

## Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	434.0	399.0	418.0
On Roll Special Ed Full-Time	74.0	82.0	89.0
On Roll Subtotal	508.0	481.0	507.0
In Private School Placements	4.0	3.0	0.0
Sent to Other Districts Regular	36.0	37.0	43.0
Sent to Other Districts Special Ed	14.0	14.0	12.0
Received	1.0		0.0

## Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	2,329,039	2,375,620	2,423,132
	Total Tuition	10-1300	51,921	0	0
	Transportation Fees from Individuals	10-1410	2,856	0	0
	Unrestricted Miscellaneous Revenues	10-1XXX	58,993	20,000	20,000
	Interest Earned on Maintenance Reserve	10-1XXX	508	50	50
	Interest Earned on Capital Reserve Funds	10-1XXX	746	225	225
	Total Revenues from Local Sources			2,444,063	2,395,895
General Fund Revenues from State Sources	School Choice Aid	10-3116	471,240	443,280	433,840
	Categorical Transportation Aid	10-3121	87,111	87,111	87,111
	Extraordinary Aid	10-3131	20,985	0	0
	Categorical Special Education Aid	10-3132	372,413	372,413	372,413
	Equalization Aid	10-3176	5,213,334	5,178,069	5,117,935
	Categorical Security Aid	10-3177	160,344	160,344	160,344
	Total Revenues from State Sources			6,325,427	6,241,217
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	7,470	24,158	23,767
	Total Revenues from Federal Sources		7,470	24,158	23,767
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	252,411	251,777	553,339
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	745,000	0
	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	118,900	75,000	125,000
	Adjustment for Prior Year Encumbrances		0	81,411	0
	Actual Revenues (Over)/Under Expenditures		-724,146	0	0
General Fund Revenues	Total Operating Budget		8,424,125	9,814,458	9,317,156
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	3,831	0	0
	Total Revenues from Local Sources	20-1XXX	3,831	0	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	6,828	0	0
	Preschool Education Aid	20-3218	692,340	652,953	729,064
	Total Revenues from State Sources		699,168	652,953	729,064

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	243,582	230,583	184,466
	Title II	20-4451-4455	35,219	26,511	21,209
	Title IV	20-4471-4474	13,796	17,332	13,866
	I.D.E.A. Part B (Handicapped)	20-4420-4429	166,344	171,096	136,877
	CARES Act Education Stabilization Fund	20-4530	129,343	59,359	0
	CARES-Digital Divide Grant	20-4531	0	66,824	0
	Coronavirus Relief Fund (CRF)	20-4532	0	45,265	0
	Other	20-4XXX	7,270	4,623	3,698
	Total Revenues from Federal Sources			595,554	621,593
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	1,000	26,038
Special Revenue Fund Revenues	Total Grants and Entitlements		1,298,553	1,275,546	1,115,218
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	275,228	283,562	277,243
	Total Revenues from Local Sources		275,228	283,562	277,243
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	101,550	97,968	91,476
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	0
	Total Local Repayment of Debt		376,778	381,531	368,719
	Actual Revenues (Over)/Under Expenditures		1	0	0
Debt Service Fund Revenues	Total Repayment of Debt		376,779	381,531	368,719
All Fund Revenues	Total Revenues/Sources		10,099,457	11,471,535	10,801,093
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	1,000	26,038
	Total Revenues/Sources Net of Transfers		10,099,457	11,470,535	10,775,055

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,150,992	2,701,020	2,783,590
	Special Education-Instruction	11-2XX-100-XXX	851,568	754,187	675,850
	Basic Skills/Remedial-Instruction	11-230-100-XXX	0	1,581	0
	Bilingual Education-Instruction	11-240-100-XXX	27,206	27,801	35,775
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	15,023	22,000	22,000
	School-Sponsored Athletics-Instruction	11-402-100-XXX	31,315	34,750	34,750
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,552,565	1,253,023	1,348,808
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	33,059	34,134	29,380
	Undistributed Expenditures-Health Services	11-000-213-XXX	71,192	101,601	103,446
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	109,829	93,800	92,930
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	175,155	199,824	256,294
	Undistributed Expenditures-Guidance	11-000-218-XXX	59,719	2,581	0
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	219,604	272,423	235,392
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	2,230	8,000	8,000
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	100,684	109,380	100,814
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	160,563	210,484	207,594
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	178,344	185,318	192,403
	Undistributed Expenditures-Central Services	11-000-251-XXX	177,091	207,266	192,951
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	19,286	25,714	30,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	487,743	557,689	627,014
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	769,872	818,109	1,025,960
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,162,684	1,300,984	1,234,146
	Total Undistributed Expenditures		5,279,620	5,380,330	5,685,132
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	50	50
General Fund Current Expenses	Total General Current Expense		8,355,724	8,921,719	9,237,147

