

Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	282.0	260.0	257.0
On Roll Special Ed Full-Time	41.0	47.0	52.0
On Roll Subtotal	323.0	307.0	309.0
In Private School Placements	1.0	1.0	3.0
Sent to Other Districts Regular	129.0	122.0	109.0
Sent to Other Districts Special Ed	19.5	16.5	21.0
Received	43.0	41.0	37.0

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	8,701,478	8,966,540	9,256,188
	Total Tuition	10-1300	161,844	158,900	138,250
	Rents and Royalties	10-1910	4,580	8,275	7,000
	Unrestricted Miscellaneous Revenues	10-1XXX	190,133	52,000	50,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	1,000	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	1,000	1,000
	Total Revenues from Local Sources			9,058,035	9,187,715
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	74,591	74,591	74,591
	Extraordinary Aid	10-3131	107,811	0	0
	Categorical Special Education Aid	10-3132	367,640	423,540	438,845
	Categorical Security Aid	10-3177	9,257	9,257	20,706
	Other State Aids	10-3XXX	13,824	0	0
	Total Revenues from State Sources			573,123	507,388
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	223,391	113,638
	Withdrawal from Capital Reserve for Local Share	10-307	0	0	175,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	1,100,000	0
	Withdrawal from Maintenance Reserve	10-310	0	150,000	150,000
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	270,000	200,000
	Adjustment for Prior Year Encumbrances		0	141,272	0
	Actual Revenues (Over)/Under Expenditures			-231,413	0
General Fund Revenues	Total Operating Budget		9,399,745	11,579,766	10,626,218
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	17,616	25,000	25,000
	Other Revenue from Local Sources	20-1XXX	7,962	5,079	0
	Total Revenues from Local Sources	20-1XXX	25,578	30,079	25,000
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	0	23,375	0
	State Grants Through Intermediate Sources	20-3700	17,286	0	0
	Total Revenues from State Sources		17,286	23,375	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	31,405	40,877	33,448
	Title II	20-4451-4455	7,318	429	0
	Arp-Idea Preschool	20-4409	0	1,267	0
	Arp-Idea Basic	20-4419	14,855	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	93,630	95,406	78,860
	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
	Arp-ESSER	20-4540	46,097	255,920	0
	CRRSA Act-ESSER II	20-4534	96,813	37,570	0
	CRRSA Act-Learning Acceleration Grant	20-4535	17,960	7,040	0
	CRRSA Act-Mental Health Grant	20-4536	42,288	2,712	0
	Total Revenues from Federal Sources			350,366	616,221
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-1,647	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		391,583	669,675	137,308
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	966	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	881,386	554,702	551,442
	Total Revenues from Local Sources		881,386	554,702	551,442
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	175,130	198,587	197,517
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	699	966
	Total Local Repayment of Debt		1,057,482	753,988	749,925
	Actual Revenues (Over)/Under Expenditures		44,243	0	0
Debt Service Fund Revenues	Total Repayment of Debt		1,101,725	753,988	749,925
All Fund Revenues	Total Revenues/Sources		10,893,053	13,003,429	11,513,451
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		10,893,053	13,003,429	11,513,451

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	1,906,165	1,993,825	2,070,722
	Special Education-Instruction	11-2XX-100-XXX	801,021	802,370	879,983
	Basic Skills/Remedial-Instruction	11-230-100-XXX	84,153	85,609	81,901
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	32,491	36,301	39,375
	School-Sponsored Athletics-Instruction	11-402-100-XXX	53,257	80,908	69,497
	Summer School	11-422-XXX-XXX	795	0	0
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	3,298,122	3,592,279	3,434,421
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	29,385	36,383	37,346
	Undistributed Expenditures-Health Services	11-000-213-XXX	65,028	66,259	67,089
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	130,352	139,524	141,889
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	13,776	26,050	27,700
	Undistributed Expenditures-Guidance	11-000-218-XXX	61,479	64,214	66,959
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	209,318	224,477	225,678
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	140,969	151,775	150,555
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	90,619	93,646	120,119
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	8,839	16,880	38,349
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	290,448	326,753	259,503
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	99,086	91,741	110,254
	Undistributed Expenditures-Central Services	11-000-251-XXX	160,401	173,612	191,797
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	49,896	68,910	79,464
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	557,034	667,263	625,678
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	310,671	404,819	405,742
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	977,044	1,233,867	1,295,801
	Total Undistributed Expenditures			6,492,467	7,378,452
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,000	1,000
General Fund Current Expenses	Total General Current Expense		9,370,349	10,378,465	10,420,822

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	0	70,905	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	29,396	629,396	204,396
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	500,000	0
	Interest Deposit to Capital Reserve	10-604	0	1,000	1,000
	Total Capital Outlay		29,396	1,201,301	205,396
General Fund Expenses and Transfers	General Fund Grand Total		9,399,745	11,579,766	10,626,218
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	7,962	5,079	0
	Student Activity Fund	20-475-XXX-XXX	15,969	25,000	25,000
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	2,670	3,630	0
	Nonpublic Nursing Services	20-XXX-XXX-XXX	5,040	6,160	0
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	1,771	2,310	0
	Nonpublic Security Aid	20-XXX-XXX-XXX	7,805	11,275	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	17,286	23,375	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	31,405	40,877	33,448
	Title II	20-XXX-XXX-XXX	7,318	429	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	93,630	95,406	78,860
	Arp- Idea Basic Grant Program	20-223-xxx-xxx	14,855	0	0
	Arp-Idea Preschool Grant Program	20-224-xxx-xxx	0	1,267	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	96,813	37,570	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	17,960	7,040	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	42,288	2,712	0
	Arp ESSER Grant Program	20-487-xxx-xxx	46,097	255,920	0
	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
	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	350,366	616,221	112,308

