

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	224.0	216.0	219.0
On Roll Special Ed Full-Time	29.0	28.0	32.0
On Roll Subtotal	253.0	244.0	251.0
In Private School Placements	3.0	3.0	4.0

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	5,437,397	5,573,001	5,683,904
	Total Tuition	10-1300	105,356	91,000	91,200
	Unrestricted Miscellaneous Revenues	10-1XXX	5,808	7,386	18,497
	Interest Earned on Capital Reserve Funds	10-1XXX	465	1	0
	Total Revenues from Local Sources		5,549,026	5,671,388	5,793,601
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	9,597	9,597	9,597
	Extraordinary Aid	10-3131	70,523	0	0
	Categorical Special Education Aid	10-3132	169,422	217,134	245,460
	Categorical Security Aid	10-3177	16,768	16,768	16,768
	Total Revenues from State Sources		266,310	243,499	271,825
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	270,523	200,000
	Withdrawal from Capital Reserve for Local Share	10-307	0	445,000	0
	Adjustment for Prior Year Encumbrances		0	6,761	0
	Actual Revenues (Over)/Under Expenditures		-145,217	0	0
General Fund Revenues	Total Operating Budget		5,670,119	6,637,171	6,265,426
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	13,424	1	0
	Other Revenue from Local Sources	20-1XXX	3,447	2,097	2,000
	Total Revenues from Local Sources	20-1XXX	16,871	2,098	2,000
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	10,797	0	0
	Title II	20-4451-4455	3,803	3,273	2,782
	Title IV	20-4471-4474	10,000	10,000	8,500
	Arp-Idea Preschool	20-4409	907	0	0
	Arp-Idea Basic	20-4419	10,615	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	57,309	59,277	50,385
	Arp ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	50,000	30,000
	Arp ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	40,000	30,000
	Arp ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	40,000	29,500
	Arp ESSER Subgrant-New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Gra	20-4544	0	45,000	0
Arp-ESSER	20-4540	0	122,061	10,000	

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Revenues from Federal Sources	CRRSA Act-ESSER II	20-4534	96,075	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	25,000	0	0
	CRRSA Act-Mental Health Grant	20-4536	45,000	0	0
	Total Revenues from Federal Sources		259,506	369,611	161,167
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-526	-1	0
Special Revenue Fund Revenues	Total Grants and Entitlements		275,851	371,708	163,167
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	0	0	65,836
	Total Revenues from Local Sources		0	0	65,836
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	0	0	33,916
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		0	0	99,752
Debt Service Fund Revenues	Total Repayment of Debt		0	0	99,752
All Fund Revenues	Total Revenues/Sources		5,945,970	7,008,879	6,528,345
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		5,945,970	7,008,879	6,528,345

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	1,939,395	1,989,004	1,905,727
	Special Education-Instruction	11-2XX-100-XXX	602,828	605,957	672,286
	Basic Skills/Remedial-Instruction	11-230-100-XXX	260,005	260,357	230,726
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	1,000	1,200	1,200
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	255,744	336,000	364,000
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	25,298	29,797	25,823
	Undistributed Expenditures-Health Services	11-000-213-XXX	99,930	101,925	101,145
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	97,646	181,204	257,466
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	148,248	159,157	102,485
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	210,727	193,054	212,443
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	12,407	25,129	9,850
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	7,452	9,886	6,628
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	21,956	27,575	22,018
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	210,113	205,720	187,934
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	110,180	119,572	115,580
	Undistributed Expenditures-Central Services	11-000-251-XXX	125,137	138,765	133,867
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	528,216	558,046	588,805
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	44,178	141,819	146,750
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	868,623	1,049,685	1,159,055
	Total Undistributed Expenditures			2,765,855	3,277,334
General Fund Current Expenses	Total General Current Expense		5,569,083	6,133,852	6,243,788
Capital Outlay	Equipment	12-XXX-XXX-730	59,022	35,620	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	25,682	503	503
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	445,000	0
	Interest Deposit to Capital Reserve	10-604	0	1	0
	Total Capital Outlay			84,704	481,124

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed	
Special School Expenses for Summer School	Summer School-Instruction	13-422-100-XXX	13,132	18,695	17,635	
	Summer School-Support Services	13-422-200-XXX	3,200	3,500	3,500	
	Total Summer School	13-422-X00-XXX	16,332	22,195	21,135	
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	16,332	22,195	21,135	
General Fund Expenses and Transfers	General Fund Grand Total		5,670,119	6,637,171	6,265,426	
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	3,447	2,097	2,000	
	Student Activity Fund	20-475-XXX-XXX	12,898	0	0	
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	10,797	0	0	
	Title II	20-XXX-XXX-XXX	3,803	3,273	2,782	
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,500	
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	57,309	59,277	50,385	
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	10,615	0	0	
	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	907	0	0	
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	96,075	0	0	
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	25,000	0	0	
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	45,000	0	0	
	Arp ESSER Grant Program	20-487-xxx-xxx	0	122,061	10,000	
	Arp ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	50,000	30,000	
	Arp ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	40,000	30,000	
	Arp ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	29,500	
	Arp ESSER Subgrant New Jersey Tiered System of Supports (Njtss) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	45,000	0	
	Total Federal Projects	20-XXX-XXX-XXX	259,506	369,611	161,167	
	Special Revenue Fund Expenses	Total Special Revenue Funds		275,851	371,708	163,167
	Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	0	0	99,752
Total Debt Service Funds			0	0	99,752	
All Fund Expenses	Total Expenditures/Appropriations		5,945,970	7,008,879	6,528,345	
Expenses Net of Transfers	Total Expenditures Net of Transfers		5,945,970	7,008,879	6,528,345	

