

Advertised Enrollments

Pupil Enrollment Categories	10-15-2022 Actual	10-13-2023 Actual	10-15-2024 Estimate
On Roll Regular Full-Time	321.0	326.0	418.0
On Roll Special Ed Full-Time	36.0	42.0	45.0
On Roll Subtotal	357.0	368.0	463.0
In Private School Placements	6.0	5.0	5.0
Sent to Other Districts Regular	113.0	107.0	135.0
Sent to Other Districts Special Ed	20.0	23.0	30.0

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Revenues from Local Sources	Local Tax Levy	10-1210	7,319,507	7,319,507	7,319,507
	Rents and Royalties	10-1910	0	35,000	0
	Unrestricted Miscellaneous Revenues	10-1XXX	297,568	10,000	10,000
	Interest Earned on Maintenance Reserve	10-1XXX	0	5,000	5,000
	Interest Earned on Capital Reserve Funds	10-1XXX	0	70,000	155,000
	Total Revenues from Local Sources		7,617,075	7,439,507	7,489,507
General Fund Revenues from State Sources	School Choice Aid	10-3116	1,232,625	1,258,370	1,323,160
	Categorical Transportation Aid	10-3121	171,868	171,868	171,868
	Extraordinary Aid	10-3131	96,076	125,000	75,000
	Categorical Special Education Aid	10-3132	348,338	435,874	571,326
	Equalization Aid	10-3176	1,457,883	1,774,286	2,306,450
	Categorical Security Aid	10-3177	41,980	41,980	129,783
	Maintenance of Equity Aid	10-3192	24,648	0	0
	Other State Aids	10-3XXX	4,372	24,648	0
Total Revenues from State Sources		3,377,790	3,832,026	4,577,587	
General Fund Revenues from Other Sources	Budgeted Fund Balance-Operating Budget	10-303	0	250,000	300,000
	Withdrawal from Capital Reserve for Local Share	10-307	0	2,397,000	1,725,600
	Transfers from Other Funds	10-5200	129,495	0	0
	Adjustment for Prior Year Encumbrances		0	127,125	0
	Actual Revenues (Over)/Under Expenditures		-682,513	0	0
General Fund Revenues	Total Operating Budget		10,441,847	14,045,658	14,092,694
Special Revenue Fund Revenues from Local Sources	Student Activity Fund Revenue	20-1760	16,784	8,000	8,000
	Other Revenue from Local Sources	20-1XXX	928	72	0
	Total Revenues from Local Sources	20-1XXX	17,712	8,072	8,000
Special Revenue Fund Revenues from State Sources	Preschool Education Aid	20-3218	0	955,920	1,189,365
	SDA Emergent Needs and Capital Maintenance In School Districts	20-3257	0	7,348	0
	Total Revenues from State Sources		0	963,268	1,189,365

Advertised Revenues

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Special Revenue Fund Revenues from Federal Sources	Title I	20-4411-4416	91,401	70,792	73,262
	Title II	20-4451-4455	15,350	18,948	18,950
	IDEA Part B (Handicapped)	20-4420-4429	113,544	119,220	119,739
	ARP-ESSER Subgrant-Accelerated Learning Coaching and Educator Support Grant	20-4541	22,473	27,527	0
	ARP-ESSER Subgrant-Evidence-Based Summer Learning and Enrichment Activities Grant	20-4542	13,149	26,402	0
	ARP-ESSER Subgrant-Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-4543	33,744	6,256	0
	ARP-ESSER Subgrant-New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-4544	24,675	20,325	0
	ARP-ESSER	20-4540	74,742	454,471	0
	CRRSA Act-ESSER II	20-4534	89,495	1,506	0
	CRRSA Act-Learning Acceleration Grant	20-4535	2,764	7,150	0
	Other	20-4XXX	0	75,992	0
	CRRSA Act-Mental Health Grant	20-4536	23,250	0	0
	Total Revenues from Federal Sources			504,587	828,589
Special Revenue Fund Revenues from Other Sources	Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	208,020
Special Revenue Fund Revenues	Total Grants and Entitlements		521,090	1,799,929	1,617,336
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	201,681	207,033	208,634
	Total Revenues from Local Sources		201,681	207,033	208,634
Debt Service Fund Revenues from State Sources	Debt Service Aid Type II	40-3160	92,980	95,448	96,185
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		294,661	302,481	304,819
Debt Service Fund Revenues	Total Repayment of Debt		294,661	302,481	304,819
All Fund Revenues	Total Revenues/Sources		11,257,598	16,148,068	16,014,849
Revenues Net of Transfers	Deduct Transfer-Transfers from Operating Budget-Pre-Kindergarten (Special Education)	20-5200	0	0	208,020
	Total Revenues/Sources Net of Transfers		11,257,598	16,148,068	15,806,829

