



# FAST FACTS

## ACADEMIC YEAR 2018–2019

### HEADCOUNT ENROLLMENT\*

Total **13,460**

Credit 7966 (59%)  
ESL 2144 (16%)  
Community Education 3344 (25%)  
Basic Skills (credit only) 1357 (10%)  
Kentfield Campus 11023 (82%)  
Indian Valley Campus 2216 (16%)  
Distance Education 1001 (7%)

### CLASSES OFFERED\*

Total **2,413**

Credit 1810 (75%)  
ESL 198 (8%)  
Community Education 423 (18%)  
Basic Skills (credit only) 97 (4%)  
Average Class Size 16  
Kentfield Campus 1624 (67%)  
Indian Valley Campus 367 (15%)  
Distance Education 115 (5%)

\* Categories include duplication  
Totals are unduplicated

### FACULTY, STAFF, AND ADMINISTRATORS (Fall 2018)

Total Employees **647**

Gender: Male 59%, Female 41%  
Administrators 32  
Faculty 422  
(Tenured/Tenure Track 116, Temporary 306)  
Classified 193

Race/Ethnicity:  
Asian 42 (6%)  
Black/African-American 23 (4%)  
Hispanic 62 (10%)  
Multiracial 15 (2%)  
Native American 3 (0.5%)  
Native Hawaiian Pacific Islander 1 (0.2%)  
White 413 (64%)  
Not Specified 88 (14%)

### GEOGRAPHIC LOCATION

Marin Residents **86%**

Central Marin 39%      Novato 22%      Southern Marin 12%  
North San Rafael 11%      West Marin 2%      Outside Marin 14%  
International Students 91\* (representing 27 countries)

\* Includes credit, noncredit, and community education students

### EDUCATIONAL GOAL

Degree, Transfer or Certificate 47%      Career Advancement 10%  
Basic Skills 10%      Educational Development 10%

### CREDIT STUDENT CHARACTERISTICS

Gender: Male 39%, Female 53%, Not Specified 8%  
Median Age 23

#### Race/Ethnicity:

Asian 612 (8%)      Black/African-American 271 (3%)  
Hispanic 2363 (30%)      Multiracial 592 (7%)  
Native American 24 (0.3%)      Native Hawaiian/Pacific Islander 25 (0.3%)  
White 3973 (50%)      Not Specified 106 (1%)

#### Other Student Characteristics:

With a Disability 537 (7%)      Veterans 128 (2%)  
First-generation 1802 (23%)      On Financial Aid 2389 (30%)  
Athletes 90 (1%)      Enrolled Full-time† (33%)

† Enrolled in 24 or more units in 2018–19

### PROGRAMS OFFERED

A.A. and A.S. Degrees **88**

Certificates **26**

### DEGREES AND CERTIFICATES (awarded for 2018–2019)

A.A. and A.S. Degrees **372**

Certificates **76**

(Including 155 associate degrees for transfer)

### NUMBER OF STUDENTS WHO TRANSFERRED TO 4-YEAR INSTITUTIONS (2018–2019)

Total **374**

#### Top Five Transfer Institutions:

San Francisco State University      UC Berkeley  
Sonoma State University      UC Davis      UC Santa Cruz

#### Transfers by System:

CSU 153, UC 121  
Out of State 65, In-state Private 35





☀️ *What lies behind you and what lies in front of you,  
pales in comparison to what lies inside of you.*

—RALPH WALDO EMERSON

☀️ *Education is simply the soul of a society as it passes  
from one generation to another.*

—GILBERT CHESTERTON

☀️ *I've learned that people will forget what you said,  
people will forget what you did, but people will  
never forget how you made them feel.*

—MAYA ANGELOU







**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MARIN COMMUNITY COLLEGE DISTRICT  
BOARD OF TRUSTEES**

**Mr. Stuart Tanenberg, President**

**Ms. Wanden Treanor, Vice President**

**Ms. Stephanie O'Brien, Clerk**

**Ms. Diana Conti, Trustee**

**Ms. Suzanne Brown Crow, Trustee**

**Dr. Eva Long, Trustee**

**Mr. Philip Kranenburg, Trustee**

**Ms. Khadija Nakhuda, Student Trustee**

**Dr. David Wain Coon, Superintendent/President**

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☀️ *An investment in knowledge pays the best interest.*

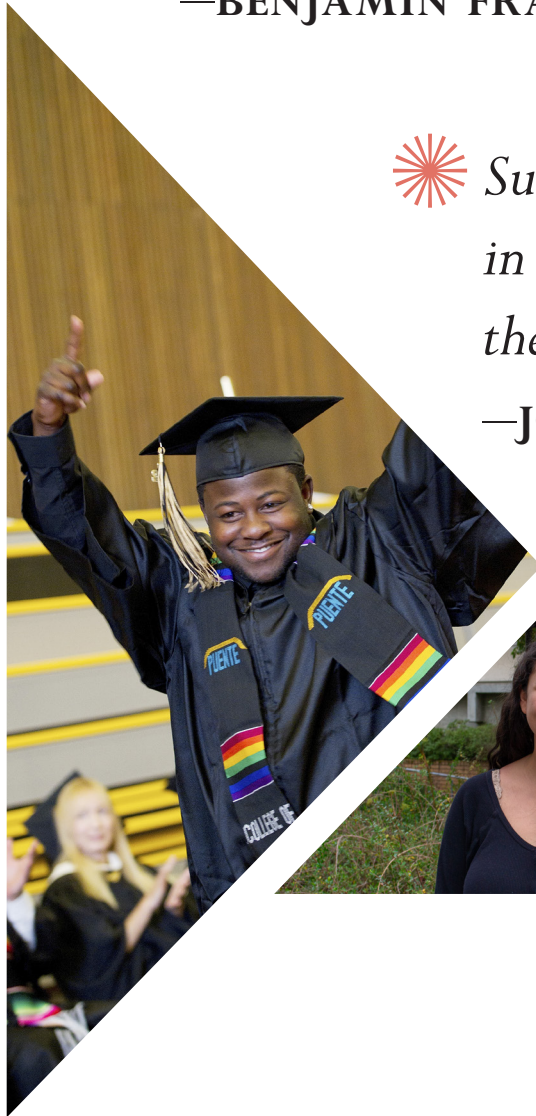
—BENJAMIN FRANKLIN

☀️ *Successful and unsuccessful people do not vary greatly in their abilities. They vary in their desires to reach their potential.*

—JOHN C. MAXWELL

☀️ *You cannot teach a man anything; you can only help him find it within himself.*

—GALILEO GALILEI



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**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

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☀ *Where is the Wisdom we have lost in Knowledge? Where is the Knowledge we have lost in Information?*

—T.S. ELIOT

☀ *Opportunities to find deeper powers within ourselves come when life seems most challenging.*

—JOSEPH CAMPBELL

☀ *Success is not final and failure is not fatal. It is the courage to continue that counts.*

—WINSTON CHURCHILL

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## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### Message from Superintendent/President and Vice President of Administrative Services

As we present this Adoption Budget for Fiscal Year 2020-2021, we are mindful of the unprecedented times that our nation continues to navigate through due to the effects of the COVID-19 pandemic, which pivoted learning institutions including College of Marin to provide remote and online instruction. Our society continues to face racial justice and equity issues due to recent tragedies affecting our Black and African American community, and more recently, we were confronted with more threats from the wildfires in California.

Despite the uncertainties, we are incredibly grateful for the diligence and collaborative efforts of everyone from Fiscal Services, members of Planning and Resource Allocation Committee (PRAC), and our constituents in the last few months to develop a viable Adoption Budget. We have taken steps to ensure that our Adoption Budget reflects our strategic plan, program reviews, and essential operations. During these challenging times, we recognize that our previous planning for multi-year budget and commitment to maintain a healthy reserve has poised the College to weather economic uncertainty.

Although we anticipate adjusting the College budget as new information becomes available from the State of California, we are pleased to present this Adoption Budget which reflects our commitment and the teamwork required to achieve our mission and vision while staying true to our values of fiscal accountability and sustainability.