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	409,823	320,523	250,000	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	514,223	745,270	300,271	300,271
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	400,000	400,000	200,000	0
	Unemployment Fund	47,719	47,719	47,719	47,719
	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	4,582	5,108	5,109	5,109
	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	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	\$20,198	\$20,732	\$22,090	\$23,180	\$22,841
Total Classroom Instruction	\$13,745	\$13,416	\$13,990	\$14,684	\$14,388
Classroom-Salaries and Benefits	\$12,803	\$12,140	\$12,550	\$13,121	\$13,021
Classroom-General Supplies and Textbooks	\$505	\$784	\$937	\$963	\$772
Classroom-Purchased Services	\$437	\$492	\$504	\$600	\$595
Total Support Services	\$2,514	\$2,915	\$3,357	\$3,570	\$3,492
Support Services-Salaries and Benefits	\$1,956	\$2,340	\$2,433	\$2,586	\$2,249
Total Administrative Costs	\$1,896	\$2,075	\$2,125	\$2,319	\$2,207
Administration Salaries and Benefits	\$1,605	\$1,635	\$1,770	\$1,833	\$1,891
Total Operations and Maintenance of Plant	\$2,028	\$2,307	\$2,593	\$2,583	\$2,726
Operations and Maintenance-Salaries and Benefits	\$1,268	\$1,159	\$1,276	\$1,302	\$1,549
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$5	\$5	\$6	\$6	\$6
Total Equipment Costs	\$26	\$232	\$0	\$146	\$0
Legal Costs	\$62	\$54	\$59	\$61	\$60
Employee Benefits as a percentage of salaries*	23.91%	24.52%	29.81%	29.41%	32.55%

\*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	NJSIG for Property, Liability, Cyber & Workers Compensation	0
Professional Staff Development	Consortium with West Essex, North Caldwell, Roseland & Fairfield for shared Professional Development.	0
Purchasing	ACES (Alliance for Competitive Energy Sources), E-Rate, State Contracts provided by NJ Department of Treasury	0
	Ed Data Services - Cooperative Bidding	0
	Educational Services Commission of NJ & Hunterdon County Educational Service Commission	0
Special Education Services	Essex County Regional Education Services Commission for CST Services	0
Technology Services	Asbury Park Technology Center for Accounting, Personnel & Payroll processing and check printing	0
Transportation Services, including Fuel	EFS utilizes the Essex Regional and Sussex Regional Commissions as well as the Caldwell/West Caldwell district for transportation services	0

Estimated Tax Rates

Municipality	Category	Amount
Essex Fells	(A) General Fund School Levy	5,628,452
	(D) Total School Levy	5,661,370
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	753,264,251
	(H) Estimated Equalized Valuation (as of 10/01/22)	814,407,360
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.7472
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.7516
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.6911
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.6952

Employee Contract List for District

Name	Category	Measure
John Thomas	Job Title	Other
	Job Title II	Maintenance/Custodial
	Base Annual Salary Amount	\$77,250
	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	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
	Total Allowances Amount	\$1,000
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement, 15k maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	NA
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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
John Thomas	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
Marco Pannullo	Job Title	Information Technology
	Job Title II	None
	Base Annual Salary Amount	\$80,000
	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	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	15
	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	0
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Marco Pannullo	Total Allowances Amount	\$6,000
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	NA
	Contractual Post-Employment Benefit Description of Payout of Vacation days	NA
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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	
Michelle V. Gadaleta	Job Title	Superintendent
	Job Title II	Principal
	Base Annual Salary Amount	\$199,320
	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
Michelle V. Gadaleta	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	12
	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	\$3,000
	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	\$9,084
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement, 1/260 salary, 15k max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned/Unused, 1/260 salary
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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
Michelle V. Gadaleta	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
Steven J. Lella	Job Title	Business Administrator
	Job Title II	None
	Base Annual Salary Amount	\$124,660
	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	260
	Contracted Number of Annual Vacation Days	12
	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	\$2,850
	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	\$6,307
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement, 1/260 of salary, 15k max	

Employee Contract List for District

Name	Category	Measure
Steven J. Lella	Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused, accumulated at 1/260 of salary
	Contractual Post-Employment Benefit Description of Payout of Personal days	NA
	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