

ENROLLMENT CATEGORIES	10-15-2013 ACTUAL	10-15-2014 ACTUAL	10-15-2015 ESTIMATE
Pupils On Roll Regular Full-Time	604.0	595.0	584.0
Pupils On Roll Special Ed Full-Time	78.0	83.0	84.0
Pupils On Roll SUBTOTAL	682.0	678.0	668.0
Pupils in Private School Placements	2.0	2.0	2.0
Pupils Sent to Other Districts Special Ed	17.0	16.0	16.0
Pupils Received	3.0	1.0	2.0

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	12,000,804	12,000,802	12,240,818
Other Local Governmental Units - Unrestricted	10-12XX	0	0	327,709
Total Tuition	10-1300	37,976	36,431	31,000
Unrestricted Miscellaneous Revenues	10-1XXX	258,520	123,550	123,000
Subtotal - Revenues From Local Sources		12,297,300	12,160,783	12,722,527
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	8,454	8,454	8,454
Extraordinary Aid	10-3131	209,906	0	0
Categorical Special Education Aid	10-3132	291,599	291,599	291,599
Categorical Security Aid	10-3177	10,062	10,062	10,062
Other State Aids	10-3XXX	3,042	13,920	13,920
Subtotal - Revenues From State Sources		523,063	324,035	324,035
Budgeted Fund Balance - Operating Budget	10-303	0	1,875,980	1,797,901
Adjustment For Prior Year Encumbrances		0	58,811	0
Actual Revenues (Over)/Under Expenditures		125,418	0	0
Total Operating Budget		12,945,781	14,419,609	14,844,463
Grants and Entitlements:				
Revenues from Federal Sources:				
Title III	20-4491-4494	2,970	559	0
I.D.E.A. Part B (Handicapped)	20-4420-4429	150,037	158,993	139,694
Total Revenues From Federal Sources		153,007	159,552	139,694
Total Grants And Entitlements		153,007	159,552	139,694
Repayment of Debt:				

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Revenues from Local Sources:				
Local Tax Levy	40-1210	638,875	644,076	653,475
Total Revenues From Local Sources		638,875	644,076	653,475
Total Local Repayment Of Debt		638,875	644,076	653,475
Total Repayment Of Debt		638,875	644,076	653,475
Total Revenues/Sources		13,737,663	15,223,237	15,637,632
Total Revenues/Sources Net of Transfers		13,737,663	15,223,237	15,637,632

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	3,738,734	4,135,412	4,241,473
Special Education - Instruction	11-2XX-100-XXX	843,389	821,846	952,764
Basic Skills/Remedial - Instruction	11-230-100-XXX	175,598	211,558	230,305
Bilingual Education - Instruction	11-240-100-XXX	59,813	62,986	66,287
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	102,139	104,565	112,128
Community Services Programs/Operations	11-800-330-XXX	42,324	56,824	58,961
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,233,122	1,450,365	1,172,509
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	35,016	39,726	34,698
Undist. Expenditures - Health Services	11-000-213-XXX	148,499	153,002	160,978
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	296,292	282,052	277,331
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	382,646	467,337	457,192
Undist. Expenditures - Guidance	11-000-218-XXX	158,916	168,184	178,926
Undist. Expenditures - Child Study Teams	11-000-219-XXX	332,135	360,320	401,083
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	27,762	113,639	120,029
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	123,088	139,725	146,459
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	20,941	32,650	32,650
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	299,864	381,301	399,036
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	394,911	378,687	402,215
Undist. Expend. - Central Services	11-000-251-XXX	261,962	282,170	234,956
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,098,574	1,181,270	1,214,329
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	183,221	223,733	226,035
Personal Services - Employee Benefits	11-XXX-XXX-2XX	2,185,488	2,570,830	2,640,539
Undistributed Expenditures-Food Services	11-000-310-930	1,929	26,750	28,350
Total Undistributed Expenditures		7,184,366	8,251,741	8,127,315
Total General Current Expense		12,146,363	13,644,932	13,789,233

Budget Category	Account	2013-14 Actual	2014-15 Revised	2015-16 Anticipated
Capital Expenditures:				
Equipment	12-XXX-XXX-730	16,754	48,000	168,848
Facilities Acquisition And Const. Serv.	12-000-400-XXX	782,664	726,677	886,382
Total Capital Outlay		799,418	774,677	1,055,230
General Fund Grand Total		12,945,781	14,419,609	14,844,463
Special Grants and Entitlements:				
Federal Projects:				
Title III	20-XXX-XXX-XXX	2,970	559	0
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	150,037	158,993	139,694
Total Federal Projects	20-XXX-XXX-XXX	153,007	159,552	139,694
Total Special Revenue Funds		153,007	159,552	139,694
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	638,875	644,076	653,475
Total Debt Service Funds		638,875	644,076	653,475
Total Expenditures/Appropriations		13,737,663	15,223,237	15,637,632
Total Expenditures Net of Transfers		13,737,663	15,223,237	15,637,632