Sincerely,



David Wain Coon, Ed.D.  
Superintendent/President



Greg Nelson  
Assistant Superintendent / Vice President of Administrative Services

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART I – Budget Assumptions and Highlights  
BUDGET ASSUMPTIONS**

| <b>REVENUE ASSUMPTIONS</b>                        | <b>FY 2020-2021<br/>ESTIMATED<br/>ASSUMPTIONS</b> | <b>FY 2021-2022<br/>ESTIMATED<br/>ASSUMPTIONS</b> | <b>FY 2022-2023<br/>ESTIMATED<br/>ASSUMPTIONS</b> | <b>FY 2023-2024<br/>ESTIMATED<br/>ASSUMPTIONS</b> |
|---|---|---|---|---|
| <b>Secured Property Taxes CCPI</b>                | County Estimate                                   | 0.0%  | 0.5%  | 1.0%  |
| Supplemental Tax Growth                           | (\$50,000)  | (\$50,000)  | (\$50,000)  | (\$50,000)  |
| Unsecured Tax Growth                              | County Estimate                                   | Flat  | Flat  | Flat  |
| Prior Year Tax Growth                             | Flat  | Flat  | Flat  | Flat  |
| <b>Enrollment Fee:</b>                            |   |   |   |   |
| Resident  | \$ 46   | \$ 46   | \$ 46   | \$ 46   |
| Non-Resident Tuition                              | \$ 265  | \$ 265  | \$ 265  | \$ 265  |
| Non-Resident Capital Outlay Fee                   | \$ 60   | \$ 60   | \$ 60   | \$ 60   |
| <b>Transportation Fee per FT Student</b>          | \$36/semester                                     | \$36/semester                                     | \$36/semester                                     | \$36/semester                                     |
| <b>Parking Fee:</b>                               |   |   |   |   |
| Primary Term                                      | \$0(F)/\$43(S)                                    | \$ 43   | \$ 44   | \$ 44   |
| Summer  | \$ 26   | \$ 26   | \$ 26   | \$ 26   |
| Daily   | \$ 4  | \$ 4  | \$ 4  | \$ 4  |
| <b>Health Fee:</b>                                |   |   |   |   |
| Primary Term                                      | \$ 21   | \$ 21   | \$ 22   | \$ 22   |
| Summer  | \$ 18   | \$ 18   | \$ 19   | \$ 19   |
| <b>Technology Fee per semester</b>                | \$ 10   | \$ 10   | \$ 10   | \$ 10   |
| <b>Lottery Income/Estimated FTES:</b>             |   |   |   |   |
| Prop 20   | \$ 49   | \$ 49   | \$ 49   | \$ 49   |
| Non-prop 20                                       | \$ 150  | \$ 150  | \$ 150  | \$ 150  |
| <b>State Allocations (% of prior year amount)</b> | 90%-100%  | 100%  | 100%  | 100%  |
| <b>Prop 30 – Educational Protection Act</b>       | \$100 per FTE                                     | \$100 per FTE                                     | \$100 per FTE                                     | \$100 per FTE                                     |
| <b>Bookstore Commission</b>                       | \$0   | \$100,000   | \$100,000   | \$100,000   |
| <b>COLA for categorical programs</b>              | 0.0%  | 0.0%  | 0.0%  | 0.0%  |



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

| EXPENDITURE ASSUMPTIONS             | FY 2020-2021<br>ESTIMATED<br>ASSUMPTIONS  | FY 2021-2022<br>ESTIMATED<br>ASSUMPTIONS | FY 2022-2023<br>ESTIMATED<br>ASSUMPTIONS | FY 2023-2024<br>ESTIMATED<br>ASSUMPTIONS |
|-------------------------------------|---|--|--|--|
| <b>Negotiated Settlements:</b>      |   |  |  |  |
| UPM                                 | Salary schedule moved up one step effective June 1, 2020<br>Increase in medical cap to \$2,050/mo | 0%                                       | 0%                                       | 0%                                       |
| CSEA                                | 2% effective 4/1/2020<br>2% effective 1/1/2021<br>Increase in medical cap to \$2,050/mo           | 2% effective 1/1/2022                    | 0%                                       | 0%                                       |
| SEIU                                | 2% effective 1/1/2021<br>Increase in medical cap to 2,050/mo                                      | 2% effective 1/1/2022                    | 0%                                       | 0%                                       |
| Unrepresented                       | 2% June 1, 2020   | 0%                                       | 0%                                       | 0%                                       |
| <b>Salary Schedules:</b>            |   |  |  |  |
| UPM                                 | Step/Column   | Step/Column                              | Step/Column                              | Step/Column                              |
| CSEA                                | Step/Column   | Step/Column                              | Step/Column                              | Step/Column                              |
| SEIU                                | Step/Column   | Step/Column                              | Step/Column                              | Step/Column                              |
| Unrepresented                       | Step/Column   | Step/Column                              | Step/Column                              | Step/Column                              |
| <b>Vacant Positions:</b>            |   |  |  |  |
| UPM                                 | Column 4, Step 11   | Column 4, Step 11                        | Column 4, Step 11                        | Column 4, Step 11                        |
| CSEA                                | Step C of range   | Step C of range                          | Step C of range                          | Step C of range                          |
| SEIU                                | Step C of range   | Step C of range                          | Step C of range                          | Step C of range                          |
| Unrepresented                       | Middle of range   | Middle of range                          | Middle of range                          | Middle of range                          |
| Medical benefits                    | Member + 1  | Member + 1                               | Member + 1                               | Member + 1                               |
| <b>Health and Welfare Premiums:</b> |   |  |  |  |
| Medical                             | Up to \$2,050/mo  | Up to \$2,050/mo                         | Up to \$2,050/mo                         | Up to \$2,050/mo                         |
| Annual medical increase             | 4.0% effective 10/1   | 3.0% effective 10/1                      | 2.5% effective 10/1                      | 2% effective 10/1                        |
| Annual dental/vision/other increase | 0%  | 0%                                       | 0%                                       | 0%                                       |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

| <b>EXPENDITURE ASSUMPTIONS</b>               | <b>FY 2020-2021<br/>ESTIMATED<br/>ASSUMPTIONS</b> | <b>FY 2021-2022<br/>ESTIMATED<br/>ASSUMPTIONS</b> | <b>FY 2022-2023<br/>ESTIMATED<br/>ASSUMPTIONS</b> | <b>FY 2023-2024<br/>ESTIMATED<br/>ASSUMPTIONS</b> |
|--|---|---|---|---|
| <b>Statutory Employer Benefit Rates:</b>     |   |   |   |   |
| STRS   | 16.15%  | 16.02%  | 18.30%  | 18.30%  |
| PERS CLASSIC – CSEA                          | 20.70%  | 22.84%  | 25.50%  | 26.20%  |
| PERS CLASSIC – SEIU                          | 20.70%  | 22.84%  | 25.50%  | 26.20%  |
| PERS CLASSIC – Unrepresented                 | 20.70%  | 22.84%  | 25.50%  | 26.20%  |
| PERS PEPRA – Non-Safety                      | 20.70%  | 22.84%  | 25.50%  | 26.20%  |
| PERS CLASSIC - Public Safety                 | 20.887%   | 20.90%  | 20.90%  | 20.90%  |
| PERS PEPRA - Public Safety                   | 13.884%   | 13.98%  | 14.00%  | 14.00%  |
| PERS – Public Safety Unfunded Liability      | \$81,858  | \$96,508  | \$106,400   | \$113,500   |
| Social Security                              | 6.2%  | 6.2%  | 6.2%  | 6.2%  |
| Medicare                                     | 1.45%   | 1.45%   | 1.45%   | 1.45%   |
| Unemployment Insurance                       | 0.10%   | 0.15%   | 0.15%   | 0.15%   |
| Workers' Compensation                        | 0.76%   | 1.0%  | 1.05%   | 1.10%   |
|  |   |   |   |   |
| <b>Fixed Costs:</b>                          |   |   |   |   |
| Telephone, Sewer, Pest                       | 5.0%  | 5.0%  | 5.0%  | 5.0%  |
| Water  | 10.0%   | 10.0%   | 10.0%   | 10.0%   |
| Gas/Electricity                              | 3.0%  | 3.0%  | 3.0%  | 3.0%  |
| Insurance                                    | 10.0%   | 5.0%  | 5.0%  | 5.0%  |
|  |   |   |   |   |
| <b>Energy Savings – Tesla</b>                | \$100K  | \$100K  | \$100K  | \$100K  |
| <b>Energy Savings – Sunpower</b>             | \$350K  | \$350K  | \$350K  | \$350K  |
|  |   |   |   |   |
| <b>Operating Expenses</b>                    | Budgeted by Depts.                                | 2.5%  | 2.5%  | 2.5%  |
|  |   |   |   |   |
| <b>Elections</b>                             | \$200K  | No  | \$100K  | No  |
|  |   |   |   |   |
| <b>Transportation Expense for FT Student</b> | \$36/semester                                     | \$36/semester                                     | \$36/semester                                     | \$36/semester                                     |
|  |   |   |   |   |

# MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

## General Fund Highlights

### Overview

#### Basic Aid Status

The District is a “Basic Aid” district, or, as it is now being called, a “community-supported” district. The District’s core funding is determined by law to be the larger of the State funding formula known as apportionment, which is based on full-time equivalent student (FTES) enrollment, or a fixed percentage of the County of Marin’s property tax revenue. In fiscal year 2019-20, the District received approximately \$34.7 million more as a Basic Aid district – the “Basic Aid increment” – than it would have received from apportionment. In 2020-21, the Basic Aid increment will be approximately \$37.0 million.

