

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	717.0	691.0	707.0
On Roll Special Ed Full-Time	175.0	168.0	183.0
On Roll Subtotal	892.0	859.0	890.0
In Private School Placements	8.0	12.0	12.0
Sent to Other Districts Regular	3.0	1.0	1.0
Sent to Other Districts Special Ed	2.0	2.0	2.0

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	14,743,086	15,110,847	15,413,064
	Total Tuition	10-1300	252,144	100,000	100,000
	Transportation Fees from Individuals	10-1410	8,500	0	0
	Unrestricted Miscellaneous Revenues	10-1XXX	0	58,601	27,000
	Interest Earned on Capital Reserve Funds	10-1XXX	973	1,500	500
	Other Restricted Miscellaneous Revenues	10-1XXX	61,714	0	0
	Total Revenues from Local Sources		15,066,417	15,270,948	15,540,564
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	11,642	11,642	11,642
	Extraordinary Aid	10-3131	158,708	250,000	200,000
	Categorical Special Education Aid	10-3132	547,530	547,530	547,530
	Equalization Aid	10-3176	1,685,969	1,433,461	1,119,052
	Categorical Security Aid	10-3177	23,490	23,490	23,490
	Total Revenues from State Sources		2,427,339	2,266,123	1,901,714
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	18,393	21,842	23,078
	Total Revenues from Federal Sources		18,393	21,842	23,078
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	400,000	528,540
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	389,400	224,000	293,000
	Transfers from Other Funds	10-5200	31,211	25,000	47,038
	Adjustment for Prior Year Encumbrances		0	85,425	0
	Actual Revenues (Over)/Under Expenditures		489	0	0
General Fund Revenues	Total Operating Budget		17,933,249	18,293,338	18,333,934
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	43,492	42,412	0
	Total Revenues from Local Sources	20-1XXX	43,492	42,412	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	111,572	112,337	98,860
	Title II	20-4451-4455	41,267	33,783	29,730
	Title IV	20-4471-4474	500	0	0
	I.D.E.A. Part B (Handicapped)	20-4420-4429	241,882	252,914	222,564
	CARES Act Education Stabilization Fund	20-4530	0	96,175	0
	CARES-Digital Divide Grant	20-4531	0	65,702	0

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Special Revenue Fund Revenues from Federal Sources	Coronavirus Relief Fund (CRF)	20-4532	0	45,065	0
	Other	20-4XXX	11,448	3,996	0
	Total Revenues from Federal Sources		406,669	609,972	351,154
Special Revenue Fund Revenues	Total Grants and Entitlements		450,161	652,384	351,154
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	807,576	790,614	777,397
	Total Revenues from Local Sources		807,576	790,614	777,397
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	416,024	407,286	400,478
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,223,600	1,197,900	1,177,875
Debt Service Fund Revenues	Total Repayment of Debt		1,223,600	1,197,900	1,177,875
All Fund Revenues	Total Revenues/Sources		19,607,010	20,143,622	19,862,963
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		19,607,010	20,143,622	19,862,963

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	4,762,628	5,151,491	4,970,793
	Special Education-Instruction	11-2XX-100-XXX	2,940,240	2,956,676	2,840,465
	Basic Skills/Remedial-Instruction	11-230-100-XXX	357,582	367,345	410,928
	Bilingual Education-Instruction	11-240-100-XXX	75,731	84,600	145,795
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	98,942	75,375	75,375
	Before/After School Programs	11-421-XXX-XXX	999	20,000	44,600
	Summer School	11-422-XXX-XXX	76,075	72,601	82,530
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	432,340	898,570	1,017,382
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	13,936	13,936	14,215
	Undistributed Expenditures-Health Services	11-000-213-XXX	134,242	152,409	155,126
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	370,937	412,265	417,881
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	127,743	200,343	205,164
	Undistributed Expenditures-Guidance	11-000-218-XXX	172,972	131,247	139,173
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	499,318	516,767	611,364
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	222,930	227,229	197,966
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	120,813	120,172	121,624
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	12,570	21,000	21,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	427,985	485,840	426,265
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	451,133	472,562	475,116
	Undistributed Expenditures-Central Services	11-000-251-XXX	351,659	355,843	362,797
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	276,146	245,000	178,660
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,242,468	1,287,623	1,386,171
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	679,694	849,500	850,500
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,762,581	2,947,944	2,889,544
	Total Undistributed Expenditures			8,299,467	9,338,250
General Fund Current Expenses for Increased Reserves	Increase In Maintenance Reserve	10-606	250,000	0	0
General Fund Current Expenses	Total General Current Expense		16,861,664	18,066,338	18,040,434

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Capital Reserve-Transfer to Capital Projects	12-000-400-931	389,400	225,500	293,000
	Increase In Capital Reserve	10-604	681,211	0	0
	Interest Deposit to Capital Reserve	10-604	974	1,500	500
	Total Capital Outlay		1,071,585	227,000	293,500
General Fund Expenses and Transfers	General Fund Grand Total		17,933,249	18,293,338	18,333,934
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	43,492	42,412	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	111,572	112,337	98,860
	Title II	20-XXX-XXX-XXX	41,267	33,783	29,730
	Title IV	20-XXX-XXX-XXX	500	0	0
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	241,882	252,914	222,564
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	0	96,175	0
	Other	20-XXX-XXX-XXX	11,448	3,996	0
	Bridging the Digital Divide Program	20-478-XXX-XXX	0	65,702	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	0	45,065	0
	Total Federal Projects	20-XXX-XXX-XXX	406,669	609,972	351,154
Special Revenue Fund Expenses	Total Special Revenue Funds		450,161	652,384	351,154
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,223,600	1,197,900	1,177,875
	Total Debt Service Funds		1,223,600	1,197,900	1,177,875
All Fund Expenses	Total Expenditures/Appropriations		19,607,010	20,143,622	19,862,963
Expenses Net of Transfers	Total Expenditures Net of Transfers		19,607,010	20,143,622	19,862,963

