Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	143.0	139.0	152.0
On Roll Special Ed Full-Time	16.0	13.0	0.0
On Roll Subtotal	159.0	152.0	152.0
In Private School Placements	6.0	1.0	2.0
Sent to Other Districts Regular	37.0	33.0	35.0
Sent to Other Districts Special Ed	9.0	8.0	5.0
Received	21.0	27.0	24.0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Local Tax Levy	10-1210	6,813,278	6,813,278	6,813,278
	Total Tuition		74,965	105,000	104,000
	Unrestricted Miscellaneous Revenues	10-1XXX	220,804	2,000	36,000
General Fund Revenues from Local Sources	Interest Earned On Current Expense Emergency Reserve	10-1XXX	0	50	100
	Interest Earned on Maintenance Reserve	10-1XXX	746	450	9,500
	Interest Earned on Capital Reserve Funds	10-1XXX	1,961	1,000	15,500
	Total Revenues from Local Sources		7,111,754	6,921,778	6,978,378
	Categorical Transportation Aid	10-3121	57,263	68,660	69,313
	Extraordinary Aid	10-3131	291,053	100,000	100,000
General Fund Revenues from State Sources	Categorical Special Education Aid	10-3132	191,575	191,575	191,575
General Fund Revenues from State Sources	Categorical Security Aid	10-3177	12,556	15,748	15,748
	Other State Aids	10-3XXX	15,881	0	0
	Total Revenues from State Sources		568,328	375,983	376,636
	Budgeted Fund Balance-Operating Budget	10-303	0	389,652	395,625
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	300,000
General Fund Revenues from Other Sources	Withdrawal from Current Expense Emergency Reserve	10-312	0	0	29,000
	Adjustment for Prior Year Encumbrances		0	130,952	0
	Actual Revenues (Over)/Under Expenditures		-1,106,309	0	0
General Fund Revenues	Total Operating Budget		6,573,773	7,818,365	8,079,639
	Student Activity Fund Revenue	20-1760	55,762	5,000	5,000
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	955	3,062	0
	Total Revenues from Local Sources	20-1XXX	56,717	8,062	5,000
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	231,615	224,644	190,947
Special Revenue Fund Revenues from State Sources	Total Revenues from State Sources		231,615	224,644	190,947
	Title I	20-4411-4416	16,162	51,067	43,407
	Title II	20-4451-4455	5,979	9,993	8,494
Special Revenue Fund Revenues from Federal Sources	Title IV	20-4471-4474	7,585	10,000	8,500
	Arp-Idea Preschool	20-4409	689	0	0
	Arp-Idea Basic	20-4419	11,012	0	0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	I.D.E.A. Part B (Handicapped)	20-4420-4429	102,237	107,950	91,758
	Arp ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	50,000	0
	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	45,000	0
Special Powerus Fund Poweruss from Federal Sources	Arp-ESSER	20-4540	0	360,753	0
Special Revenue Fund Revenues from Federal Sources	CARES Act Education Stabilization Fund	20-4530	19,238	0	0
	CRRSA Act-ESSER II		1,304	160,518	0
	CRRSA Act-Learning Acceleration Grant	20-4535	399	25,000	0
	CRRSA Act-Mental Health Grant	20-4536	1,219	45,000	0
	Additional or Compensatory Special Education and Related Services (Acsers)	20-4537	0	554,833	0
	Total Revenues from Federal Sources		165,824	1,500,114	152,159
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-2,862	0	0
Special Revenue Fund Revenues norm Other Sources	Actual Revenues (Over)/Under Expenditures-Scholarship Fund		100	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		451,394	1,732,820	348,106
All Fund Revenues	Total Revenues/Sources		7,025,167	9,551,185	8,427,745
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		7,025,167	9,551,185	8,427,745

