

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	719.0	693.0	709.0
On Roll Special Ed Full-Time	77.0	80.0	83.0
On Roll Subtotal	796.0	773.0	792.0
In Private School Placements	5.0	5.0	5.0
Sent to Other Districts Special Ed	8.0	8.0	8.0
Received		1.0	0.0

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	12,628,511	12,981,081	13,365,953
	Total Tuition	10-1300	5,055	0	0
	Rents and Royalties	10-1910	0	20,000	0
	Unrestricted Miscellaneous Revenues	10-1XXX	204,756	20,000	40,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	500	500
	Total Revenues from Local Sources		12,838,322	13,021,581	13,406,453
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	29,595	29,595	30,856
	Extraordinary Aid	10-3131	330,736	40,000	100,000
	Categorical Special Education Aid	10-3132	701,912	868,528	930,467
	Categorical Security Aid	10-3177	58,565	58,565	76,999
	Other State Aids	10-3XXX	4,680	0	0
	State Reimbursement for Lead Testing of Drinking Water	10-3300	1,992	0	0
	Total Revenues from State Sources		1,127,480	996,688	1,138,322
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	516,457	357,356
	Withdrawal from Capital Reserve for Local Share	10-307	0	0	522,312
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	330,000	260,000
	Withdrawal from Maintenance Reserve	10-310	0	100,000	150,000
	Withdrawal from Current Expense Emergency Reserve	10-312	0	0	45,000
	Adjustment for Prior Year Encumbrances		0	135,469	0
	Actual Revenues (Over)/Under Expenditures		-116,961	0	0
General Fund Revenues	Total Operating Budget		13,848,841	15,100,195	15,879,443
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	110,145	0	0
	Other Revenue from Local Sources	20-1XXX	73,587	0	0
	Total Revenues from Local Sources	20-1XXX	183,732	0	0
Special Revenue Fund Revenues from State Sources	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	17,745	18,099	0
	Other Restricted Entitlements	20-32XX	69,312	118,491	59,128
	Total Revenues from State Sources		87,057	136,590	59,128

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	14,534	17,363	14,759
	Title II	20-4451-4455	10,200	9,417	8,004
	Title III	20-4491-4494	669	0	0
	Title IV	20-4471-4474	1,735	10,000	8,500
	ARP-IDEA Preschool	20-4409	69	0	0
	ARP-IDEA Basic	20-4419	3,777	0	0
	IDEA Part B (Handicapped)	20-4420-4429	234,072	245,356	177,812
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	3,250	53,922	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	12,240	14,790	12,970
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	4,200	35,800	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	30,274	9,882	0
	ARP-ESSER	20-4540	45,603	30,979	0
	CRRSA Act-Mental Health Grant	20-4536	1,500	0	0
	Total Revenues from Federal Sources			362,123	427,509
Special Revenue Fund Revenues	Total Grants and Entitlements		621,261	564,099	281,173
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	468,100	450,200	427,450
	Total Revenues from Local Sources		468,100	450,200	427,450
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		468,100	450,200	427,450
Debt Service Fund Revenues	Total Repayment of Debt		468,100	450,200	427,450
All Fund Revenues	Total Revenues/Sources		14,938,202	16,114,494	16,588,066
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		14,938,202	16,114,494	16,588,066

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,869,540	3,898,572	4,042,853
	Special Education-Instruction	11-2XX-100-XXX	1,393,437	1,383,722	1,486,902
	Basic Skills/Remedial-Instruction	11-230-100-XXX	421,775	506,319	512,320
	Bilingual Education-Instruction	11-240-100-XXX	138,973	146,937	152,955
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	25,642	25,197	29,400
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	774,742	1,077,068	985,200
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	45,921	46,620	47,320
	Undistributed Expenditures-Health Services	11-000-213-XXX	169,897	102,282	106,605
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	409,714	434,065	437,490
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	198,619	435,578	468,231
	Undistributed Expenditures-Guidance	11-000-218-XXX	52,913	74,182	109,725
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	558,401	583,702	593,508
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	195,526	134,473	116,850
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	111,763	126,964	132,356
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	19,533	23,100	44,900
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	375,559	438,967	446,789
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	413,391	554,472	551,272
	Undistributed Expenditures-Central Services	11-000-251-XXX	274,293	317,204	313,287
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	12,968	12,575	12,650
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,130,021	1,415,697	1,379,027
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	251,089	352,494	296,725
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,161,303	2,411,727	2,700,050
	Total Undistributed Expenditures			7,155,653	8,541,170
General Fund Current Expenses	Total General Current Expense		13,005,020	14,501,917	14,966,415
Capital Outlay	Equipment	12-XXX-XXX-730	198,665	79,780	45,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	645,156	376,541	287,860
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	0	522,312
	Increase In Capital Reserve	10-604	0	141,457	57,356
	Interest Deposit to Capital Reserve	10-604	0	500	500

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Total Capital Outlay		843,821	598,278	913,028
General Fund Expenses and Transfers	General Fund Grand Total		13,848,841	15,100,195	15,879,443
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	73,587	0	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	4,686	4,162	2,913
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	15,897	17,982	12,587
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	22,786	35,399	24,779
	Nonpublic Nursing Services	20-XXX-XXX-XXX	7,950	8,640	6,048
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	2,956	3,528	2,469
	Nonpublic Security Aid	20-XXX-XXX-XXX	14,555	14,760	10,332
	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	17,745	18,099	0
	Other	20-XXX-XXX-XXX	482	34,020	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	87,057	136,590	59,128
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	14,534	17,363	14,759
	Title II	20-XXX-XXX-XXX	10,200	9,417	8,004
	Title III	20-XXX-XXX-XXX	669	0	0
	Title IV	20-XXX-XXX-XXX	1,735	10,000	8,500
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	234,072	245,356	177,812
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	3,777	0	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	69	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	1,500	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	45,603	30,979	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	3,250	53,922	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	12,240	14,790	12,970
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	4,200	35,800	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	30,274	9,882	0
		Total Federal Projects	20-XXX-XXX-XXX	362,123	427,509
Special Revenue Fund Expenses	Total Special Revenue Funds		621,261	564,099	281,173

