

Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	304.0	301.0	301.0
On Roll Special Ed Full-Time	61.0	56.0	60.0
On Roll Subtotal	365.0	357.0	361.0
In Private School Placements	7.0	10.0	7.0
Sent to Other Districts Regular	67.0	78.0	78.0
Sent to Other Districts Special Ed	52.0	54.0	53.0
Received	2.0	1.0	1.0
In State Facilities	1.0	2.0	2.0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	6,675,848	6,879,260	7,125,675
	Total Tuition	10-1300	23,684	0	64,500
	Rents and Royalties	10-1910	27,528	27,300	27,300
	Unrestricted Miscellaneous Revenues	10-1XXX	165,932	6,000	33,763
	Interest Earned on Capital Reserve Funds	10-1XXX	256	500	500
	Total Revenues from Local Sources		6,893,248	6,913,060	7,251,738
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	48,300	48,300	48,300
	Extraordinary Aid	10-3131	316,851	85,884	121,941
	Categorical Special Education Aid	10-3132	341,376	341,376	424,961
	Equalization Aid	10-3176	2,405,243	2,216,821	2,216,821
	Categorical Security Aid	10-3177	25,925	25,925	25,925
	Other State Aids	10-3XXX	11,020	219,200	0
	State Reimbursements from Securing Our Childrens Future Bond Act	10-3256	22,080	0	0
	Total Revenues from State Sources		3,170,795	2,937,506	2,837,948
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	20,228	19,169
	Total Revenues from Federal Sources		0	20,228	19,169
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	424,831	1,442,116	1,381,898
	Adjustment for Prior Year Encumbrances		0	5,667	0
	Actual Revenues (Over)/Under Expenditures		-844,022	0	0
General Fund Revenues	Total Operating Budget		9,644,852	11,318,577	11,490,753
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	13,688	9	0
	Scholarship Fund Revenue	20-1770	1	1	0
	Total Revenues from Local Sources	20-1XXX	13,689	10	0
Special Revenue Fund Revenues from State Sources	Sda Emergent Needs and Capital Maintenance In School Districts	20-3257	0	17,809	0
	Other Restricted Entitlements	20-32XX	9,454	0	0
	Total Revenues from State Sources		9,454	17,809	0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	76,428	79,155	79,155
	Title II	20-4451-4455	10,454	8,886	8,886
	Title IV	20-4471-4474	7,081	12,919	12,919
	Arp-Idea Preschool	20-4409	1,718	0	0
	Arp-Idea Basic	20-4419	20,207	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	138,041	136,336	117,287
	Arp-ESSER	20-4540	165,219	0	0
	CRRSA Act-ESSER II	20-4534	284,981	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	3,029	0	0
	CRRSA Act-Mental Health Grant	20-4536	37,830	0	0
	Total Revenues from Federal Sources			744,988	237,296
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-789	1,091	0
	Actual Revenues (Over)/Under Expenditures-Scholarship Fund		199	199	0
Special Revenue Fund Revenues	Total Grants and Entitlements		767,541	256,405	218,247
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	546,987	555,812	555,807
	Total Revenues from Local Sources		546,987	555,812	555,807
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	0
	Total Local Repayment of Debt		546,987	555,813	555,807
	Actual Revenues (Over)/Under Expenditures		1	0	0
Debt Service Fund Revenues	Total Repayment of Debt		546,988	555,813	555,807
All Fund Revenues	Total Revenues/Sources		10,959,381	12,130,795	12,264,807
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		10,959,381	12,130,795	12,264,807

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	1,821,543	1,888,173	2,065,208
	Special Education-Instruction	11-2XX-100-XXX	526,727	561,067	718,354
	Basic Skills/Remedial-Instruction	11-230-100-XXX	34,002	40,303	36,904
	Bilingual Education-Instruction	11-240-100-XXX	23,062	40,100	41,511
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	4,986	20,348	21,542
	School-Sponsored Athletics-Instruction	11-402-100-XXX	0	6,700	6,700
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	3,613,247	3,912,448	3,662,026
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	19,616	19,831	20,876
	Undistributed Expenditures-Health Services	11-000-213-XXX	160,237	164,350	165,290
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	126,506	77,384	100,678
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	259,982	641,001	585,700
	Undistributed Expenditures-Guidance	11-000-218-XXX	62,376	64,748	91,007
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	233,570	256,475	271,287
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	82,634	76,697	87,849
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	61,738	64,170	66,172
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	0	500	250
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	229,836	246,845	243,343
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	270,493	241,148	249,230
	Undistributed Expenditures-Central Services	11-000-251-XXX	119,898	113,404	100,310
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	64,060	72,165	64,093
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	372,299	680,677	713,577
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	516,568	764,640	665,492
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	858,170	1,073,444	1,397,197
	Total Undistributed Expenditures			7,051,230	8,469,927
General Fund Current Expenses	Total General Current Expense		9,461,550	11,026,618	11,374,596

