

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	1,046.0	1,024.0	1,026.0
Pupils On Roll Special Ed Full-Time	136.0	132.0	138.0
Pupils On Roll SUBTOTAL	1,182.0	1,156.0	1,164.0
Pupils in Private School Placements	8.0	7.0	6.0
Pupils Sent to Other Districts Regular	0.0	1.0	0.0
Pupils Sent to Other Districts Special Ed	12.0	12.0	11.0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	20,596,385	20,967,313	21,366,659
Total Tuition	10-1300	20,155	20,000	20,000
Rents And Royalties	10-1910	103,055	103,055	103,055
Unrestricted Miscellaneous Revenues	10-1XXX	34,262	10,000	10,000
Interest Earned On Capital Reserve Funds	10-1XXX	6,638	2,000	2,000
Subtotal - Revenues From Local Sources		20,760,495	21,102,368	21,501,714
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	23,548	27,212	27,212
Extraordinary Aid	10-3131	274,741	0	0
Categorical Special Education Aid	10-3132	397,703	394,058	394,058
Categorical Security Aid	10-3177	19,204	21,680	21,680
Parcc Readiness Aid	10-3181	0	12,380	12,380
Per Pupil Growth Aid	10-3182	0	12,380	12,380
Professional Learning Community Aid	10-3183	0	11,620	11,620
Other State Aids	10-3XXX	28,762	0	0
Subtotal - Revenues From State Sources		743,958	479,330	479,330
Budgeted Fund Balance - Operating Budget	10-303	0	914,235	265,263
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	0	650,000
Transfers From Other Funds	10-5200	386	0	0
Adjustment For Prior Year Encumbrances		0	412,873	0
Actual Revenues (Over)/Under Expenditures		-1,189,201	0	0
Total Operating Budget		20,315,638	22,908,806	22,896,307
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	58,297	6,213	0
Total Revenues From Local Sources	20-1XXX	58,297	6,213	0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Revenues from Federal Sources:				
Title II	20-4451-4455	20,129	20,000	16,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	205,775	259,738	259,738
Total Revenues From Federal Sources		225,904	279,738	275,738
Total Grants And Entitlements		284,201	285,951	275,738
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	967,275	950,375	914,100
Total Revenues From Local Sources		967,275	950,375	914,100
Total Local Repayment Of Debt		967,275	950,375	914,100
Total Repayment Of Debt		967,275	950,375	914,100
Total Revenues/Sources		21,567,114	24,145,132	24,086,145
Total Revenues/Sources Net of Transfers		21,567,114	24,145,132	24,086,145

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	7,224,427	7,691,022	7,812,160
Special Education - Instruction	11-2XX-100-XXX	694,377	944,542	955,478
Basic Skills/Remedial - Instruction	11-230-100-XXX	409,850	344,541	358,417
Bilingual Education - Instruction	11-240-100-XXX	60,269	40,166	39,300
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	64,677	60,847	60,847
School-Sponsored Athletics - Instruction	11-402-100-XXX	63,036	64,478	65,578
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,420,334	1,452,423	1,378,730
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	78,192	80,334	81,681
Undist. Expenditures - Health Services	11-000-213-XXX	228,460	242,668	250,198
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	371,033	478,473	464,481
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	489,741	556,844	471,757
Undist. Expenditures - Guidance	11-000-218-XXX	334,757	344,306	349,603
Undist. Expenditures - Child Study Teams	11-000-219-XXX	466,665	537,950	546,208
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	177,072	178,505	178,180
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	193,635	213,475	224,281
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	48,503	37,000	36,950
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	457,595	576,300	528,221
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	792,371	808,242	782,060
Undist. Expend. - Central Services	11-000-251-XXX	430,626	455,605	464,207
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	388,021	435,261	340,581
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,748,866	2,067,636	1,983,677
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	391,112	491,772	499,910
Personal Services - Employee Benefits	11-XXX-XXX-2XX	3,319,971	3,741,839	3,870,804
Total Undistributed Expenditures		11,336,954	12,698,633	12,451,529
Total General Current Expense		19,853,590	21,844,229	21,743,309

