

Advertised Enrollments

Pupil Enrollment Categories	10-15-2019 Actual	10-15-2020 Actual	10-15-2021 Estimate
On Roll Regular Full-Time	640.0	661.0	672.0
On Roll Special Ed Full-Time	84.0	81.0	82.0
On Roll Subtotal	724.0	742.0	754.0
In Private School Placements	3.0	2.0	3.0
Sent to Other Districts Special Ed	3.0	2.0	2.0
Received	3.0	4.0	0.0

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	15,499,544	16,632,084	16,964,726
	Total Tuition	10-1300	434,343	39,397	40,000
	Transportation Fees from Other Local Education Authorities	10-1420-1440	1,196,293	850,000	900,000
	Rents and Royalties	10-1910	9,758	8,000	8,000
	Unrestricted Miscellaneous Revenues	10-1XXX	14,929	172,722	175,000
	Interest Earned on Maintenance Reserve	10-1XXX	275	125	125
	Interest Earned on Capital Reserve Funds	10-1XXX	275	125	125
	Total Revenues from Local Sources		17,155,417	17,702,453	18,087,976
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	198,422	198,422	198,422
	Extraordinary Aid	10-3131	264,527	0	0
	Categorical Special Education Aid	10-3132	418,984	524,450	640,145
	Categorical Security Aid	10-3177	13,957	13,957	13,957
	Other State Aids	10-3XXX	3,366	0	0
	Total Revenues from State Sources		899,256	736,829	852,524
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	900,000	850,000
	Withdrawal from Capital Reserve for Transfer To Debt Service Fund	10-317	0	225,000	0
	Withdrawal from Maintenance Reserve	10-310	0	150,000	0
	Transfers from Other Funds	10-5200	-323,909	0	0
	Adjustment for Prior Year Encumbrances		0	7,680	0
	Actual Revenues (Over)/Under Expenditures		-749,703	0	0
General Fund Revenues	Total Operating Budget		16,981,061	19,721,962	19,790,500
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	0	0	8,700
	Total Revenues from Local Sources	20-1XXX	0	0	8,700
Special Revenue Fund Revenues from Federal Sources	Title II	20-4451-4455	2,213	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	158,133	120,000	120,000
	Total Revenues from Federal Sources		160,346	130,000	130,000
Special Revenue Fund Revenues	Total Grants and Entitlements		160,346	130,000	138,700
Debt Service Fund Transfer and Other Financing	Transfers from Capital Reserve	40-5210	0	225,000	0

Advertised Revenues

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,216,925	946,175	1,110,800
	Total Revenues from Local Sources		1,216,925	946,175	1,110,800
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,216,925	1,171,175	1,110,800
Debt Service Fund Revenues	Total Repayment of Debt		1,216,925	1,171,175	1,110,800
All Fund Revenues	Total Revenues/Sources		18,358,332	21,023,137	21,040,000
Revenues Net of Transfers	Deduct Transfer-Transfers from Capital Reserve	40-5210	0	225,000	0
	Total Revenues/Sources Net of Transfers		18,358,332	20,798,137	21,040,000

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	4,850,721	5,009,520	5,183,113
	Special Education-Instruction	11-2XX-100-XXX	1,530,153	1,589,688	1,620,740
	Basic Skills/Remedial-Instruction	11-230-100-XXX	245,884	297,505	318,855
	Bilingual Education-Instruction	11-240-100-XXX	0	5,780	6,128
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	180,483	146,770	156,913
	School-Sponsored Athletics-Instruction	11-402-100-XXX	68,206	100,193	87,043
	Summer School	11-422-XXX-XXX	22,900	34,500	57,700
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	266,576	338,807	328,682
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	49,206	82,721	84,280
	Undistributed Expenditures-Health Services	11-000-213-XXX	135,405	148,308	139,445
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	195,293	212,015	211,189
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	161,125	189,328	192,984
	Undistributed Expenditures-Guidance	11-000-218-XXX	187,828	206,545	212,757
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	306,305	277,351	370,665
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	175,798	184,379	179,772
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	243,058	290,877	292,115
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	7,146	10,000	10,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	464,477	478,052	484,621
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	473,320	484,576	487,022
	Undistributed Expenditures-Central Services	11-000-251-XXX	280,323	269,839	278,065
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	441	10,000	10,000
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,278,079	1,707,752	1,714,828
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,880,032	2,422,896	2,497,686
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,856,514	4,610,595	4,760,932
	Undistributed Expenditures-Food Services	11-000-310-930	4,780	0	0
	Total Undistributed Expenditures		9,965,706	11,924,041	12,255,043
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	125	125
General Fund Current Expenses	Total General Current Expense		16,864,053	19,108,122	19,685,660

Advertised Appropriations

Budget Category	Description	Account	2019-20 Actual	2020-21 Revised	2021-22 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	37,363	327,000	43,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	61,715	61,715	61,715
	Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	0	225,000	0
	Interest Deposit to Capital Reserve	10-604	0	125	125
	Total Capital Outlay		99,078	613,840	104,840
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	17,930	0	0
	General Fund Grand Total		16,981,061	19,721,962	19,790,500
Special Revenue Fund Expenses for Grants and Entitlements	Student Activity Fund	20-475-XXX-XXX	0	0	8,700
Special Revenue Fund Expenses for Federal Projects	Title II	20-XXX-XXX-XXX	2,213	10,000	10,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	158,133	120,000	120,000
	Total Federal Projects	20-XXX-XXX-XXX	160,346	130,000	130,000
Special Revenue Fund Expenses	Total Special Revenue Funds		160,346	130,000	138,700
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,216,925	1,171,175	1,110,800
	Total Debt Service Funds		1,216,925	1,171,175	1,110,800
All Fund Expenses	Total Expenditures/Appropriations		18,358,332	21,023,137	21,040,000
Expenses Net of Transfers	Deduct Transfer-Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	0	225,000	0
	Total Expenditures Net of Transfers		18,358,332	20,798,137	21,040,000

