

Advertised Enrollments

Pupil Enrollment Categories	10-15-2020 Actual	10-15-2021 Actual	10-15-2022 Estimate
On Roll Regular Full-Time	1,120.0	1,041.0	1,062.0
On Roll Special Ed Full-Time	129.0	128.0	132.0
On Roll Subtotal	1,249.0	1,169.0	1,194.0
In Private School Placements	2.0	2.0	2.0
Sent to Other Districts Special Ed	1.0		1.0
Received	22.0	22.0	6.0

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	16,031,391	16,352,019	16,679,059
	Total Tuition	10-1300	567,956	395,784	410,616
	Unrestricted Miscellaneous Revenues	10-1XXX	130,225	144,080	174,353
	Interest Earned on Maintenance Reserve	10-1XXX	50	50	50
	Interest Earned on Capital Reserve Funds	10-1XXX	550	550	550
	Total Revenues from Local Sources		16,730,172	16,892,483	17,264,628
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	19,622	19,622	19,622
	Extraordinary Aid	10-3131	641,559	130,000	130,000
	Categorical Special Education Aid	10-3132	1,011,024	1,011,024	1,011,024
	Equalization Aid	10-3176	1,101,822	1,793,367	2,263,849
	Categorical Security Aid	10-3177	91,647	91,647	91,647
	Other State Aids	10-3XXX	4,930	0	0
	Total Revenues from State Sources		2,870,604	3,045,660	3,516,142
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	500,000	500,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	390,000	1,267,500
	Adjustment for Prior Year Encumbrances		0	57,045	0
	Actual Revenues (Over)/Under Expenditures		-1,164,318	0	0
General Fund Revenues	Total Operating Budget		18,436,458	20,885,188	22,548,270
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	379	6,000	0
	Other Revenue from Local Sources	20-1XXX	2,962	0	0
	Total Revenues from Local Sources	20-1XXX	3,341	6,000	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	622,996	673,816	673,816
	Total Revenues from State Sources		622,996	673,816	673,816
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	75,866	64,728	51,782
	Title II	20-4451-4455	18,161	17,356	13,884
	Title III	20-4491-4494	36,260	28,249	22,598
	Title IV	20-4471-4474	10,795	12,648	10,118
	I.D.E.A. Part B (Handicapped)	20-4420-4429	380,938	593,430	474,744
	CARES Act Education Stabilization Fund	20-4530	63,041	0	0

Advertised Revenues

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Special Revenue Fund Revenues from Federal Sources	Coronavirus Relief Fund (CRF)	20-4532	31,733	0	0
	CRRSA Act-ESSER II	20-4534	0	229,546	0
	CRRSA Act-Learning Acceleration Grant	20-4535	0	25,000	0
	Other	20-4XXX	32,018	0	0
	CRRSA Act-Mental Health Grant	20-4536	0	45,000	0
	Total Revenues from Federal Sources		648,812	1,015,957	573,126
Special Revenue Fund Revenues from Other Sources	Actual Revenues (Over)/Under Expenditures-Student Activity Fund		-305	0	0
Special Revenue Fund Revenues	Total Grants and Entitlements		1,274,844	1,695,773	1,246,942
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,200,325	1,194,506	1,125,141
	Total Revenues from Local Sources		1,200,325	1,194,506	1,125,141
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	219,100	221,594	264,459
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		1,419,425	1,416,100	1,389,600
Debt Service Fund Revenues	Total Repayment of Debt		1,419,425	1,416,100	1,389,600
All Fund Revenues	Total Revenues/Sources		21,130,727	23,997,061	25,184,812
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		21,130,727	23,997,061	25,184,812

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	6,044,781	6,492,108	6,789,086
	Special Education-Instruction	11-2XX-100-XXX	2,454,238	2,824,372	2,926,180
	Basic Skills/Remedial-Instruction	11-230-100-XXX	504,960	588,916	579,428
	Bilingual Education-Instruction	11-240-100-XXX	187,038	190,325	192,492
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	0	28,000	30,000
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	100,897	195,863	254,300
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	16,450	17,904	19,300
	Undistributed Expenditures-Health Services	11-000-213-XXX	222,979	224,454	225,299
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	370,598	462,376	474,044
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	148,959	280,426	296,936
	Undistributed Expenditures-Guidance	11-000-218-XXX	152,601	234,651	223,876
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	506,420	510,364	515,883
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	119,037	216,476	203,749
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	275,791	293,814	302,545
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	60,882	70,060	72,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	546,461	483,605	488,829
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	806,044	852,635	877,508
	Undistributed Expenditures-Central Services	11-000-251-XXX	358,966	393,434	399,985
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	18,729	24,166	24,500
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,385,392	1,542,992	1,629,578
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	102,843	140,793	209,450
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	3,832,909	4,407,371	4,525,719
	Total Undistributed Expenditures		9,025,958	10,351,384	10,743,501
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	50	50
General Fund Current Expenses	Total General Current Expense		18,216,975	20,475,155	21,260,737

