#### Burlington Palmyra Boro Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	837.0	846.0	882.0
On Roll Special Ed Full-Time	137.0	142.0	192.0
On Roll Subtotal	974.0	988.0	1,074.0
In Private School Placements	6.0	7.0	0.0
Sent to Other Districts Regular	3.0	2.0	23.0
Sent to Other Districts Special Ed	15.0	19.0	35.0
Received	138.0	120.0	130.0
In State Facilities	0.0	0.0	1.0

#### Burlington Palmyra Boro Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Local Tax Levy	10-1210	10,127,361	10,505,782	10,715,898
	Total Tuition	10-1300	2,059,314	2,275,909	1,910,096
	Unrestricted Miscellaneous Revenues	10-1XXX	102,941	25,000	25,000
General Fund Revenues from Local Sources	Interest Earned on Maintenance Reserve	10-1XXX	5,790	5,933	5,000
General Fund Revenues from Local Godices	Interest Earned on Capital Reserve Funds	10-1XXX	3,528	4,301	5,000
	Other Restricted Miscellaneous Revenues	10-1XXX	436	0	0
	Total Revenues from Local Sources		12,299,370	12,816,925	12,660,994
	Categorical Transportation Aid	10-3121	97,770	97,770	97,770
	Extraordinary Aid	10-3131	301,343	0	0
	Categorical Special Education Aid	10-3132	741,300	696,197	696,197
0	Equalization Aid	10-3176	4,156,476	5,362,445	5,983,292
General Fund Revenues from State Sources	Categorical Security Aid	10-3177	218,608	218,608	218,608
	Adjustment Aid	10-3178	102,575	102,575	102,575
	Other State Aids	10-3XXX	193,230	193,230	0
	Total Revenues from State Sources		5,811,302	6,670,825	7,098,442
	Medicaid Reimbursement	10-4200	3,955	31,532	32,692
General Fund Revenues from Federal Sources	Ffcra/SEMI and ARRA/SEMI Revenue	10-4210	11,730	0	0
	Total Revenues from Federal Sources		15,685	31,532	32,692
0	Budgeted Fund Balance-Operating Budget	10-303	0	1,139,578	2,189,829
General Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures		-550,338	0	0
General Fund Revenues	Total Operating Budget		17,576,019	20,658,860	21,981,957
	Student Activity Fund Revenue	20-1760	158,213	10,000	186,000
Special Revenue Fund Revenues from Local Sources	Scholarship Fund Revenue	20-1770	3,914	5,000	0
•	Total Revenues from Local Sources	20-1XXX	162,127	15,000	186,000
0	Preschool Education Aid	20-3218	0	0	1,465,914
Special Revenue Fund Revenues from State Sources	Total Revenues from State Sources		0	0	1,465,914

#### Burlington Palmyra Boro Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Title I	20-4411-4416	214,765	157,000	140,626
	Title II	20-4451-4455	18,466	23,100	19,496
	Title IV	20-4471-4474	12,445	13,171	13,072
	Arp-Idea Preschool	20-4409	1,225	0	0
	Arp-Idea Basic	20-4419	45,609	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	274,924	249,473	264,748
	Arp ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	78,700	39,350
Special Revenue Fund Revenues from Federal Sources	Arp ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	40,000	0
	Arp ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	40,000	0
	Arp ESSER Subgrant-New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Gra	20-4544	0	88,501	0
	Arp-ESSER	20-4540	0	1,609,240	771,374
	CRRSA Act-ESSER II	20-4534	635,005	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	37,660	0	0
	CRRSA Act-Mental Health Grant	20-4536	42,320	0	0
	Total Revenues from Federal Sources		1,282,419	2,299,185	1,248,666
	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	58,056
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-17,577	0	0
	Actual Revenues (Over)/Under Expenditures-Scholarship Fund		4,700	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		1,431,669	2,314,185	2,958,636
Dobt Comice Fund Devenues from Lead Courses	Local Tax Levy	40-1210	584,560	702,407	684,703
Debt Service Fund Revenues from Local Sources	Total Revenues from Local Sources		584,560	702,407	684,703
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	89,065	107,018	104,322
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		673,625	809,425	789,025
Debt Service Fund Revenues	Total Repayment of Debt		673,625	809,425	789,025
All Fund Revenues	Total Revenues/Sources		19,681,313	23,782,470	25,729,618
Davision Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	58,056
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		19,681,313	23,782,470	25,671,562