#### The State Budget Process and College of Marin

At this time, we cannot predict what impact the State’s fiscal crisis will have on the District. Lacking better information, the District has budgeted \$91 thousand for mandated costs reimbursements and \$302 thousand for Prop 30 in the 2020-21 budget.

#### Discussion of the Proposed Budget for Fiscal Year 2020-21

The Adoption Budget for 2020-21 has the following key elements:

- Planned expenditures exceed budgeted revenues resulting in \$124 thousand net decrease to the ending Fund Balance.
- The estimated Ending Fund Balance for 2020-21 is 10.5% of total Unrestricted General Fund expenses compared to 10.8% for 2019-20.
- A positive CPI inflation factor adjustment of 1.02% for secured property taxes is expected to result in an increase of \$2.8 million for 2020-21 secured property taxes. The assessed value for Marin County has increased over 5.3% for 2020-21 compared to 2019-20.
- Increase in health benefits is approximately \$844 thousand for 2020-21.



## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2019-2020

### **Analysis and Comparison of Revenue and Expense**

Projected total General Fund Revenue for 2020-21 is \$89.7 million compared to \$78.4 million for 2019-20. This is an increase of \$11.3 million or 14.4%, principally due to an increase in secured property taxes and deferred revenues of categorical programs from prior years. Projected total General Fund Expenditures for 2020-21 are \$89.8 million compared to \$80.1 million for 2019-20. This is an increase of \$9.7 million or 12.1%, due to an increase in salaries and benefits offset by lower other outgo, but primarily due to an increase in the carry forwards of categorical programs from prior years. The 2020-21 budgeted unrestricted revenues of \$69.5 million increased \$2.2 million or 3.3% over the 2019-20 unrestricted revenues of \$67.3 million; 2020-21 budgeted unrestricted expenditures of \$69.0 million is an increase of \$0.5 million or 0.7% more than the 2019-20 unrestricted expenditures of \$68.5 million.

### **Discussion of Year-end Results for Fiscal Year 2019-20**

Unrestricted revenues are about \$882 thousand higher than budgeted, principally from higher than budgeted state on-behalf payments.

Unrestricted expenditures are approximately \$47 thousand lower than budgeted, primarily due to lower salaries and benefits offset by higher other outgo.

### **Short-Term Borrowing**

The District relies on property taxes for its core funding. Property taxes are collected by the County and distributed to local agencies in December and April. The period from July through December is very difficult from a cash flow perspective and extensive borrowing occurs during that period. The District may use the County of Marin as authorized by Article XVI, Section 6, of the Constitution of California. Or, the District may use the Community College League Cash Flow Borrowing Program for arranging this financing. Both methods provide a mechanism for borrowing the needed funds, at an advantageous placement cost, due to high program participation. For 2020-21 the County of Marin will provide short-term funding not to exceed \$30 million.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**Special Fund Highlights**

**Scholarship and Loan Trust Fund**

The Scholarship and Loan Trust Fund is used to account for such gifts, donations, bequests and devises (subject to donor restrictions) which are used for scholarships or for grants in aid and loans to students. There are eleven scholarships and grants coordinated through this fund. The total fund balance in the Scholarship and Loan Trust Fund as of June 30, 2020 is projected at \$640 thousand.

**Student Financial Aid Trust Fund**

The Student Financial Aid Trust Fund was created to account for the deposit and direct payment of government funded student financial aid. The Student Financial Aid Trust Fund as of June 30, 2020 is projected to have a \$0 fund balance.

**Investment Trust Fund**

Previously "Foundation Trust Fund," the name of this fund was changed in accordance with the accounting and financial statement guidelines of the California Community Colleges Chancellor's Office. The donations in this fund are used to support scholarships and other direct financial aid to students, and other instructional and college improvement activities. There are eleven endowments and grants coordinated through this fund. The total fund balance in the Investment Trust Fund as of June 30, 2020 is projected at \$1.2 million.

**Child Development Fund**

The Child Development Fund is utilized to account for the State and locally supported operation of the Child Study Centers (CSC) which provide child care for student and community parents and instructional lab support to Early Childhood Education, Pediatric Nursing, Child Psychology, Behavioral Science and related disciplines. Due to construction, the center on the Indian Valley campus has been on hiatus from operations since June 2019 at which time the Indian Valley campus staff was transferred to Kentfield. In March 2020 the Kentfield CSC was serving almost 40 children, but with the Shelter in Place order the CSC closed its 2019-2020 operations on March 13, 2020.

The Child Development Fund's Federal, State and local revenue sources are intended to support child care activities. The General Fund's transfer supports the cost of the instructional lab support the Child Study Centers provide to the College's academic

## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021**

programs and Early Childhood Education program administration. Projected results of 2019-20 operations are \$466 thousand more in expenditures than externally funded revenue. Approximately 42% or \$195 thousand of the \$466 thousand General Fund transfer is attributable to the cost of Child Study Centers providing lab and administrative support to the College's programs and results in a \$0 year-end fund balance. The 2020-2021 Adoption Budget includes a significant revenue decreases in Parent Fees and State support as a result of the pandemic and social distancing requirements. While personnel changes and the freezing of vacant positions has partially offset the revenue decline a General Fund transfer of \$360 thousand is required. Approximately 50% supports the costs of instructional lab and administrative services the Centers provide to the College and continues to result in a \$0 fund balance.

### **IVC Organic Farm Fund**

The IVC Organic Farm Fund was established in May 2017 to account for the 5.8 acre organic farm and garden located on the IVC campus. The Organic Farm will be supported by the District, and proceeds from a College of Marin Foundation endowment.

### **Solar Operations Fund**

The Solar Operations Fund was established in 2019-20 for the purpose of incurring the expenditures related to the operations and maintenance contract for the solar photovoltaic energy facilities.

### **Workforce Housing Operations Fund**

The Workforce Housing Operations Fund was established in 2018-19 for the purpose of receiving revenue proceeds from workforce housing. The funds will be used to pay for costs of maintenance and operations of the housing, as well as for principal and interest payments for the Certificates of Participation.

### **Capital Outlay Fund**

The Capital Outlay Fund has been used to finance various capital projects with lease revenue bond and other proceeds. Scheduled Maintenance funds, previously in this fund, are now received as part of the Physical Plant and Instructional Support funding and are accounted for in the General Fund Restricted Funds.



## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021**

### **Lease Revenue Bond (LRBs) Projects Fund**

In 2017-18, the District sold \$7.37 million of lease revenue bonds to finance solar energy facilities and other energy-efficient projects on the Kentfield and Indian Valley campuses. This fund will be used to account for the bond proceeds and expenditures.

### **Certificates of Participation (COPs) Project Fund**

On October 16, 2018, the Board of Trustees of the District authorized the sale of Certificates of Participation to finance the acquisition and construction of District facilities and workforce housing units. In February 2019 the District sold \$3.98 million certificates.

### **Measure C Building Fund**

On November 2, 2004 the voters of Marin County overwhelmingly passed Measure C, a \$249.5 million bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. With the bond, the College has been able to modernize science labs, classrooms, and libraries; provide modern computer technology; upgrade fire safety, campus security, disabled access, energy conservation systems and electrical wiring for computer technology; and repair, construct, acquire, and/or equip classrooms, labs, sites and facilities. The College retained Swinerton Management and Consulting, Inc. as its program and construction management provider through the end of 2012. Beginning January 1, 2013, the College retained Jacobs Project Management Co. to assume the role of program and construction management and to continue to work with COM's faculty, staff and students to implement the Measure C Program work in accordance with the Facilities Development and Master Plan.

In April 2005, \$75 million in bonds were sold. An additional \$75 million in bonds were sold in February 2009, and another \$52.505 million in bonds were sold in June 2011. In December 2012, \$46.995 million in bonds were sold. All issuances were sold pursuant to the terms of a public sale. All proceeds were delivered to the Marin County Treasury for credit of College of Marin into its building fund. The District continues to work closely with the County Treasury, providing cash flows and construction schedules, to optimize investment incomes.

The Measure C bond was fully spent in 2018-19.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Measure B Building Fund, Series A**

On June 7, 2016 the voters of Marin County overwhelmingly passed Measure B, a \$265 million bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. This bond measure authorized a combination of both tax exempt (Series A and Series B) and federally-taxable bonds (Series A-1 and Series B-1).

In December 2016, \$60 million in tax exempt bonds were sold, netted against \$280 thousand in issuance and underwriting costs. Issuances were sold pursuant to the terms of a public sale and all proceeds were delivered to the Marin County Treasury for credit of College of Marin into its Measure B Building Fund, Series A.

### **Measure B Fund, Series A-1**

On June 7, 2016 the voters of Marin County overwhelmingly passed Measure B, a \$265 million bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. This bond measure authorized a combination of both tax exempt (Series A and Series B) and federally-taxable bonds (Series A-1 and Series B-1).