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Current Expenses for Instruction	Regular Programs-Instruction	11-1XX-100-XXX	2,325,097	2,586,351	2,689,521
	Special Education-Instruction	11-2XX-100-XXX	488,621	697,473	698,548
	Bilingual Education-Instruction	11-240-100-XXX	0	34,612	59,970
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	16,103	22,600	22,600
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	2,878,503	2,762,237	3,666,920
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	11,386	11,700	13,300
	Undistributed Expenditures-Health Services	11-000-213-XXX	72,665	83,090	75,130
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	183,022	239,932	274,896
	Undistributed Expenditures-Other Support Services, Students-Extraordinary Services	11-000-217-XXX	161,342	430,052	311,852
	Undistributed Expenditures-Guidance	11-000-218-XXX	70,104	74,765	62,580
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	277,742	299,185	247,663
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	58,254	65,023	85,007
	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	144,491	164,991	168,876
	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	32,712	49,251	60,000
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	339,950	346,513	324,850
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	174,032	181,257	133,382
	Undistributed Expenditures-Central Services	11-000-251-XXX	296,544	301,155	280,868
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	634,199	779,690	817,890
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	700,234	781,053	728,400
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	1,029,156	1,393,078	1,459,855
	Total Undistributed Expenditures			7,064,336	7,962,972
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	5,000	5,000
General Fund Current Expenses	Total General Current Expense		9,894,157	11,309,008	12,187,108
Capital Outlay	Equipment	12-XXX-XXX-730	52,192	23,126	0
	Facilities Acquisition and Construction Services	12-000-400-XXX	468,708	204,054	11,821
	Capital Reserve-Transfer to Capital Projects	12-000-400-931	0	2,397,000	1,725,600
	Interest Deposit to Capital Reserve	10-604	0	70,000	155,000
	Total Capital Outlay			520,900	2,694,180

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
General Fund Expenses and Transfers	Transfer of Funds to Charter Schools	10-000-100-56X	26,790	42,470	13,165
	General Fund Grand Total		10,441,847	14,045,658	14,092,694
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	928	72	0
Special Revenue Fund Expenses for Preschool Education Aid	Preschool Education Aid Instruction	20-218-100-XXX	0	244,340	307,904
	Support Services	20-218-200-XXX	0	609,662	1,069,481
	Facility Acquisition and Construction Services	20-218-400-XXX	0	101,918	20,000
	Total Preschool Education Aid	20-218-XXX-XXX	0	955,920	1,397,385
Special Revenue Fund Expenses for Other State Projects	SDA Emergent Needs and Capital Maintenance In School Districts	20-492-XXX-XXX	0	7,348	0
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	0	963,268	1,397,385
Special Revenue Fund Expenses for Federal Projects	Title I	20-XXX-XXX-XXX	91,401	70,792	73,262
	Title II	20-XXX-XXX-XXX	15,350	18,948	18,950
	IDEA Part B (Handicapped)	20-XXX-XXX-XXX	113,544	119,220	119,739
	Other	20-XXX-XXX-XXX	0	75,992	0
	CRRSA Act-ESSER II Grant Program	20-483-xxx-xxx	89,495	1,506	0
	CRRSA Act-Learning Acceleration Grant Program	20-484-xxx-xxx	2,764	7,150	0
	CRRSA Act-Mental Health Grant Program	20-485-xxx-xxx	23,250	0	0
	ARP-ESSER Grant Program	20-487-xxx-xxx	74,742	454,471	0
	ARP-ESSER Subgrant Accelerated Learning Coaching and Educator Support Grant	20-488-xxx-xxx	22,473	27,527	0
	ARP-ESSER Subgrant Evidence-Based Summer Learning and Enrichment Activities Grant	20-489-xxx-xxx	13,149	26,402	0
	ARP-ESSER Subgrant Evidence-Based Comprehensive Beyond the School Day Activities Grant	20-490-xxx-xxx	33,744	6,256	0
	ARP-ESSER Subgrant New Jersey Tiered System of Supports (NJTSS) Mental Health Support Staffing Grant	20-491-xxx-xxx	24,675	20,325	0
	Total Federal Projects	20-XXX-XXX-XXX	504,587	828,589	211,951
Special Revenue Fund Expenses	Total Special Revenue Funds		521,090	1,799,929	1,617,336

Advertised Appropriations

Budget Category	Description	Account	2022-23 Actual	2023-24 Revised	2024-25 Proposed
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	294,661	302,481	304,819
	Total Debt Service Funds		294,661	302,481	304,819
All Fund Expenses	Total Expenditures/Appropriations		11,257,598	16,148,068	16,014,849
Expenses Net of Transfers	Deduct Transfer-Local Contribution-Transfer To Special Revenues-Inclusion	11-105-100-936	0	0	208,020
	Total Expenditures Net of Transfers		11,257,598	16,148,068	15,806,829

