Camden Runnemede Boro Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	710.0	738.0	736.0
On Roll Special Ed Full-Time	110.0	112.0	112.0
On Roll Subtotal	820.0	850.0	848.0
In Private School Placements	6.0	7.0	6.0
Sent to Other Districts Regular		5.0	5.0
Sent to Other Districts Special Ed		1.0	2.0
Received	5.0	1.0	1.0

Camden Runnemede Boro Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Local Tax Levy	10-1210	7,320,055	7,466,456	7,541,121
	Total Tuition	10-1300	96,773	12,078	24,000
	Transportation Fees from Other Local Education Authorities	10-1420-1440	5,254	5,000	5,000
	Rents and Royalties	10-1910	74,500	0	C
General Fund Revenues from Local Sources	Unrestricted Miscellaneous Revenues	10-1XXX	0	2,000	2,000
	Interest Earned on Maintenance Reserve	10-1XXX	279	279	279
	Interest Earned on Capital Reserve Funds	10-1XXX	262	262	262
	Other Restricted Miscellaneous Revenues / Paycheck Protection Program (Apssds Only)	10-1XXX	44,199	0	C
	Total Revenues from Local Sources		7,541,322	7,486,075	7,572,662
	School Choice Aid	10-3116	102,397	105,278	87,802
	Categorical Transportation Aid	10-3121	166,787	166,787	166,787
	Extraordinary Aid	10-3131	247,764	181,577	181,577
General Fund Revenues from State Sources	Categorical Special Education Aid	10-3132	481,898	481,898	481,898
General Fund Revenues from State Sources	Equalization Aid	10-3176	4,326,621	4,579,826	4,972,674
	Categorical Security Aid	10-3177	175,149	175,149	175,149
	Other State Aids	10-3XXX	10,078	0	(
	Total Revenues from State Sources		5,510,694	5,690,515	6,065,887
Conoral Fund Dougnupo from Fodoral Courses	Medicaid Reimbursement	10-4200	37,891	41,422	38,422
General Fund Revenues from Federal Sources	Total Revenues from Federal Sources		37,891	41,422	38,422
	Budgeted Fund Balance-Operating Budget	10-303	0	608,343	688,107
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	800,000	600,000
Conseq Fund Daysays from Other Courses	Withdrawal from Maintenance Reserve	10-310	0	199,310	(
General Fund Revenues from Other Sources	Transfers from Other Funds	10-5200	0	75,000	75,000
	Adjustment for Prior Year Encumbrances		0	72,945	(
	Actual Revenues (Over)/Under Expenditures		513,333	0	(
General Fund Revenues	Total Operating Budget		13,603,240	14,973,610	15,040,078

Camden Runnemede Boro Advertised Revenues

Budget Category Description		Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Preschool Education Aid	20-3218	570,555	928,872	1,049,680
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	207,889	181,926	181,926
	Total Revenues from State Sources		778,444	1,110,798	1,231,606
	Title I	20-4411-4416	172,467	161,234	137,049
	Title II	20-4451-4455	23,009	20,603	17,513
Special Revenue Fund Revenues from Federal Sources	Title IV	20-4471-4474	10,325	10,032	8,527
	I.D.E.A. Part B (Handicapped)	20-4420-4429	270,124	262,414	223,052
	Total Revenues from Federal Sources		475,925	454,283	386,141
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	0	276,000	276,000
Special Revenue Fund Revenues	Total Grants and Entitlements		1,254,369	1,841,081	1,893,747
All Fund Revenues	Total Revenues/Sources		14,857,609	16,814,691	16,933,825
Devenues Net of Transfers	Deduct Transfer: Transfers from Operating Budget-Pre-Kindergartenindergarten (Special Education)	20-5200	0	276,000	276,000
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		14,857,609	16,538,691	16,657,825