### Burlington Palmyra Boro Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	4,911,947	5,516,956	5,940,634
General Fund Current Expenses for Instruction	Special Education-Instruction	11-2XX-100-XXX	1,159,177	1,284,357	1,237,412
	Basic Skills/Remedial-Instruction	11-230-100-XXX	172,001	203,622	141,148
	Bilingual Education-Instruction	11-240-100-XXX	80,417	85,617	89,517
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	64,638	75,300	79,100
	School-Sponsored Athletics-Instruction	11-402-100-XXX	444,494	523,237	516,516
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,721,901	2,523,562	2,387,067
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	132,096	151,249	161,981
	Undistributed Expenditures-Health Services	11-000-213-XXX	199,847	198,906	175,969
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	202,997	247,460	255,570
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	157,972	239,410	236,100
	Undistributed Expenditures-Guidance	11-000-218-XXX	305,536	370,253	385,960
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	475,916	521,517	358,565
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	208,762	184,554	213,687
General Fund Current Expenses for Support Services	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	290,052	336,799	372,548
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	356,855	360,260	384,857
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	562,394	562,904	577,883
	Undistributed Expenditures-Central Services	11-000-251-XXX	311,598	318,123	303,077
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	126,915	121,364	142,937
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,691,002	2,242,980	2,267,011
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	510,861	718,250	682,499
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,404,256	3,725,790	3,824,907
	Total Undistributed Expenditures		10,658,960	12,823,381	12,730,618
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	5,933	5,000
General Fund Current Expenses	Total General Current Expense		17,491,634	20,518,403	20,739,945

# Burlington Palmyra Boro Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Equipment	12-XXX-XXX-730	10,208	45,290	11,999
	Facilities Acquisition and Construction Services	12-000-400-XXX	3,043	3,043	138,043
Capital Outlay	Increase In Capital Reserve	10-604	0	0	1,000,000
	Interest Deposit to Capital Reserve	10-604	0	4,301	5,000
	Total Capital Outlay		13,251	52,634	1,155,042
Constal Fund Fundance and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	71,134	87,823	86,970
General Fund Expenses and Transfers	General Fund Grand Total		17,576,019	20,658,860	21,981,957
Special Revenue Fund Expenses for Grants and	Student Activity Fund	20-475-XXX-XXX	140,636	10,000	186,000
Entitlements	Scholarship Fund	20-476-XXX-XXX	8,614	5,000	0
	Preschool Education Aid Instruction	20-218-100-XXX	0	0	875,496
Special Revenue Fund Expenses for Preschool	Support Services	20-218-200-XXX	0	0	623,223
Education Aid	Facility Acquisition and Construction Services	20-218-400-XXX	0	0	25,251
	Total Preschool Education Aid	20-218-XXX-XXX	0	0	1,523,970
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	0	0	1,523,970
	Title I	20-XXX-XXX-XXX	214,765	157,000	140,626
	Title II	20-XXX-XXX-XXX	18,466	23,100	19,496
	Title IV	20-XXX-XXX-XXX	12,445	13,171	13,072
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	274,924	249,473	264,748
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	45,609	0	0
	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	1,225	0	0
Special Revenue Fund Expenses for Federal Projects	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	635,005	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	37,660	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	42,320	0	0
	Arp ESSER Grant Program	20-487-xxx-xxx	0	1,609,240	771,374
	Arp ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	78,700	39,350
	Arp ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	40,000	0
	Arp ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	0

# Burlington Palmyra Boro Advertised Appropriations

Budget Category	Description		2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Expenses for Federal Projects	Arp ESSER Subgrant New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	88,501	0
	Total Federal Projects	20-XXX-XXX-XXX	1,282,419	2,299,185	1,248,666
Special Revenue Fund Expenses	Total Special Revenue Funds		1,431,669	2,314,185	2,958,636
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	673,625	809,425	789,025
Debt Service Fund Expenses	Total Debt Service Funds		673,625	809,425	789,025
All Fund Expenses	Total Expenditures/Appropriations		19,681,313	23,782,470	25,729,618
Evenese Net of Transfere	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	0	58,056
Expenses Net of Transfers	Total Expenditures Net of Transfers		19,681,313	23,782,470	25,671,562