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2022	Audited Balance 06/30/2023	Estimated Balance 06/30/2024	Estimated Balance 06/30/2025
Unrestricted	General Operating Budget	601,726	277,144	277,144	277,144
	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	5,270,696	6,396,347	4,069,347	2,498,747
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	260,609	350,470	355,470	360,470
	Legal Reserve	450,000	550,000	300,000	0
	Unemployment Fund	76,906	79,275	79,275	79,275
	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	250,000	250,000	250,000	250,000
	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
	State Military Impact Aid Reserve Pursuant to P.L. 2023 c.112			0	0
Restricted for Special Revenue Fund	Student Activity Fund	32,564	33,773	33,773	33,773
	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	2021-22 Actual Costs	2022-23 Actual Costs	2023-24 Original Budget	2023-24 Revised Budget	2024-25 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,857	\$17,529	\$20,342	\$22,774	\$18,177
Total Classroom Instruction	\$9,109	\$9,842	\$10,848	\$12,330	\$10,060
Classroom-Salaries and Benefits	\$8,220	\$8,916	\$9,561	\$10,747	\$8,946
Classroom-General Supplies and Textbooks	\$607	\$657	\$817	\$972	\$651
Classroom-Purchased Services	\$283	\$269	\$471	\$611	\$463
Total Support Services	\$2,412	\$3,074	\$4,225	\$5,162	\$4,004
Support Services-Salaries and Benefits	\$1,212	\$1,165	\$1,588	\$2,516	\$2,187
Total Administrative Costs	\$2,588	\$2,776	\$2,619	\$2,857	\$2,060
Administration Salaries and Benefits	\$2,180	\$2,309	\$2,216	\$2,453	\$1,727
Total Operations and Maintenance of Plant	\$1,690	\$1,781	\$2,587	\$2,344	\$1,988
Operations and Maintenance-Salaries and Benefits	\$77	\$89	\$1,202	\$883	\$810
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$57	\$57	\$63	\$80	\$66
Total Equipment Costs	\$121	\$145	\$56	\$342	\$43
Legal Costs	\$28	\$51	\$42	\$41	\$33
Employee Benefits as a percentage of salaries*	25.08%	29.52%	36.11%	31.84%	35.91%

*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 2023-24 revised appropriations and the 2024-25 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	DISTRICT PARTICIPATES IN CONSORTIUMS WITH MORRIS ESSEX INSURANCE (MEIG) AND SCHOOL ALLIANCE INSURANCE FUND (SAIF)	0
Others	SHARED SERVICES WITH THE MINE HILL TOWNSHIP FOR SNOW PLOWING FOR THE USE OF OUR FACILITIES	0
	DISTRICT PARTICIPATES IN THE ACES PROGRAM FOR GAS AND ELECTRICITY PURCHASE	0
Purchasing	DISTRICT PARTICIPATES IN ED-DATA, MIDDLESEX PURCHASING COOP, HUNTERTOON COOP, BERGEN COOP, ESC AND NATIONAL COOPS	0
Transportation Services, including Fuel	SHARED SERVICES WITH ESC, SUSSEX AND ROXBURY FOR OUR SPECIAL EDUCATION ROUTES, MIDDLE SCHOOL, HIGH SCHOOL AND ANY OTHER REQUIRED TRANSPORTATIONS	0

Estimated Tax Rates

Municipality	Category	Amount
Mine Hill Township	(A) General Fund School Levy	7,319,507
	(D) Total School Levy	7,527,340
	(B) Estimated Net Taxable Valuation (as of 10/01/23)	445,246,600
	(H) Estimated Equalized Valuation (as of 10/01/23)	455,246,600
	(C) Estimated 2024-25 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.6439
	(F) Estimated 2024-25 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	1.6906
	(I) Estimated 2024-25 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.6078
	(L) Estimated 2024-25 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.6535

Employee Contract List for District

Name	Category	Measure
Adam Zygmunt	Job Title	Principal
	Job Title II	Curriculum Supervisor
	Base Annual Salary Amount	\$151,505
	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	07/01/23
	End Date of Contract	06/30/24
	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	5
	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	\$450
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$6,353
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$17,963
	Contractual Post-Employment Benefit Description of Payout of Sick days	Payout at \$60 per day
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout of days based on 1/260 per day
	Contractual Post-Employment Benefit Description of Payout of Personal days	Payout at \$60 per day
	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
Adam Zygmunt	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
Carolina Rodriguez	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$155,338
	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	07/01/23
	End Date of Contract	06/30/24
	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	5
	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
Carolina Rodriguez	Total Allowances Amount	\$7,450
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$6,353
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$25,754
	Contractual Post-Employment Benefit Description of Payout of Sick days	Payout 1/26th of annual salary # of unused sick up to max of \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout of days based on 1/260 per day of annual salary
	Contractual Post-Employment Benefit Description of Payout of Personal days	Payout of days at \$60 per day
	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	
Lee S. Nittel	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$169,995
	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
Lee S. Nittel	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/23
	End Date of Contract	06/30/28
	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	5
	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	\$11,200
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$6,353
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$21,124
	Contractual Post-Employment Benefit Description of Payout of Sick days	Payout of 1/26th of salary # of unused sick up to a max of \$15,000
	Contractual Post-Employment Benefit Description of Payout of Vacation days	Payout of days based on 1/260 per day
	Contractual Post-Employment Benefit Description of Payout of Personal days	Payout at \$60 per day
	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
Lee S. Nittel	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