

Advertised Enrollments

Pupil Enrollment Categories	10-15-2024 Actual	10-15-2025 Actual	10-15-2026 Estimate
On Roll Regular Full-Time	306.0	291.0	321.0
On Roll Special Ed Full-Time	57.0	67.0	67.0
On Roll Subtotal	363.0	358.0	388.0
In Private School Placements	9.0	6.0	8.0
Sent to Other Districts Regular	70.0	61.0	62.0
Sent to Other Districts Special Ed	31.0	24.0	46.0
Received	1.0		6.0
In State Facilities	1.0	1.0	1.0

Advertised Revenues

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
General Fund Revenues from Local Sources	Local Tax Levy-Base Budget	10-1210	7,268,189	7,496,004	7,999,957
	Total Tax Levy	10-121x	7,268,189	7,496,004	7,999,957
	Total Tuition	10-1300	32,225	16,000	12,000
	Rents and Royalties	10-1910	35,000	28,000	228,000
	Unrestricted Miscellaneous Revenues	10-1XXX	50,849	46,000	24,864
	Interest Earned on Capital Reserve Funds	10-1XXX	4,786	2,000	200
	Total Revenues from Local Sources		7,391,049	7,588,004	8,265,021
General Fund Revenues from State Sources	Categorical Transportation Aid	10-3121	48,300	266,542	204,141
	Extraordinary Aid	10-3131	195,507	0	25,000
	Categorical Special Education Aid	10-3132	424,961	853,220	897,987
	Equalization Aid	10-3176	1,777,114	913,517	853,951
	Categorical Security Aid	10-3177	25,925	174,732	185,692
	Other State Aids	10-3XXX	237,649	0	0
	Total Revenues from State Sources		2,709,456	2,208,011	2,166,771
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	5,128	0	14,936
	Total Revenues from Federal Sources		5,128	0	14,936
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	1,246,763	948,505	1,291,266
	Withdrawal from Capital Reserve for Local Share	10-307	0	180,000	140,000
	Withdrawal from Capital Reserve for Transfer To Debt Service Fund	10-317	34,975	0	0
	Transfers from Other Funds	10-5200	20,429	0	0
	Adjustment for Prior Year Encumbrances		0	21,865	0
	Actual Revenues (Over)/Under Expenditures		-1,293,698	0	0
General Fund Revenues	Total Operating Budget		10,114,102	10,946,385	11,877,994
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	11,740	0	0
	Scholarship Fund Revenue	20-1770	19	0	0
	Total Revenues from Local Sources	20-1XXX	11,759	0	0

Advertised Revenues

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	138,079	112,000	139,648
	Title II	20-4451-4455	15,933	0	11,624
	Title III	20-4491-4494	0	0	1,145
	Title IV	20-4471-4474	10,000	0	7,500
	IDEA Part B (Handicapped)	20-4420-4429	118,800	112,000	104,553
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	2,184	0	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	37,506	0	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	15,684	0	0
	ARP-ESSER	20-4540	57,078	0	0
	CRRSA Act-Learning Acceleration Grant	20-4535	38,743	0	0
	Other	20-4XXX	7,295	0	0
	Total Revenues from Federal Sources		441,302	224,000	264,470
Special Revenue Fund Revenues	Total Grants and Entitlements		454,306	224,000	264,470
Debt Service Fund Transfer and Other Financing	Transfers from Other Funds	40-5200	11,053	0	0
	Transfers from Capital Reserve	40-5210	34,975	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	520,000	679,859	706,248
	Total Revenues from Local Sources		520,000	679,859	706,248
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	0	0	124,544
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	1	11,053
	Total Local Repayment of Debt		566,028	679,860	841,845
	Actual Revenues (Over)/Under Expenditures		-11,053	0	0
Debt Service Fund Revenues	Total Repayment of Debt		554,975	679,860	841,845
All Fund Revenues	Total Revenues/Sources		11,123,383	11,850,245	12,984,309
Revenues Net of Transfers	Deduct Transfer-Transfers from Capital Reserve	40-5210	34,975	0	0
	Total Revenues/Sources Net of Transfers		11,088,408	11,850,245	12,984,309