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	25,768	28,041	24,000
Facilities Acquisition And Const. Serv.	12-000-400-XXX	436,280	934,536	476,998
Capital Reserve - Transfer To Capital Projects	12-000-400-931	0	0	650,000
Increase In Capital Reserve	10-604	0	100,000	0
Interest Deposit To Capital Reserve	10-604	0	2,000	2,000
Total Capital Outlay		462,048	1,064,577	1,152,998
General Fund Grand Total		20,315,638	22,908,806	22,896,307
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	58,297	6,213	0
Federal Projects:				
Title II	20-XXX-XXX-XXX	20,129	20,000	16,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	205,775	259,738	259,738
Total Federal Projects	20-XXX-XXX-XXX	225,904	279,738	275,738
Total Special Revenue Funds		284,201	285,951	275,738
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	967,275	950,375	914,100
Total Debt Service Funds		967,275	950,375	914,100
Total Expenditures/Appropriations		21,567,114	24,145,132	24,086,145
Total Expenditures Net of Transfers		21,567,114	24,145,132	24,086,145

Budget Category	Audited Balance 6-30-2015	Audited Balance 6-30-2016	Estimated Balance 6-30-2017	Estimated Balance 6-30-2018
Unrestricted:				
--General Operating Budget	669,685	685,056	410,315	410,315
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	2,008,582	2,803,839	2,905,839	2,257,839
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	250,000	350,000	350,000	350,000
--Legal Reserve	1,039,057	904,757	265,263	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	0	0	0	0
--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
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2014-15 Actual Costs	2015-16 Actual Costs	2016-17 Original Budget	2016-17 Revised Budget	2017-18 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$14,380	\$15,218	\$16,459	\$17,169	\$17,014
Total Classroom Instruction	\$8,288	\$8,874	\$9,560	\$9,856	\$9,995
Classroom-Salaries and Benefits	\$7,823	\$8,331	\$8,919	\$9,044	\$9,253
Classroom-General Supplies and Textbooks	\$193	\$229	\$344	\$486	\$391
Classroom-Purchased Services	\$272	\$314	\$298	\$326	\$352
Total Support Services	\$2,262	\$2,446	\$2,690	\$2,804	\$2,744
Support Services-Salaries and Benefits	\$1,994	\$1,994	\$2,181	\$2,180	\$2,215
Total Administrative Costs	\$2,017	\$2,072	\$2,138	\$2,344	\$2,191
Administration Salaries and Benefits	\$1,619	\$1,747	\$1,852	\$1,856	\$1,857
Total Operations and Maintenance of Plant	\$1,689	\$1,690	\$1,935	\$2,027	\$1,945
Operations and Maintenance-Salaries and Benefits	\$948	\$988	\$1,057	\$1,050	\$1,049
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$124	\$135	\$135	\$138	\$139
Total Equipment Costs	\$53	\$22	\$14	\$24	\$21
Legal Costs	\$53	\$16	\$15	\$41	\$14
Employee Benefits as a percentage of salaries*	25.07%	27.07%	31.18%	29.36%	29.74%