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	468,100	450,200	427,450
	Total Debt Service Funds		468,100	450,200	427,450
All Fund Expenses	Total Expenditures/Appropriations		14,938,202	16,114,494	16,588,066
Expenses Net of Transfers	Total Expenditures Net of Transfers		14,938,202	16,114,494	16,588,066

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2022	Audited Balance 06/30/2023	Estimated Balance 06/30/2024	Estimated Balance 06/30/2025
Unrestricted	General Operating Budget	720,820	562,393	296,465	296,465
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,771,337	2,372,622	2,450,507	1,726,051
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	643,157	643,157	543,157	393,157
	Legal Reserve	916,457	873,813	357,356	0
	Unemployment Fund	25,717	25,717	25,717	25,717
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	130,425	130,425	130,425	85,425
	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
	State Military Impact Aid Reserve Pursuant to P.L. 2023 c.112			0	0
Restricted for Special Revenue Fund	Student Activity Fund	37,347	48,998	48,998	48,998
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2021-22 Actual Costs	2022-23 Actual Costs	2023-24 Original Budget	2023-24 Revised Budget	2024-25 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$14,934	\$15,047	\$16,140	\$16,911	\$17,278
Total Classroom Instruction	\$9,073	\$9,118	\$9,526	\$9,677	\$10,026
Classroom-Salaries and Benefits	\$8,299	\$8,511	\$8,922	\$9,088	\$9,462
Classroom-General Supplies and Textbooks	\$525	\$362	\$310	\$332	\$327
Classroom-Purchased Services	\$249	\$245	\$295	\$257	\$238
Total Support Services	\$2,485	\$2,636	\$2,977	\$3,052	\$3,158
Support Services-Salaries and Benefits	\$1,935	\$1,996	\$2,226	\$2,345	\$2,406
Total Administrative Costs	\$1,617	\$1,654	\$1,773	\$2,096	\$2,078
Administration Salaries and Benefits	\$1,370	\$1,427	\$1,507	\$1,749	\$1,743
Total Operations and Maintenance of Plant	\$1,727	\$1,599	\$1,828	\$2,047	\$1,971
Operations and Maintenance-Salaries and Benefits	\$814	\$846	\$926	\$979	\$985
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$33	\$40	\$35	\$39	\$46
Total Equipment Costs	\$61	\$250	\$65	\$103	\$57
Legal Costs	\$78	\$60	\$65	\$67	\$73
Employee Benefits as a percentage of salaries*	23.73%	26.87%	28.88%	28.18%	30.37%

*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 2023-24 revised appropriations and the 2024-25 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
260	YWCA , SUMMER THEATER CAMP AND ORADELL REC	20,000	ESTIMATED REVENUES
300	YWCA, SUMMER THEATER CAMP and SUMMER REC CAMP	40,000	Anticipated revenue based on contracts in hand

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	NESBIG CONSORTIUM FOR PACKAGE, PROPERTY, EQUIPMENT, GENERAL LIABILITY, CYBER, ERRORS/OMISSIONS, ENVIRONMENTAL, WORKERS COMPENSATION	0
Nursing Services	REGION V: NURSING SERVICES	0
Purchasing	PARTICIPATE IN THE FOLLOWING CONSORTIUMS: ED-DATA, HUNTERDON AND MIDDLESEX REGIONAL ED SERVICE COMMISSIONS	0
Special Education Services	REGION V: OT/PT/SPEECH/EVALUATIONS	0
Technology Services	SHARED SERVICE AGREEMENT WITH BERGEN COUNTY TECHNICAL SCHOOLS	0
Transportation Services, including Fuel	REGION V: SPECIAL EDUCATION ROUTES	0

Estimated Tax Rates

Municipality	Category	Amount
Oradell	(A) General Fund School Levy	13,365,953
	(D) Total School Levy	13,793,403
	(B) Estimated Net Taxable Valuation (as of 03/01/24)	1,905,932,400
	(H) Estimated Equalized Valuation (as of 10/01/23)	2,165,122,968
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.7013
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.7237
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.6173
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.6371

Employee Contract List for District

Name	Category	Measure
Megan Bozios	Job Title	Superintendent
	Job Title II	N/A
	Base Annual Salary Amount	\$173,747
	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	06/30/24
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	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	\$4,000
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout amount \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout at resignation, retirement or termination
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days accrue as sick 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
Megan Bozios	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
Paul Cusack	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Supervisor B&G
	Base Annual Salary Amount	\$94,500
	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	07/01/23
	End Date of Contract	06/30/24
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	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	

Employee Contract List for District

Name	Category	Measure
Paul Cusack	Total Allowances Amount	\$625
	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	\$2,500
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout is \$2,500
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout at termination or retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days accrue as sick 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	
Peter Iappelli	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$140,000
	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
Peter Iappelli	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/23
	End Date of Contract	06/30/24
	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	\$750
	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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout \$15,000 after 15 years in district
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum 15 days at daily rate based on 260-day work year
	Contractual Post-Employment Benefit Description of Payout of Personal days	Unused personal days accrue as sick 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
Peter Iappelli	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