In December 2016, \$37.5 million in federally-taxable bonds were sold, netted against \$288 thousand in issuance and underwriting costs. Issuances were sold pursuant to the terms of a public sale and all proceeds were delivered to the Marin County Treasury for credit of College of Marin into its Measure B Fund, Series A-1.

### **Measure B Building Fund, Series B**

On June 7, 2016 the voters of Marin County overwhelmingly passed Measure B, a \$265 million bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. This bond measure authorized a combination of both tax exempt (Series A & Series B) and federally-taxable bonds (Series A-1 and Series B-1).

In February 2019, \$70 million in tax exempt bonds were sold, netted against \$172 thousand in issuance and underwriting costs. Issuances were sold pursuant to the terms of a public sale and all proceeds were delivered to the Marin County Treasury for credit of College of Marin into its Measure B Building Fund, Series B.

## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021**

### **Measure B Fund, Series B-1**

On June 7, 2016 the voters of Marin County overwhelmingly passed Measure B, a \$265 million bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. This bond measure authorized a combination of both tax exempt (Series A and Series B) and federally-taxable bonds (Series A-1 and Series B-1).

In February 2019, \$97.5 million in federally-taxable bonds were sold, netted against \$230 thousand in issuance and underwriting costs. Issuances were sold pursuant to the terms of a public sale and all proceeds were delivered to the Marin County Treasury for credit of College of Marin into its Measure B Fund, Series B-1.

### **Hamilton Redevelopment Bond Interest and Redemption Fund**

In 2003-04 the District approved the issuance of a lease revenue bond. The financing was accomplished, and a total of \$3.1 million of bond funds were generated. After financing and placement costs, the District had \$2.7 million available to fund capital facilities renewal projects and capital equipment purchases, and \$213 thousand held in the required debt service reserve. The bond is repaid by the stream of revenues due to the District from the Hamilton Redevelopment Project. Debt service for 2019-20 amounted to \$136 thousand and is projected to be \$141 thousand for 2020-21.

### **Lease Revenue Bond (LRBs) Interest and Redemption Fund**

This fund will be used for the payment of principal and interest on the lease revenue bonds. Debt service for 2019-20 amounted to \$547 thousand and is projected to be \$546 thousand for 2020-21.

### **Certificates of Participation (COPs) Debt Service Fund**

This fund will be used for the payment of principal and interest on the certificates of participation financing. Debt service amounted to \$197 thousand for 2019-20 and is projected to be \$150 thousand for 2020-21.



## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021**

### **Measure C Bond Interest and Redemption Fund**

Original Issue Premiums of \$3.0 million on the sale of the bond, netted against approximately \$559 thousand in issuance and underwriting costs, were deposited and future receipts from the underlying tax rolls as well as accrued interest will be deposited into the Measure C Bond Interest and Redemption Fund. Premiums and Cost of Issuance for the bond sales and refinancings have been deposited or paid from the Measure C Bond Interest and Redemption Fund.

This fund is used for the payment of principal and interest on the bond. Debt service for 2019-20 for amounted to \$11.9 million and is projected to be \$12.3 million for 2020-21. Expenditures are covered by proceeds of the ad valorem property tax which is billed and collected by the Marin County Tax Assessor's Office.

### **Measure B Bond Interest and Redemption Fund**

Original Issue Premiums of \$8.1 million on the sale of the bond, netted against approximately \$180 thousand in issuance and underwriting costs, were deposited and future receipts from the underlying tax rolls as well as accrued interest will be deposited into the Measure B Bond Interest and Redemption Fund. Premiums and Cost of Issuance for the bond sales have been deposited or paid from the Measure B Bond Interest and Redemption Fund.

This fund will be used for the payment of principal and interest on the bond. Debt service for 2019-20 amounted to \$19.6 million and is projected to be \$12.9 million for 2020-21. Expenditures are covered by proceeds of the ad valorem property tax which is billed and collected by the Marin County Tax Assessor's Office.

### **Self-Insurance Fund**

The District self-insures for vision and dental coverage, with stop-loss insurance on the dental coverage. The full funding burden is borne by the District and is classified as a part of Benefits. The District anticipates a small rate change for 2020-21.

## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021**

### **PARS-CCLC Pension Rate Stabilization Trust Fund**

The PARS-CCLC Pension Rate Stabilization Trust Fund has been made available for the purpose of pre-funding pension obligations. The district contributed \$500 thousand to the trust for 2019-20.

### **Other Post-Employment Benefits (OPEB) Trust Fund - CERBT**

In June 2013, the District established an irrevocable OPEB trust fund with CalPERS, formally named the California Employers' Retiree Benefit Trust (CERBT) fund, and transferred \$2.2 million balance from the previous Retiree Unfunded Medical Benefits Liability Fund to the new irrevocable OPEB Trust fund. The earnings from the irrevocable OPEB trust fund has allowed the District to begin funding retiree benefits entirely from the trust beginning in the 2016-17 Fiscal Year.

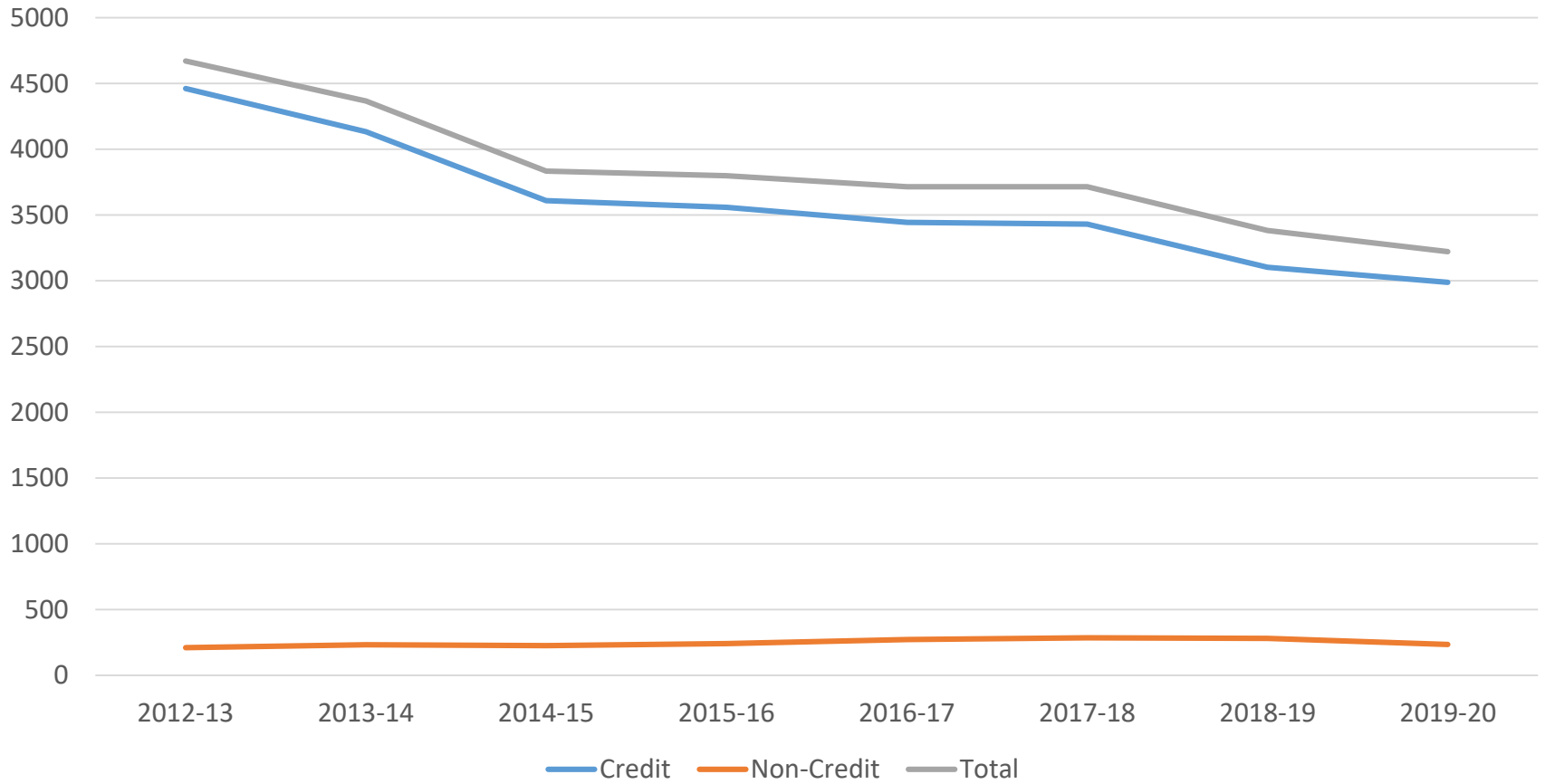
The FY 2020-21 Adoption Budget includes "pay-as-you-go" reimbursements from the trust fund for its retiree medical and dental premium payments.