Advertised Appropriations

Budget Category	Description	Account	2020-21 Actual	2021-22 Revised	2022-23 Proposed
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	219,483	409,483	1,286,983
	Interest Deposit to Capital Reserve	10-604	0	550	550
	Total Capital Outlay		219,483	410,033	1,287,533
General Fund Expenses and Transfers	General Fund Grand Total		18,436,458	20,885,188	22,548,270
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	2,962	0	0
	Student Activity Fund	20-475-XXX-XXX	74	6,000	0
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	44,478	39,098	39,098
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	39,264	61,823	61,823
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	270,587	296,492	296,492
	Nonpublic Nursing Services	20-XXX-XXX-XXX	80,538	83,028	83,028
	Nonpublic Security Aid	20-XXX-XXX-XXX	188,129	193,375	193,375
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	622,996	673,816	673,816
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	75,866	64,728	51,782
	Title II	20-XXX-XXX-XXX	18,161	17,356	13,884
	Title III	20-XXX-XXX-XXX	36,260	28,249	22,598
	Title IV	20-XXX-XXX-XXX	10,795	12,648	10,118
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	380,938	593,430	474,744
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	63,041	0	0
	Coronavirus Relief Fund (CRF) Grant Program	20-479-XXX-XXX	31,733	0	0
	Nonpublic Technology Funds Under CRF	20-482-xxx-xxx	32,018	0	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	0	229,546	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	0	25,000	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	0	45,000	0
	Total Federal Projects	20-XXX-XXX-XXX	648,812	1,015,957	573,126
Special Revenue Fund Expenses	Total Special Revenue Funds		1,274,844	1,695,773	1,246,942
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	1,419,425	1,416,100	1,389,600
	Total Debt Service Funds		1,419,425	1,416,100	1,389,600
All Fund Expenses	Total Expenditures/Appropriations		21,130,727	23,997,061	25,184,812
Expenses Net of Transfers	Total Expenditures Net of Transfers		21,130,727	23,997,061	25,184,812

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	535,326	1,253,947	817,441	817,441
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	1,841,122	2,286,533	2,333,589	1,066,639
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	276,013	231,278	231,328	231,378
	Legal Reserve	1,000,000	1,000,000	500,000	0
	Unemployment Fund	190,279	178,255	178,255	178,255
	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	6,869	7,174	7,174	7,174
	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	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	\$14,267	\$14,650	\$16,088	\$17,227	\$17,418
Total Classroom Instruction	\$9,355	\$9,638	\$10,493	\$11,255	\$11,416
Classroom-Salaries and Benefits	\$8,790	\$9,202	\$9,896	\$10,573	\$10,826
Classroom-General Supplies and Textbooks	\$343	\$241	\$252	\$419	\$393
Classroom-Purchased Services	\$221	\$194	\$344	\$263	\$196
Total Support Services	\$1,933	\$1,918	\$2,361	\$2,484	\$2,455
Support Services-Salaries and Benefits	\$1,702	\$1,676	\$2,031	\$2,051	\$2,058
Total Administrative Costs	\$1,727	\$1,783	\$1,765	\$1,921	\$1,916
Administration Salaries and Benefits	\$1,540	\$1,598	\$1,589	\$1,698	\$1,710
Total Operations and Maintenance of Plant	\$1,210	\$1,312	\$1,427	\$1,535	\$1,583
Operations and Maintenance-Salaries and Benefits	\$706	\$789	\$803	\$869	\$896
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$30	\$0	\$30	\$32	\$33
Total Equipment Costs	\$1	\$0	\$0	\$0	\$0
Legal Costs	\$37	\$48	\$20	\$21	\$21
Employee Benefits as a percentage of salaries*	31.07%	30.72%	32.66%	32.92%	32.13%

\*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)
Custodial and Maintenance Services	Borough of River Edge - Use & Maintenance of Fields & Snow Removal	0
Insurance Coverages and Benefits	NESBIG	0
Purchasing	Educational Data Services	0
	Borough of River Edge - Purchase of Gasoline	0
	ESCNJ & PEPPIM Equipment and Supplies	0
	ACES - Cooperative Purchase of Gas & Electric	0
Special Education Services	Region V Special Education & Transportation	0



Estimated Tax Rates

Municipality	Category	Amount
River Edge	(A) General Fund School Levy	16,679,059
	(D) Total School Levy	17,804,200
	(B) Estimated Net Taxable Valuation (as of 10/01/21)	1,484,586,701
	(H) Estimated Equalized Valuation (as of 10/01/21)	1,981,096,584
	(C) Estimated 2022-23 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.1235
	(F) Estimated 2022-23 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.1993
	(I) Estimated 2022-23 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.8419
	(L) Estimated 2022-23 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.8987

Employee Contract List for District

Name	Category	Measure
Cathy Danahy	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$175,000
	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	12/06/21
	End Date of Contract	06/30/26
	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	12
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$6,900
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$989
	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	Eligible for payout at per diem up to \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem upon separation
	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
Cathy Danahy	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
Dawn Maccaquano	Job Title	Other
	Job Title II	Bookkeeper
	Base Annual Salary Amount	\$78,150
	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	07/01/21
	End Date of Contract	06/30/22
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Dawn Maccaquano	Total Allowances Amount	\$0
	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	Per diem rate upon separation/Max \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	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
Louise Napolitano	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$173,912
	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
Louise Napolitano	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/21
	End Date of Contract	06/30/22
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$3,665
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,155
	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	Per diem rate upon separation \$15,000 max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	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
Louise Napolitano	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
Stan Stevens	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Buildings & Grounds
	Base Annual Salary Amount	\$92,336
	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	07/01/21
	End Date of Contract	06/30/22
	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	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	12
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,155
	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	Per diem upon separation Max \$15,000

Employee Contract List for District

Name	Category	Measure
Stan Stevens	Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	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	\$500
	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	Clothing allowance
	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