### Monmouth Spring Lake Heights Boro Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	260.0	247.0	233.0
On Roll Special Ed Full-Time	40.0	45.0	45.0
On Roll Subtotal	300.0	292.0	278.0
In Private School Placements	3.0	4.0	3.0
Sent to Other Districts Regular	104.5	103.5	99.0
Sent to Other Districts Special Ed	20.5	21.0	22.5
Received	42.0	47.0	39.0

#### Monmouth Spring Lake Heights Boro Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Local Tax Levy-Base Budget	10-1210	9,256,188	9,485,587	9,807,711
	Total Tax Levy	10-121x	9,256,188	9,485,587	9,807,711
	Total Tuition	10-1300	167,199	150,100	180,700
0	Rents and Royalties	10-1910	4,250	7,000	4,250
General Fund Revenues from Local Sources	Unrestricted Miscellaneous Revenues	10-1XXX	202,003	80,000	100,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	1,000	1,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	1,000	1,000
	Total Revenues from Local Sources		9,629,640	9,724,687	10,094,661
	Categorical Transportation Aid	10-3121	74,591	75,916	74,089
	Extraordinary Aid	10-3131	73,851	0	C
0	Categorical Special Education Aid	10-3132	438,845	438,845	464,008
General Fund Revenues from State Sources	Categorical Security Aid	10-3177	20,706	38,948	48,835
	Other State Aids	10-3XXX	10,806	0	0
	Total Revenues from State Sources		618,799	553,709	586,932
	Budgeted Fund Balance-Operating Budget	10-303	0	243,341	193,485
	Withdrawal from Capital Reserve for Local Share	10-307	0	285,000	350,000
	Withdrawal from Maintenance Reserve	10-310	0	150,000	150,000
Owner   Free   December from Other Owner	Withdrawal from Tuition Reserve for Tuition Adjustments	10-311	0	12,131	0
General Fund Revenues from Other Sources	Withdrawal from Tuition Reserve for Excess Over Adjustments	10-311	0	227,869	220,000
	Withdrawal from Unemployment Fund Balance	10-320	0	32,760	0
	Adjustment for Prior Year Encumbrances		0	129,114	0
	Actual Revenues (Over)/Under Expenditures		182,476	0	0
General Fund Revenues	Total Operating Budget		10,430,915	11,358,611	11,595,078
	Student Activity Fund Revenue	20-1760	24,213	19,079	25,000
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	4,000	10,000	0
	Total Revenues from Local Sources	20-1XXX	28,213	29,079	25,000

#### Monmouth Spring Lake Heights Boro Advertised Revenues

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
0 0 ,	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	14,884	0	
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	14,772	25,673	20,000
	Total Revenues from State Sources		29,656	25,673	20,00
	Title I	20-4411-4416	67,456	54,525	37,35
	Title II	20-4451-4455	16,722	0	
	IDEA Part B (Handicapped)	20-4420-4429	96,406	87,518	65,63
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	30,688	0	
Special Revenue Fund Revenues from Federal Sources	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	38,944	0	
Godices	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	40,000	0	
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	9,961	0	
	ARP-ESSER	20-4540	189,247	0	
	Total Revenues from Federal Sources		489,424	142,043	102,99
Special Revenue Fund Revenues	Total Grants and Entitlements		545,156	196,795	147,99
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	5,438	0	
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	551,442	539,182	546,80
Debt Service Fund Revenues from Local Sources	Total Revenues from Local Sources		551,442	539,182	546,80
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	197,517	196,213	197,45
	Budgeted Fund Balance	40-303	0	9,580	5,43
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		754,397	744,975	749,70
	Actual Revenues (Over)/Under Expenditures		-4,472	0	
Debt Service Fund Revenues	Total Repayment of Debt		749,925	744,975	749,70
All Fund Revenues	Total Revenues/Sources		11,725,996	12,300,381	12,492,77
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		11,725,996	12,300,381	12,492,77