In 2019-20, an actuarial study was completed under the GASB 75 standards. The report dated May 21, 2020 showed that as of June 30, 2019 valuation date, the District's Total OPEB Liability (TOL) was \$2.0 million and the OPEB trust's Fiduciary Net Position (FNP) was \$3.1 million. This leaves a Net OPEB Liability (NOL) of (\$1.1) million.

### **Other Agency Fund**

In December 2015, the District established an agency trust fund with the County of Marin Treasury. The purpose of the Fund is to accept and disburse funds associated with the State's Adult Ed Block Grant AB104 which are held by the District for more than 45 days. Since its inception (2015-16) the District has received \$750 thousand from the State and disbursed all of the funds to the members of the Marin Consortium. As of June 30, 2020, the fund balance is projected to consist of \$4 thousand in interest.

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021  
FTES TREND – FISCAL YEARS 2013-2020



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART II - FTES STATISTICS, 2012-13 TO 2019-20**

**FTES DATA**

| <u>FTES</u>  | <u>2012-13</u> | <u>% CH.</u> | <u>2013-14</u> | <u>% CH.</u> | <u>2014-15</u> | <u>% CH.</u>  | <u>2015-16</u> | <u>% CH.</u> |
|--------------|----------------|--------------|----------------|--------------|----------------|---------------|----------------|--------------|
| Credit       | 4,462          | -6.6%        | 4,134          | -7.4%        | 3,609          | -12.7%        | 3,558          | -1.4%        |
| Non-Credit   | 209            | -11.4%       | 232            | 11.0%        | 225            | -3.0%         | 241            | 7.1%         |
| <b>TOTAL</b> | <b>4,671</b>   | <b>-6.9%</b> | <b>4,366</b>   | <b>-6.5%</b> | <b>3,834</b>   | <b>-12.2%</b> | <b>3,799</b>   | <b>-0.9%</b> |

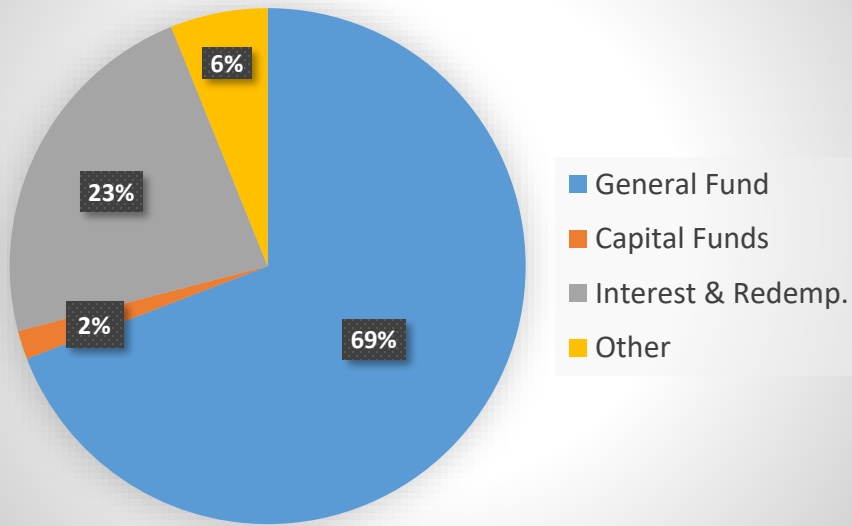
| <u>FTES</u>  | <u>2016-17</u> | <u>% CH.</u> | <u>2017-18</u> | <u>% CH.</u> | <u>2018-19</u> | <u>% CH.</u> | <u>(a)</u><br><u>2019-20</u> | <u>% CH.</u> |
|--------------|----------------|--------------|----------------|--------------|----------------|--------------|------------------------------|--------------|
| Credit       | 3,444          | -3.2%        | 3,431          | -0.4%        | 3,102          | -9.6%        | 2,987                        | -3.7%        |
| Non-Credit   | 271            | 12.4%        | 285            | 5.2%         | 280            | -1.8%        | 235                          | -16.1%       |
| <b>TOTAL</b> | <b>3,715</b>   | <b>-2.2%</b> | <b>3,716</b>   | <b>0.0%</b>  | <b>3,382</b>   | <b>-9.0%</b> | <b>3,222</b>                 | <b>-4.7%</b> |

**FTES**

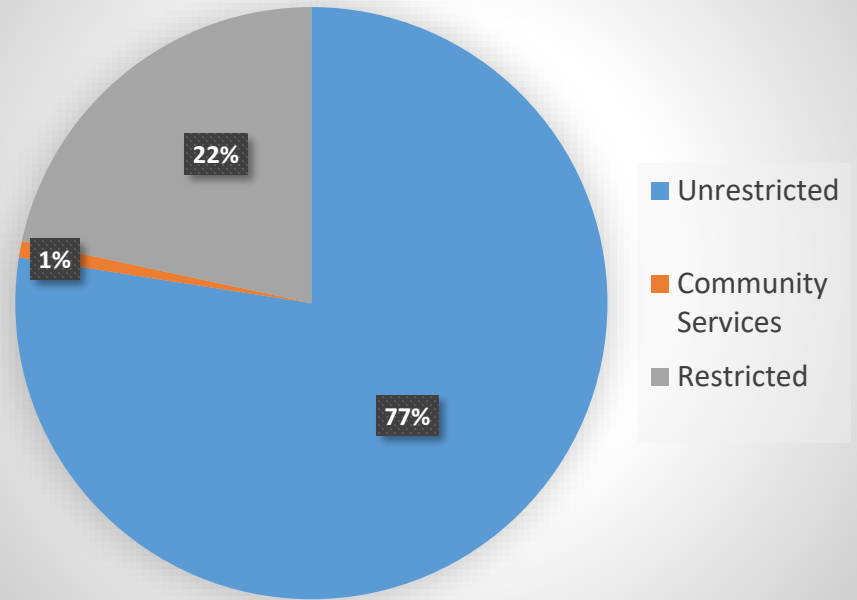
(a) CCFS-320 as of July 20, 2020

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021  
SOURCES OF BUDGETED REVENUES

Sources of Revenues – All Funds



Sources of General Fund Revenues





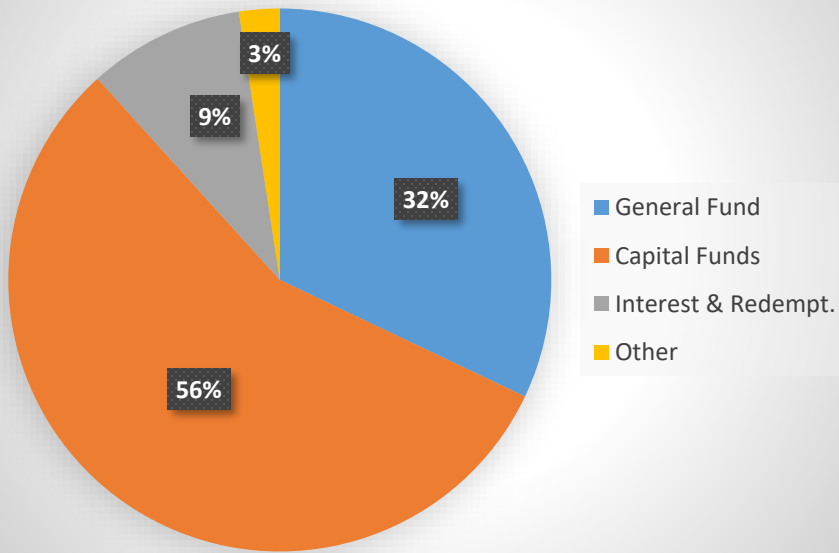
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART III - SUMMARY OF FUNDS  
A. REVENUES**