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	1,928,005	2,021,298	2,047,112
	Special Education-Instruction	11-2XX-100-XXX	571,239	745,694	791,973
	Basic Skills/Remedial-Instruction	11-230-100-XXX	8,889	38,091	9,927
	Bilingual Education-Instruction	11-240-100-XXX	33,588	70,183	74,583
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	36,628	20,292	21,606
	School-Sponsored Athletics-Instruction	11-402-100-XXX	11,324	12,000	47,013
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,785,085	3,114,488	3,537,236
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	16,119	31,500	31,862
	Undistributed Expenditures-Health Services	11-000-213-XXX	161,190	72,258	81,433
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	65,140	87,733	99,065
	Undistributed Expenditures>Other Support Services, Students>Extraordinary Services	11-000-217-XXX	341,677	400,092	155,000
	Undistributed Expenditures-Guidance	11-000-218-XXX	111,322	148,907	58,183
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	241,792	284,136	320,307
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	110,031	84,022	46,000
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	0	0	35,000
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	0	1,242	2,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	352,589	261,828	363,577
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	260,319	216,439	91,000
	Undistributed Expenditures-Central Services	11-000-251-XXX	151,354	155,300	170,388
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	70,272	124,700	118,050
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	655,351	727,765	856,880
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	642,466	646,901	576,865
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,329,427	1,406,350	2,095,992
	Total Undistributed Expenditures		7,294,134	7,763,661	8,638,838
General Fund Current Expenses	Total General Current Expense		9,883,807	10,671,219	11,631,052

Advertised Appropriations

Budget Category	Description	Account	2024-25 Actual	2025-26 Revised	2026-27 Proposed
Capital Outlay	Facilities Acquisition and Construction Services	12-000-400-XXX	45,886	227,886	185,886
	Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	34,975	0	0
	Increase In Capital Reserve	10-604	100,000	0	0
	Interest Deposit to Capital Reserve	10-604	4,786	2,000	200
	Total Capital Outlay		185,647	229,886	186,086
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	44,648	45,280	60,856
	General Fund Grand Total		10,114,102	10,946,385	11,877,994
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	138,079	112,000	139,648
	Title II	20-XXX-XXX-XXX	15,933	0	11,624
	Title III	20-XXX-XXX-XXX	0	0	1,145
	Title IV	20-XXX-XXX-XXX	10,000	0	7,500
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	118,800	112,000	104,553
	Other	20-XXX-XXX-XXX	7,295	0	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	38,743	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	57,078	0	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	2,184	0	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	37,506	0	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	15,684	0	0
	Total Federal Projects	20-XXX-XXX-XXX	441,302	224,000	264,470
Special Revenue Fund Expenses	Total Special Revenue Funds		454,306	224,000	264,470
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	554,975	679,860	841,845
	Total Debt Service Funds		554,975	679,860	841,845
All Fund Expenses	Total Expenditures/Appropriations		11,123,383	11,850,245	12,984,309
Expenses Net of Transfers	Deduct Transfer-Capital Reserve-Transfer to Repayment of Debt	12-000-400-933	34,975	0	0
	Total Expenditures Net of Transfers		11,088,408	11,850,245	12,984,309

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2024	Audited Balance 06/30/2025	Estimated Balance 06/30/2026	Estimated Balance 06/30/2027
Unrestricted	General Operating Budget	1,110,061	466,055	216,055	216,055
	Repayment of Debt	1	11,054	11,053	0
Restricted for General Operating Budget	Capital Reserve	444,534	514,345	586,345	446,545
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	0	0	0	0
	Legal Reserve	1,566,553	2,239,771	1,291,266	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	19,716	19,052	19,052	19,052
	Scholarship Fund	1,761	1,180	1,180	1,180
Restricted for Repayment of Debt	Restricted for Repayment of Debt	0	0	0	0

