

**Advertised Enrollments**

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	592.0	578.0	597.0
On Roll Special Ed Full-Time	97.0	106.0	105.0
On Roll Subtotal	689.0	684.0	702.0
In Private School Placements	8.0	10.0	10.0
Sent to Other Districts Regular	1.0		2.0
Received	18.0	16.0	18.0

## 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	12,953,705	13,293,220	13,559,084
	Total Tuition	10-1300	95,651	68,400	68,400
	Rents and Royalties	10-1910	7,955	8,850	8,850
	Unrestricted Miscellaneous Revenues	10-1XXX	133,280	110,000	29,750
	Total Revenues from Local Sources		13,190,591	13,480,470	13,666,084
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	84,466	84,466	84,466
	Extraordinary Aid	10-3131	472,963	100,000	100,000
	Categorical Special Education Aid	10-3132	317,833	346,236	498,070
	Categorical Security Aid	10-3177	51,981	51,981	51,981
	Total Revenues from State Sources		927,243	582,683	734,517
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	369,608	447,963
	Withdrawal from Current Expense Emergency Reserve	10-312	0	60,973	0
	Adjustment for Prior Year Encumbrances		0	200,839	0
	Actual Revenues (Over)/Under Expenditures		-282,623	0	0
General Fund Revenues	Total Operating Budget		13,835,211	14,694,573	14,848,564
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	68,716	79,732	67,772
	Title II	20-4451-4455	16,406	17,415	14,803
	Title IV	20-4471-4474	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-4420-4429	149,370	159,256	135,367
	CARES Act Education Stabilization Fund	20-4530	0	55,056	0
	Coronavirus Relief Fund (CRF)	20-4532	0	16,650	0
	Total Revenues from Federal Sources		244,492	338,109	226,442
Special Revenue Fund Revenues	Total Grants and Entitlements		244,492	338,109	226,442
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	611,375	584,875	563,975
	Total Revenues from Local Sources		611,375	584,875	563,975
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		611,375	584,875	563,975
Debt Service Fund Revenues	Total Repayment of Debt		611,375	584,875	563,975
All Fund Revenues	Total Revenues/Sources		14,691,078	15,617,557	15,638,981
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		14,691,078	15,617,557	15,638,981

## 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	3,832,253	4,044,518	4,145,370
	Special Education-Instruction	11-2XX-100-XXX	1,718,266	1,793,362	1,893,341
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	457,757	685,510	751,566
	Undistributed Expenditures-Health Services	11-000-213-XXX	165,924	173,710	179,533
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	517,057	580,910	520,560
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	326,187	568,924	524,500
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	355,055	412,399	432,357
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	0	4,000	4,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	136,821	147,262	153,222
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	2,444	32,050	22,400
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	327,121	426,653	407,669
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	399,324	435,100	441,235
	Undistributed Expenditures-Central Services	11-000-251-XXX	272,189	294,493	299,508
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	57,057	80,994	80,295
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,148,238	1,319,432	1,276,796
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	399,799	738,957	758,350
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,608,908	2,933,360	2,946,473
		Total Undistributed Expenditures		7,173,881	8,833,754
General Fund Current Expenses	Total General Current Expense		12,724,400	14,671,634	14,837,175
Capital Outlay	Equipment	12-XXX-XXX-730	101,509	11,550	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	11,389	11,389	11,389
	Increase In Capital Reserve	10-604	997,913	0	0
	Total Capital Outlay		1,110,811	22,939	11,389
General Fund Expenses and Transfers	General Fund Grand Total		13,835,211	14,694,573	14,848,564
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	68,716	79,732	67,772
	Title II	20-XXX-XXX-XXX	16,406	17,415	14,803
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,500
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	149,370	159,256	135,367
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	55,056	0

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Expenses for Federal Projects	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	16,650	0
	Total Federal Projects	20-XXX-XXX-XXX	244,492	338,109	226,442
Special Revenue Fund Expenses	Total Special Revenue Funds		244,492	338,109	226,442
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	611,375	584,875	563,975
	Total Debt Service Funds		611,375	584,875	563,975
All Fund Expenses	Total Expenditures/Appropriations		14,691,078	15,617,557	15,638,981
Expenses Net of Transfers	Total Expenditures Net of Transfers		14,691,078	15,617,557	15,638,981