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	9,974	140,520	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	76,533	45,886	45,886
	Interest Deposit to Capital Reserve	10-604	256	500	500
	Total Capital Outlay		86,763	186,906	46,386
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	96,539	105,053	69,771
	General Fund Grand Total		9,644,852	11,318,577	11,490,753
Special Revenue Fund Expenses for Grants and Entitlements	Student Activity Fund	20-475-XXX-XXX	12,899	1,100	0
	Scholarship Fund	20-476-XXX-XXX	200	200	0
Special Revenue Fund Expenses for Other State Projects	Sda Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	0	17,809	0
	Other	20-XXX-XXX-XXX	9,454	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	9,454	17,809	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	76,428	79,155	79,155
	Title II	20-XXX-XXX-XXX	10,454	8,886	8,886
	Title IV	20-XXX-XXX-XXX	7,081	12,919	12,919
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	138,041	136,336	117,287
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	20,207	0	0
	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	1,718	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	284,981	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	3,029	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	37,830	0	0
	Arp ESSER Grant Program	20-487-xxx-xxx	165,219	0	0
	Total Federal Projects	20-XXX-XXX-XXX	744,988	237,296	218,247
Special Revenue Fund Expenses	Total Special Revenue Funds		767,541	256,405	218,247
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	546,988	555,813	555,807
	Total Debt Service Funds		546,988	555,813	555,807
All Fund Expenses	Total Expenditures/Appropriations		10,959,381	12,130,795	12,264,807
Expenses Net of Transfers	Total Expenditures Net of Transfers		10,959,381	12,130,795	12,264,807

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2021	Audited Balance 06/30/2022	Estimated Balance 06/30/2023	Estimated Balance 06/30/2024
Unrestricted	General Operating Budget	578,744	693,655	693,655	0
	Repayment of Debt	2	1	0	0
Restricted for General Operating Budget	Capital Reserve	433,394	433,650	434,150	434,650
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	1,824,400	2,130,359	688,243	0
	Unemployment Fund	0	0	0	0
	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	18,748	19,537	18,446	18,446
	Scholarship Fund	1,917	1,718	1,519	1,519
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2020-21 Actual Costs	2021-22 Actual Costs	2022-23 Original Budget	2022-23 Revised Budget	2023-24 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$13,689	\$14,548	\$17,974	\$18,038	\$19,795
Total Classroom Instruction	\$7,488	\$8,146	\$9,663	\$9,107	\$10,628
Classroom-Salaries and Benefits	\$7,207	\$7,708	\$9,235	\$8,563	\$9,935
Classroom-General Supplies and Textbooks	\$26	\$138	\$56	\$56	\$295
Classroom-Purchased Services	\$255	\$299	\$371	\$488	\$398
Total Support Services	\$2,469	\$3,069	\$3,744	\$4,248	\$4,381
Support Services-Salaries and Benefits	\$1,645	\$1,568	\$1,797	\$1,647	\$1,840
Total Administrative Costs	\$2,093	\$2,211	\$2,092	\$2,287	\$2,272
Administration Salaries and Benefits	\$1,385	\$1,674	\$1,455	\$1,667	\$1,637
Total Operations and Maintenance of Plant	\$1,631	\$1,099	\$2,351	\$2,208	\$2,343
Operations and Maintenance-Salaries and Benefits	\$1,029	\$405	\$1,261	\$1,222	\$1,298
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$17	\$94	\$93	\$99
Total Equipment Costs	\$0	\$27	\$0	\$399	\$0
Legal Costs	\$110	\$92	\$87	\$85	\$98
Employee Benefits as a percentage of salaries*	32.55%	25.83%	30.71%	28.91%	35.24%

*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 2022-23 revised appropriations and the 2023-24 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	Participate in BCIP JIF to pool resources to maintain low insurance rates for Property, Workers Compensation, Auto, Professional and General Liability	0
	Utilize State Health Benefit Plan for Health and Prescription Benefits	0
Others	District leases space to Township Public Library	0
Purchasing	Cooperative Purchasing with Educational Data Services, Hunterdon County ESC, Camden County ESC, and ESCNJ	0
	Participate in ACES program	0
Special Education Services	OT/PT Services with Burlington County ESU	0
Technology Services	Utilize State Health Benefit Plan for Health and Prescription Benefits	0
Transportation Services, including Fuel	Transportation Services provided by Moorestown Township Board of Education	0
	Special Education transportation services with ESU	0
	Special Education transportation jointures with local BOE	0

Estimated Tax Rates

Municipality	Category	Amount
Delanco Township	(A) General Fund School Levy	7,200,873
	(D) Total School Levy	7,756,680
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	415,959,886
	(H) Estimated Equalized Valuation (as of 10/01/22)	526,998,439
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.7311
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.8648
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.3664
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.4719

Employee Contract List for District

Name	Category	Measure
Barry Saide	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$118,623
	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	10
	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	\$1,145
	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	\$3,451
	Contractual Post-Employment Benefit Description of Payout of Sick days	0.2 * Per Diem * # Days
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem * # Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	0.2 * Per Diem * # 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
Barry Saide	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
Daniel Rath	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$70,000
	Full-Time Equivalent (FTE)	0.8
	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	01/01/23
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	208
	Contracted Number of Annual Vacation Days	12
	Contracted Number of Annual Sick Days	7
	Contracted Number of Annual Personal Days	2
	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
Daniel Rath	Total Allowances Amount	\$2,670
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$8,654
	Contractual Post-Employment Benefit Description of Payout of Sick days	none
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem * # Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Per Diem * # 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	
Joseph Mersinger	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$143,000
	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
Joseph Mersinger	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	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	15
	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	\$4,838
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,331
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$28,829
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum Amount per Statute
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem * # Days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Per Diem * # 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
Joseph Mersinger	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
Timothy Allen	Job Title	Other
	Job Title II	Facilities Director
	Base Annual Salary Amount	\$77,312
	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	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	\$525
	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	\$10,034
Contractual Post-Employment Benefit Description of Payout of Sick days	per diem	

Employee Contract List for District

Name	Category	Measure
Timothy Allen	Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	none
	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