# Monmouth Spring Lake Heights Boro Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	2,056,288	2,212,185	2,184,664
	Special Education-Instruction	11-2XX-100-XXX	865,133	900,341	927,589
General Fund Current Expenses for Instruction	Basic Skills/Remedial-Instruction	11-230-100-XXX	1,140	96,916	102,112
General Fund Current Expenses for instruction	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	14,375	42,382	45,127
	School-Sponsored Athletics-Instruction	11-402-100-XXX	54,493	70,389	73,369
	Summer School	11-422-XXX-XXX	0	0	8,406
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	3,430,504	3,050,153	3,218,271
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	37,316	36,853	40,859
	Undistributed Expenditures-Health Services	11-000-213-XXX	69,874	72,480	79,789
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	155,062	173,298	166,939
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	24,443	74,901	30,356
	Undistributed Expenditures-Guidance	11-000-218-XXX	58,175	134,058	150,003
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	209,310	275,667	282,488
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	147,734	154,932	84,968
Conoral Fund Current Evenence for Support Sorvices	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	95,072	105,263	183,401
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	6,685	21,320	17,500
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	271,270	313,039	277,751
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	91,003	102,520	162,608
	Undistributed Expenditures-Central Services	11-000-251-XXX	178,163	187,870	192,552
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	59,219	91,201	12,026
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	551,097	700,274	697,916
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	617,368	641,794	698,445
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,326,785	1,473,850	1,576,543
	Total Undistributed Expenditures		7,329,080	7,609,473	7,872,415
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	1,000	1,000
General Fund Current Expenses	Total General Current Expense		10,320,509	10,932,686	11,214,682

# Monmouth Spring Lake Heights Boro Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
	Equipment	12-XXX-XXX-730	81,010	0	C
Constal Outloy	Facilities Acquisition and Construction Services	12-000-400-XXX	29,396	424,925	379,396
Capital Outlay	Interest Deposit to Capital Reserve	10-604	0	1,000	1,000
	Total Capital Outlay		110,406	425,925	380,396
General Fund Expenses and Transfers	General Fund Grand Total		10,430,915	11,358,611	11,595,078
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	4,000	10,000	(
	Nonpublic Textbooks	20-XXX-XXX-XXX	935	3,017	3,000
Special Revenue Fund Expenses for Other State	Nonpublic Nursing Services	20-XXX-XXX-XXX	7,800	7,670	7,000
Projects	Nonpublic Technology Initiative	20-XXX-XXX-XXX	1,506	2,891	2,000
	Nonpublic Security Aid	20-XXX-XXX-XXX	4,531	12,095	8,000
	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	14,884	0	(
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	29,656	25,673	20,000
	Title I	20-XXX-XXX-XXX	67,456	54,525	37,354
	Title II	20-XXX-XXX-XXX	16,722	0	(
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	96,406	87,518	65,639
	ARP-ESSER Grant Program	20-487-xxx-xxx	189,247	0	(
Special Revenue Fund Expenses for Federal Projects	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	30,688	0	(
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	38,944	0	(
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	40,000	0	C
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	9,961	0	C
	Total Federal Projects	20-XXX-XXX-XXX	489,424	142,043	102,993
Special Revenue Fund Expenses	Total Special Revenue Funds		545,156	196,795	147,993
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	749,925	744,975	749,700
Debt dervice i una Expenses	Total Debt Service Funds		749,925	744,975	749,700
All Fund Expenses	Total Expenditures/Appropriations		11,725,996	12,300,381	12,492,771
Expenses Net of Transfers	Total Expenditures Net of Transfers		11,725,996	12,300,381	12,492,771

## Monmouth Spring Lake Heights Boro 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	453,533	424,546	383,507	250,000
Offiestricted	Repayment of Debt	10,546	15,018	5,438	0
	Capital Reserve	2,425,000	2,250,000	1,966,000	1,617,000
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	519,884	450,000	301,000	152,000
	Legal Reserve	153,452	213,430	59,978	0
Restricted for General Operating Budget	Unemployment Fund	32,760	32,759	0	0
	Tuition Reserve	440,000	460,000	220,000	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
Destricted for Consciel Devenue Fund	Student Activity Fund	9,079	11,216	11,216	11,216
Restricted for Special Revenue Fund	Scholarship Fund	0	0	0	0
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Monmouth

