

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	407.0	399.0	418.0
On Roll Special Ed Full-Time	81.0	82.0	63.0
On Roll Subtotal	488.0	481.0	481.0
In Private School Placements	1.0	3.0	0.0
Sent to Other Districts Regular	0.0	0.0	4.0
Sent to Other Districts Special Ed	3.0	1.0	0.0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	6,650,000	6,625,000	6,900,000
Total Tuition	10-1300	18,845	10,000	20,000
Unrestricted Miscellaneous Revenues	10-1XXX	43,980	16,563	13,514
Subtotal - Revenues From Local Sources		6,712,825	6,651,563	6,933,514
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	70,649	83,167	83,167
Extraordinary Aid	10-3131	5,037	0	0
Categorical Special Education Aid	10-3132	351,956	351,956	351,956
Equalization Aid	10-3176	1,333,417	1,333,417	1,214,163
Categorical Security Aid	10-3177	52,071	52,071	52,071
Adjustment Aid	10-3178	145,963	89,321	45,129
PARCC Readiness Aid	10-3181	5,230	0	0
Per Pupil Growth Aid	10-3182	5,230	0	0
Professional Learning Community Aid	10-3183	4,990	0	0
Other State Aids	10-3XXX	1,622	0	0
Subtotal - Revenues From State Sources		1,976,165	1,909,932	1,746,486
Revenues from Federal Sources:				
Impact Aid - 8002 Or 8003 General	10-4101	37,802	35,000	35,000
Subtotal - Revenues From Federal Sources		37,802	35,000	35,000
Budgeted Fund Balance - Operating Budget	10-303	0	263,836	225,000
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	519,255	0
Transfers From Other Funds	10-5200	281,584	0	0
Adjustment For Prior Year Encumbrances		0	573,909	0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Actual Revenues (Over)/Under Expenditures		-657,421	0	0
Total Operating Budget		8,350,955	9,953,495	8,940,000
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	29,297	0	0
Total Revenues From Local Sources	20-1XXX	29,297	0	0
Revenues from Federal Sources:				
Title I	20-4411-4416	64,971	55,308	47,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	137,387	147,641	125,000
Other	20-4XXX	48,674	0	0
Total Revenues From Federal Sources		251,032	202,949	172,000
Total Grants And Entitlements		280,329	202,949	172,000
Total Revenues/Sources		8,631,284	10,156,444	9,112,000
Total Revenues/Sources Net of Transfers		8,631,284	10,156,444	9,112,000

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	2,356,928	2,502,415	2,432,200
Special Education - Instruction	11-2XX-100-XXX	906,318	925,111	1,017,800
Basic Skills/Remedial - Instruction	11-230-100-XXX	200,174	210,100	183,500
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	30,246	31,000	40,000
Before/After School Programs	11-421-XXX-XXX	84,160	88,700	92,000
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	96,419	133,150	160,000
Undist. Expenditures - Health Services	11-000-213-XXX	65,169	73,700	74,500
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	146,155	175,961	191,000
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	313,863	335,600	336,000
Undist. Expenditures - Guidance	11-000-218-XXX	48,548	52,000	54,200
Undist. Expenditures - Child Study Teams	11-000-219-XXX	408,735	423,200	423,000
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	91,237	103,700	1,200
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	69,870	71,468	72,400
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	15,427	7,300	25,500
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	311,481	318,100	319,300
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	169,960	175,100	153,200
Undist. Expend. - Central Services	11-000-251-XXX	133,678	141,225	147,000
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	604,676	1,473,999	771,000
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	507,156	605,400	581,073
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,365,002	1,326,500	1,501,000
Total Undistributed Expenditures		4,347,376	5,416,403	4,810,373
Total General Current Expense		7,925,202	9,173,729	8,575,873
Capital Expenditures:				

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Equipment	12-XXX-XXX-730	26,762	108,767	13,000
Facilities Acquisition And Const. Serv.	12-000-400-XXX	58,212	354,999	1,127
Total Capital Outlay		84,974	463,766	14,127
Transfer Of Funds To Charter Schools	10-000-100-56X	340,779	316,000	350,000
General Fund Grand Total		8,350,955	9,953,495	8,940,000
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	29,297	0	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	64,971	55,308	47,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	137,387	147,641	125,000
Other	20-XXX-XXX-XXX	48,674	0	0
Total Federal Projects	20-XXX-XXX-XXX	251,032	202,949	172,000
Total Special Revenue Funds		280,329	202,949	172,000
Total Expenditures/Appropriations		8,631,284	10,156,444	9,112,000
Total Expenditures Net of Transfers		8,631,284	10,156,444	9,112,000

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
Unrestricted	General Operating Budget	488,836	520,495	365,428	250,000
Unrestricted	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	512,671	519,255	0	0
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	0	0	0	0
Restricted for General Operating Budget	Legal Reserve	0	109,572	109,572	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
Restricted for General Operating Budget	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