# Burlington Palmyra Boro 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	871,404	1,230,580	1,194,768	413,177
Offiestricted	Repayment of Debt	0	0	0	0
	Capital Reserve	1,127,792	1,131,320	1,135,621	2,140,621
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	1,394,108	1,399,898	1,405,831	1,410,831
	Legal Reserve	2,349,348	2,512,004	1,408,238	0
Restricted for General Operating Budget	Unemployment Fund	200,642	219,830	219,830	219,830
	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
Destricted for Occasiol Description	Student Activity Fund	91,522	109,099	109,099	109,099
Restricted for Special Revenue Fund	Scholarship Fund	77,714	73,014	73,014	73,014
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0

Burlington Palmyra Boro
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	\$15,528	\$15,660	\$17,712	\$17,551	\$17,890
Total Classroom Instruction	\$8,324	\$8,602	\$9,725	\$9,540	\$10,081
Classroom-Salaries and Benefits	\$7,733	\$8,104	\$8,848	\$8,847	\$8,501
Classroom-General Supplies and Textbooks	\$183	\$235	\$202	\$181	\$745
Classroom-Purchased Services	\$408	\$264	\$675	\$512	\$835
Total Support Services	\$2,600	\$2,565	\$2,725	\$2,856	\$2,938
Support Services-Salaries and Benefits	\$2,219	\$2,072	\$2,188	\$2,159	\$2,290
Total Administrative Costs	\$1,657	\$1,809	\$1,843	\$1,810	\$1,748
Administration Salaries and Benefits	\$1,418	\$1,595	\$1,641	\$1,613	\$1,532
Total Operations and Maintenance of Plant	\$2,019	\$1,985	\$2,605	\$2,542	\$2,380
Operations and Maintenance-Salaries and Benefits	\$867	\$956	\$1,011	\$995	\$920
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$700	\$678	\$787	\$774	\$714
Total Equipment Costs	\$640	\$10	\$43	\$46	\$35
Legal Costs	\$41	\$26	\$26	\$25	\$23
Employee Benefits as a percentage of salaries*	32.68%	35.27%	35.43%	35.84%	38.85%

<sup>\*</sup>Does not include pension and social security paid by the State on-behalf of the district.

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.

<sup>\*\*</sup>Federal and State funds in the blended resource school-based budgets.

### Burlington Palmyra Boro Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	SAIF	0
Municipal/Public Works	Palmyra Borough	0
Purchasing	ACES (energy consortium)	0
Recycling	Palmyra Borough	0
Special Education Services	BCSSD, Edgewater Park Public Schools, Cinnaminson Public Schools, Burlington Township Public Schools, Haddon Heights Public Schools	0
Transportation Services, including Fuel	Cinnaminson Public Schools, BCSSSD, Pennsauken Public Schools	0

### Burlington Palmyra Boro Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	10,715,898
	(D) Total School Levy	11,400,601
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	479,125,030
Delma me Demayark	(H) Estimated Equalized Valuation (as of 10/01/22)	631,591,101
Palmyra Borough	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	2.2366
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	2.3795
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.6967
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.8051

Name	Category	Measure
	Job Title	Superintendent
	Job Title II	NA
	Base Annual Salary Amount	\$179,753
	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	06/30/27
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
Brian J. McBride	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	\$2,607
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,265
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,691
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum paid only upon valid retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum per diem times # of days
	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

Name	Category	Measure
	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
Brian J. McBride	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
	Job Title	Business Administrator
	Job Title II	NA
	Base Annual Salary Amount	\$122,000
	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
Jared M. Toscano	Member of Collective Bargaining Unit (CBU)?	N
Jared W. Toscario	Beginning Date of Contract	01/01/23
	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	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

Name	Category	Measure
Jared M. Toscano	Total Allowances Amount	\$1,375
	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	\$15,469
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum paid upon valid retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum per diem times # of days
	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
Ronald Holt	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	NA
	Base Annual Salary Amount	\$83,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

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	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	\$350
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Ronald Holt	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	\$15,319
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum paid upon valid retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum per diem times number of days
	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

Name	Category	Measure
Ronald Holt	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