

Advertised Enrollments

Pupil Enrollment Categories	10-13-2023 Actual	10-15-2024 Actual	10-15-2025 Estimate
On Roll Regular Full-Time	466.0	468.0	460.0
On Roll Special Ed Full-Time	113.0	112.0	121.0
On Roll Subtotal	579.0	580.0	581.0
In Private School Placements	1.0	1.0	2.0
Received	217.0	193.0	198.0
In State Facilities	1.0	1.0	1.0

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	4,097,539	4,266,893	4,352,230
	Total Tax Levy	10-121x	4,097,539	4,266,893	4,352,230
	Total Tuition	10-1300	4,251,830	4,302,005	4,056,693
	Unrestricted Miscellaneous Revenues	10-1XXX	13,118	4,150	19,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	15	25
	Interest Earned on Capital Reserve Funds	10-1XXX	0	40	50
	Total Revenues from Local Sources		8,362,487	8,573,103	8,427,998
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	14,798	14,798	7,939
	Extraordinary Aid	10-3131	15,382	0	0
	Categorical Special Education Aid	10-3132	295,639	352,075	420,584
	Equalization Aid	10-3176	2,162,872	2,296,541	2,383,944
	Categorical Security Aid	10-3177	58,460	61,165	75,587
	Total Revenues from State Sources		2,547,151	2,724,579	2,888,054
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	3,048	26,202	3,289
	Total Revenues from Federal Sources		3,048	26,202	3,289
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	300,000	200,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	0	168,709
	Withdrawal from Maintenance Reserve	10-310	0	225,000	350,000
	Adjustment for Prior Year Encumbrances		0	86,768	0
	Actual Revenues (Over)/Under Expenditures		163,776	0	0
General Fund Revenues	Total Operating Budget		11,076,462	11,935,652	12,038,050
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	189,372	0	0
	Total Revenues from Local Sources	20-1XXX	189,372	0	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	569,480	632,688	670,886
	Total Revenues from State Sources		569,480	632,688	670,886

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	84,706	56,000	49,500
	Title II	20-4451-4455	10,330	6,000	6,000
	Title IV	20-4471-4474	10,000	0	0
	IDEA Part B (Handicapped)	20-4420-4429	171,188	147,000	145,000
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	27,817	0	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	20,000	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	15,852	0	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	63,222	0	0
	ARP-ESSER	20-4540	148,942	0	0
	Other	20-4XXX	0	3,900	3,000
	Total Revenues from Federal Sources		552,057	212,900	203,500
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	14,237	15,064	31,204
Special Revenue Fund Revenues	Total Grants and Entitlements		1,347,885	860,652	905,590
All Fund Revenues	Total Revenues/Sources		12,424,347	12,796,304	12,943,640
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	14,237	15,064	31,204
	Total Revenues/Sources Net of Transfers		12,410,110	12,781,240	12,912,436

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	3,687,094	3,696,188	3,675,355
	Special Education-Instruction	11-2XX-100-XXX	940,284	923,485	786,347
	Basic Skills/Remedial-Instruction	11-230-100-XXX	155,531	156,479	102,262
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	99,461	95,000	95,347
	School-Sponsored Athletics-Instruction	11-402-100-XXX	334,022	375,745	354,230
	Summer School	11-422-XXX-XXX	12,674	1,000	0
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	74,197	142,379	310,324
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	25,230	12,000	12,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	153,250	165,037	175,773
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	431,742	411,370	318,783
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	0	500	500
	Undistributed Expenditures-Guidance	11-000-218-XXX	225,669	231,356	159,704
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	63,900	65,540	186,709
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	12,914	13,400	4,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	73,999	85,099	90,029
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	2,438	15,000	15,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	308,226	385,974	339,207
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	495,315	533,545	536,292
	Undistributed Expenditures-Central Services	11-000-251-XXX	222,111	231,329	238,938
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	115,890	144,539	130,892
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,028,738	1,286,089	1,238,615
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	320,582	343,749	388,800
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,223,452	2,554,477	2,679,530
	Total Undistributed Expenditures		5,777,653	6,621,383	6,825,096
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	15	25
General Fund Current Expenses	Total General Current Expense		11,006,719	11,869,295	11,838,662

Advertised Appropriations

Budget Category	Description	Account	2023-24 Actual	2024-25 Revised	2025-26 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	12,670	15,995	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	16,152	15,694	170,157
	Interest Deposit to Capital Reserve	10-604	0	40	50
	Total Capital Outlay		28,822	31,729	170,207
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	40,921	34,628	29,181
	General Fund Grand Total		11,076,462	11,935,652	12,038,050
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	298,694	316,916	332,818
	Support Services	20-218-200-XXX	285,023	330,836	369,272
	Total Preschool Education Aid	20-218-XXX-XXX	583,717	647,752	702,090
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	583,717	647,752	702,090
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	84,706	56,000	49,500
	Title II	20-XXX-XXX-XXX	10,330	6,000	6,000
	Title IV	20-XXX-XXX-XXX	10,000	0	0
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	171,188	147,000	145,000
	Other	20-XXX-XXX-XXX	0	3,900	3,000
	ARP-ESSER Grant Program	20-487-xxx-xxx	148,942	0	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	27,817	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	20,000	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	15,852	0	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	63,222	0	0
	Total Federal Projects	20-XXX-XXX-XXX	552,057	212,900	203,500
Special Revenue Fund Expenses	Total Special Revenue Funds		1,347,885	860,652	905,590
All Fund Expenses	Total Expenditures/Appropriations		12,424,347	12,796,304	12,943,640
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	14,237	15,064	31,204
	Total Expenditures Net of Transfers		12,410,110	12,781,240	12,912,436