## 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	5,944,575	6,942,488	6,942,488	6,942,488
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	495,381	495,381	495,381	495,381
	Legal Reserve	150,000	150,000	75,000	0
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	250,000	250,000	189,027	189,027
	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	783,856	924,317	629,709	256,746
	Repayment of Debt	1	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	\$17,228	\$16,977	\$18,541	\$19,367	\$18,985
Total Classroom Instruction	\$10,527	\$10,487	\$11,064	\$11,454	\$11,460
Classroom-Salaries and Benefits	\$9,811	\$9,582	\$10,352	\$10,710	\$10,787
Classroom-General Supplies and Textbooks	\$356	\$546	\$358	\$375	\$325
Classroom-Purchased Services	\$361	\$360	\$354	\$370	\$348
Total Support Services	\$2,554	\$2,579	\$3,054	\$3,304	\$3,110
Support Services-Salaries and Benefits	\$1,645	\$1,612	\$1,813	\$1,829	\$1,864
Total Administrative Costs	\$2,041	\$1,998	\$2,240	\$2,354	\$2,268
Administration Salaries and Benefits	\$1,836	\$1,835	\$1,918	\$2,000	\$1,954
Total Operations and Maintenance of Plant	\$2,098	\$1,905	\$2,175	\$2,248	\$2,141
Operations and Maintenance-Salaries and Benefits	\$1,109	\$988	\$1,185	\$1,172	\$1,215
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$134	\$145	\$0	\$17	\$0
Legal Costs	\$50	\$33	\$71	\$73	\$71
Employee Benefits as a percentage of salaries*	36.44%	36.19%	38.42%	37.47%	36.04%

\*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.

**Unusual Revenues and Appropriations**

Line Number	Source	Amount	Explanation
140	Preschool Tuition	68,400	18 Students at \$3,800 each
300	Interest on Bank Accounts	4,750	Interest on Bank Accounts
	Misc	25,000	Misc Income

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	North Caldwell utilizes New Jersey Schools' Insurance Group for Property and Liability Insurance.	0
	North Caldwell utilizes Morris Essex Insurance Group for Workers' Compensation Insurance.	0
Professional Staff Development	North Caldwell partners with Essex Fells, Fairfield, Roseland and West Essex to reduce the cost of providing Professional Development.	0
Purchasing	North Caldwell purchases off State Contracts provided by the New Jersey Department of Treasury.	0
	North Caldwell participates in ACES - Alliance for Competitive Energy Services.	0
	North Caldwell participates in ACT - Alliance for Competitive Telecommunications.	0
	North Caldwell participates in E-Rate - Federal Universal Program	0
	North Caldwell uses Educational Data Services to order supplies at a reduced cost.	0
Technology Services	North Caldwell contracts with Asbury School District's Technology Center for Accounting, Personnel and Payroll Software Systems. Asbury Park ITC also processes payroll and prints checks issued by the district.	0
Transportation Services, including Fuel	North Caldwell utilizes Sussex County Regional Cooperative for Special Education and regular education transportation services. All routes are tiered with neighboring districts for cost savings.	0



## Estimated Tax Rates

Municipality	Category	Amount
North Caldwell	(A) General Fund School Levy	13,559,084
	(D) Total School Levy	14,123,059
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	1,639,509,600
	(H) Estimated Equalized Valuation (as of 10/01/20)	1,827,511,410
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.8270
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.8614
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7419
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7728

Employee Contract List for District

Name	Category	Measure
Chris Checchetto	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$141,750
	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	220
	Contracted Number of Annual Vacation Days	10
	Contracted Number of Annual Sick Days	11
	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	\$5,417
	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	After 15 Years of Service -Max Payout Amount
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Permitted
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Permitted
	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
Chris Checchetto	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	
Linda Freda	Job Title	Superintendent
	Job Title II	Special Ed Director
	Base Annual Salary Amount	\$190,181
	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	07/01/19
	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	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
Linda Freda	Total Allowances Amount	\$5,902
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$345
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$40,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max Amount at Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max Amount at Retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Permitted
	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	
Michael Halik	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$152,000
	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
Michael Halik	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	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	\$5,520
	Total Bonuses Amount	\$6,460
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$917
	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	Max Amount Permitted at Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Permitted
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Permitted
	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
Michael Halik	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
Michael Stefanelli	Job Title	Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$158,500
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	220
	Contracted Number of Annual Vacation Days	10
	Contracted Number of Annual Sick Days	11
	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	\$5,585
	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	After 15 Years of Service - Max Payout

Employee Contract List for District

Name	Category	Measure
Michael Stefanelli	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Permitted
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Permitted
	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	
Thomas Falco	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Buildings and Grounds
	Base Annual Salary Amount	\$118,750
	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	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12

Employee Contract List for District

Name	Category	Measure
Thomas Falco	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	\$2,698
	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	After 15 Years of Service - Max Payout
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Permitted
	Contractual Post-Employment Benefit Description of Payout of Personal days	Not Permitted
	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