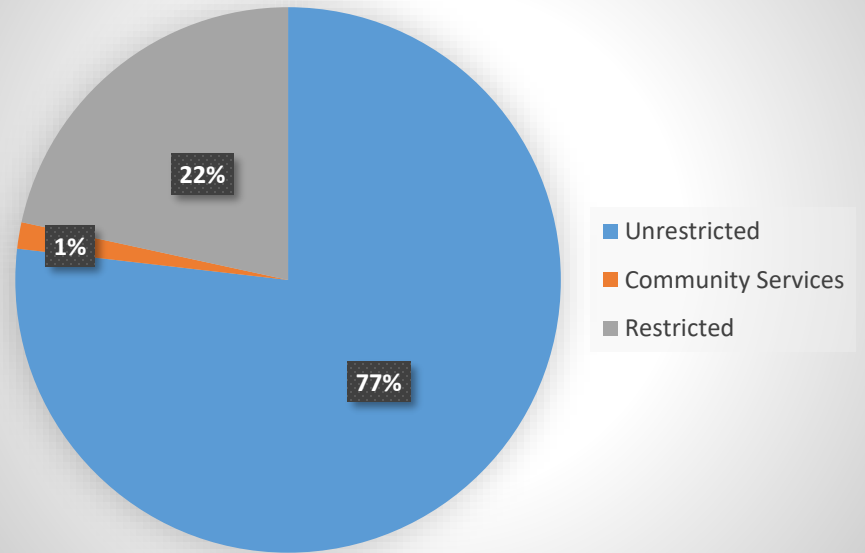
| FISCAL YEAR  |                       |                       |                        |                                 |
|--|-----------------------|-----------------------|------------------------|---------------------------------|
| REVENUE SUMMARY  | ACTUAL<br>2017-2018   | ACTUAL<br>2018-2019   | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 |
| FUND TITLE   |                       |                       |                        |                                 |
| UNRESTRICTED GENERAL FUND                              | \$ 61,430,139         | \$ 67,466,451         | \$ 67,349,135          | \$ 69,481,808                   |
| COMMUNITY SERVICES                                     | 903,595               | 985,004               | 723,357                | 807,523                         |
| RESTRICTED GENERAL FUND                                | 10,582,138            | 9,711,976             | 10,343,237             | 19,401,165                      |
| <b>TOTAL GENERAL FUND</b>                              | <b>72,915,872</b>     | <b>78,163,431</b>     | <b>78,415,729</b>      | <b>89,690,496</b>               |
| SCHOLARSHIP AND LOAN TRUST FUND                        | 220,533               | 326,138               | 263,636                | 530,000                         |
| STUDENT FINANCIAL AID TRUST FUND                       | 4,028,733             | 3,889,042             | 4,613,853              | 4,055,000                       |
| INVESTMENT TRUST FUND                                  | 83,394                | 92,465                | 104,185                | 153,000                         |
| CHILD DEVELOPMENT FUND                                 | 882,633               | 897,475               | 816,681                | 744,171                         |
| IVC ORGANIC FARM FUND                                  | 234,610               | 246,872               | 274,725                | 184,833                         |
| SOLAR OPERATIONS FUND                                  | -                     | -                     | 360,025                | 120,000                         |
| WORKFORCE HOUSING OPERATIONS FUND                      | -                     | 49,080                | 114,112                | 100,000                         |
| CAPITAL OUTLAY FUND                                    | 306,415               | 997,595               | 5,573,899              | 8,611,652                       |
| LEASE REVENUE BOND (LRBs) PROJECTS FUND                | 7,729,246             | 8,090                 | 1,545                  | -                               |
| CERTIFICATES OF PARTICIPATION (COPs) PROJECTS FUND     | -                     | 4,196,710             | 42,504                 | 60,000                          |
| MEASURE C BUILDING FUND                                | 1,844                 | 373                   | -                      | -                               |
| MEASURE B BUILDING FUND, SERIES A                      | 459,758               | 433,169               | 46,318                 | -                               |
| MEASURE B FUND, SERIES A-1                             | 342,533               | 547,883               | 590,485                | 400,000                         |
| MEASURE B BUILDING FUND, SERIES B                      | -                     | 70,436,675            | 1,219,454              | 750,000                         |
| MEASURE B FUND, SERIES B-1                             | -                     | 98,120,078            | 2,029,401              | 1,000,000                       |
| HAMILTON REDEVELOPMENT BOND REDEMPTION FUND            | 249,051               | 225,277               | 3,491,829              | 205,738                         |
| LEASE REVENUE BOND (LRBs) INTEREST & REDEMPTION FUND   | 545,034               | 560,060               | 565,658                | 555,000                         |
| CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND | -                     | 200,000               | 203,076                | 154,000                         |
| MEASURE C INTEREST/REDEMPTION FUND                     | 19,091,607            | 14,683,979            | 11,588,155             | 12,375,000                      |
| MEASURE B INTEREST/REDEMPTION FUND                     | 13,268,884            | 17,927,417            | 12,294,031             | 16,475,000                      |
| SELF-INSURANCE FUND                                    | 697,278               | 711,248               | 683,284                | 580,000                         |
| PARS-CCLC PENSION RATE STABILIZATION TRUST FUND        | 4,163,162             | 908,120               | 824,763                | 1,300,000                       |
| OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND       | 217,592               | 216,016               | 194,461                | 20,000                          |
| AGENCY FUND - ADULT EDUCATION BLOCK GRANT              | 1,244                 | 80                    | 95                     | 80                              |
| ASSOCIATED STUDENTS ORGANIZATIONS                      | 128,695               | 125,592               | 113,835                | 129,825                         |
| <b>TOTAL - ALL FUNDS</b>                               | <b>\$ 125,568,118</b> | <b>\$ 293,962,865</b> | <b>\$ 124,425,739</b>  | <b>\$ 138,193,795</b>           |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021  
SOURCES OF BUDGETED EXPENDITURES

