

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	1,021.0	1,001.0	980.0
On Roll Regular Shared-Time		1.0	1.0
On Roll Special Ed Full-Time	266.0	294.0	294.0
On Roll Special Ed Shared-Time		1.0	1.0
On Roll Subtotal	1,287.0	1,297.0	1,276.0
In Private School Placements	13.0	18.0	18.0
Sent to Other Districts Regular	13.0	5.0	8.0
Sent to Other Districts Special Ed	17.0	19.0	32.0
Received	79.0	96.0	96.0

Gloucester		Paulsboro Boro			
Advertised Revenues					
Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	6,666,478	6,666,478	6,799,808
	Total Tuition	10-1300	1,277,403	1,484,666	1,568,526
	Unrestricted Miscellaneous Revenues	10-1XXX	67,558	66,576	45,500
	Interest Earned on Maintenance Reserve	10-1XXX	0	0	25
	Interest Earned on Capital Reserve Funds	10-1XXX	0	50	50
	Total Revenues from Local Sources		8,011,439	8,217,770	8,413,909
General Fund Revenues from State Sources	School Choice Aid	10-3116	22,285	20,770	20,065
	Categorical Transportation Aid	10-3121	179,476	179,476	186,731
	Extraordinary Aid	10-3131	612,810	612,810	300,000
	Categorical Special Education Aid	10-3132	715,226	715,226	1,343,840
	Equalization Aid	10-3176	14,991,965	18,752,654	20,628,156
	Categorical Security Aid	10-3177	498,216	498,320	535,175
	Maintenance of Equity Aid	10-3192	309,100	0	0
	Other State Aids	10-3XXX	2,338	84,109	0
	Total Revenues from State Sources		17,331,416	20,863,365	23,013,967
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	96,465	5,958	67,091
	FFCRA/SEMI and ARRA/SEMI Revenue	10-4210	9,125	0	0
	Total Revenues from Federal Sources		105,590	5,958	67,091
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	3,672,461	1,291,656
	Withdrawal from Capital Reserve for Local Share	10-307	0	0	560,000
	Transfers from Other Funds	10-5200	31,962	0	0
	Adjustment for Prior Year Encumbrances		0	64,314	0
	Actual Revenues (Over)/Under Expenditures		-103,403	0	0
General Fund Revenues	Total Operating Budget		25,377,004	32,823,868	33,346,623
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	40,609	10,000	10,000
	Scholarship Fund Revenue	20-1770	76,105	25,000	20,000
	Other Revenue from Local Sources	20-1XXX	17,240	34,183	0
	Total Revenues from Local Sources	20-1XXX	133,954	69,183	30,000

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	261,465	426,641
	Preschool Education Aid	20-3218	1,065,455	1,217,040	1,342,038
	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	0	259,762	0
	Other Restricted Entitlements	20-32XX	106,179	380,241	160,525
	Climate Awareness Education Grant	20-3291	0	6,660	0
	State Grants Through Intermediate Sources	20-3700	0	220,454	0
	Total Revenues from State Sources		1,171,634	2,345,622	1,929,204
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	714,282	1,525,823	602,340
	Title II	20-4451-4455	68,410	83,153	59,115
	Title IV	20-4471-4474	76,042	83,984	43,620
	ARP-IDEA Preschool	20-4409	179	0	0
	ARP-IDEA Basic	20-4419	57,369	0	0
	IDEA Part B (Handicapped)	20-4420-4429	354,905	461,117	360,368
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	8,060	79,978	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	21,916	18,084	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	40,000	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	3,775	81,526	0
	ARP-ESSER	20-4540	4,288,134	3,277,700	0
	Adult Basic Education	20-4440	0	25,000	0
	CARES Act Education Stabilization Fund	20-4530	25,935	0	0
	CRRSA Act-ESSER II	20-4534	1,177,750	444,362	0
	CRRSA Act-Learning Acceleration Grant	20-4535	21,960	35,944	0
	Other	20-4XXX	105,598	97,000	0
	CRRSA Act-Mental Health Grant	20-4536	27,374	28,182	0
	ARP Homeless Children and Youth I Grant	20-4545	16,645	0	0
	ARP Homeless Children and Youth II Grant	20-4546	0	35,297	0
	Total Revenues from Federal Sources		6,968,334	6,317,150	1,065,443

