

Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	1,768.0	1,775.0	1,829.0
On Roll Special Ed Full-Time	309.0	309.0	343.0
On Roll Subtotal	2,077.0	2,084.0	2,172.0
In Private School Placements	22.0	20.0	9.0
Sent to Contracted Preschool	0.0	0.0	1.0
Sent to Other Districts Regular	3.0	3.0	2.0
Sent to Other Districts Special Ed	10.0	10.0	17.0
Received	9.0	12.0	23.0

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	25,992,573	26,512,424	30,299,914
	Total Tax Levy	10-121x	25,992,573	26,512,424	30,299,914
	Total Tuition	10-1300	372,483	439,525	545,000
	Unrestricted Miscellaneous Revenues	10-1XXX	318,830	265,010	265,010
	Interest Earned On Current Expense Emergency Reserve	10-1XXX	109	750	750
	Interest Earned on Maintenance Reserve	10-1XXX	1	150	150
	Interest Earned on Capital Reserve Funds	10-1XXX	4,769	5,700	5,700
	Other Restricted Miscellaneous Revenues	10-1XXX	4,937	0	0
	Total Revenues from Local Sources		26,693,702	27,223,559	31,116,524
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	3,722	3,722	678,945
	Extraordinary Aid	10-3131	641,995	830,000	650,000
	Categorical Special Education Aid	10-3132	2,200,321	2,200,321	2,906,184
	Equalization Aid	10-3176	7,516,288	6,710,202	4,915,633
	Categorical Security Aid	10-3177	242,605	242,605	381,382
	Other State Aids	10-3XXX	22,750	362,379	189,374
	Total Revenues from State Sources		10,627,681	10,349,229	9,721,518
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	46,481	47,795	8,618
	Total Revenues from Federal Sources		46,481	47,795	8,618
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	855,678	155,677
	Adjustment for Prior Year Encumbrances		0	64,522	0
	Actual Revenues (Over)/Under Expenditures		1,289,508	0	0
General Fund Revenues	Total Operating Budget		38,657,372	38,540,783	41,002,337
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	527,024	247,164	240,770
	Total Revenues from Local Sources	20-1XXX	527,024	247,164	240,770
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	713,953	667,371	533,897
	Total Revenues from State Sources		713,953	667,371	533,897

Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	212,905	210,384	168,307
	Title II	20-4451-4455	36,896	42,469	33,975
	Title IV	20-4471-4474	0	9,359	7,487
	ARP-IDEA Preschool	20-4409	11,028	0	0
	ARP-IDEA Basic	20-4419	16,564	0	0
	IDEA Part B (Handicapped)	20-4420-4429	734,123	591,815	473,452
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	9,325	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	27,068	0	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	14,112	0	0
	ARP-ESSER	20-4540	5,100	0	0
	CARES Act Education Stabilization Fund	20-4530	115,000	0	0
	CRRSA Act-Mental Health Grant	20-4536	2,428	0	0
	Additional or Compensatory Special Education and Related Services (ACSERS)	20-4537	47,333	0	0
	ARP Homeless Children and Youth II Grant	20-4546	7,776	0	0
	Total Revenues from Federal Sources		1,239,658	854,027	683,221
Special Revenue Fund Revenues	Total Grants and Entitlements		2,506,339	1,768,562	1,457,888
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	1,803,924	1,830,664	3,095,540
	Total Revenues from Local Sources		1,803,924	1,830,664	3,095,540
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	301,851	300,113	756,589
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		2,105,775	2,130,777	3,852,129
Debt Service Fund Revenues	Total Repayment of Debt		2,105,775	2,130,777	3,852,129
All Fund Revenues	Total Revenues/Sources		43,269,486	42,440,122	46,312,354
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		43,269,486	42,440,122	46,312,354

