

Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	803.0	837.0	832.0
On Roll Special Ed Full-Time	136.0	137.0	137.0
On Roll Subtotal	939.0	974.0	969.0
In Private School Placements	6.0	6.0	8.0
Sent to Other Districts Regular	5.0	3.0	3.0
Sent to Other Districts Special Ed	14.0	15.0	21.0
Received	130.0	138.0	130.0
In State Facilities	2.0		0.0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	9,928,786	10,127,361	10,505,782
	Total Tuition	10-1300	1,964,690	2,016,096	2,275,909
	Unrestricted Miscellaneous Revenues	10-1XXX	101,874	25,000	25,000
	Interest Earned on Maintenance Reserve	10-1XXX	5,860	5,790	5,933
	Interest Earned on Capital Reserve Funds	10-1XXX	5,417	4,074	4,301
	Other Restricted Miscellaneous Revenues	10-1XXX	551	0	0
	Total Revenues from Local Sources			12,007,178	12,178,321
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	97,770	97,770	97,770
	Extraordinary Aid	10-3131	127,870	0	0
	Categorical Special Education Aid	10-3132	696,197	696,197	696,197
	Equalization Aid	10-3176	3,989,710	4,156,476	5,362,445
	Categorical Security Aid	10-3177	218,608	218,608	218,608
	Adjustment Aid	10-3178	102,575	102,575	102,575
	Total Revenues from State Sources			5,232,730	5,271,626
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	4,463	31,398	31,532
	FFCRA/SEMI and ARRA/SEMI Revenue	10-4210	10,645	0	0
	Total Revenues from Federal Sources			15,108	31,398
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,328,769	1,139,578
	Actual Revenues (Over)/Under Expenditures		-681,110	0	0
General Fund Revenues	Total Operating Budget		16,573,906	18,810,114	20,465,630
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	72,706	10,000	10,000
	Scholarship Fund Revenue	20-1770	29,889	5,000	5,000
	Total Revenues from Local Sources	20-1XXX	102,595	15,000	15,000
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	277,441	259,652	157,000
	Title II	20-4451-4455	21,402	17,121	23,100
	Title IV	20-4471-4474	20,860	17,634	13,171
	IDEA Part B (Handicapped)	20-4420-4429	282,929	265,351	249,473
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	0	0	78,700

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	0	40,000
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	0	40,000
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	0	0	88,501
	ARP-ESSER	20-4540	0	0	1,609,240
	CARES Act Education Stabilization Fund	20-4530	182,130	0	0
	CARES-Digital Divide Grant	20-4531	33,344	0	0
	Coronavirus Relief Fund (CRF)	20-4532	60,226	0	0
	CRRSA Act-ESSER II	20-4534	28,330	0	0
	Total Revenues from Federal Sources			906,662	559,758
Special Revenue Fund Revenues	Total Grants and Entitlements		991,942	574,758	2,314,185
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	985,958	584,560	702,407
	Total Revenues from Local Sources		985,958	584,560	702,407
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	169,667	89,065	107,018
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,155,625	673,625	809,425
Debt Service Fund Revenues	Total Repayment of Debt		1,155,625	673,625	809,425
All Fund Revenues	Total Revenues/Sources		18,721,473	20,058,497	23,589,240
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		18,721,473	20,058,497	23,589,240

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	4,645,260	5,112,841	5,583,223
	Special Education-Instruction	11-2XX-100-XXX	1,106,215	1,243,372	1,271,610
	Basic Skills/Remedial-Instruction	11-230-100-XXX	193,499	171,101	203,622
	Bilingual Education-Instruction	11-240-100-XXX	39,691	80,917	85,617
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	40,518	95,200	75,300
	School-Sponsored Athletics-Instruction	11-402-100-XXX	476,061	506,869	523,237
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,139,645	1,869,652	2,675,635
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	128,568	133,069	151,249
	Undistributed Expenditures-Health Services	11-000-213-XXX	166,411	194,649	198,906
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	190,923	269,967	255,770
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	121,805	175,170	116,100
	Undistributed Expenditures-Guidance	11-000-218-XXX	333,405	363,409	370,253
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	451,666	492,620	513,017
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	207,961	230,446	162,559
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	313,750	336,695	307,549
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	353,439	345,288	355,503
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	494,388	536,372	562,904
	Undistributed Expenditures-Central Services	11-000-251-XXX	311,924	332,304	323,350
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	59,142	165,178	120,894
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,683,241	1,962,277	2,256,595
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	292,099	426,000	573,250
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,159,408	3,676,727	3,636,887
	Total Undistributed Expenditures			9,407,775	11,509,823
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	5,790	5,933
General Fund Current Expenses	Total General Current Expense		15,909,019	18,725,913	20,328,963