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten	20-5200	0	74,955	0
	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	143,000	160,707
Special Revenue Fund Revenues	Total Grants and Entitlements		8,234,577	8,949,910	3,185,354
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	211,726	213,295	213,945
	Total Revenues from Local Sources		211,726	213,295	213,945
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		211,726	213,295	213,945
	Actual Revenues (Over)/Under Expenditures		769	0	0
Debt Service Fund Revenues	Total Repayment of Debt		212,495	213,295	213,945
All Fund Revenues	Total Revenues/Sources		33,824,076	41,987,073	36,745,922
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten	20-5200	0	74,955	0
	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	143,000	160,707
	Total Revenues/Sources Net of Transfers		33,824,076	41,769,118	36,585,215

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	6,058,249	7,157,510	7,508,282
	Special Education-Instruction	11-2XX-100-XXX	1,926,761	2,413,040	2,119,308
	Basic Skills/Remedial-Instruction	11-230-100-XXX	28,010	32,580	119,869
	Bilingual Education-Instruction	11-240-100-XXX	142,690	213,582	297,123
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	75,853	121,312	89,684
	School-Sponsored Athletics-Instruction	11-402-100-XXX	509,576	776,207	618,452
	Before/After School Programs	11-421-XXX-XXX	0	0	6,400
	Summer School	11-422-XXX-XXX	15,284	132,286	156,200
	Other Instructional Programs-Instruction	11-4XX-100-XXX	0	84,716	57,500
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,085,081	2,754,769	3,645,243
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	54,622	59,552	61,076
	Undistributed Expenditures-Health Services	11-000-213-XXX	496,219	629,403	638,601
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	219,509	238,267	244,975
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	197,948	244,918	264,668
	Undistributed Expenditures-Guidance	11-000-218-XXX	487,620	588,207	643,928
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	432,727	605,392	1,052,590
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	319,734	493,161	447,266
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	426,161	523,231	373,824
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	27,960	34,460	39,359
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	502,457	618,201	451,563
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	856,575	897,976	918,973
	Undistributed Expenditures-Central Services	11-000-251-XXX	318,609	355,749	356,147
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	88,270	192,424	212,800
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,909,786	3,989,852	3,839,938
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	2,319,750	1,567,904	2,499,249
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	5,316,147	5,723,993	5,696,132
	Total Undistributed Expenditures		16,059,175	19,517,459	21,386,332

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	0	25
	Increase In Maintenance Reserve	10-606	0	50,000	0
General Fund Current Expenses	Total General Current Expense		24,815,598	30,498,692	32,359,175
Capital Outlay	Equipment	12-XXX-XXX-730	17,446	99,698	560,000
	Facilities Acquisition and Construction Services	12-000-400-XXX	100,332	1,257,321	7,471
	Increase In Capital Reserve	10-604	0	500,000	0
	Interest Deposit to Capital Reserve	10-604	0	50	50
	Total Capital Outlay		117,778	1,857,069	567,521
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	443,628	468,107	419,927
	General Fund Grand Total		25,377,004	32,823,868	33,346,623
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	17,240	34,183	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	580,187	801,738	753,953
	Support Services	20-218-200-XXX	477,603	864,722	1,154,451
	Facility Acquisition and Construction Services	20-218-400-XXX	7,665	30,000	20,982
	Total Preschool Education Aid	20-218-XXX-XXX	1,065,455	1,696,460	1,929,386
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	4,223	4,625	5,000
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	36,319	64,979	65,000
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	37,206	56,026	65,000
	Nonpublic Nursing Services	20-XXX-XXX-XXX	10,192	11,124	12,000
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	3,821	3,920	3,900
	Nonpublic Security Aid	20-XXX-XXX-XXX	14,418	19,113	9,625
	Climate Awareness Education Grant Program	20-471-xxx-xxx	0	6,660	0
	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	0	259,762	0
	Other	20-XXX-XXX-XXX	0	440,908	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	1,171,634	2,563,577	2,089,911

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	714,282	1,525,823	602,340
	Title II	20-XXX-XXX-XXX	68,410	83,153	59,115
	Title IV	20-XXX-XXX-XXX	76,042	83,984	43,620
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	354,905	461,117	360,368
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	57,369	0	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	179	0	0
	Adult Education	20-XXX-XXX-XXX	0	25,000	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	25,935	0	0
	Other	20-XXX-XXX-XXX	105,598	97,000	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	1,177,750	444,362	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	21,960	35,944	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	27,374	28,182	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	4,288,134	3,277,700	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	8,060	79,978	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	21,916	18,084	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	3,775	81,526	0
	ARP Homeless Children and Youth I	20-495-xxx-xxx	16,645	0	0
	ARP Homeless Children and Youth II	20-496-xxx-xxx	0	35,297	0
	Total Federal Projects	20-XXX-XXX-XXX	6,968,334	6,317,150	1,065,443
Special Revenue Fund Expenses	Total Special Revenue Funds		8,234,577	8,949,910	3,185,354
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	212,495	213,295	213,945
	Total Debt Service Funds		212,495	213,295	213,945
All Fund Expenses	Total Expenditures/Appropriations		33,824,076	41,987,073	36,745,922
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Regular	11-105-100-935	0	74,955	0
	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	143,000	160,707
	Total Expenditures Net of Transfers		33,824,076	41,769,118	36,585,215