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	10,957,247	10,636,960	11,199,695
	Special Education-Instruction	11-2XX-100-XXX	2,884,051	2,614,542	3,456,097
	Basic Skills/Remedial-Instruction	11-230-100-XXX	468,316	367,298	439,507
	Bilingual Education-Instruction	11-240-100-XXX	78,181	104,971	87,890
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	166,706	192,425	205,366
	School-Sponsored Athletics-Instruction	11-402-100-XXX	609,559	650,977	676,026
	Summer School	11-422-XXX-XXX	56,701	60,215	78,840
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,118,764	2,477,021	2,413,479
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	102,971	84,330	99,006
	Undistributed Expenditures-Health Services	11-000-213-XXX	443,226	437,351	476,241
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	1,520,800	1,438,192	1,507,050
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	300,755	526,283	421,900
	Undistributed Expenditures-Guidance	11-000-218-XXX	732,752	638,659	664,164
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	919,663	1,003,293	947,387
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	185,726	193,057	198,047
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	505,014	471,923	481,213
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	47,283	54,466	68,130
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	578,999	721,133	654,586
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	1,832,224	1,928,390	1,695,828
	Undistributed Expenditures-Central Services	11-000-251-XXX	557,731	629,039	556,115
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	224,717	296,679	295,661
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	3,230,173	3,356,064	3,687,537
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	1,793,784	1,330,554	1,847,000
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	7,970,167	7,947,732	8,725,427
	Total Undistributed Expenditures		23,064,749	23,534,166	24,738,771
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	150	150
	Interest Earned on Current Expense Emergency Res	10-607	0	750	750
General Fund Current Expenses	Total General Current Expense		38,285,510	38,162,454	40,883,092

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	105,853	256,584	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	206,164	56,200	53,700
	Interest Deposit to Capital Reserve	10-604	0	5,700	5,700
	Total Capital Outlay		312,017	318,484	59,400
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	59,845	59,845	59,845
	General Fund Grand Total		38,657,372	38,540,783	41,002,337
Special Revenue Fund Expenses for Other State Projects	Nonpublic Textbooks	20-XXX-XXX-XXX	55,319	53,032	42,426
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	42,157	47,250	37,800
	Nonpublic Handicapped Services	20-XXX-XXX-XXX	182,674	165,866	132,693
	Nonpublic Nursing Services	20-XXX-XXX-XXX	116,040	135,980	108,784
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	46,893	50,813	40,650
	Nonpublic Security Aid	20-XXX-XXX-XXX	196,913	214,430	171,544
	Other	20-XXX-XXX-XXX	73,957	0	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	713,953	667,371	533,897
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	212,905	210,384	168,307
	Title II	20-XXX-XXX-XXX	36,896	42,469	33,975
	Title IV	20-XXX-XXX-XXX	0	9,359	7,487
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	734,123	591,815	473,452
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	16,564	0	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	11,028	0	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	115,000	0	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	2,428	0	0
	Additional or Compensatory Special Education and Related Services (ACSERS) Program	20-486-XXX-XXX	47,333	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	5,100	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	14,112	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	9,325	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	27,068	0	0
	ARP Homeless Children and Youth II	20-496-xxx-xxx	7,776	0	0
	Total Federal Projects	20-XXX-XXX-XXX	1,239,658	854,027	683,221

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Special Revenue Fund Expenses	Total Special Revenue Funds		2,506,339	1,768,562	1,457,888
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	2,105,775	2,130,777	3,852,129
	Total Debt Service Funds		2,105,775	2,130,777	3,852,129
All Fund Expenses	Total Expenditures/Appropriations		43,269,486	42,440,122	46,312,354
Expenses Net of Transfers	Total Expenditures Net of Transfers		43,269,486	42,440,122	46,312,354