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	596,610	11,850	41,500
	Facilities Acquisition and Construction Services	12-000-400-XXX	3,043	3,043	3,043
	Interest Deposit to Capital Reserve	10-604	0	4,074	4,301
	Total Capital Outlay		599,653	18,967	48,844
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	65,234	65,234	87,823
	General Fund Grand Total		16,573,906	18,810,114	20,465,630
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	277,441	259,652	157,000
	Title II	20-XXX-XXX-XXX	21,402	17,121	23,100
	Title IV	20-XXX-XXX-XXX	20,860	17,634	13,171
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	282,929	265,351	249,473
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	182,130	0	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	33,344	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	60,226	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	28,330	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	0	0	1,609,240
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	0	0	78,700
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	0	40,000
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	0	40,000
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	0	0	88,501
	Total Federal Projects	20-XXX-XXX-XXX	906,662	559,758	2,299,185
Special Revenue Fund Expenses	Total Special Revenue Funds		991,942	574,758	2,314,185
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,155,625	673,625	809,425
	Total Debt Service Funds		1,155,625	673,625	809,425
All Fund Expenses	Total Expenditures/Appropriations		18,721,473	20,058,497	23,589,240
Expenses Net of Transfers	Total Expenditures Net of Transfers		18,721,473	20,058,497	23,589,240

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2020	Audited Balance 06/30/2021	Estimated Balance 06/30/2022	Estimated Balance 06/30/2023
Unrestricted	General Operating Budget	575,476	871,404	788,217	752,405
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	722,375	1,127,792	1,131,866	1,136,167
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	1,338,248	1,394,108	1,399,898	1,405,831
	Legal Reserve	2,472,044	2,349,348	1,103,766	0
	Unemployment Fund	154,041	200,642	205,671	205,671
	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
Restricted for Special Revenue Fund	Student Activity Fund	93,682	91,522	91,522	91,522
	Scholarship Fund	58,239	77,714	77,714	77,714
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2019-20 Actual Costs	2020-21 Actual Costs	2021-22 Original Budget	2021-22 Revised Budget	2022-23 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,326	\$15,528	\$17,814	\$16,950	\$17,712
Total Classroom Instruction	\$8,382	\$8,324	\$9,566	\$9,092	\$9,725
Classroom-Salaries and Benefits	\$7,715	\$7,733	\$8,951	\$8,507	\$8,848
Classroom-General Supplies and Textbooks	\$380	\$183	\$306	\$291	\$202
Classroom-Purchased Services	\$287	\$408	\$309	\$294	\$675
Total Support Services	\$2,457	\$2,600	\$3,164	\$2,867	\$2,725
Support Services-Salaries and Benefits	\$2,116	\$2,219	\$2,515	\$2,250	\$2,188
Total Administrative Costs	\$1,668	\$1,657	\$1,804	\$1,855	\$1,843
Administration Salaries and Benefits	\$1,421	\$1,418	\$1,555	\$1,618	\$1,641
Total Operations and Maintenance of Plant	\$2,025	\$2,019	\$2,411	\$2,310	\$2,605
Operations and Maintenance-Salaries and Benefits	\$982	\$867	\$1,055	\$1,066	\$1,011
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$771	\$700	\$841	\$800	\$787
Total Equipment Costs	\$368	\$640	\$13	\$12	\$43
Legal Costs	\$16	\$41	\$22	\$21	\$26
Employee Benefits as a percentage of salaries*	36.32%	32.68%	36.61%	36.44%	35.43%

*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 2021-22 revised appropriations and the 2022-23 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Insurance Coverages and Benefits	SAIF	0
Municipal/Public Works	Palmyra Borough	0
Purchasing	ACES (energy consortium)	0
Recycling	Palmyra Borough	0
Special Education Services	BCSSSD, Edgewater Park Public School, Cinnaminson Public School, Burlington Twp Public School, Haddon Heights Public School	0
Transportation Services, including Fuel	Cinnaminson Public School, BCSSSD, Pennsauken Public School	0

Estimated Tax Rates

Municipality	Category	Amount
Palmyra Borough	(A) General Fund School Levy	10,505,782
	(D) Total School Levy	11,208,189
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	477,400,339
	(H) Estimated Equalized Valuation (as of 10/01/21)	559,016,774
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	2.2006
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	2.3478
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.8793
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	2.0050

Employee Contract List for District

Name	Category	Measure
Brian J. McBride	Job Title	Superintendent
	Job Title II	NA
	Base Annual Salary Amount	\$179,928
	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	06/30/25
	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	4
	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	\$2,550
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,692
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum paid only upon valid retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum per diem times # of days
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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
Brian J. McBride	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
Peter Lutchko	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	NA
	Base Annual Salary Amount	\$86,320
	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	06/30/23
	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	4
	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
Peter Lutchko	Total Allowances Amount	\$845
	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	\$15,332
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum paid upon valid retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum per diem times # of days
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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	
Ronald Holt	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	NA
	Base Annual Salary Amount	\$83,000
	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
Ronald Holt	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/23
	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	4
	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	\$350
	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	\$15,319
	Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum paid upon valid retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum per diem times # of days
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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
Ronald Holt	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
William R. Blatchley	Job Title	Business Administrator
	Job Title II	NA
	Base Annual Salary Amount	\$152,650
	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	06/30/23
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,375
	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	\$15,587	
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum paid upon valid retirement	

Employee Contract List for District

Name	Category	Measure
William R. Blatchley	Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum per diem times # of days
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	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