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2023-24 Actual Costs	2024-25 Actual Costs	2025-26 Original Budget	2025-26 Revised Budget	2026-27 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$16,951	\$18,008	\$18,686	\$19,519	\$19,525
Total Classroom Instruction	\$8,598	\$9,347	\$10,050	\$10,663	\$10,972
Classroom-Salaries and Benefits	\$8,206	\$9,033	\$9,656	\$10,256	\$10,683
Classroom-General Supplies and Textbooks	\$99	\$16	\$82	\$57	\$142
Classroom-Purchased Services	\$294	\$299	\$311	\$350	\$147
Total Support Services	\$3,957	\$3,429	\$3,518	\$3,660	\$2,761
Support Services-Salaries and Benefits	\$1,484	\$2,030	\$1,988	\$2,118	\$1,923
Total Administrative Costs	\$2,325	\$2,925	\$2,667	\$2,652	\$2,628
Administration Salaries and Benefits	\$1,726	\$2,391	\$2,090	\$2,061	\$2,206
Total Operations and Maintenance of Plant	\$1,920	\$2,092	\$2,286	\$2,376	\$2,703
Operations and Maintenance-Salaries and Benefits	\$1,112	\$1,058	\$1,285	\$1,293	\$1,510
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$119	\$171	\$108	\$110	\$240
Total Equipment Costs	\$230	\$0	\$0	\$0	\$0
Legal Costs	\$78	\$94	\$57	\$59	\$58
Employee Benefits as a percentage of salaries*	29.93%	33.33%	36.08%	32.93%	46.25%

*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.nj.gov/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2025-26 revised appropriations and the 2026-27 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)
Insurance Coverages and Benefits	Member of JIF	0
Municipal/Public Works	Gas Purchase and Trash Pickup	0
Purchasing	Ed-Data	0
Special Education Services	Burlington Ed. Services Commission	0
Transportation Services, including Fuel	Burlington Ed. Services Commission	0

Estimated Tax Rates

Municipality	Category	Amount
Delanco Township	(A) General Fund School Levy	7,999,957
	(D) Total School Levy	8,706,205
	(B) Estimated Net Taxable Valuation (as of 10/01/25)	449,294,064
	(H) Estimated Equalized Valuation (as of 10/01/25)	736,426,879
	(C) Estimated 2026-27 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.7806
	(F) Estimated 2026-27 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.9378
	(I) Estimated 2026-27 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.0863
	(L) Estimated 2026-27 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.1822

Employee Contract List for District

Name	Category	Measure
Allison Canty	Job Title	Vice Principal
	Job Title II	Vice Principal
	Base Annual Salary Amount	\$87,000
	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	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	240
	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	\$800
	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	\$19,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum upon retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum upon retirement
	Contractual Post-Employment Benefit Description of Payout of Personal days	converted to sick 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
Allison Canty	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
Debra Vesper	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Special Services
	Base Annual Salary Amount	\$115,000
	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	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	240
	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

Employee Contract List for District

Name	Category	Measure
Debra Vesper	Total Allowances Amount	\$1,200
	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	\$30,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped
	Contractual Post-Employment Benefit Description of Payout of Personal days	converts to sick
	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
Ronnie Tarchichi	Job Title	Superintendent
	Job Title II	Superintendent
	Base Annual Salary Amount	\$170,000
	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
Ronnie Tarchichi	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/25
	End Date of Contract	06/30/26
	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	\$1,800
	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	\$30,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped
	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
Ronnie Tarchichi	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
Tim Allen	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Facilities
	Base Annual Salary Amount	\$86,600
	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	07/01/25
	End Date of Contract	06/30/26
	Contracted Number of Annual Work Days	240
	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	\$1,200
	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	\$165,000
	Contractual Post-Employment Benefit Description of Payout of Sick days	Capped

Employee Contract List for District

Name	Category	Measure
Tim Allen	Contractual Post-Employment Benefit Description of Payout of Vacation days	Capped
	Contractual Post-Employment Benefit Description of Payout of Personal days	converts to sick
	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