	245,282	249,071
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	316,303	321,273	330,375
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	131,113	319,695	218,306
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	156,225	231,895	259,457
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	6,461	65,700	46,518
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	340,983	283,269	273,741
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	244,795	237,977	251,961
	Undistributed Expenditures-Central Services	11-000-251-XXX	213,333	202,251	233,033
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	134,501	88,955	83,585
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,198,022	1,906,272	1,702,490
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	947,828	1,388,465	1,357,492
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,671,589	2,126,387	2,023,858
	Undistributed Expenditures-Food Services	11-000-310-930	10,000	0	0
	Total Undistributed Expenditures		10,391,962	12,355,123	12,033,229
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	50	50
General Fund Current Expenses	Total General Current Expense		14,493,503	17,069,444	16,771,502

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	0	5,000	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	525,377	1,031,039	971,039
	Interest Deposit to Capital Reserve	10-604	0	50	50
	Total Capital Outlay		525,377	1,036,089	971,089
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	171,833	104,662	108,587
	General Fund Grand Total		15,190,713	18,210,195	17,851,178
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	4,209	0	0
	Student Activity Fund	20-475-XXX-XXX	6,002	30,000	33,000
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	28,249	41,745	35,402
	Title II	20-XXX-XXX-XXX	9,266	9,679	7,677
	Title IV	20-XXX-XXX-XXX	8,418	8,000	8,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	151,026	126,288	124,430
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	6,834	0	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	38,592	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	24,966	0	0
	Total Federal Projects	20-XXX-XXX-XXX	267,351	185,712	175,509
Special Revenue Fund Expenses	Total Special Revenue Funds		277,562	215,712	208,509
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	965,550	958,550	930,000
	Total Debt Service Funds		965,550	958,550	930,000
All Fund Expenses	Total Expenditures/Appropriations		16,433,825	19,384,457	18,989,687
Expenses Net of Transfers	Total Expenditures Net of Transfers		16,433,825	19,384,457	18,989,687

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	469,888	800,370	728,408	728,408
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,146,471	2,006,621	1,211,671	276,721
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	412,416	281,968	138,118	78,168
	Legal Reserve	1,631,094	1,351,353	570,762	0
	Unemployment Fund	40,461	40,461	40,461	40,461
	Tuition Reserve	398,000	745,000	347,000	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	33,605	30,135	30,135	30,135
	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	\$20,430	\$21,263	\$25,898	\$27,791	\$27,154
Total Classroom Instruction	\$11,852	\$11,397	\$13,348	\$14,298	\$13,774
Classroom-Salaries and Benefits	\$11,266	\$10,893	\$12,467	\$13,381	\$12,872
Classroom-General Supplies and Textbooks	\$457	\$399	\$754	\$805	\$745
Classroom-Purchased Services	\$129	\$105	\$128	\$112	\$157
Total Support Services	\$3,573	\$4,159	\$5,292	\$5,652	\$6,069
Support Services-Salaries and Benefits	\$2,803	\$3,675	\$4,036	\$4,267	\$5,166
Total Administrative Costs	\$2,441	\$2,511	\$2,419	\$2,479	\$2,477
Administration Salaries and Benefits	\$1,584	\$1,950	\$2,024	\$2,169	\$2,137
Total Operations and Maintenance of Plant	\$2,241	\$2,947	\$4,458	\$4,954	\$4,364
Operations and Maintenance-Salaries and Benefits	\$1,034	\$1,176	\$1,348	\$1,434	\$1,377
Board Contribution to Food Services	\$67	\$23	\$0	\$0	\$0
Total Extracurricular Costs	\$206	\$141	\$323	\$346	\$421
Total Equipment Costs	\$0	\$0	\$11	\$12	\$0
Legal Costs	\$160	\$78	\$23	\$38	\$24
Employee Benefits as a percentage of salaries*	27.13%	26.08%	30.87%	30.91%	27.91%

\*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)
Nursing Services	Nursing Services contracted by private providers (Bayada, Best Choice etc.) for multiple students as per their I.E.P	0
Purchasing	Ed-Data	0
	Middlesex Regional Educational Services Commission, Hunterdon County Regional Cooperative, Morris County Cooperative	0
	ACT, ACES	0
Special Education Services	Physical Therapists, Occupational Therapists and Speech services are provided through private providers and/or the Sussex County Regional Cooperative, J&B Therapy	0
Transportation Services, including Fuel	Sussex County Regional Cooperative provides various Special Education route for the district.	0



Estimated Tax Rates

Municipality	Category	Amount
Andover Borough	(A) General Fund School Levy	1,177,369
	(D) Total School Levy	1,238,933
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	67,156,800
	(H) Estimated Equalized Valuation (as of 10/01/21)	74,387,240
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.7532
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.8448
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.5828
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.6655
Andover Township	(A) General Fund School Levy	13,232,572
	(D) Total School Levy	13,925,621
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	652,656,444
	(H) Estimated Equalized Valuation (as of 10/01/21)	786,711,866
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	2.0275
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	2.1337
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.6820
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.7701

Employee Contract List for District

Name	Category	Measure
Dr. Clifford Burns	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$165,000
	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	07/01/21
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$8,600
	Total Bonuses Amount	\$5,646
	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	\$25,430
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$15,000 Max upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout of accumulated and current days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Convert to sick days at end of year for payout
	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
Dr. Clifford Burns	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
Joseph DeLuca	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$88,364
	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	13
	Contracted Number of Annual Personal Days	7
	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
Joseph DeLuca	Total Allowances Amount	\$4,000
	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	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,476
	Contractual Post-Employment Benefit Description of Payout of Sick days	Reimbursement upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon separation from employment
	Contractual Post-Employment Benefit Description of Payout of Personal days	Turn into 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
Nicole Sylvester	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$113,033
	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
Nicole Sylvester	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	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$5,100
	Total Bonuses Amount	\$2,261
	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	\$30,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon separation of employment
	Contractual Post-Employment Benefit Description of Payout of Personal days	Convert to 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
Nicole Sylvester	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
Richard Medwin	Job Title	Other
	Job Title II	B&G Supervisor
	Base Annual Salary Amount	\$85,000
	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	07/01/21
	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	6
	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	\$2,500
	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	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,129
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement

Employee Contract List for District

Name	Category	Measure
Richard Medwin	Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon separation
	Contractual Post-Employment Benefit Description of Payout of Personal days	Convert to 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