

Pupil Enrollment Categories	10-14-2016 Actual	10-13-2017 Actual	10-15-2018 Estimate
On Roll Regular Full-Time	2,623.0	2,693.0	2,748.0
On Roll Special Ed Full-Time	455.0	473.0	484.0
On Roll Subtotal	3,078.0	3,166.0	3,232.0
In Private School Placements	7.0	13.5	7.0
Sent to Other Districts Regular	1.0	1.0	0.0
Sent to Other Districts Special Ed	37.0	30.0	53.0
Received	521.0	551.0	562.0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	31,827,901	32,879,872	34,180,255
Total Tuition	10-1300	7,744,083	7,932,525	8,496,271
Transportation Fees From Other LEAs	10-1420-1440	695,390	793,825	933,215
Unrestricted Miscellaneous Revenues	10-1XXX	208,732	202,300	312,020
Interest Earned On Capital Reserve Funds	10-1XXX	2,437	700	1,000
Subtotal - Revenues From Local Sources		40,478,543	41,809,222	43,922,761
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	41,923	41,923	323,598
Extraordinary Aid	10-3131	444,124	300,000	400,000
Categorical Special Education Aid	10-3132	1,378,925	1,378,925	1,378,925
Equalization Aid	10-3176	1,524,741	1,769,000	1,769,000
Categorical Security Aid	10-3177	377,200	377,200	633,832
Under Adequacy Aid	10-3180	268,344	268,344	0
Parcc Readiness Aid	10-3181	24,560	24,560	0
Per Pupil Growth Aid	10-3182	24,560	24,560	0
Professional Learning Community Aid	10-3183	25,350	25,350	0
State Reimbursement For Lead Testing Of Drinking Water	10-3300	0	10,000	0
Subtotal - Revenues From State Sources		4,109,727	4,219,862	4,505,355
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	90,790	113,854	122,142
Subtotal - Revenues From Federal Sources		90,790	113,854	122,142
Budgeted Fund Balance - Operating Budget				
Withdrawal From Cap Res-For Local Share	10-307	1,450,000	0	0
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	1,925,000	2,200,000
Actual Revenues (Over)/Under Expenditures		-1,962,583	0	0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Total Operating Budget		46,011,898	49,592,573	52,023,406
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	21,931	13,478	13,478
Total Revenues From Local Sources	20-1XXX	21,931	13,478	13,478
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	65,167	0	0
Preschool Education Aid	20-3218	291,240	287,408	274,400
Total Revenues From State Sources		356,407	287,408	274,400
Revenues from Federal Sources:				
Title I	20-4411-4416	646,800	647,349	516,995
Title II	20-4451-4455	58,760	102,422	81,938
Title III	20-4491-4494	101,630	85,104	48,028
I.D.E.A. Part B (Handicapped)	20-4420-4429	668,250	671,177	536,941
Other	20-4XXX	479,870	408,190	0
Total Revenues From Federal Sources		1,955,310	1,914,242	1,183,902
Total Grants And Entitlements		2,333,648	2,215,128	1,471,780
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	378,762	402,119	393,958
Total Revenues From Local Sources		378,762	402,119	393,958
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	4,464	4,380	4,292
Budgeted Fund Balance	40-303	0	1	0
Total Local Repayment Of Debt		383,226	406,500	398,250

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Actual Revenues (Over)/Under Expenditures		31,024	0	0
Total Repayment Of Debt		414,250	406,500	398,250
Total Revenues/Sources		48,759,796	52,214,201	53,893,436
Total Revenues/Sources Net of Transfers		48,759,796	52,214,201	53,893,436

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	15,154,676	15,559,298	15,642,506
Special Education - Instruction	11-2XX-100-XXX	3,814,943	4,089,663	4,629,952
Bilingual Education - Instruction	11-240-100-XXX	878,170	1,125,970	1,142,381
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	165,020	194,425	194,425
School-Sponsored Athletics - Instruction	11-402-100-XXX	589,946	627,500	580,300
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,762,927	3,534,138	3,953,637
Undist. Expenditures - Health Services	11-000-213-XXX	606,540	761,460	408,048
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	1,178,830	1,194,469	1,302,226
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	0	0	359,169
Undist. Expenditures - Guidance	11-000-218-XXX	899,963	877,300	1,075,307
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,581,484	1,686,405	1,827,983
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	235,103	252,714	249,576
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	56,763	86,050	52,100
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	1,186,700	1,374,218	1,278,309
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,343,804	1,428,266	1,561,846
Undist. Expend. - Central Services	11-000-251-XXX	428,935	443,544	494,165
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	491,087	565,333	558,281
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,484,992	2,819,399	2,926,474
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,399,418	1,435,415	1,603,919
Personal Services - Employee Benefits	11-XXX-XXX-2XX	7,462,448	9,070,470	9,529,712
Undistributed Expenditures-Food Services	11-000-310-930	476,095	250,000	250,000
Total Undistributed Expenditures		22,595,089	25,779,181	27,430,752
Total General Current Expense		43,197,844	47,376,037	49,620,316
Capital Expenditures:				
Equipment	12-XXX-XXX-730	120,181	250,000	180,000