Sources of Expenditures – All Funds



Sources of General Fund Expenditures

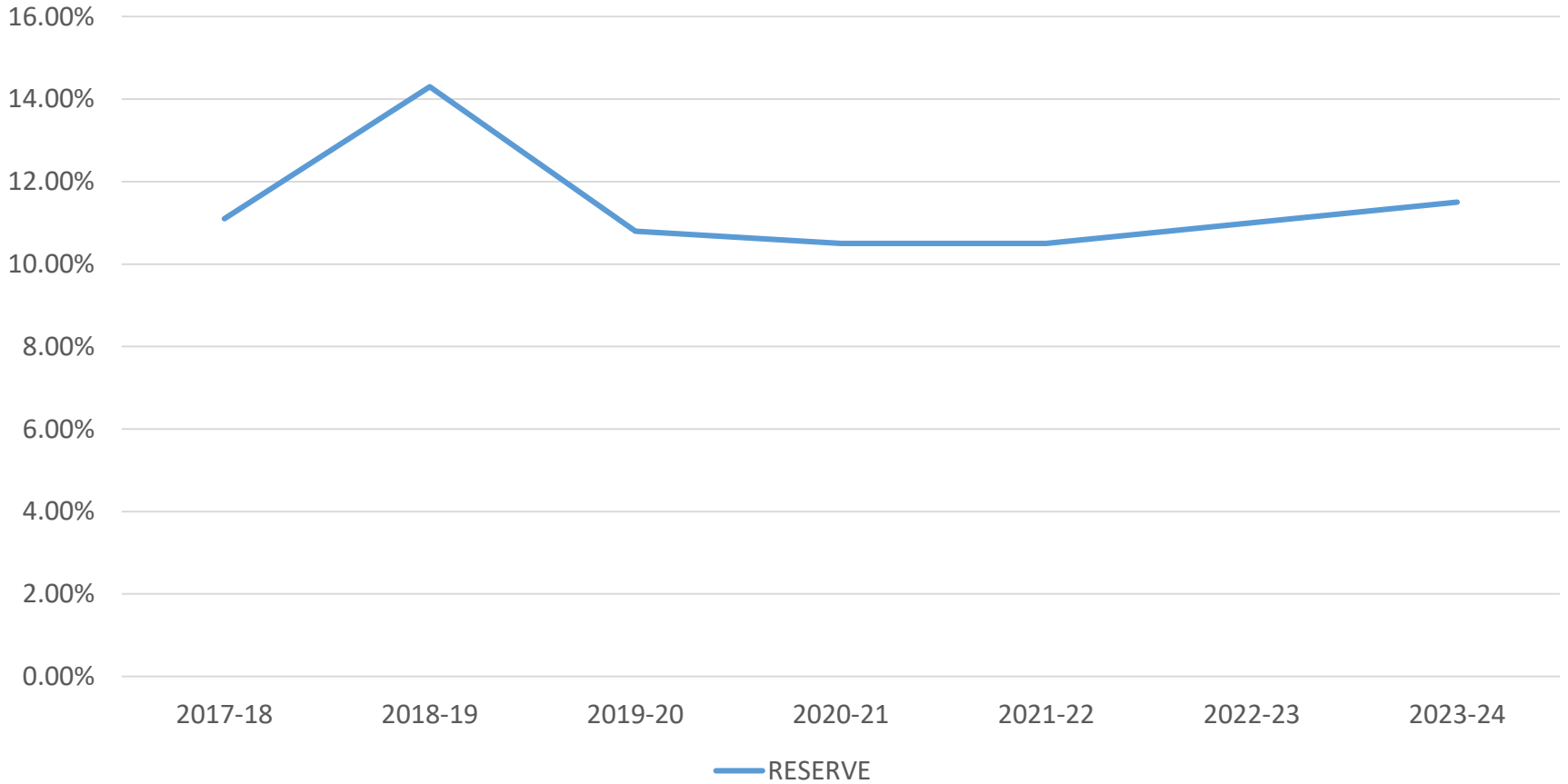


**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART III - SUMMARY OF FUNDS  
B. EXPENDITURES**

| FISCAL YEAR  |                       |                       |                        |                                 |
|--|-----------------------|-----------------------|------------------------|---------------------------------|
| EXPENDITURE SUMMARY                                    | ACTUAL<br>2017-2018   | ACTUAL<br>2018-2019   | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 |
| FUND TITLE   |                       |                       |                        |                                 |
| UNRESTRICTED GENERAL FUND                              | \$ 64,084,132         | \$ 65,025,074         | \$ 68,450,336          | \$ 69,005,850                   |
| COMMUNITY SERVICES                                     | 1,475,513             | 1,455,740             | 1,326,543              | 1,407,523                       |
| RESTRICTED GENERAL FUND                                | 10,582,138            | 9,711,976             | 10,343,237             | 19,401,165                      |
| <b>TOTAL GENERAL FUND</b>                              | <b>76,141,783</b>     | <b>76,192,790</b>     | <b>80,120,116</b>      | <b>89,814,538</b>               |
| SCHOLARSHIP AND LOAN TRUST FUND                        | 192,064               | 222,729               | 157,767                | 284,239                         |
| STUDENT FINANCIAL AID TRUST FUND                       | 4,028,733             | 3,889,042             | 4,613,853              | 4,055,000                       |
| INVESTMENT TRUST FUND                                  | 1,503                 | 16,352                | 30,342                 | 253,000                         |
| CHILD DEVELOPMENT FUND                                 | 882,633               | 897,475               | 816,681                | 744,171                         |
| IVC ORGANIC FARM FUND                                  | 232,292               | 252,859               | 274,725                | 184,833                         |
| SOLAR OPERATIONS FUND                                  | -                     | -                     | 113,258                | 126,767                         |
| WORKFORCE HOUSING OPERATIONS FUND                      | -                     | -                     | -                      | 10,000                          |
| CAPITAL OUTLAY FUND                                    | 63,403                | 1,304,513             | 4,814,112              | 8,480,216                       |
| LEASE REVENUE BOND (LRBs) PROJECTS FUND                | 6,560,589             | 1,002,247             | 100,972                | 75,073                          |
| CERTIFICATES OF PARTICIPATION (COPs) PROJECTS FUND     | -                     | 267,737               | 10,183                 | 4,021,294                       |
| MEASURE C BUILDING FUND                                | 290,820               | 321,396               | -                      | -                               |
| MEASURE B BUILDING FUND, SERIES A                      | 25,122,190            | 30,419,131            | 656,363                | 44,437                          |
| MEASURE B FUND, SERIES A-1                             | 2,239,327             | 3,838,281             | 8,533,745              | 17,239,097                      |
| MEASURE B BUILDING FUND, SERIES B                      | -                     | 172,000               | 33,374,453             | 38,412,039                      |
| MEASURE B FUND, SERIES B-1                             | -                     | 230,000               | 144,522                | 96,790,692                      |
| HAMILTON REDEVELOPMENT BOND REDEMPTION FUND            | 119,294               | 125,243               | 137,888                | 142,738                         |
| LEASE REVENUE BOND (LRBs) INTEREST & REDEMPTION FUND   | -                     | 539,456               | 548,756                | 548,057                         |
| CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND | -                     | -                     | 199,428                | 152,294                         |
| MEASURE C INTEREST/REDEMPTION FUND                     | 10,886,566            | 12,442,456            | 11,923,033             | 12,335,150                      |
| MEASURE B INTEREST/REDEMPTION FUND                     | 3,484,555             | 14,861,808            | 19,572,532             | 12,867,584                      |
| SELF-INSURANCE FUND                                    | 624,146               | 643,308               | 494,638                | 590,500                         |
| PARS-CCLC PENSION RATE STABILIZATION TRUST FUND        | 4,307                 | 10,538                | 12,908                 | 12,000                          |
| OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND       | 434,123               | 384,992               | 370,799                | 377,610                         |
| AGENCY FUND - ADULT EDUCATION BLOCK GRANT              | 269,958               | -                     | -                      | -                               |
| ASSOCIATED STUDENTS ORGANIZATIONS                      | 105,049               | 95,385                | 68,344                 | 129,825                         |
| <b>TOTAL - ALL FUNDS</b>                               | <b>\$ 131,683,335</b> | <b>\$ 148,129,738</b> | <b>\$ 167,089,418</b>  | <b>\$ 287,691,154</b>           |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021  
RESERVE – FISCAL YEARS 2018-2024

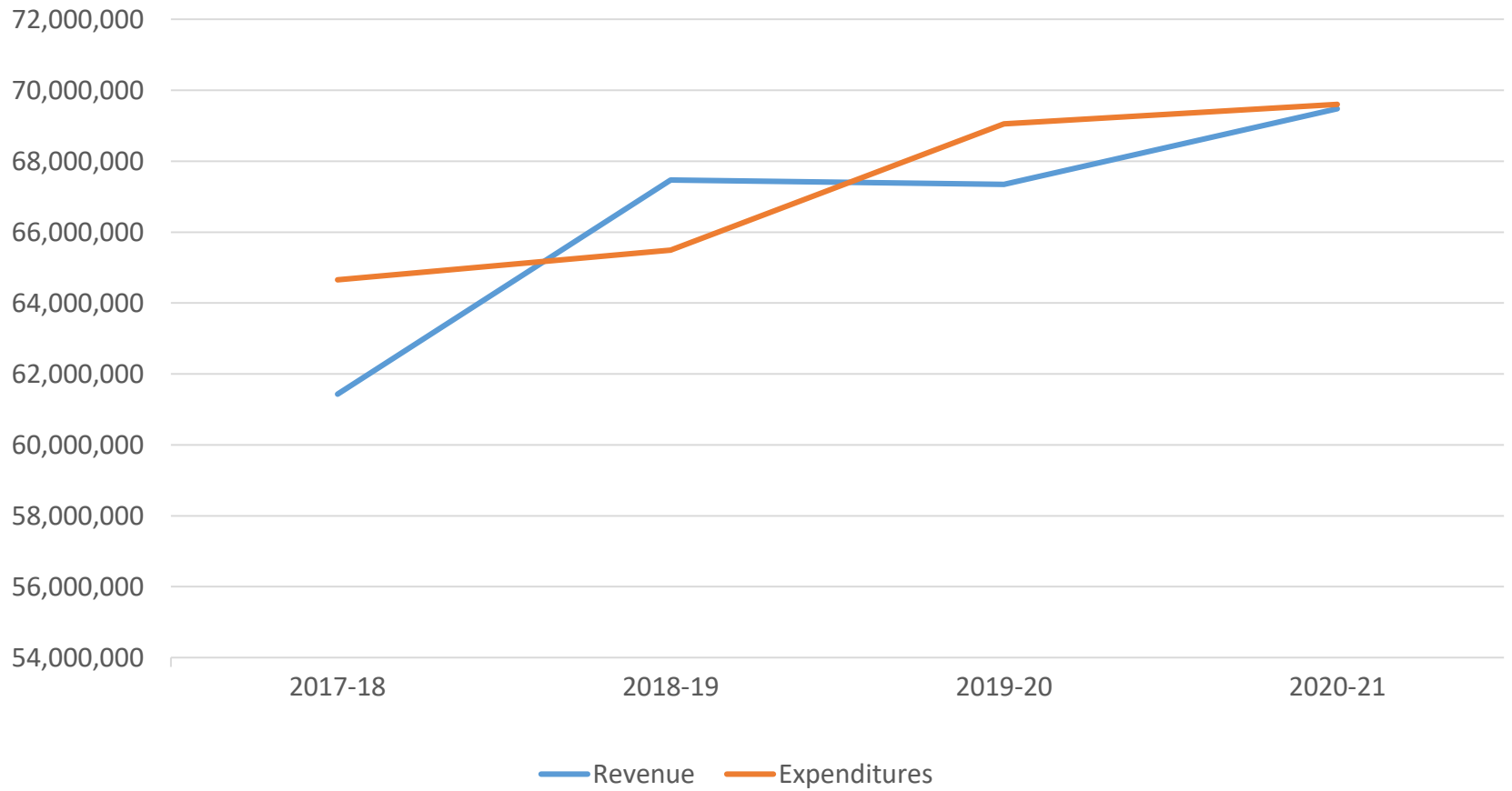


**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART IV - UNRESTRICTED GENERAL FUND  
A. FOUR-YEAR BUDGET FORECAST**