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2022	Audited Balance 06/30/2023	Estimated Balance 06/30/2024	Estimated Balance 06/30/2025
Unrestricted	General Operating Budget	1,155,837	1,812,381	1,179,450	655,191
	Repayment of Debt	769	0	0	0
Restricted for General Operating Budget	Capital Reserve	508,246	540,208	1,040,258	480,308
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	10,013	10,013	60,013	60,038
	Legal Reserve	4,452,225	3,806,927	767,397	0
	Unemployment Fund	0	0	0	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
	State Military Impact Aid Reserve Pursuant to P.L. 2023 c.112			0	0
Restricted for Special Revenue Fund	Student Activity Fund	43,212	37,748	37,748	37,748
	Scholarship Fund	149,660	194,469	194,469	194,469
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0



Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2021-22 Actual Costs	2022-23 Actual Costs	2023-24 Original Budget	2023-24 Revised Budget	2024-25 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$16,009	\$17,110	\$22,316	\$21,608	\$22,186
Total Classroom Instruction	\$9,046	\$9,734	\$11,389	\$11,133	\$11,555
Classroom-Salaries and Benefits	\$8,083	\$9,017	\$10,204	\$9,955	\$10,166
Classroom-General Supplies and Textbooks	\$745	\$401	\$620	\$597	\$655
Classroom-Purchased Services	\$219	\$316	\$566	\$582	\$734
Total Support Services	\$2,693	\$3,117	\$4,181	\$4,002	\$4,552
Support Services-Salaries and Benefits	\$2,351	\$2,622	\$3,328	\$3,169	\$3,311
Total Administrative Costs	\$1,733	\$1,890	\$2,117	\$2,055	\$2,016
Administration Salaries and Benefits	\$1,321	\$1,587	\$1,680	\$1,602	\$1,654
Total Operations and Maintenance of Plant	\$1,896	\$1,706	\$3,651	\$3,467	\$3,342
Operations and Maintenance-Salaries and Benefits	\$726	\$588	\$1,236	\$1,208	\$978
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$591	\$615	\$888	\$861	\$663
Total Equipment Costs	\$63	\$20	\$90	\$102	\$463
Legal Costs	\$31	\$43	\$40	\$39	\$48
Employee Benefits as a percentage of salaries*	37.59%	43.49%	37.92%	39.32%	40.08%

\*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 2023-24 revised appropriations and the 2024-25 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)
Insurance Coverages and Benefits	Member of joint insurance plans: School Health Insurance Fund (SHIF) for health benefits and the School Alliance Insurance Fund (SAIF) for property & casualty coverage.	0
Purchasing	Member of numerous purchasing cooperatives such as Ed-Data, GCSSSD, NJESC, etc.	0
Special Education Services	OT, PT & Speech services provided through GCSSSD for qualified students with IEPs	0
Transportation Services, including Fuel	Student transportation services provided by GCSSSD.	0

Estimated Tax Rates

Municipality	Category	Amount
Paulsboro Borough	(A) General Fund School Levy	6,733,143
	(D) Total School Levy	6,945,594
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	342,251,800
	(H) Estimated Equalized Valuation (as of 10/01/23)	430,939,058
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.9673
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	2.0294
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.5624
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.6117

Employee Contract List for District

Name	Category	Measure
Anisah Coppin	Job Title	Board Secretary
	Job Title II	Business Administrator
	Base Annual Salary Amount	\$142,469
	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	07/01/23
	End Date of Contract	06/30/24
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$5,450
	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	\$41,250
	Contractual Post-Employment Benefit Description of Payout of Sick days	Max payout upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Max payout for unused vacation
	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

Employee Contract List for District

Name	Category	Measure
Anisah Coppin	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
Dr. Roy Dawson	Job Title	Superintendent
	Job Title II	Superintendent
	Base Annual Salary Amount	\$169,793
	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	07/01/23
	End Date of Contract	06/30/24
	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	0
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Dr. Roy Dawson	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	None
	Contractual Post-Employment Benefit Description of Payout of Vacation days	None
	Contractual Post-Employment Benefit Description of Payout of Personal days	None
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported