

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	1,107.0	1,055.0	1,054.0
On Roll Special Ed Full-Time	154.0	161.0	163.0
On Roll Subtotal	1,261.0	1,216.0	1,217.0
In Private School Placements	5.0	6.0	7.0
Sent to Other Districts Special Ed	3.0	5.0	8.0

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	13,072,869	13,865,258	14,665,477
	Total Tuition	10-1300	25,125	15,000	20,000
	Unrestricted Miscellaneous Revenues	10-1XXX	41,408	4,997	19,997
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	195	1	1
	Interest Earned on Maintenance Reserve	10-1XXX	1,462	1	1
	Interest Earned on Capital Reserve Funds	10-1XXX	1,852	1	1
	Total Revenues from Local Sources		13,142,911	13,885,258	14,705,477
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	593,363	593,363	593,363
	Extraordinary Aid	10-3131	125,682	0	0
	Categorical Special Education Aid	10-3132	1,082,596	1,331,006	1,331,006
	Equalization Aid	10-3176	5,434,155	5,434,155	4,739,601
	Categorical Security Aid	10-3177	106,343	106,343	106,343
	Other State Aids	10-3XXX	31,824	0	312,549
	Total Revenues from State Sources		7,373,963	7,464,867	7,082,862
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	0	0	23,663
	FFCRA/SEMI and ARRA/SEMI Revenue	10-4210	7,720	0	0
	Total Revenues from Federal Sources		7,720	0	23,663
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,553,825	1,139,733
	Other Financing Sources	10-5XXX	78,087	0	0
	Adjustment for Prior Year Encumbrances		0	100,542	0
	Actual Revenues (Over)/Under Expenditures		890,282	0	0
General Fund Revenues	Total Operating Budget		21,492,963	23,004,492	22,951,735
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	136,649	125,000	125,000
	Total Revenues from Local Sources	20-1XXX	136,649	125,000	125,000
Special Revenue Fund Revenues from State Sources	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	29,555	0	0
	Nonpublic Teacher Stem Grant	20-3212	0	4,343	0
	Total Revenues from State Sources		29,555	4,343	0

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	44,066	38,677	32,875
	Title II	20-4451-4455	6,024	17,214	14,632
	Title IV	20-4471-4474	20,000	10,000	8,500
	IDEA Part B (Handicapped)	20-4420-4429	246,593	259,067	220,207
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	8,680	31,320	0
	ARP-ESSER	20-4540	432,697	0	0
	CRRSA Act-Mental Health Grant	20-4536	12,993	27,940	0
	Total Revenues from Federal Sources		771,053	384,218	276,214
Special Revenue Fund Revenues	Total Grants and Entitlements		940,152	513,561	401,214
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,590,394	1,592,550	1,150,338
	Total Revenues from Local Sources		1,590,394	1,592,550	1,150,338
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,590,394	1,592,550	1,150,338
Debt Service Fund Revenues	Total Repayment of Debt		1,590,394	1,592,550	1,150,338
All Fund Revenues	Total Revenues/Sources		24,023,509	25,110,603	24,503,287
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		24,023,509	25,110,603	24,503,287

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	6,127,697	6,385,995	6,295,054
	Special Education-Instruction	11-2XX-100-XXX	2,022,896	2,226,248	2,116,763
	Basic Skills/Remedial-Instruction	11-230-100-XXX	801,619	915,386	863,801
	Community Services Programs/Operations	11-800-330-XXX	0	2,000	2,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	533,178	796,550	969,060
	Undistributed Expenditures-Health Services	11-000-213-XXX	203,508	227,276	232,035
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	534,065	636,099	656,282
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	469,401	526,141	507,850
	Undistributed Expenditures-Guidance	11-000-218-XXX	197,371	266,665	274,331
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	590,018	634,317	669,941
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	188,501	236,738	242,580
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	211,118	231,004	238,748
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	123,088	153,899	151,845
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	433,708	524,775	530,961
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	634,920	642,447	615,577
	Undistributed Expenditures-Central Services	11-000-251-XXX	281,604	320,705	325,078
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	71,220	79,431	82,564
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,916,243	2,032,629	2,079,224
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,868,497	1,948,216	1,950,492
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,524,945	3,894,631	4,045,762
	Undistributed Expenditures-Food Services	11-000-310-930	0	42,722	0
	Total Undistributed Expenditures		11,781,385	13,194,245	13,572,330
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1	1
	Interest Earned on Current Expense Emergency Res	10-607	0	1	1
General Fund Current Expenses	Total General Current Expense		20,733,597	22,723,876	22,849,950