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	285,813	580,186	530,327	530,452
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	136,329	636,604	525,000	525,125
	Legal Reserve	1,806,111	1,750,000	850,000	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	603,933	607,419	394,132	394,132
	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	\$20,725	\$21,889	\$22,229	\$22,030	\$22,360
Total Classroom Instruction	\$11,845	\$12,191	\$13,259	\$13,137	\$13,387
Classroom-Salaries and Benefits	\$10,553	\$11,223	\$12,090	\$11,980	\$12,293
Classroom-General Supplies and Textbooks	\$489	\$352	\$412	\$408	\$511
Classroom-Purchased Services	\$803	\$615	\$757	\$750	\$582
Total Support Services	\$2,962	\$2,659	\$2,845	\$2,814	\$2,935
Support Services-Salaries and Benefits	\$2,627	\$2,393	\$2,364	\$2,324	\$2,478
Total Administrative Costs	\$2,388	\$2,196	\$2,214	\$2,204	\$2,196
Administration Salaries and Benefits	\$2,117	\$1,918	\$1,893	\$1,876	\$1,889
Total Operations and Maintenance of Plant	\$2,479	\$2,056	\$2,692	\$2,667	\$2,640
Operations and Maintenance-Salaries and Benefits	\$1,423	\$1,104	\$1,308	\$1,296	\$1,312
Board Contribution to Food Services	\$0	\$7	\$0	\$0	\$0
Total Extracurricular Costs	\$383	\$451	\$443	\$439	\$428
Total Equipment Costs	\$535	\$51	\$445	\$441	\$57
Legal Costs	\$18	\$10	\$14	\$13	\$13
Employee Benefits as a percentage of salaries*	38.61%	37.42%	43.21%	43.25%	42.63%

*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.

Estimated Tax Rates

Municipality	Category	Amount
Mendham Twp	(A) General Fund School Levy	16,798,405
	(D) Total School Levy	17,826,892
	(B) Estimated Net Taxable Valuation (as of 10/01/20)	1,867,099,302
	(H) Estimated Equalized Valuation (as of 10/01/20)	1,830,875,342
	(C) Estimated 2021-22 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.8997
	(F) Estimated 2021-22 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.9548
	(I) Estimated 2021-22 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.9175
	(L) Estimated 2021-22 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.9737

Employee Contract List for District

Name	Category	Measure
Cicccone, Patrick	Job Title	Principal
	Job Title II	N/A
	Base Annual Salary Amount	\$208,712
	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	24
	Contracted Number of Annual Sick Days	14
	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	\$3,200
	Total Bonuses Amount	\$11,480
	Total Stipends Amount	\$4,000
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,407
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$39,334
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max of 20 days x per diem rate
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max of 29 days x per diem rate
	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
Cicccone, Patrick	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
Constantino, Salvatore	Job Title	Superintendent
	Job Title II	N/A
	Base Annual Salary Amount	\$218,762
	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	07/19/19
	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	5
	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
Constantino, Salvatore	Total Allowances Amount	\$8,550
	Total Bonuses Amount	\$4,365
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,207
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$31,828
	Contractual Post-Employment Benefit Description of Payout of Sick days	CAPPED
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem per contract
	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	
Koroski, Robert	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	N/A
	Base Annual Salary Amount	\$146,852
	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
	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	24
	Contracted Number of Annual Sick Days	14
	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	\$3,200
	Total Bonuses Amount	\$6,608
	Total Stipends Amount	\$0
Koroski, Robert	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0

Employee Contract List for District

Total Contractual Post-Employment Benefit Amount	\$27,676
Contractual Post-Employment Benefit Description of Payout of Sick days	Max 20 days x per diem rate
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 29 days x per diem rate
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

Employee Contract List for District

Name	Category	Measure
Koroski, Robert	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
Kotcho, Julianne	Job Title	Principal
	Job Title II	N/A
	Base Annual Salary Amount	\$145,426
	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	24
	Contracted Number of Annual Sick Days	14
	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	\$11,520
	Total Bonuses Amount	\$7,998
	Total Stipends Amount	\$4,000
	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	\$27,408
Contractual Post-Employment Benefit Description of Payout of Sick days	Max of 20 days x per diem rate	

Employee Contract List for District

Name	Category	Measure
Kotcho, Julianne	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max of 29 days x per diem rate
	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
Mosner, Donna	Job Title	Business Administrator
	Job Title II	N/A
	Base Annual Salary Amount	\$146,852
	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	25
	Contracted Number of Annual Sick Days	14

Employee Contract List for District

Name	Category	Measure
	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	\$5,900
	Total Bonuses Amount	\$17,035
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$4,407
	District Contributions Above Teacher Contract for Retirement Plans	\$7,800
	Total Contractual Post-Employment Benefit Amount	\$29,100
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped per code
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem per contract
	Contractual Post-Employment Benefit Description of Payout of Personal days	unused roll into sick
MUSHER, Donna	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

Employee Contract List for District

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