

Advertised Enrollments

Pupil Enrollment Categories	10-15-2021 Actual	10-15-2022 Actual	10-13-2023 Estimate
On Roll Regular Full-Time	238.0	244.0	259.0
On Roll Special Ed Full-Time	42.0	54.0	63.0
On Roll Subtotal	280.0	298.0	322.0
In Private School Placements	2.0	1.0	1.0
Sent to Other Districts Regular	0.0	2.0	0.0
Sent to Other Districts Special Ed	3.0	5.0	7.0
Received	1.0	2.0	0.0

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	3,961,723	4,024,790	4,421,794
	Unrestricted Miscellaneous Revenues	10-1XXX	34,175	6,650	6,650
	Interest Earned on Maintenance Reserve	10-1XXX	0	10	10
	Interest Earned on Capital Reserve Funds	10-1XXX	0	50	50
	Total Revenues from Local Sources		3,995,898	4,031,500	4,428,504
General Fund Revenues from State Sources	School Choice Aid	10-3116	120,032	132,067	142,324
	Categorical Transportation Aid	10-3121	18,938	18,938	18,938
	Extraordinary Aid	10-3131	58,602	0	0
	Categorical Special Education Aid	10-3132	264,802	264,802	264,802
	Equalization Aid	10-3176	1,392,844	1,473,411	1,951,380
	Categorical Security Aid	10-3177	69,911	69,911	69,911
	Other State Aids	10-3XXX	2,540	0	0
	State Reimbursements from Securing Our Childrens Future Bond Act	10-3256	20,000	0	0
	Total Revenues from State Sources		1,947,669	1,959,129	2,447,355
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	14,516	17,042	23,711
	Total Revenues from Federal Sources		14,516	17,042	23,711
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	157,827	100,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	626,000	325,000
	Adjustment for Prior Year Encumbrances		0	175,629	0
	Actual Revenues (Over)/Under Expenditures		-484,436	0	0
General Fund Revenues	Total Operating Budget		5,473,647	6,967,127	7,324,570
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	17,531	0	0
	Other Revenue from Local Sources	20-1XXX	2,400	0	0
	Total Revenues from Local Sources	20-1XXX	19,931	0	0
Special Revenue Fund Revenues from State Sources	Preschool Education Aid-Prior Year Carryover	20-3218	0	226,206	126,206
	Preschool Education Aid	20-3218	205,304	340,104	360,048
	Total Revenues from State Sources		205,304	566,310	486,254

Advertised Revenues

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	68,919	67,954	54,363
	Title II	20-4451-4455	9,243	11,522	9,218
	Title IV	20-4471-4474	10,000	10,000	8,000
	ARP-IDEA Preschool	20-4409	1,199	0	0
	ARP-IDEA Basic	20-4419	14,102	0	0
	IDEA Part B (Handicapped)	20-4420-4429	88,646	88,510	70,808
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	10,425	50,000	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	0	40,000	19,000
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	0	40,000	20,000
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	1,913	43,087	38,000
	ARP-ESSER	20-4540	227,219	269,599	37,000
	CARES Act Education Stabilization Fund	20-4530	24,276	5,484	0
	CRRSA Act-ESSER II	20-4534	167,469	53,591	0
	CRRSA Act-Learning Acceleration Grant	20-4535	11,778	13,222	0
	CRRSA Act-Mental Health Grant	20-4536	21,750	12,825	0
Total Revenues from Federal Sources			656,939	705,794	256,389
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	83,436	85,026	90,012
Special Revenue Fund Revenues	Total Grants and Entitlements		965,075	1,357,234	832,655
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	159,315	143,118	130,769
	Total Revenues from Local Sources		159,315	143,118	130,769
Debt Service Fund Revenues from Other Sources	Budgeted Fund Balance	40-303	0	0	16,229
	Total Local Repayment of Debt		159,315	143,118	146,998
	Actual Revenues (Over)/Under Expenditures		-16,229	0	0
Debt Service Fund Revenues	Total Repayment of Debt		143,086	143,118	146,998
All Fund Revenues	Total Revenues/Sources		6,581,808	8,467,479	8,304,223
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	83,436	85,026	90,012
	Total Revenues/Sources Net of Transfers		6,498,372	8,382,453	8,214,211