Camden Runnemede Boro Advertised Appropriations

Budget Category Description		Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Regular Programs-Instruction		3,345,450	4,100,123	4,109,284
	Special Education-Instruction	11-2XX-100-XXX	1,252,223	1,107,429	1,062,258
General Fund Current Expenses for Instruction	Basic Skills/Remedial-Instruction	11-230-100-XXX	372,258	383,735	311,351
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	40,802	50,500	52,500
	School-Sponsored Athletics-Instruction	11-402-100-XXX	63,451	74,600	74,600
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	310,457	509,000	510,000
	Undistributed Expenditures-Health Services	11-000-213-XXX	217,857	223,089	202,109
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	161,436	169,867	197,853
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	672,066	470,202	636,427
	Undistributed Expenditures-Guidance	11-000-218-XXX	127,727	131,921	134,268
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	415,133	435,113	472,370
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	181,314	188,790	204,128
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	203,296	217,400	243,080
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	4,837	13,050	13,050
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	395,716	518,171	494,001
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	401,802	439,870	405,056
	Undistributed Expenditures-Central Services	11-000-251-XXX	216,959	249,041	263,631
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	20,422	49,743	43,300
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	1,147,060	1,316,134	1,314,514
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	244,164	329,160	326,305
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	2,790,507	3,149,165	3,336,665
	Total Undistributed Expenditures		7,510,753	8,409,716	8,796,757
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	279	279
General Fund Current Expenses	Total General Current Expense		12,584,937	14,126,382	14,407,029
	Equipment	12-XXX-XXX-730	118,202	0	C
Capital Outloy	Facilities Acquisition and Construction Services	12-000-400-XXX	857,583	800,000	600,000
Capital Outlay	Interest Deposit to Capital Reserve	10-604	0	262	262
	Total Capital Outlay		975,785	800,262	600,262

Camden Runnemede Boro Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	42,518	46,966	32,787
General Fund Expenses and Transiers	General Fund Grand Total		13,603,240	14,973,610	15,040,078
	Preschool Education Aid Instruction	20-218-100-XXX	229,446	667,042	781,350
Special Revenue Fund Expenses for Preschool Education Aid	Support Services	20-218-200-XXX	182,691	425,604	499,330
Special Nevertue Fund Expenses for Freschool Education Aid	Facility Acquisition and Construction Services	20-218-400-XXX	158,418	112,226	45,000
	Total Preschool Education Aid	20-218-XXX-XXX	570,555	1,204,872	1,325,680
	Nonpublic Textbooks	20-XXX-XXX-XXX	7,743	7,432	7,432
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	113,205	76,112	76,112
Special Devenue Fund Evpenses for Other State Projects	Nonpublic Handicapped Services	20-XXX-XXX-XXX	45,907	58,479	58,479
Special Revenue Fund Expenses for Other State Projects	Nonpublic Nursing Services	20-XXX-XXX-XXX	14,064	13,677	13,677
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	5,220	5,076	5,076
	Nonpublic Security Aid	20-XXX-XXX-XXX	21,750	21,150	21,150
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	778,444	1,386,798	1,507,606
	Title I	20-XXX-XXX-XXX	172,467	161,234	137,049
	Title II	20-XXX-XXX-XXX	23,009	20,603	17,513
Special Revenue Fund Expenses for Federal Projects	Title IV	20-XXX-XXX-XXX	10,325	10,032	8,527
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	270,124	262,414	223,052
	Total Federal Projects	20-XXX-XXX-XXX	475,925	454,283	386,141
Special Revenue Fund Expenses	Total Special Revenue Funds		1,254,369	1,841,081	1,893,747
All Fund Expenses	Total Expenditures/Appropriations		14,857,609	16,814,691	16,933,825
Cynamaca Nat of Transfers	Deduct Transfer: Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	276,000	276,000
Expenses Net of Transfers	Total Expenditures Net of Transfers		14,857,609	16,538,691	16,657,825

Camden Runnemede Boro Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2018	Audited Balance 06/30/2019	Estimated Balance 06/30/2020	Estimated Balance 06/30/2021
	Capital Reserve	1,598,434	1,213,696	858,958	259,220
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	692,149	692,428	693,397	693,676
Destricted for Coneral Operating Budget	Legal Reserve	293,017	300,890	145,306	0
Restricted for General Operating Budget	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 Repayment of Debt	Repayment of Debt	0	0	0	0
I lovo otri oto d	General Operating Budget	1,044,781	894,573	840,814	298,013
Unrestricted	Repayment of Debt	0	0	0	0