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	12,125	40,195	42,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	747,241	217,420	47,615
	Interest Deposit to Capital Reserve	10-604	0	1	1
	Total Capital Outlay		759,366	257,616	89,616
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	0	23,000	12,169
	General Fund Grand Total		21,492,963	23,004,492	22,951,735
Special Revenue Fund Expenses for Other State Projects	Nonpublic Teacher Stem Grant	20-481-XXX-XXX	0	4,343	0
	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	29,555	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	29,555	4,343	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	44,066	38,677	32,875
	Title II	20-XXX-XXX-XXX	6,024	17,214	14,632
	Title IV	20-XXX-XXX-XXX	20,000	10,000	8,500
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	246,593	259,067	220,207
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	12,993	27,940	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	432,697	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	8,680	31,320	0
	Total Federal Projects	20-XXX-XXX-XXX	771,053	384,218	276,214
Special Revenue Fund Expenses	Total Special Revenue Funds		940,152	513,561	401,214
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,590,394	1,592,550	1,150,338
	Total Debt Service Funds		1,590,394	1,592,550	1,150,338
All Fund Expenses	Total Expenditures/Appropriations		24,023,509	25,110,603	24,503,287
Expenses Net of Transfers	Total Expenditures Net of Transfers		24,023,509	25,110,603	24,503,287

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	554,556	634,405	722,438	457,225
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	602,522	604,374	604,375	604,376
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	462,006	463,468	463,469	463,470
	Legal Reserve	3,253,153	2,316,378	874,520	0
	Unemployment Fund	169,323	193,188	193,188	193,188
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	70,819	71,014	71,015	71,016
	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	23,208	20,313	20,313	20,313
	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	\$12,928	\$14,466	\$15,691	\$16,444	\$16,390
Total Classroom Instruction	\$8,057	\$8,913	\$9,648	\$9,946	\$9,783
Classroom-Salaries and Benefits	\$7,638	\$8,404	\$9,098	\$9,373	\$9,229
Classroom-General Supplies and Textbooks	\$274	\$349	\$355	\$349	\$332
Classroom-Purchased Services	\$144	\$160	\$196	\$224	\$222
Total Support Services	\$2,217	\$2,479	\$2,850	\$2,962	\$3,055
Support Services-Salaries and Benefits	\$1,988	\$2,238	\$2,421	\$2,519	\$2,610
Total Administrative Costs	\$1,287	\$1,362	\$1,484	\$1,563	\$1,563
Administration Salaries and Benefits	\$1,055	\$1,134	\$1,172	\$1,214	\$1,220
Total Operations and Maintenance of Plant	\$1,361	\$1,671	\$1,642	\$1,867	\$1,919
Operations and Maintenance-Salaries and Benefits	\$654	\$718	\$834	\$865	\$895
Board Contribution to Food Services	\$0	\$0	\$0	\$35	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$16	\$10	\$8	\$33	\$35
Legal Costs	\$38	\$35	\$67	\$62	\$58
Employee Benefits as a percentage of salaries*	26.14%	28.12%	29.22%	28.95%	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 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
140	Tuition from Individuals	20,000	The District runs a tuition based preschool program.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	Member of the Gloucester, Cumberland, Salem School Districts Joint Insurance Fund.	0
	Member of the School Health Insurance Fund.	0
Purchasing	Purchasing consortiums for supplies, energy, telecommunications, and food.	0
Transportation Services, including Fuel	Transportation jointure with Kingsway Regional School District and GCSSSD.	0

Estimated Tax Rates

Municipality	Category	Amount
East Greenwich	(A) General Fund School Levy	14,265,368
	(D) Total School Levy	16,094,106
	(B) Estimated Net Taxable Valuation (as of 03/01/24)	1,285,946,300
	(H) Estimated Equalized Valuation (as of 10/01/23)	1,701,321,710
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.1093
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.2515
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.8385
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.9460

Name	Category	Measure
Andrea Evans	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$158,605
	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	06/30/27
	Contracted Number of Annual Work Days	240
	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	\$12,775
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$23,049
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement after 5 years of service, unused sick days will be purchased back at a rate of \$65 per day with a maximum payout of \$9,750.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Vacation days upon separation from the district must be paid per 6A:23A-3.1 (e) at a rate of 1/260 per diem salary.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days.
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name	Category	Measure
Andrea Evans	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
Gregory Wilson	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$125,306
	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	240

Name	Category	Measure
Gregory Wilson	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	\$2,100
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$15,000
	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	\$19,389
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement after 7 years of service, unused sick days will be purchased back at a rate of \$65 per day with a maximum payout of \$9,750.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Vacation days upon separation from the district must be paid per 6A:23A-3.1 (e) at a rate of 1/260 per diem salary.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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	\$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

Name	Category	Measure
Gregory Wilson	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
Mike Venello	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Facilities Manager
	Base Annual Salary Amount	\$80,454
	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	240
	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	\$1,400
	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	\$9,939

Name	Category	Measure
Mike Venello	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement after 20 years of service, unused sick days will be purchased back at a per diem rate with a maximum payout of \$3,750.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Vacation days upon separation from the district must be paid per 6A:23A-3.1 (e) at a rate of 1/260 per diem salary.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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	\$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
Shaun Bailey	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Director of Technology
	Base Annual Salary Amount	\$79,388
	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

Name	Category	Measure
Shaun Bailey	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	240
	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	\$700
	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	\$8,330
	Contractual Post-Employment Benefit Description of Payout of Sick days	Upon retirement after 20 years of service, unused sick days will be purchased back at a per diem rate with a maximum payout of \$3,750.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Vacation days upon separation from the district must be paid per 6A:23A-3.1 (e) at a rate of 1/260 per diem salary.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for 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	\$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

Employee Contract List for District

Name	Category	Measure
Shaun Bailey	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