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	641,485	564,471	450,000	250,000
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	468,344	468,391	468,431	299,772
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	602,308	652,346	427,361	77,386
	Legal Reserve	0	0	0	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
Restricted for Special Revenue Fund	Student Activity Fund	163,994	141,255	141,255	141,255
	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	\$19,460	\$19,228	\$20,856	\$20,789	\$20,398
Total Classroom Instruction	\$11,684	\$11,509	\$11,909	\$11,966	\$11,606
Classroom-Salaries and Benefits	\$11,132	\$11,098	\$11,291	\$11,338	\$11,160
Classroom-General Supplies and Textbooks	\$482	\$341	\$502	\$514	\$372
Classroom-Purchased Services	\$70	\$70	\$115	\$114	\$73
Total Support Services	\$2,290	\$2,311	\$2,603	\$2,407	\$2,544
Support Services-Salaries and Benefits	\$1,950	\$1,579	\$2,131	\$1,590	\$2,016
Total Administrative Costs	\$2,259	\$2,479	\$2,774	\$2,875	\$2,814
Administration Salaries and Benefits	\$1,890	\$2,065	\$2,250	\$2,261	\$2,312
Total Operations and Maintenance of Plant	\$2,403	\$2,020	\$2,548	\$2,529	\$2,457
Operations and Maintenance-Salaries and Benefits	\$1,010	\$1,003	\$1,094	\$1,082	\$1,109
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$825	\$910	\$1,022	\$1,012	\$976
Total Equipment Costs	\$138	\$22	\$16	\$28	\$0
Legal Costs	\$19	\$36	\$52	\$59	\$48
Employee Benefits as a percentage of salaries*	31.73%	33.31%	39.20%	38.96%	40.25%

*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 business services (BA) with sending district - Harmony	0
Curriculum Services	Shared with sending districts	0
Custodial and Maintenance Services	Equipment and services are shared with the town whenever possible	0
Insurance Coverages and Benefits	District is enrolled in NJSIG	0
Others	District sponsors various after school activities and athletics to share with the town	0
Professional Staff Development	Shared with sending districts including county in-service presenters and consultants and teacher training	0
Purchasing	District participates in ACES and HCESC purchasing for power, utilities and fuel	0
	District purchases supplies through HCESC and MCESC when cost effective	0
Social Worker/Psychologist	Shared CST with Harmony	0
Superintendent and Assistant Sup.	Shared Superintendent with sending district - Harmony	0

Estimated Tax Rates

Municipality	Category	Amount
Belvidere Town	(A) General Fund School Levy	4,352,230
	(D) Total School Levy	4,352,230
	(B) Estimated Net Taxable Valuation (as of 10/01/24)	249,096,900
	(H) Estimated Equalized Valuation (as of 10/01/24)	276,130,030
	(C) Estimated 2025-26 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.7472
	(F) Estimated 2025-26 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.7472
	(I) Estimated 2025-26 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.5762
	(L) Estimated 2025-26 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.5762

Employee Contract List for District

Name	Category	Measure
Andrew Kennedy	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Operations Chief
	Base Annual Salary Amount	\$86,646
	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	15
	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,005
	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	\$12,498
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum at retirment or separation
	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

Employee Contract List for District

Name	Category	Measure
Andrew Kennedy	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
Christopher Carrubba	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$209,074
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	41
	Shared District	2040
	Job Title Other District	Superintendent
	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	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	0
	Description of Other Contracted Non-Working Days	None Reported

Employee Contract List for District

Name	Category	Measure
Christopher Carrubba	Total Allowances Amount	\$4,954
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$20,103
	Contractual Post-Employment Benefit Description of Payout of Sick days	per contract
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum at retirement or separation
	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
Erik Lee	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$90,318
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	41
	Shared District	5480

Employee Contract List for District

Name	Category	Measure
Erik Lee	Job Title Other District	Information Technology
	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	4
	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	\$480
	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	\$14,431
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum at retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum at retirement or separation
	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
Erik Lee	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
Rachelle Tjalma	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$201,447
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Y
	Shared County	41
	Shared District	2040
	Job Title Other District	Business Administrator
	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	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	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$2,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$34,370
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum at retirement

Employee Contract List for District

Name	Category	Measure
Rachelle Tjalma	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum at retirement or separation
	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