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Facilities Acquisition And Const. Serv.	12-000-400-XXX	1,044,146	1,931,801	2,206,801
Increase In Capital Reserve	10-604	1,605,305	0	0
Interest Deposit To Capital Reserve	10-604	2,437	700	1,000
Total Capital Outlay		2,772,069	2,182,501	2,387,801
Transfer Of Funds To Charter Schools	10-000-100-56X	41,985	34,035	15,289
General Fund Grand Total		46,011,898	49,592,573	52,023,406
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	21,931	13,478	13,478
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	234,580	230,748	234,149
Support Services	20-218-200-XXX	121,827	56,660	40,251
Total Preschool Education Aid	20-218-XXX-XXX	356,407	287,408	274,400
Total State Projects	20-XXX-XXX-XXX	356,407	287,408	274,400
Federal Projects:				
Title I	20-XXX-XXX-XXX	646,800	647,349	516,995
Title II	20-XXX-XXX-XXX	58,760	102,422	81,938
Title III	20-XXX-XXX-XXX	101,630	85,104	48,028
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	668,250	671,177	536,941
Other	20-XXX-XXX-XXX	479,870	408,190	0
Total Federal Projects	20-XXX-XXX-XXX	1,955,310	1,914,242	1,183,902
Total Special Revenue Funds		2,333,648	2,215,128	1,471,780
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	414,250	406,500	398,250
Total Debt Service Funds		414,250	406,500	398,250
Total Expenditures/Appropriations		48,759,796	52,214,201	53,893,436
Total Expenditures Net of Transfers		48,759,796	52,214,201	53,893,436

Fund Balance Category	Budget Category	Audited Balance 06/30/2016	Audited Balance 06/30/2017	Estimated Balance 06/30/2018	Estimated Balance 06/30/2019
Unrestricted	General Operating Budget	885,778	1,026,287	1,026,287	986,851
Unrestricted	Repayment of Debt	31,025	1	0	0
Restricted for General Operating Budget	Capital Reserve	4,112,162	4,269,904	2,345,604	146,604
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	0	0	0	0
Restricted for General Operating Budget	Legal Reserve	3,370,056	2,758,347	1,233,712	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
Restricted for General Operating Budget	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

Per Pupil Cost Calculations	2015-16 Actual Costs	2016-17 Actual Costs	2017-18 Original Budget	2017-18 Revised Budget	2018-19 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$12,574	\$12,884	\$13,181	\$13,483	\$13,714
Total Classroom Instruction	\$8,233	\$8,282	\$8,467	\$8,631	\$8,727
Classroom-Salaries and Benefits	\$7,791	\$7,740	\$8,017	\$8,144	\$8,240
Classroom-General Supplies and Textbooks	\$205	\$236	\$178	\$212	\$185
Classroom-Purchased Services	\$237	\$307	\$272	\$274	\$302
Total Support Services	\$1,673	\$1,804	\$1,816	\$1,851	\$1,963
Support Services-Salaries and Benefits	\$1,178	\$1,232	\$1,207	\$1,223	\$1,293
Total Administrative Costs	\$1,426	\$1,326	\$1,368	\$1,444	\$1,451
Administration Salaries and Benefits	\$991	\$952	\$980	\$1,001	\$1,053
Total Operations and Maintenance of Plant	\$893	\$926	\$992	\$1,007	\$1,029
Operations and Maintenance-Salaries and Benefits	\$508	\$509	\$470	\$477	\$502
Board Contribution to Food Services	\$0	\$156	\$78	\$79	\$77
Total Extracurricular Costs	\$264	\$297	\$309	\$314	\$293
Total Equipment Costs	\$48	\$39	\$78	\$79	\$56
Legal Costs	\$28	\$28	\$34	\$49	\$37
Employee Benefits as a percentage of salaries*	27.97%	28.28%	32.59%	32.42%	32.58%

*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 2017-18 revised appropriations and the 2018-19 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)
Transportation Services, including Fuel	District Transportation Fairview	0
Municipal/Public Works	Borough of Cliffside Park - Interlocal municipal services	0

ID=Cliffside Park Bor

Category	Amount
(A) General Fund School Levy	33,530,064
(D) Total School Levy	33,928,103
(B) Estimated Net Taxable Valuation (as of 10/01/17)	2,789,097,465
(H) Estimated Equalized Valuation (as of 10/01/17)	3,236,554,551
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.2022
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.2165
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.0360
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.0483

Name=Frank Savastano

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of IS
Base Annual Salary Amount	\$79,400
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	07/01/17
End Date of Contract	06/30/18
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	26
Description of Other Contracted Non-Working Days	Holidays/Recesses
Total Allowances Amount	\$0
Total Bonuses Amount	\$700
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,469
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$4,500
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
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

Name=Frank Savastano

Category	Measure
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

Name=Jenna Russo

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Special Servi
Base Annual Salary Amount	\$127,500
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	07/01/17
End Date of Contract	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
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	26
Description of Other Contracted Non-Working Days	Holidays/Recesses
Total Allowances Amount	\$1,100
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
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
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

Name=Jenna Russo

Category	Measure
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

Name=Johnny Dominguez

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Technology
Base Annual Salary Amount	\$87,960
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	07/01/17
End Date of Contract	06/30/18
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	26
Description of Other Contracted Non-Working Days	Holidays/Recesses
Total Allowances Amount	\$0
Total Bonuses Amount	\$700
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	\$4,500
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
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

Name=Johnny Dominguez

Category	Measure
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

Name=Louis Alfano

Category	Measure
Job Title	Business Administrator
Job Title II	Board Secretary
Base Annual Salary Amount	\$120,600
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	07/01/17
End Date of Contract	06/30/18
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	26
Description of Other Contracted Non-Working Days	Holidays/Recesses
Total Allowances Amount	\$1,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$31,398
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	Maximum per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
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

Name=Louis Alfano

Category	Measure
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

Name=Michael Romagnino

Category	Measure
Job Title	Superintendent
Job Title II	None Reported
Base Annual Salary Amount	\$204,526
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	07/01/17
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	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	26
Description of Other Contracted Non-Working Days	Holidays/Recesses
Total Allowances Amount	\$5,275
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	Maximum per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
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

Name=Michael Romagnino

Category	Measure
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