Budget Category	Audited Balance 6-30-2013	Audited Balance 6-30-2014	Estimated Balance 6-30-2015	Estimated Balance 6-30-2016
Unrestricted:				
--General Operating Budget	547,002	711,934	467,802	286,681
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes- General Operating Budget:				
--Capital Reserve	1,137	1,137	1,137	1,137
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	3,374,113	3,248,628	1,616,780	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	203,096	0	0	0
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2012-13 Actual Costs	2013-14 Actual Costs	2014-15 Original Budget	2014-15 Revised Budget	2015-16 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,319	\$15,736	\$17,429	\$17,656	\$18,549
Total Classroom Instruction	\$8,681	\$9,037	\$10,715	\$10,889	\$11,576
Classroom-Salaries and Benefits	\$7,996	\$8,331	\$9,821	\$9,970	\$10,474
Classroom-General Supplies and Textbooks	\$420	\$449	\$527	\$546	\$712
Classroom-Purchased Services	\$266	\$257	\$368	\$372	\$391
Total Support Services	\$2,894	\$2,816	\$2,840	\$2,890	\$3,000
Support Services-Salaries and Benefits	\$2,530	\$2,446	\$2,506	\$2,443	\$2,561
Total Administrative Costs	\$1,806	\$1,781	\$1,649	\$1,714	\$1,709
Administration Salaries and Benefits	\$1,607	\$1,599	\$1,391	\$1,442	\$1,391
Total Operations and Maintenance of Plant	\$1,652	\$1,810	\$1,897	\$1,838	\$1,913
Operations and Maintenance-Salaries and Benefits	\$812	\$840	\$764	\$779	\$840
Board Contribution to Food Services	\$1	\$3	\$39	\$39	\$42
Total Extracurricular Costs	\$180	\$190	\$170	\$173	\$187
Total Equipment Costs	\$0	\$25	\$70	\$71	\$253
Legal Costs	\$18	\$27	\$47	\$47	\$48
Employee Benefits as a percentage of salaries*	28.17%	31.00%	32.88%	33.98%	33.90%

*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 (formerly the Comparative Spending Guide) 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 2014-15 revised appropriations and the 2015-16 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 Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Special Education Services	NVRHS	0
Custodial and Maintenance Services	Cresskill BOE/NVRHS	0
Banking	BCBANK	0
Transportation Services, including Fuel	NVRHS	0
Purchasing	MRESC/Ed Data/NJ	0
Municipal/Public Works	Garbage/Snow Plowing/Mechanic	11,600
Curriculum Services	NVRHS	0
Professional Staff Development	NVRHS	0
Technology Services	NVRHS	0
Insurance Coverages and Benefits	NEBSBIG	0

A. Estimated 15-16 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	12,120,810
(B) Estimated Net Taxable Valuation (as of 10/01/14)	1,276,192,720
(C) Estimated 15-16 General Fund School Tax Rate=(A)/(B)x100	0.9498
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	12,757,086
(E) Estimated Net Taxable Valuation (as of 10/01/14)	1,276,192,720
(F) Estimated 15-16 Total School Tax Rate=(D)/(E)x100	0.9996

B. Estimated 15-16 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	12,120,810
(H) Estimated Equalized Valuation (as of 10/01/14)	1,490,043,274
(I) Estimated 15-16 Equalized General Fund School Tax Rate=(G)/(H)x100	0.8135
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	12,757,086
(K) Estimated Equalized Valuation (as of 10/01/14)	1,490,043,274
(L) Estimated 15-16 Equalized Total School Tax Rate=(J)/(K)x100	0.8562

NAME=Emily Codey

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$120,000
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/14
End Date of Contract	06/30/15
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	30
Contracted Number of Annual Sick Days	13
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	
Total Allowances Amount	\$4,050
Total Bonuses Amount	\$0
Total Stipends Amount	\$10,000
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	\$5,000
Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	not allowed
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Emily Codey

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$500
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	may convert up to 10 days annually
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Frank Chilson

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	Bd. Secretary
Base Annual Salary Amount	\$177,072
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/14
End Date of Contract	06/30/15
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	33
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0

NAME=Frank Chilson

CATEGORY	MEASURE
Description of Other Contracted Non-Working Days	
Total Allowances Amount	\$5,050
Total Bonuses Amount	\$16,500
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	\$15,743
Contractual Post-Employment Benefit Description of Payout of Sick days	per statute
Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	not allowed
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Frank Mazzini

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$117,000
Full-Time Equivalent (FTE)	1.0

NAME=Frank Mazzini

CATEGORY	MEASURE
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	08/13/14
End Date of Contract	06/30/15
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
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	
Total Allowances Amount	\$4,050
Total Bonuses Amount	\$0
Total Stipends Amount	\$2,200
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	\$4,988
Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement after 15= years in district
Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	not allowed
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	

NAME=Frank Mazzini

CATEGORY	MEASURE
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Jonathon Regan

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Staff Development
Base Annual Salary Amount	\$81,500
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	08/01/14
End Date of Contract	06/30/15
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
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	
Total Allowances Amount	\$4,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0

NAME=Jonathon Regan

CATEGORY	MEASURE
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	\$4,840
Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement after 15 years
Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	not allowed
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Michael Fox

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$135,000
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	

NAME=Michael Fox

CATEGORY	MEASURE
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/14
End Date of Contract	06/30/15
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	29
Contracted Number of Annual Sick Days	13
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	
Total Allowances Amount	\$6,050
Total Bonuses Amount	\$20,250
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,825
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,519
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum per statute
Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	not allowed
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	

NAME=Michael Fox

CATEGORY	MEASURE
Additional Comment 2	
Additional Comment 3	

NAME=Michelle Terzini-Hollar

CATEGORY	MEASURE
Job Title	Psychologist
Job Title II	
Base Annual Salary Amount	\$108,000
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/14
End Date of Contract	06/30/15
Contracted Number of Annual Work Days	240
Contracted Number of Annual Vacation Days	24
Contracted Number of Annual Sick Days	13
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	
Total Allowances Amount	\$4,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,488
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$4,950
Contractual Post-Employment Benefit Description of Payout of Sick days	upon retirement after 15 years in district

NAME=Michelle Terzini-Hollar

CATEGORY	MEASURE
Contractual Post-Employment Benefit Description of Payout of Vacation days	per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	not allowed
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	\$450
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	may convert up to 8 days
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	not allowed
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	