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	480,915	773,700	551,200	258,700
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	214,500	464,500	464,500	464,500
	Legal Reserve	741,540	928,540	528,540	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
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0
Unrestricted	General Operating Budget	596,986	356,048	364,158	364,158
	Repayment of Debt	0	0	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	\$17,920	\$17,291	\$18,178	\$18,997	\$18,171
Total Classroom Instruction	\$11,786	\$11,491	\$12,178	\$12,645	\$11,930
Classroom-Salaries and Benefits	\$11,251	\$11,165	\$11,867	\$12,301	\$11,635
Classroom-General Supplies and Textbooks	\$417	\$215	\$200	\$226	\$183
Classroom-Purchased Services	\$117	\$111	\$111	\$118	\$111
Total Support Services	\$2,300	\$2,239	\$2,396	\$2,488	\$2,544
Support Services-Salaries and Benefits	\$1,678	\$1,744	\$1,806	\$1,874	\$2,060
Total Administrative Costs	\$2,132	\$1,962	\$1,984	\$2,153	\$1,943
Administration Salaries and Benefits	\$1,643	\$1,344	\$1,430	\$1,612	\$1,566
Total Operations and Maintenance of Plant	\$1,554	\$1,448	\$1,490	\$1,565	\$1,626
Operations and Maintenance-Salaries and Benefits	\$332	\$296	\$340	\$317	\$333
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$128	\$140	\$107	\$111	\$106
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$71	\$76	\$45	\$67	\$44
Employee Benefits as a percentage of salaries*	27.13%	26.42%	26.73%	26.51%	25.85%

*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
190	Parents	95,000	PreK Integrated program tuition \$3800/student. Anticipate 25 students.
300	Misc Revenue	27,000	Change due to Federal Reserve Interest Rate.
430	Extraordinary Aide	200,000	Decrease due to receiving less than expected for 19/20 and number of students with related services.
680	Cafeteria	47,038	Due to the Seamless Summer Option and providing free meals to all students our profits for 20/21 are greater than anticipated and we are able to supplement lunch room costs from the cafeteria account.

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Curriculum Services	Curriculum Directors and staff from the Tri-District (Wanaque, Ringwood, Lakeland) routinely meet to articulate.	0
Insurance Coverages and Benefits	Wanaque School District is a member of the New Jersey Schools Insurance Group.	0
Municipal/Public Works	Lakeland Regional HS and Wanaque DPW assist Wanaque School District with snow plowing, salting and grounds projects on an as needed basis.	0
	The Wanaque Police Department provides a resource officer and also runs the DARE program for the district.	0
Professional Staff Development	Throughout the school year the Tri-District (Wanaque, Ringwood, Lakeland Regional HS) coordinate Professional Staff Development.	0
Purchasing	Wanaque is a member district in the Educational Data Services , Educational Services Commission of NJ and the Hunterdon County Educational Services Commission.	0
Technology Services	We are in a shared services agreement with Northern Region Educational Services Commission for additional technology assistance as needed.	0
Transportation Services, including Fuel	All mandatory transportation services are coordinated through Norther Region Educational Services Commission.	0
	Coordinate a limited number (Chorus & G&T) trips are coordinated with Ringwood Transportation Dept.	0
	All fuel for our maintenance trucks is purchased through the Wanaque Borough at a reduced rate.	0

Estimated Tax Rates

Municipality	Category	Amount
Wanaque	(A) General Fund School Levy	15,261,955
	(D) Total School Levy	16,039,352
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	1,113,829,600
	(H) Estimated Equalized Valuation (as of 10/01/20)	1,392,809,303
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.3702
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.4400
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.0958
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.1516

Employee Contract List for District

Name	Category	Measure
Fernando Hache	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$78,000
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	Contracted Number of Annual Sick Days	14
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	19
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$720
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$2,000
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$922
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$14,500
	Contractual Post-Employment Benefit Description of Payout of Sick days	\$70/day Max 100 Days at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260 of final salary not to exceed 25 days.
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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
Fernando Hache	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
Nancy Di Bartolo	Job Title	Business Administrator
	Job Title II	Board Secretary
	Base Annual Salary Amount	\$144,993
	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	260
	Contracted Number of Annual Vacation Days	22
	Contracted Number of Annual Sick Days	14
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	19
Description of Other Contracted Non-Working Days	Holidays	

Employee Contract List for District

Name	Category	Measure
Nancy Di Bartolo	Total Allowances Amount	\$6,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$800
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$32,845
	Contractual Post-Employment Benefit Description of Payout of Sick days	1/260 of final salary not to exceed \$15k @ retirement.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260 of final salary not to exceed 32 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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	
Robert P. Mooney	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$173,083
	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
Robert P. Mooney	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	12
	Contracted Number of Annual Sick Days	8
	Contracted Number of Annual Personal Days	0
	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	\$19,900
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	No payout clause in contract.
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout clause in contract.
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout clause in contract.
	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
Robert P. Mooney	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 Mullanaphy	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Sup of B&G
	Base Annual Salary Amount	\$78,030
	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	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	14
	Contracted Number of Annual Personal Days	5
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	15
	Description of Other Contracted Non-Working Days	Holidays
	Total Allowances Amount	\$2,120
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$3,500
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$800
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$14,003
Contractual Post-Employment Benefit Description of Payout of Sick days	\$50/day max 100 days	

Employee Contract List for District

Name	Category	Measure
William Mullanaphy	Contractual Post-Employment Benefit Description of Payout of Vacation days	1/260 of final salary not to exceed 30 days
	Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
	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