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	1,818,098	1,865,055	1,941,897
	Special Education-Instruction	11-2XX-100-XXX	537,358	542,568	732,871
	Basic Skills/Remedial-Instruction	11-230-100-XXX	79,794	77,309	40,958
	Bilingual Education-Instruction	11-240-100-XXX	25,918	20,259	94,803
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	8,846	31,777	31,777
	School-Sponsored Athletics-Instruction	11-402-100-XXX	3,788	8,993	8,768
	Summer School	11-422-XXX-XXX	12,110	19,640	29,025
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	277,461	587,212	593,197
	Undistributed Expenditures-Health Services	11-000-213-XXX	66,478	63,711	73,433
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	85,328	99,617	80,858
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	119,190	234,048	175,005
	Undistributed Expenditures-Guidance	11-000-218-XXX	72,552	72,037	149,105
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	215,546	228,404	243,121
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	117,315	135,357	131,817
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	5,241	20,265	23,755
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	252,438	310,196	290,215
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	90,141	89,492	88,653
	Undistributed Expenditures-Central Services	11-000-251-XXX	173,991	176,245	175,296
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	133,966	142,907	160,110
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	421,090	478,181	539,545
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	144,866	181,122	188,000
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	708,649	867,267	1,108,753
Total Undistributed Expenditures		2,884,252	3,686,061	4,020,863	
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	10	10
General Fund Current Expenses	Total General Current Expense		5,370,164	6,251,672	6,900,972

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Capital Outlay	Equipment	12-XXX-XXX-730	2,780	10,646	47,105
	Facilities Acquisition and Construction Services	12-000-400-XXX	62,394	632,950	331,950
	Interest Deposit to Capital Reserve	10-604	0	50	50
	Total Capital Outlay		65,174	643,646	379,105
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	38,309	71,809	44,493
	General Fund Grand Total		5,473,647	6,967,127	7,324,570
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	2,400	0	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	202,699	207,101	233,136
	Support Services	20-218-200-XXX	86,041	212,170	323,028
	Facility Acquisition and Construction Services	20-218-400-XXX	0	232,065	20,102
	Total Preschool Education Aid	20-218-XXX-XXX	288,740	651,336	576,266
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	288,740	651,336	576,266
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	68,919	67,954	54,363
	Title II	20-XXX-XXX-XXX	9,243	11,522	9,218
	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,000
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	88,646	88,510	70,808
	ARP-IDEA Basic Grant Program	20-223-xxx-xxx	14,102	0	0
	ARP-IDEA Preschool Grant Program	20-224-xxx-xxx	1,199	0	0
	CARES Act Education Stabilization Fund	20-477-XXX-XXX	24,276	5,484	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	167,469	53,591	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	11,778	13,222	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	21,750	12,825	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	227,219	269,599	37,000
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	10,425	50,000	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	0	40,000	19,000
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	0	40,000	20,000
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	1,913	43,087	38,000

Advertised Appropriations

Budget Category	Description	Account	2021-22 Actual	2022-23 Revised	2023-24 Proposed
Special Revenue Fund Expenses for Federal Projects	Total Federal Projects	20-XXX-XXX-XXX	656,939	705,794	256,389
Special Revenue Fund Expenses	Total Special Revenue Funds		965,075	1,357,234	832,655
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	143,086	143,118	146,998
	Total Debt Service Funds		143,086	143,118	146,998
All Fund Expenses	Total Expenditures/Appropriations		6,581,808	8,467,479	8,304,223
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	83,436	85,026	90,012
	Total Expenditures Net of Transfers		6,498,372	8,382,453	8,214,211

