

Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	276.0	274.0	282.0
On Roll Special Ed Full-Time	43.0	54.0	53.0
On Roll Subtotal	319.0	328.0	335.0
In Private School Placements	1.0	2.0	2.0
Sent to Other Districts Regular	27.0	29.0	30.0
Sent to Other Districts Special Ed	3.0	5.0	7.0
Received	39.0	34.0	27.0

Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	10,498,077	10,845,605	11,516,634
	Total Tax Levy	10-121x	10,498,077	10,845,605	11,516,634
	Total Tuition	10-1300	1,109,296	885,850	689,739
	Unrestricted Miscellaneous Revenues	10-1XXX	75,412	31,000	22,000
	Total Revenues from Local Sources		11,682,785	11,762,455	12,228,373
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	136,684	136,684	114,627
	Extraordinary Aid	10-3131	93,744	40,000	30,000
	Categorical Special Education Aid	10-3132	314,672	304,414	357,950
	Categorical Security Aid	10-3177	43,782	43,782	41,396
	Adjustment Aid	10-3178	9,668	0	0
	Other State Aids	10-3XXX	16,267	8,967	0
	Total Revenues from State Sources		614,817	533,847	543,973
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	1,600,257	2,031,633
	Adjustment for Prior Year Encumbrances		0	48,816	0
	Actual Revenues (Over)/Under Expenditures		-10,922	0	0
General Fund Revenues	Total Operating Budget		12,286,680	13,945,375	14,803,979
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	38,862	0	0
	Other Revenue from Local Sources	20-1XXX	0	4,257	4,257
	Total Revenues from Local Sources	20-1XXX	38,862	4,257	4,257
Special Revenue Fund Revenues from State Sources	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	16,163	0	0
	Total Revenues from State Sources		16,163	0	0
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	117,802	32,895	8,224
	Title II	20-4451-4455	16,471	9,330	2,333
	Title IV	20-4471-4474	13,832	10,000	2,500
	IDEA Part B (Handicapped)	20-4420-4429	155,596	137,657	34,414
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	37,003	0	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	21,160	18,840	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	15,809	0	0

Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Special Revenue Fund Revenues from Federal Sources	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	44,509	0	0
	ARP-ESSER	20-4540	318,637	0	0
	CRRSA Act-ESSER II	20-4534	16,309	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	6,949	0	0
	CRRSA Act-Mental Health Grant	20-4536	10,767	0	0
	Total Revenues from Federal Sources		774,844	208,722	47,471
Special Revenue Fund Revenues	Total Grants and Entitlements		822,433	212,979	51,728
All Fund Revenues	Total Revenues/Sources		13,109,113	14,158,354	14,855,707
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		13,109,113	14,158,354	14,855,707

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	3,398,131	3,489,663	3,674,458
	Special Education-Instruction	11-2XX-100-XXX	1,427,854	1,512,542	1,619,299
	Basic Skills/Remedial-Instruction	11-230-100-XXX	279,741	184,370	190,615
	Bilingual Education-Instruction	11-240-100-XXX	10,462	21,680	22,204
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	59,563	155,840	134,020
	School-Sponsored Athletics-Instruction	11-402-100-XXX	30,511	29,000	31,350
	Summer School	11-422-XXX-XXX	3,186	37,500	44,800
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	1,109,440	868,418	980,600
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	41,046	30,087	26,921
	Undistributed Expenditures-Health Services	11-000-213-XXX	147,527	173,491	185,592
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	102,645	125,520	135,740
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	103,150	145,469	177,500
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	478,394	452,583	467,142
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	26,948	124,089	142,003
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	374,775	397,883	494,722
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	14,743	5,295	5,400
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	255,716	371,070	304,109
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	163,852	231,684	182,645
	Undistributed Expenditures-Central Services	11-000-251-XXX	187,792	225,429	232,590
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	549	10,600	11,394
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,283,534	1,625,458	1,962,091
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	374,544	622,392	679,112
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,043,620	2,573,529	2,751,545
	Undistributed Expenditures-Food Services	11-000-310-930	32,000	40,000	40,000
	Total Undistributed Expenditures		6,740,275	8,022,997	8,779,106
General Fund Current Expenses	Total General Current Expense		11,949,723	13,453,592	14,495,852

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	204,303	15,592	122,887
	Facilities Acquisition and Construction Services	12-000-400-XXX	63,240	476,191	185,240
	Total Capital Outlay		267,543	491,783	308,127
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	69,414	0	0
	General Fund Grand Total		12,286,680	13,945,375	14,803,979
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	0	4,257	4,257
Special Revenue Fund Expenses for Other State Projects	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	16,163	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	16,163	0	0
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	117,802	32,895	8,224
	Title II	20-XXX-XXX-XXX	16,471	9,330	2,333
	Title IV	20-XXX-XXX-XXX	13,832	10,000	2,500
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	155,596	137,657	34,414
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	16,309	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	6,949	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	10,767	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	318,637	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	37,003	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	21,160	18,840	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	15,809	0	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	44,509	0	0
	Total Federal Projects	20-XXX-XXX-XXX	774,844	208,722	47,471
Special Revenue Fund Expenses	Total Special Revenue Funds		822,433	212,979	51,728
All Fund Expenses	Total Expenditures/Appropriations		13,109,113	14,158,354	14,855,707
Expenses Net of Transfers	Total Expenditures Net of Transfers		13,109,113	14,158,354	14,855,707