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	26,265	84,500	20,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	40,020	785,020	40,020
	Interest Deposit to Capital Reserve	10-604	0	225	225
	Total Capital Outlay		66,285	869,745	60,245
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	2,116	22,994	19,764
	General Fund Grand Total		8,424,125	9,814,458	9,317,156
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	3,831	0	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	437,352	433,975	451,497
	Support Services	20-218-200-XXX	261,816	203,863	303,605
	Facility Acquisition and Construction Services	20-218-400-XXX	0	16,115	0
	Total Preschool Education Aid	20-218-XXX-XXX	699,168	653,953	755,102
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	699,168	653,953	755,102
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	243,582	230,583	184,466
	Title II	20-XXX-XXX-XXX	35,219	26,511	21,209
	Title IV	20-XXX-XXX-XXX	0	17,332	13,866
	Title VI	20-XXX-XXX-XXX	13,796	0	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	166,344	171,096	136,877
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	129,343	59,359	0
	Other	20-XXX-XXX-XXX	7,270	4,623	3,698
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	66,824	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	45,265	0
	Total Federal Projects	20-XXX-XXX-XXX	595,554	621,593	360,116
Special Revenue Fund Expenses	Total Special Revenue Funds		1,298,553	1,275,546	1,115,218
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	376,779	381,531	368,719
	Total Debt Service Funds		376,779	381,531	368,719
All Fund Expenses	Total Expenditures/Appropriations		10,099,457	11,471,535	10,801,093
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	1,000	26,038
	Total Expenditures Net of Transfers		10,099,457	11,470,535	10,775,055

**Advertised Recapitulation of Balances**

Fund Balance Category	Budget Category	Audited Balance 06/30/2019	Audited Balance 06/30/2020	Estimated Balance 06/30/2021	Estimated Balance 06/30/2022
Restricted for General Operating Budget	Capital Reserve	745,721	746,467	1,692	1,917
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	338,000	338,508	338,558	338,608
	Legal Reserve	467,858	764,888	532,354	0
	Tuition Reserve	193,900	200,000	125,000	0
	Current Expense Emergency Reserve	250,000	250,000	250,000	250,000
	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 Repayment of Debt	Repayment of Debt	0	0	0	0
Unrestricted	General Operating Budget	286,330	290,228	270,985	250,000
	Repayment of Debt	2	1	0	0

## Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2018-19 Actual Costs	2019-20 Actual Costs	2020-21 Original Budget	2020-21 Revised Budget	2021-22 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$13,008	\$13,135	\$14,319	\$15,599	\$15,032
Total Classroom Instruction	\$8,289	\$8,654	\$9,200	\$10,353	\$9,818
Classroom-Salaries and Benefits	\$7,510	\$8,245	\$8,584	\$9,813	\$9,376
Classroom-General Supplies and Textbooks	\$544	\$264	\$459	\$383	\$285
Classroom-Purchased Services	\$235	\$145	\$158	\$157	\$157
Total Support Services	\$2,292	\$2,050	\$2,399	\$2,295	\$2,256
Support Services-Salaries and Benefits	\$2,000	\$1,819	\$2,077	\$1,729	\$1,686
Total Administrative Costs	\$1,187	\$1,263	\$1,324	\$1,536	\$1,468
Administration Salaries and Benefits	\$885	\$953	\$932	\$1,011	\$1,069
Total Operations and Maintenance of Plant	\$1,122	\$1,045	\$1,245	\$1,256	\$1,348
Operations and Maintenance-Salaries and Benefits	\$419	\$409	\$473	\$422	\$487
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$107	\$113	\$135	\$144	\$136
Total Equipment Costs	\$104	\$51	\$195	\$210	\$40
Legal Costs	\$7	\$16	\$29	\$31	\$30
Employee Benefits as a percentage of salaries*	30.09%	29.73%	30.28%	28.75%	28.06%

\*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 2020-21 revised appropriations and the 2021-22 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)
Business Services	BUSINESS OFFICE SERVICES WITH DOWNE SCHOOL	0
Others	PURCHASE MAINTENANCE AND NURSING SUPPLIES THROUGH MILLVILLE	0
Social Worker/Psychologist	SHARED CST SERVICES WITH DOWNE AND MAURICE RIVER	0
Technology Services	TECH SERVICES WITH UPPER PITTSBORO AND DOWNE BOE	0
Transportation Services, including Fuel	TRANSPORTATION JOINTURE WITH CO-OP	0



**Estimated Tax Rates**

Municipality	Category	Amount
Lawrence Twp	(A) General Fund School Levy	2,399,376
	(D) Total School Levy	2,679,779
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	231,245,778
	(H) Estimated Equalized Valuation (as of 10/01/20)	225,040,018
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.0376
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.1588
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.0662
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.1908

Employee Contract List for District

Name	Category	Measure
Eileen Culver	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	CST
	Base Annual Salary Amount	\$89,166
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	200
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
	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	\$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	\$15,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Per diem rate Max \$15000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No vacation per contract 10 month employee
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal days convert to sick days per contract
	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
Eileen Culver	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
Heather Burkhart	Job Title	Other
	Job Title II	Supervisor of Assessment
	Base Annual Salary Amount	\$92,830
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	200
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	10
	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	

Employee Contract List for District

Name	Category	Measure
Heather Burkhart	Total Allowances Amount	\$4,600
	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	Per diem rate per day max \$15000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No vacation per contract 10 month employee
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal days convert to sick days per contract
	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	
Lisa DiNovi	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$112,325
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	11
	Shared District	1120

Employee Contract List for District

Name	Category	Measure
Lisa DiNovi	Job Title Other District	Business Administrator
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/21
	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
	Total Allowances Amount	\$3,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,400
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$32,281
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max is \$15000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem rate for all accumulated days max 40 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	Personal days convert to sick per contract
	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
Lisa DiNovi	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	Shared service contract with Downe Township
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
Shelleymarie Magan	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$146,604
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	15
	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	\$3,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$824
	District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$37,555	
Contractual Post-Employment Benefit Description of Payout of Sick days	Max Amount allowed	

Employee Contract List for District

Name	Category	Measure
Shelley Marie Magan	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per Diem rate for accumulated days max 40 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No personal per contract
	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