*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 (formerly the Comparative Spending Guide) 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 2016-17 revised appropriations and the 2017-18 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)
Business Services	Participates in the Alliance for Competitive Energy Services (ACES).	0
Business Services	Participates in the federal Universal Service Program (E-rate).	0
Business Services	Participates in Region II and III cooperative agreements for Special Education services, Transportation, staff development and training, etc.	0
Staffing - Other	River Vale and Montvale have the inter local agreement to share a speech teacher.	0
Transportation Services, including Fuel	Participates in non-public transportation coordination by the high school through the South Bergen Jointure Commission.	0
Purchasing	Participates in Cooperative Bidding interlocal agreement a?? Educational Data Services, MRESC and Hunterdon Co-Op	0
Municipal/Public Works	Participates in a cooperative gas purchasing program through the Township of River Vale.	0
Municipal/Public Works	Participates in a lease with the Township to have the schoola??s fields maintained by the Township.	0
Municipal/Public Works	Participates in a lease with the Township to have the schoola??s vehiclea??s maintained by the Township.	0
Professional Staff Development	Participates in cooperative agreements for region districts share the costs of staff training at an annual professional day.	0
Technology Services	Participates in the DRLAP internet services thru MRESC.	0
Technology Services	Participates in the ACT telecommunications program offered through NJASBO.	0
Insurance Coverages and Benefits	Participates in the Northeast School Board Insurance Group (NESBIG) with forty-three (43) other Board of Educations for property/casualty, employment practices insurance and workera??s compensation insurance.	0

A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	21,166,986
(B) Estimated Net Taxable Valuation (as of 10/01/16)	2,074,396,995
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	1.0204
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	22,096,260
(E) Estimated Net Taxable Valuation (as of 10/01/16)	2,074,396,995
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	1.0652

B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	21,166,986
(H) Estimated Equalized Valuation (as of 10/01/16)	2,047,995,196
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	1.0335
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	22,096,260
(K) Estimated Equalized Valuation (as of 10/01/16)	2,047,995,196
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	1.0789

NAME=Joelle DeGaetano

CATEGORY	MEASURE
Job Title	Other
Job Title II	Supervisor CST/Social Wor
Base Annual Salary Amount	\$133,302
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	21
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	22
Description of Other Contracted Non-Working Days	16 Holidays and 6 Recess
Total Allowances Amount	\$1,210
Total Bonuses Amount	\$1,000
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$173
District Contributions Above Teacher Contract for Retirement Plans	\$1,809
Total Contractual Post-Employment Benefit Amount	\$9,954
Contractual Post-Employment Benefit Description of Payout of Sick days	\$84 per day at Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Joelle DeGaetano

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$2,222
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	Up to four (4) days
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Kelly Ippolito

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$176,968
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/16
End Date of Contract	06/30/17
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	6
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	16 Holidays and 8 Recess
Total Allowances Amount	\$5,770
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$505
District Contributions Above Teacher Contract for Retirement Plans	\$4,953
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15,000 at Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Kelly Ippolito

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Kenneth Peterson

CATEGORY	MEASURE
Job Title	Other
Job Title II	Dir of B&G
Base Annual Salary Amount	\$103,918
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/16
End Date of Contract	06/30/17
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	16 Holidays and 8 Recess
Total Allowances Amount	\$3,730
Total Bonuses Amount	\$1,000
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,596
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$14,028
Contractual Post-Employment Benefit Description of Payout of Sick days	\$84 per day upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Kenneth Peterson

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$1,732
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	Up to four (4) days
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Rory McCourt

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$145,000
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	08/20/13
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	16 Holidays and 8 Recess
Total Allowances Amount	\$13,502
Total Bonuses Amount	\$21,736
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,887
District Contributions Above Teacher Contract for Retirement Plans	\$2,651
Total Contractual Post-Employment Benefit Amount	\$8,938
Contractual Post-Employment Benefit Description of Payout of Sick days	Capped at \$15,000 at retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Rory McCourt

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Thomas O'Gara

CATEGORY	MEASURE
Job Title	Other
Job Title II	Dir. of Ed Technology
Base Annual Salary Amount	\$118,052
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/16
End Date of Contract	06/30/17
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	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	22
Description of Other Contracted Non-Working Days	16 Holidays and 6 Recess
Total Allowances Amount	\$3,500
Total Bonuses Amount	\$1,000
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$57
District Contributions Above Teacher Contract for Retirement Plans	\$711
Total Contractual Post-Employment Benefit Amount	\$3,696
Contractual Post-Employment Benefit Description of Payout of Sick days	\$84 per day upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Thomas O'Gara

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$1,966
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	Up to Four (4) days
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	