Per Pupil Cost Calculations	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,482	\$15,706	\$18,281	\$18,258	\$16,958
Total Classroom Instruction	\$9,407	\$9,524	\$10,875	\$9,947	\$10,215
Classroom-Salaries and Benefits	\$8,759	\$9,004	\$9,820	\$9,186	\$9,380
Classroom-General Supplies and Textbooks	\$464	\$374	\$774	\$503	\$562
Classroom-Purchased Services	\$184	\$147	\$280	\$258	\$273
Total Support Services	\$2,861	\$3,052	\$3,571	\$3,232	\$3,132
Support Services-Salaries and Benefits	\$2,523	\$2,680	\$3,102	\$2,667	\$2,580
Total Administrative Costs	\$1,539	\$1,599	\$1,705	\$1,649	\$1,649
Administration Salaries and Benefits	\$1,266	\$1,324	\$1,464	\$1,358	\$1,367
Total Operations and Maintenance of Plant	\$1,557	\$1,413	\$1,998	\$3,307	\$1,806
Operations and Maintenance-Salaries and Benefits	\$518	\$549	\$730	\$574	\$609
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$84	\$82	\$91	\$84	\$112
Total Equipment Costs	\$13	\$57	\$76	\$235	\$28
Legal Costs	\$44	\$58	\$48	\$39	\$32
Employee Benefits as a percentage of salaries*	26.84%	26.93%	27.43%	25.65%	29.55%

*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 2018-19 revised appropriations and the 2019-20 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 Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Special Education Services	Blairstown Township BOE will host two preschool programs, which will accept tuition-paying regular education students, generating tuition revenue income and saving the District money by not having to send our PSD students to outside regular education programs in the afternoons.	0
Special Education Services	Blairstown Township BOE will provide self-contained classes for three groups: LLD, Behavioral Disabilities, and Multiple Disabilities, which are available to students in neighboring communities	0
Transportation Services, including Fuel	Blairstown Township BOE will participate in coordinated transportation for its students with special needs with Warren and Sussex County programs.	0
Transportation Services, including Fuel	Blairstown Township BOE will have a transportation contract with North Warren Regional for the added costs of transporting students to the Ridge & Valley Charter School as well as the coordination of transportation for students attending private schools (AILO).	0
Transportation Services, including Fuel	Blairstown Township BOE will purchase gasoline for its school buses and maintenance truck through the municipality of Blairstown.	0
Purchasing	Blairstown Township BOE will participate in the coordination of purchasing school supplies and heating oil through the Hunterdon County Education Services Co-op., which annually saves in excess of \$50,000.	0

ID=Blairstown

Category	Amount
(A) General Fund School Levy	5,516,569
(D) Total School Levy	5,516,569
(B) Estimated Net Taxable Valuation (as of 10/01/18)	713,332,172
(H) Estimated Equalized Valuation (as of 10/01/18)	725,627,897
(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.7734
(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.7734
(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7602
(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7602

ID=Hardwick Twp

Category	Amount
(A) General Fund School Levy	1,383,431
(D) Total School Levy	1,383,431
(B) Estimated Net Taxable Valuation (as of 10/01/18)	158,166,106
(H) Estimated Equalized Valuation (as of 10/01/18)	191,362,883
(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.8747
(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.8747
(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.7229
(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.7229

Name=Bruce Leal

Category	Measure
Job Title	Principal
Job Title II	None Reported
Base Annual Salary Amount	\$134,100
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	07/01/18
End Date of Contract	06/30/19
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	\$1,500
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	\$15,715
Contractual Post-Employment Benefit Description of Payout of Sick days	Pay-out @ \$60/day. Has 90 unused sick days.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out for 20 unused vacation days
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for payout of unused days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Bruce Leal

Category	Measure
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

Name=Kathleen Welsh

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	CST Supervisor
Base Annual Salary Amount	\$95,000
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
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/18
End Date of Contract	06/30/19
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	\$450
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	\$7,308
Contractual Post-Employment Benefit Description of Payout of Sick days	No provision in contract for pay-out of unused sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out for up to 20 unused vacation days
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused personal days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Kathleen Welsh

Category	Measure
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

Name=Mark Saalfield

Category	Measure
Job Title	Superintendent
Job Title II	None Reported
Base Annual Salary Amount	\$147,900
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	07/01/17
End Date of Contract	06/30/21
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	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	\$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	\$29,221
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum pay-out of \$15,000 upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out of \$14,221 for 25 days
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused Personal Days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Mark Saalfield

Category	Measure
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

Name=Molly Petty

Category	Measure
Job Title	Business Administrator
Job Title II	None Reported
Base Annual Salary Amount	\$117,620
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	07/01/18
End Date of Contract	06/30/19
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	\$4,106
Total Bonuses Amount	\$1,500
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	\$12,810
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum per law
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per contract, maximum pay-out of 25 days
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for payment of unused days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Molly Petty

Category	Measure
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

Name=Susan Elias

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Curriculum & Instruction
Base Annual Salary Amount	\$90,400
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	07/01/18
End Date of Contract	06/30/19
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	\$1,150
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	\$6,954
Contractual Post-Employment Benefit Description of Payout of Sick days	No provision in contract for pay-out of unused sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum pay-out for up to 20 unused vacation days
Contractual Post-Employment Benefit Description of Payout of Personal days	No provision in contract for pay-out of unused personal days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Susan Elias

Category	Measure
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