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Expenses	Total Special Revenue Funds		391,583	669,675	137,308
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,101,725	753,988	749,925
	Total Debt Service Funds		1,101,725	753,988	749,925
All Fund Expenses	Total Expenditures/Appropriations		10,893,053	13,003,429	11,513,451
Expenses Net of Transfers	Total Expenditures Net of Transfers		10,893,053	13,003,429	11,513,451

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	337,018	587,029	363,638	250,000
	Repayment of Debt	45,908	1,665	966	0
Restricted for General Operating Budget	Capital Reserve	2,350,000	2,600,000	1,501,000	1,327,000
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	594,884	519,884	370,884	221,884
	Legal Reserve	254,770	0	0	0
	Unemployment Fund	32,760	32,760	32,760	32,760
	Tuition Reserve	470,000	470,000	200,000	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	10,409	12,056	12,056	12,056
	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	\$17,063	\$17,989	\$19,715	\$20,781	\$21,287
Total Classroom Instruction	\$10,575	\$10,705	\$11,542	\$11,982	\$12,342
Classroom-Salaries and Benefits	\$10,087	\$10,362	\$11,090	\$11,364	\$11,868
Classroom-General Supplies and Textbooks	\$427	\$267	\$339	\$497	\$355
Classroom-Purchased Services	\$60	\$76	\$112	\$121	\$119
Total Support Services	\$2,556	\$2,862	\$3,229	\$3,434	\$3,829
Support Services-Salaries and Benefits	\$2,418	\$2,718	\$3,020	\$3,208	\$3,539
Total Administrative Costs	\$2,069	\$2,209	\$2,236	\$2,443	\$2,345
Administration Salaries and Benefits	\$1,629	\$1,751	\$1,680	\$1,791	\$1,632
Total Operations and Maintenance of Plant	\$1,740	\$1,886	\$2,352	\$2,540	\$2,419
Operations and Maintenance-Salaries and Benefits	\$847	\$764	\$1,119	\$1,159	\$1,129
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$123	\$324	\$356	\$382	\$352
Total Equipment Costs	\$195	\$0	\$0	\$231	\$0
Legal Costs	\$53	\$59	\$63	\$65	\$39
Employee Benefits as a percentage of salaries*	26.30%	23.73%	27.83%	29.09%	29.30%

*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	TUITION	138,250	TUITION PAID FOR PRESCHOOL AND NONRESIDENT STUDENTS ATTENDING SPRING LAKE HEIGHTS
260	FACILITY RENTAL	7,000	FACILITY RENT USE OF GYM AND FIELDS TO BOROUGH OF SPRING LAKE HEIGHTS AND OUTSIDE GROUPS
300	SOLAR SALES	50,000	SALE OF SOLAR GENERATED SRECS

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Municipal/Public Works	BOROUGH OF SPRING LAKE HEIGHTS - TRASH COLLECTIONS, GRASS CUTTING, SNOW REMOVAL	0

Estimated Tax Rates

Municipality	Category	Amount
Spring Lake Heights	(A) General Fund School Levy	9,256,188
	(D) Total School Levy	9,807,630
	(B) Estimated Net Taxable Valuation (as of 11/01/22)	1,813,126,700
	(H) Estimated Equalized Valuation (as of 10/01/22)	1,663,392,473
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.5105
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.5409
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.5565
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.5896

Employee Contract List for District

Name	Category	Measure
DANIELLE HOLTER	Job Title	Assistant Principal
	Job Title II	Dir of Curriculum
	Base Annual Salary Amount	\$113,516
	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	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	13
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$2,000
	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	\$28,098
	Contractual Post-Employment Benefit Description of Payout of Sick days	UPON SEPARATION
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260 OF CURRENT SALARY CAPPED AT 30 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	

Employee Contract List for District

Name	Category	Measure
DANIELLE HOLTER	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	
JOHN SPALTHOFF	Job Title	Superintendent
	Job Title II	Prinicpal
	Base Annual Salary Amount	\$176,870
	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	06/30/25
	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	13
Description of Other Contracted Non-Working Days	HOLIDAYS	

Employee Contract List for District

Name	Category	Measure
JOHN SPALTHOFF	Total Allowances Amount	\$6,300
	Total Bonuses Amount	\$10,512
	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	\$35,408
	Contractual Post-Employment Benefit Description of Payout of Sick days	UPON SEPARATION
	Contractual Post-Employment Benefit Description of Payout of Vacation days	UPON SEPARATION 1/260 OF CURRENT SALARY CAPPED AT 30 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	
MATTHEW VARLEY	Job Title	Board Secretary
	Job Title II	BUSINESS ADMINISTRATOR
	Base Annual Salary Amount	\$54,653
	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
MATTHEW VARLEY	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	78
	Contracted Number of Annual Vacation Days	5
	Contracted Number of Annual Sick Days	4
	Contracted Number of Annual Personal Days	0
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	HOLIDAYS
	Total Allowances Amount	\$4,100
	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	\$20,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	UPON SEPARATION
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/78 OF SALARY OF ALL UNUSED DAYS CAPPED AT \$5,000
	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	

Employee Contract List for District

Name	Category	Measure
MATTHEW VARLEY	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