Camden Advertised Per Pupil Cost Calculations Runnemede Boro

Per Pupil Cost Calculations	2017-18 Actual Costs	2018-19 Actual Costs	2019-20 Original Budget	2019-20 Revised Budget	2020-21 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$13,159	\$15,017	\$16,676	\$16,627	\$17,222
Total Classroom Instruction	\$7,657	\$8,385	\$9,576	\$9,590	\$9,743
Classroom-Salaries and Benefits	\$7,074	\$7,668	\$8,744	\$8,706	\$8,905
Classroom-General Supplies and Textbooks	\$365	\$454	\$625	\$679	\$605
Classroom-Purchased Services	\$218	\$263	\$207	\$205	\$233
Total Support Services	\$2,603	\$3,194	\$3,161	\$3,133	\$3,602
Support Services-Salaries and Benefits	\$2,197	\$2,495	\$2,454	\$2,431	\$2,745
Total Administrative Costs	\$1,500	\$1,611	\$1,893	\$1,876	\$1,833
Administration Salaries and Benefits	\$1,207	\$1,314	\$1,386	\$1,373	\$1,383
Total Operations and Maintenance of Plant	\$1,228	\$1,627	\$1,813	\$1,797	\$1,805
Operations and Maintenance-Salaries and Benefits	\$733	\$882	\$849	\$841	\$841
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$142	\$162	\$192	\$191	\$196
Total Equipment Costs	\$587	\$334	\$133	\$132	\$53
Legal Costs	\$13	\$7	\$18	\$18	\$18
Employee Benefits as a percentage of salaries*	34.34%	37.96%	41.21%	41.09%	42.70%

^{*}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 2019-20 revised appropriations and the 2020-21 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.

^{**}Federal and State funds in the blended resource school-based budgets.

Camden Runnemede Boro Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Custodial and Maintenance Services	Black Horse Pike Regional - Maintenance (AS NEEDED BASIS)	0
Insurance Coverages and Benefits	New Jersey School Insurance Group	0
Municipal/Dublic Works	Runnemede Borough - Rental of Office Space (Administrative Offices)	0
Municipal/Public Works	Runnemede Borough - School Resource Officer	0
	Telephone / E-rate Participation	0
Durahaging	Ed Data Consortium	0
Purchasing	MRESC	0
	ACES - Power / Utility	0
Special Education Consists	Gloucester County Special Services School District	0
Special Education Services	Camden County Educational Services Commission (Related Services)	0
Transportation Services, including Fuel	Barrington Borough - Fuel Station	0

Camden Runnemede Boro Estimated Tax Rates

Municipality	Category	Amount
	(A) General Fund School Levy	7,503,789
	(D) Total School Levy	7,503,789
	(B) Estimated Net Taxable Valuation (as of 10/01/19)	502,196,379
D	(H) Estimated Equalized Valuation (as of 10/01/19)	530,688,227
Runnemede	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	1.4942
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	1.4942
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	1.4140
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	1.4140

Name	Category	Measure
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Supervisor of Facilities
	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	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
Frank Hines	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	pay out per diem not to exceed \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	can carry 5 days per year and buy back 5 days per year
	Contractual Post-Employment Benefit Description of Payout of Personal days	unused personal days move 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

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
Frank Hines	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	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$89,502
	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
Jeanette Schiraldi	Member of Collective Bargaining Unit (CBU)?	N
Jeanette Schirator	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/21
	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

Name	Category	Measure
	Total Allowances Amount	\$960
	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	pay out per diem not to exceed \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	5 vacations days can be carried over each year
	Contractual Post-Employment Benefit Description of Payout of Personal days	unused days will convert to sick days
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Jeanette Schiraldi	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Jeanette Schilator	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
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$143,625
Mark lannucci	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	07/01/19
	End Date of Contract	06/30/22
	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	\$8,500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Mark lannucci	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	\$0
	Contractual Post-Employment Benefit Description of Payout of Sick days	per diem @ \$250 not to exceed \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	20 per year / 5 may be carried over
	Contractual Post-Employment Benefit Description of Payout of Personal days	unused convert to sick at the end of the year
	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
Mark lannucci	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	Business Administrator
	Job Title II	Director of C & I
	Base Annual Salary Amount	\$139,857
	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)?	Υ
	Beginning Date of Contract	07/01/20
	End Date of Contract	06/30/21
	Contracted Number of Annual Work Days	260
Sean McCarron	Contracted Number of Annual Vacation Days	21
	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	\$4,900
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,000
	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	n/a applied to RAA Agreement (Curriculum)

Name	Category	Measure
Sean McCarron	Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a applied to RAA Agreement (Curriculum)
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a applied to RAA Agreement (Curriculum)
	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	\$1,500
	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	RAA Agreement
	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