Advertised Per Pupil Cost Calculations

Spring Lake Heights Boro

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	\$19,856	\$20,846	\$22,931	\$24,786	\$26,245
Total Classroom Instruction	\$12,077	\$12,654	\$13,238	\$14,287	\$15,495
Classroom-Salaries and Benefits	\$11,384	\$12,191	\$12,755	\$13,740	\$14,962
Classroom-General Supplies and Textbooks	\$602	\$377	\$352	\$426	\$381
Classroom-Purchased Services	\$91	\$86	\$132	\$121	\$151
Total Support Services	\$3,067	\$3,422	\$4,291	\$4,627	\$4,952
Support Services-Salaries and Benefits	\$2,863	\$3,114	\$3,881	\$4,210	\$4,451
Total Administrative Costs	\$2,393	\$2,438	\$2,312	\$2,632	\$2,556
Administration Salaries and Benefits	\$1,883	\$1,844	\$1,710	\$1,793	\$1,912
Total Operations and Maintenance of Plant	\$1,871	\$2,034	\$2,722	\$2,854	\$2,817
Operations and Maintenance-Salaries and Benefits	\$750	\$840	\$1,203	\$1,262	\$1,175
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$441	\$289	\$368	\$386	\$426
Total Equipment Costs	\$234	\$269	\$0	\$0	\$0
Legal Costs	\$41	\$57	\$44	\$60	\$54
Employee Benefits as a percentage of salaries*	27.81%	31.80%	30.53%	30.92%	32.93%

<sup>\*</sup>Does not include pension and social security paid by the State on-behalf of the district.

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.

<sup>\*\*</sup>Federal and State funds in the blended resource school-based budgets.

## Monmouth Spring Lake Heights Boro Unusual Revenues and Appropriations

Line Number	Source	Amount	Explanation
140	TUITION	150,100	PARENT PAID TUITION FOR PRESCHOOL THROUGH EIGHTH GRADE
260	FACILITY RENTAL	4,250	RENT RECEIVED FOR THE USE OF GYM BY BOROUGH
200	SRECS	60,000	SALE OF SRECS
300	INTEREST	40,000	INTERERST GENERATED ON DISTRICT FUNDS

### Monmouth Spring Lake Heights Boro Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Municipal/Public Works	BOROUGH OF SPRING LAKE HEIGHTS (TRASH COLLECTION, SNOW REMOVAL, LAWN CUTTING)	0
Professional Staff Development	SHARED PROFESSIONAL DEVELOPMENT WITH OTHER SENDING DISTRICTS (AVON, SEA GIRT, SPRING LAKE, BELMAR, BRIELLE & MANASQUAN)	0
Purchasing	MEMBERSHIP IN COOPERATIVE PURCHASING (MOESC, MIDDLESEX ESC, HUNTERTON ESC, NJ STATE CONTRACTS)	0

### Monmouth Spring Lake Heights Boro Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	9,807,711
	(D) Total School Levy	10,354,515
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	2,026,012,500
Corina I also I laimbte	(H) Estimated Equalized Valuation (as of 10/01/24)	2,059,583,715
Spring Lake Heights	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.4841
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.5111
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.4762
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.5027

Name	Category	Measure
	Job Title	Vice Principal
	Job Title II	None Reported
	Base Annual Salary Amount	\$116,921
	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
DANIELLE HOLTER	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	HOLIDAY
	Total Allowances Amount	\$2,000
	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	\$28,490
	Contractual Post-Employment Benefit Description of Payout of Sick days	UPON RETIREMENT
	Contractual Post-Employment Benefit Description of Payout of Vacation days	MAX 30 DAYS @ 1/260 OF CURRENT SALARY
	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

Name	Category	Measure
	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
DANIELLE HOLTER	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
	Job Title	Superintendent
	Job Title II	PRINCIPAL
	Base Annual Salary Amount	\$183,814
	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
IOUN CDALTHOEF	Member of Collective Bargaining Unit (CBU)?	N
JOHN SPALTHOFF	Beginning Date of Contract	07/01/21
	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	13
	Description of Other Contracted Non-Working Days	HOLIDAY

Name	Category	Measure
JOHN SPALTHOFF	Total Allowances Amount	\$6,300
	Total Bonuses Amount	\$10,661
	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	\$36,209
	Contractual Post-Employment Benefit Description of Payout of Sick days	UPON RETIREMENT CAPPED AT \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	UPON SEPARATION 1/260 OF CURRENT SALARY CAPPED AT 30 DAYS
	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
MATTHEW VARLEY	Job Title	Business Administrator
	Job Title II	BOARD SECRETARY
	Base Annual Salary Amount	\$56,861
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	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	78
	Contracted Number of Annual Vacation Days	5
	Contracted Number of Annual Sick Days	4
	Contracted Number of Annual Personal Days	0
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	13
	Description of Other Contracted Non-Working Days	HOLIDAY
	Total Allowances Amount	\$4,137
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
MATTHEW VARLEY	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	\$20,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	UPON RETIREMENT
	Contractual Post-Employment Benefit Description of Payout of Vacation days	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
	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

Name	Category	Measure
MATTHEW VARLEY	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