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	1,753,568	955,247	255,247	99,570
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	387,068	337,338	343,038	348,738
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	195	196	346	496
	Legal Reserve	666,702	155,678	0	0
	Unemployment Fund	568,945	573,882	573,882	573,882
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	23,883	23,991	24,741	25,491
	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	272,868	247,164	247,164	247,164
	Scholarship Fund	0	0	0	0
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	\$15,476	\$15,665	\$16,704	\$16,508	\$16,884
Total Classroom Instruction	\$10,008	\$8,751	\$9,105	\$8,866	\$9,455
Classroom-Salaries and Benefits	\$9,724	\$8,365	\$8,669	\$8,458	\$8,925
Classroom-General Supplies and Textbooks	\$170	\$272	\$329	\$306	\$433
Classroom-Purchased Services	\$114	\$114	\$107	\$102	\$96
Total Support Services	\$2,268	\$2,713	\$2,934	\$2,876	\$2,835
Support Services-Salaries and Benefits	\$1,492	\$2,100	\$2,176	\$2,061	\$2,187
Total Administrative Costs	\$1,404	\$1,886	\$2,061	\$2,191	\$1,937
Administration Salaries and Benefits	\$1,155	\$1,660	\$1,809	\$1,784	\$1,699
Total Operations and Maintenance of Plant	\$1,443	\$1,757	\$1,956	\$1,937	\$2,030
Operations and Maintenance-Salaries and Benefits	\$797	\$1,099	\$1,238	\$1,223	\$1,219
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$353	\$439	\$514	\$508	\$511
Total Equipment Costs	\$56	\$48	\$110	\$123	\$0
Legal Costs	\$30	\$16	\$19	\$19	\$19
Employee Benefits as a percentage of salaries*	33.41%	34.99%	37.02%	36.08%	37.16%

*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)
Business Services	SHARED SERVICES WITH VARIOUS DISTRICTS FOR COMMUNICATIONS	0
Custodial and Maintenance Services	SHARED SERVICES WITH COLLINGSWOOD SCHOOL DISTRICT FOR MAINTENANCE SERVICE AS NEEDED	0
Insurance Coverages and Benefits	SHARED SERVICE UNDER BCIP - JIF FOR PROPERTY & CASUALTY INSURANCE	0
Technology Services	SHARED SERVICES WITH AUDUBON ON AN AS NEEDED BASIS	0
Transportation Services, including Fuel	SHARED SERVICES WITH CCESC; FUEL WITH MUNICIPALITY	0

Estimated Tax Rates

Municipality	Category	Amount
Haddon Township	(A) General Fund School Levy	28,406,169
	(D) Total School Levy	30,869,271
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	1,311,812,900
	(H) Estimated Equalized Valuation (as of 10/01/24)	2,106,314,868
	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	2.1654
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	2.3532
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.3486
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.4656

Employee Contract List for District

Name	Category	Measure
Chantelle Shorter	Job Title	Assistant Superintendent
	Job Title II	0
	Base Annual Salary Amount	\$147,600
	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	07/01/24
	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	\$6,340
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$13,012
	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	15% OF DAILY RATE MAX OF 15K
	Contractual Post-Employment Benefit Description of Payout of Vacation days	DAILY RATE & MAX VACATION DAYS
	Contractual Post-Employment Benefit Description of Payout of Personal days	NO PAYOUT OF 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
Chantelle Shorter	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
Jennifer Gauld	Job Title	Business Administrator
	Job Title II	0
	Base Annual Salary Amount	\$160,474
	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
Jennifer Gauld	Total Allowances Amount	\$4,340
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$25,014
	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	15% of DAILY RATE UP TO 15K MAX
	Contractual Post-Employment Benefit Description of Payout of Vacation days	DAILY RATE * MAX VACATION DAYS
	Contractual Post-Employment Benefit Description of Payout of Personal days	NO PYAOUT OF 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
	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
Robert Fisicaro	Job Title	Superintendent
	Job Title II	0
	Base Annual Salary Amount	\$210,000
	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
Robert Fiscaro	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/23
	End Date of Contract	06/30/28
	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	\$7,760
	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	\$250 per day not to exceeds \$15,000 60 days max
	Contractual Post-Employment Benefit Description of Payout of Vacation days	pd for earned but unused vacation days on a prorated basis of 1.67 days accrued per month
	Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of 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
Robert Fisicaro	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