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	1,559,916	1,807,279	1,870,758
Operated Frend Operate Frencesco for Instruction	Special Education-Instruction	11-2XX-100-XXX	416,173	422,939	451,493
General Fund Current Expenses for Instruction	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	26,321	29,600	29,600
	School-Sponsored Athletics-Instruction	11-402-100-XXX	31,782	35,050	35,550
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,314,382	1,133,808	1,263,762
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	55,791	58,727	59,600
	Undistributed Expenditures-Health Services	11-000-213-XXX	166,242	168,489	186,845
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	109,290	130,684	143,276
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	64,863	91,428	92,000
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	160,377	178,556	194,120
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	172,217	214,367	246,093
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	162,584	167,597	143,33
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	16,609	18,660	19,70
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	166,811	134,921	121,15
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	86,602	70,903	65,08
	Undistributed Expenditures-Central Services	11-000-251-XXX	85,325	118,235	109,55
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	16,830	12,400	4,60
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	516,687	788,946	833,868
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	583,217	528,821	591,064
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	789,437	932,780	1,007,673
	Total Undistributed Expenditures		4,467,264	4,749,322	5,081,725
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	450	9,50
Seneral Fund Current Expenses for increased Reserves	Interest Earned on Current Expense Emergency Res	10-607	0	50	10
General Fund Current Expenses	Total General Current Expense		6,501,456	7,044,690	7,478,726
	Equipment	12-XXX-XXX-730	0	17,262	37,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	61,438	727,913	520,913
Capital Outlay	Interest Deposit to Capital Reserve	10-604	0	1,000	15,500
	Total Capital Outlay		61,438	746,175	573,413

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Summer School-Instruction	13-422-100-XXX	8,736	12,000	12,000
Special School Expenses for Summer School	Summer School-Support Services	13-422-200-XXX	2,143	15,500	15,500
	Total Summer School	13-422-X00-XXX	10,879	27,500	27,500
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	10,879	27,500	27,500
General Fund Expenses and Transfers	General Fund Grand Total		6,573,773	7,818,365	8,079,639
Special Revenue Fund Expenses for Grants and	Local Projects	20-XXX-XXX-XXX	955	3,062	0
Entitlements	Student Activity Fund	20-475-XXX-XXX	52,900	5,000	5,000
	Scholarship Fund	20-476-XXX-XXX	100	0	0
	Nonpublic Textbooks	20-XXX-XXX-XXX	16,566	18,084	15,371
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	0	38,059	32,350
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	0	70,135	59,615
Special Revenue Fund Expenses for Other State Projects	Nonpublic Nursing Services	20-XXX-XXX-XXX	30,912	30,688	26,085
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	11,592	11,508	9,781
	Nonpublic Security Aid	20-XXX-XXX-XXX	48,144	56,170	47,745
	Other	20-XXX-XXX-XXX	124,401	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	231,615	224,644	190,947
	Title I	20-XXX-XXX-XXX	16,162	51,067	43,407
	Title II	20-XXX-XXX-XXX	5,979	9,993	8,494
	Title IV	20-XXX-XXX-XXX	7,585	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	102,237	107,950	91,758
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	11,012	0	0
Special Revenue Fund Expenses for Federal Projects	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	689	0	0
Special Revenue Fund Expenses for Federal Frojects	CARES Act Education Stabilization Fund	20-477-XXX-XXX	19,238	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	1,304	160,518	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	399	25,000	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	1,219	45,000	0
	Additional or Compensatory Special Education and Related Services (Acsers) Program	20-486-XXX-XXX	0	554,833	0
	Arp ESSER Grant Program	20-487-xxx-xxx	0	360,753	0

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
	Arp ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	50,000	0
	Arp ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	40,000	0
Special Revenue Fund Expenses for Federal Projects	Arp ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	0
	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	165,824	1,500,114	152,159
Special Revenue Fund Expenses	Total Special Revenue Funds		451,394	1,732,820	348,106
All Fund Expenses	Total Expenditures/Appropriations		7,025,167	9,551,185	8,427,745
Expenses Net of Transfers	Total Expenditures Net of Transfers		7,025,167	9,551,185	8,427,745