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2023	Audited Balance 06/30/2024	Estimated Balance 06/30/2025	Estimated Balance 06/30/2026
Unrestricted	General Operating Budget	474,529	322,392	250,000	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	0	0	0	0
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	70,011	70,011
	Legal Reserve	3,439,507	3,629,509	2,031,633	0
	Unemployment Fund	131,988	141,788	141,788	141,788
	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	9,379	17,794	17,794	17,794
	Scholarship Fund	8,059	7,080	7,080	7,080
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2022-23 Actual Costs	2023-24 Actual Costs	2024-25 Original Budget	2024-25 Revised Budget	2025-26 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$30,759	\$33,087	\$37,213	\$35,984	\$38,160
Total Classroom Instruction	\$19,844	\$20,670	\$21,702	\$21,250	\$22,232
Classroom-Salaries and Benefits	\$19,043	\$19,793	\$20,734	\$20,309	\$21,280
Classroom-General Supplies and Textbooks	\$778	\$856	\$900	\$874	\$838
Classroom-Purchased Services	\$23	\$20	\$69	\$67	\$114
Total Support Services	\$4,275	\$4,963	\$5,776	\$5,562	\$6,075
Support Services-Salaries and Benefits	\$3,411	\$3,916	\$4,526	\$4,359	\$4,490
Total Administrative Costs	\$2,236	\$2,352	\$2,569	\$2,570	\$2,495
Administration Salaries and Benefits	\$1,804	\$1,898	\$1,967	\$1,936	\$1,771
Total Operations and Maintenance of Plant	\$3,888	\$4,594	\$6,208	\$5,672	\$6,512
Operations and Maintenance-Salaries and Benefits	\$1,952	\$2,368	\$3,181	\$2,768	\$2,463
Board Contribution to Food Services	\$89	\$101	\$125	\$122	\$119
Total Extracurricular Costs	\$385	\$346	\$740	\$718	\$630
Total Equipment Costs	\$511	\$646	\$14	\$48	\$367
Legal Costs	\$105	\$86	\$78	\$76	\$90
Employee Benefits as a percentage of salaries*	26.01%	29.30%	35.24%	34.92%	36.24%

*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 2024-25 revised appropriations and the 2025-26 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	Grounds and athletic field maintenance through the City of Margate.	0
	The City of Margate utilizes Margate School District for sports and activities. All custodial, maintenance and utilities are paid through the school district.	0
Food Services	School lunch program in collaboration with Ventnor School District.	0
Insurance Coverages and Benefits	ACCASBO Insurance fund for Property Insurance & Workersâ Compensation.	0
Municipal/Public Works	Snow removal of district parking lots through the City of Margate.	0
	Water through the City of Margate.	0
	Trash removal through the City of Margate.	0
	Recycling through the City of Margate.	0
Professional Staff Development	SRI/ETTC for Staff Development.	0
Purchasing	Federal E-rate program for discounted internet service.	0
	Alliance for Competitive Energy Services (ACES) for gas heat.	0
	Alliance for Competitive Energy Services (ACES) for electricity.	0
Special Education Services	Contract agreements for O/T and P/T services with ACSSSD & CMCSSSD.	0
	Contract with ACSSSD for special services.	0
Technology Services	County AVA Commission	0
Transportation Services, including Fuel	Transportation jointures with Ventnor School District.	0
	Purchase of diesel fuel and gasoline through the City of Margate.	0
	Transportation jointures with Mainland Regional School District.	0

Estimated Tax Rates

Municipality	Category	Amount
Margate City City	(A) General Fund School Levy	11,181,119
	(D) Total School Levy	11,181,119
	(B) Estimated Net Taxable Valuation (as of 01/31/25)	4,110,031,700
	(H) Estimated Equalized Valuation (as of 10/01/24)	7,839,564,078
	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.2720
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.2720
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.1426
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.1426

Employee Contract List for District

Name	Category	Measure
Matthew Burton	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Director of Facilities
	Base Annual Salary Amount	\$90,177
	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	07/01/24
	End Date of Contract	06/30/25
	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	\$750
	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	NTE \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout for vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days
	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
Matthew Burton	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
Melina Skwarek	Job Title	Business Administrator
	Job Title II	Business Administrator
	Base Annual Salary Amount	\$122,000
	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	07/01/24
	End Date of Contract	06/30/25
	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
Melina Skwarek	Total Allowances Amount	\$9,991
	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	\$32,385
	Contractual Post-Employment Benefit Description of Payout of Sick days	NTE \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	NTE 40 days per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	No personal day 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
	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
Michael Morris	Job Title	Information Technology
	Job Title II	Technology Coordinator
	Base Annual Salary Amount	\$83,791
	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
Michael Morris	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/24
	End Date of Contract	06/30/25
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	15
	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	\$250
	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	NTE \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	No payout for vacation days
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days
	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
Michael Morris	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
Ryan Gaskill	Job Title	Superintendent
	Job Title II	Superintendent
	Base Annual Salary Amount	\$150,000
	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	07/01/24
	End Date of Contract	06/30/27
	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	\$13,029
	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	\$38,077
	Contractual Post-Employment Benefit Description of Payout of Sick days	NTE \$15,000

Employee Contract List for District

Name	Category	Measure
Ryan Gaskill	Contractual Post-Employment Benefit Description of Payout of Vacation days	NTE 40 Days per diem
	Contractual Post-Employment Benefit Description of Payout of Personal days	No personal day 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
	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