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2021	Audited Balance 06/30/2022	Estimated Balance 06/30/2023	Estimated Balance 06/30/2024
Unrestricted	General Operating Budget	289,997	411,142	250,000	250,000
	Repayment of Debt	0	16,229	16,229	0
Restricted for General Operating Budget	Capital Reserve	1,007,507	1,152,063	526,113	201,163
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	215,091	342,315	342,325	342,335
	Legal Reserve	0	100,000	100,000	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	25,232	25,767	25,767	25,767
	Scholarship Fund	104	104	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	2020-21 Actual Costs	2021-22 Actual Costs	2022-23 Original Budget	2022-23 Revised Budget	2023-24 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$17,712	\$18,153	\$18,190	\$19,551	\$20,646
Total Classroom Instruction	\$10,113	\$10,895	\$10,323	\$11,053	\$11,746
Classroom-Salaries and Benefits	\$9,250	\$10,446	\$9,860	\$10,469	\$11,298
Classroom-General Supplies and Textbooks	\$740	\$328	\$317	\$427	\$323
Classroom-Purchased Services	\$123	\$121	\$146	\$157	\$125
Total Support Services	\$3,074	\$3,050	\$3,806	\$3,984	\$4,229
Support Services-Salaries and Benefits	\$2,357	\$2,205	\$2,433	\$2,555	\$2,992
Total Administrative Costs	\$2,470	\$2,584	\$2,479	\$2,616	\$2,609
Administration Salaries and Benefits	\$1,838	\$1,734	\$1,669	\$1,753	\$1,743
Total Operations and Maintenance of Plant	\$2,010	\$1,560	\$1,419	\$1,720	\$1,893
Operations and Maintenance-Salaries and Benefits	\$442	\$455	\$476	\$500	\$952
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$36	\$53	\$153	\$168	\$157
Total Equipment Costs	\$45	\$10	\$783	\$823	\$211
Legal Costs	\$199	\$93	\$92	\$96	\$94
Employee Benefits as a percentage of salaries*	21.85%	20.30%	23.68%	24.80%	26.91%

*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 2022-23 revised appropriations and the 2023-24 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.

Unusual Revenues and Appropriations

Line Number	Source	Amount	Explanation
100	Tax Levy	397,004	Enrollment Adjustment and Health Care Increase
460	Equalization Aid	477,969	Increase in state aid per S2
71180	Health Benefits	152,189	15% increase in benefits
75500	Instructional Equipment	9,200	New Digital Boards for learning
75680	Technology Equipment	37,905	New Firewall, Router and Switches
76080	Construction Services	285,000	Cost of various projects

Shared Services

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Custodial and Maintenance Services	Outsource Evening and Summer Custodial Staff	0
Municipal/Public Works	Borough of Netcong Snow Plowing	0
Purchasing	Educational Data Services	0
Special Education Services	Byram BOE Occupational Therapy	0
	Morris County Educational Services Commission	0
Transportation Services, including Fuel	Sussex County COOP	0

Estimated Tax Rates

Municipality	Category	Amount
Netcong	(A) General Fund School Levy	4,421,794
	(D) Total School Levy	4,552,563
	(B) Estimated Net Taxable Valuation (as of 10/01/22)	318,920,400
	(H) Estimated Equalized Valuation (as of 10/01/22)	330,933,278
	(C) Estimated 2023-24 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.3865
	(F) Estimated 2023-24 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.4275
	(I) Estimated 2023-24 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.3362
	(L) Estimated 2023-24 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.3757

Employee Contract List for District

Name	Category	Measure
Kathleen Walsh	Job Title	Superintendent
	Job Title II	N/A
	Base Annual Salary Amount	\$145,118
	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	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	24
	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	\$7,650
	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	Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	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
Kathleen Walsh	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
Kurt Ceresnak	Job Title	Principal
	Job Title II	N/A
	Base Annual Salary Amount	\$124,970
	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	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	24
	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
Kurt Ceresnak	Total Allowances Amount	\$2,650
	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	Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
	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	
Paul Stabile	Job Title	Business Administrator
	Job Title II	N/A
	Base Annual Salary Amount	\$104,142
	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
Paul Stabile	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/22
	End Date of Contract	06/30/23
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	24
	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	\$4,200
	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	\$12,700
	Contractual Post-Employment Benefit Description of Payout of Sick days	Retirement
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Retirement
	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
Paul Stabile	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