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	531,269	570,686	469,885	250,000
Onrestricted	Repayment of Debt	0	0	0	0
	Capital Reserve	1,268,008	2,269,969	2,270,969	1,986,469
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	249,977	250,723	251,173	260,673
	Legal Reserve	539,710	464,591	175,740	0
Restricted for General Operating Budget	Unemployment Fund	30,271	38,623	38,623	38,623
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	67,592	67,592	67,642	38,742
	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 One side Devenue. Find	Student Activity Fund	23,034	25,896	25,896	25,896
Restricted for Special Revenue Fund	Scholarship Fund	141	41	41	41
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	\$27,596	\$29,487	\$30,870	\$35,405	\$36,936
Total Classroom Instruction	\$15,257	\$15,774	\$16,689	\$18,476	\$19,435
Classroom-Salaries and Benefits	\$13,985	\$15,082	\$15,231	\$16,737	\$17,805
Classroom-General Supplies and Textbooks	\$818	\$405	\$711	\$918	\$772
Classroom-Purchased Services	\$454	\$287	\$747	\$820	\$858
Total Support Services	\$5,602	\$6,812	\$6,749	\$7,969	\$8,429
Support Services-Salaries and Benefits	\$4,605	\$4,821	\$4,822	\$5,292	\$5,529
Total Administrative Costs	\$2,830	\$2,693	\$2,306	\$2,718	\$2,440
Administration Salaries and Benefits	\$2,054	\$2,010	\$1,906	\$2,219	\$1,987
Total Operations and Maintenance of Plant	\$3,608	\$3,722	\$4,588	\$5,652	\$6,032
Operations and Maintenance-Salaries and Benefits	\$1,656	\$1,997	\$1,959	\$2,030	\$2,337
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$266	\$449	\$474	\$520	\$527
Total Equipment Costs	\$436	\$0	\$48	\$114	\$243
Legal Costs	\$178	\$232	\$54	\$59	\$59
Employee Benefits as a percentage of salaries*	26.16%	26.05%	29.45%	29.41%	30.46%

*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.

Unusual Revenues and Appropriations

Line Number	Source	Amount	Explanation
140	Parent /Guardian	56,000	Preschool Tuition Income
140	Parent/Guardian	48,000	Non Resident Students Tuition Incomr
300	TD Bank	36,000	Anticipated interest
320	TD Bank	100	Interest Income Emergency Reserve
330	NJ Cash Management Account	9,500	Interest Income Maintenance Reserve
340	NJ Cash Management Account	15,500	Interest Income Capital Reserve

		Amount Saved
Shared Service Category Type	Shared Service Category Description	(Optional)
Others	Inter-District Blended Learning - Spring Lake provides the opportunity for Geometry remotely to Avon by the Sea, Sea Girt and Brielle BOE with Spring Lake serving as the host district	0
Staffing - Other	Spring Lake has a contract with the Borough of Spring Lake that provides the district with a Security Office in the School Building	0
Transportation Services, including Fuel	Spring Lake receives transportation services from MOESC for Regular Education, Special Education and Non-public students	0

Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	6,813,278
	(D) Total School Levy	6,813,278
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	5,452,512,100
Christian Lake Develop	(H) Estimated Equalized Valuation (as of 10/01/22)	6,059,020,002
Spring Lake Borough	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.1250
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.1250
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.1124
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.1124

Name	Category	Measure
	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$95,000
	Full-Time Equivalent (FTE)	0.5
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	08/01/22
	End Date of Contract	04/15/23
	Contracted Number of Annual Work Days	130
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	0
Joanette Femia	Contracted Number of Annual Personal Days	0
	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	\$3,300
	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	No payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout
	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
Joanette Femia	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
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Student Serv/C&I
	Base Annual Salary Amount	\$109,000
	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
Natalie Levine	Member of Collective Bargaining Unit (CBU)?	N
Natalie Levine	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	10
	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
	Total Allowances Amount	\$2,300
	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	\$960
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max allowed
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Natalie Levine	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Natalie Levine	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
	Job Title	Superintendent
	Job Title II	Principal
Stephen LaValva	Base Annual Salary Amount	\$160,590
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	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	12/16/19
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	10
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$800
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Stephen LaValva	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	\$24,625
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout at last day is 15 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of personal 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	\$9,625
	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
Stephen LaValva	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