| FISCAL YEAR  | ACTUAL<br>2017-2018   | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | BUDGET<br>FORECAST<br>2021-2022 | BUDGET<br>FORECAST<br>2022-2023 | BUDGET<br>FORECAST<br>2023-2024 |
|--|-----------------------|---------------------|------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| <b>SOURCES OF FUNDS</b>                                      |                       |                     |                        |                                 |                                 |                                 |                                 |
| <b>BEGINNING FUND BALANCE</b>                                | <b>\$ 10,396,668</b>  | <b>\$ 7,170,757</b> | <b>\$ 9,141,398</b>    | <b>\$ 7,437,011</b>             | <b>\$ 7,312,969</b>             | <b>\$ 7,443,379</b>             | <b>\$ 8,102,428</b>             |
| <b>REVENUES</b>  |                       |                     |                        |                                 |                                 |                                 |                                 |
| PROGRAM-BASED FUNDING  | 56,756,601            | 60,198,485          | 61,888,991             | 64,137,337                      | 65,329,506                      | 66,780,875                      | 68,505,762                      |
| FEDERAL  | 252                   | 405                 | 330                    | -                               | -                               | -                               | -                               |
| OTHER STATE  | 2,827,924             | 4,994,180           | 3,590,185              | 3,646,329                       | 3,646,329                       | 3,646,329                       | 3,646,329                       |
| OTHER LOCAL  | 1,215,677             | 1,391,159           | 1,501,515              | 1,323,332                       | 1,478,674                       | 1,541,766                       | 1,607,996                       |
| OTHER FINANCING SOURCES                                      | 629,685               | 882,222             | 368,114                | 374,810                         | 300,374                         | 2,040,368                       | 1,849,045                       |
| <b>TOTAL REVENUE</b>   | <b>61,430,139</b>     | <b>67,466,451</b>   | <b>67,349,135</b>      | <b>69,481,808</b>               | <b>70,754,883</b>               | <b>74,009,338</b>               | <b>75,609,132</b>               |
| <b>TOTAL SOURCES</b>   | <b>71,826,807</b>     | <b>74,637,208</b>   | <b>76,490,533</b>      | <b>76,918,819</b>               | <b>78,067,852</b>               | <b>81,452,717</b>               | <b>83,711,560</b>               |
| <b>USE OF FUNDS</b>  |                       |                     |                        |                                 |                                 |                                 |                                 |
| SALARIES   | 34,265,136            | 35,751,215          | 36,375,057             | 37,592,122                      | 39,421,865                      | 40,491,954                      | 41,565,430                      |
| BENEFITS   | 14,769,245            | 17,405,824          | 16,312,978             | 17,768,457                      | 18,759,281                      | 20,120,947                      | 20,672,540                      |
| <b>TOTAL SALARIES &amp; BENEFITS</b>                         | <b>49,034,381</b>     | <b>53,157,039</b>   | <b>52,688,035</b>      | <b>55,360,579</b>               | <b>58,181,146</b>               | <b>60,612,901</b>               | <b>62,237,970</b>               |
| FIXED EXPENSES   | 2,262,736             | 2,256,980           | 2,040,305              | 2,208,018                       | 2,309,572                       | 2,416,747                       | 2,529,920                       |
| OTHER OPERATING  | 4,638,310             | 4,935,522           | 5,001,480              | 5,978,653                       | 5,923,119                       | 6,173,696                       | 6,174,288                       |
| CAPITAL OUTLAY   | 684,919               | 258,013             | 285,500                | 258,596                         | 265,061                         | 271,688                         | 278,480                         |
| OTHER OUTGO  | 7,463,786             | 4,417,520           | 8,435,016              | 5,200,004                       | 3,395,575                       | 3,375,257                       | 3,395,608                       |
| <b>TOTAL EXPENDITURES</b>                                    | <b>15,049,751</b>     | <b>11,868,035</b>   | <b>15,762,301</b>      | <b>13,645,271</b>               | <b>11,893,327</b>               | <b>12,237,388</b>               | <b>12,378,296</b>               |
| <b>TOTAL USES</b>  | <b>64,084,132</b>     | <b>65,025,074</b>   | <b>68,450,336</b>      | <b>69,005,850</b>               | <b>70,074,473</b>               | <b>72,850,289</b>               | <b>74,616,266</b>               |
| <b>SOURCES OVER (UNDER) USES</b>                             | <b>7,742,675</b>      | <b>9,612,134</b>    | <b>8,040,197</b>       | <b>7,912,969</b>                | <b>7,993,379</b>                | <b>8,602,428</b>                | <b>9,095,294</b>                |
| TRANSFER IN (OUT)  | (571,918)             | (470,736)           | (603,186)              | (600,000)                       | (550,000)                       | (500,000)                       | (450,000)                       |
| <b>ENDING FUND BALANCE</b>                                   | <b>\$ 7,170,757</b>   | <b>\$ 9,141,398</b> | <b>\$ 7,437,011</b>    | <b>\$ 7,312,969</b>             | <b>\$ 7,443,379</b>             | <b>\$ 8,102,428</b>             | <b>\$ 8,645,294</b>             |
| <b>RESERVE</b>   | <b>11.1%</b>          | <b>14.0%</b>        | <b>10.8%</b>           | <b>10.5%</b>                    | <b>10.5%</b>                    | <b>11.0%</b>                    | <b>11.5%</b>                    |
| <b>EXCESS/(DEFICIENCY) OF REVENUES<br/>OVER EXPENDITURES</b> | <b>\$ (3,225,911)</b> | <b>\$ 1,970,641</b> | <b>\$ (1,704,387)</b>  | <b>\$ (124,042)</b>             | <b>\$ 130,410</b>               | <b>\$ 659,049</b>               | <b>\$ 542,866</b>               |

### MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021 REVENUE AND EXPENDITURE TRENDS





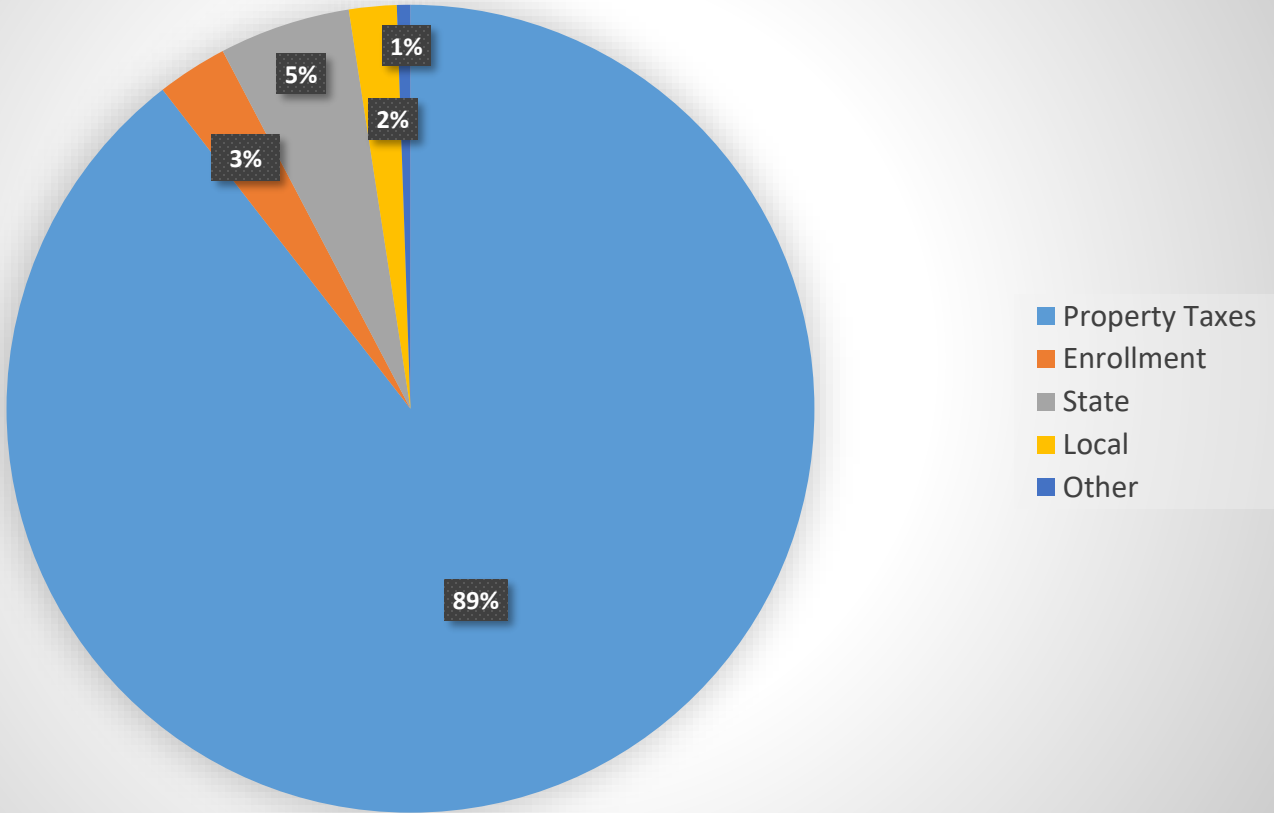
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART IV - UNRESTRICTED GENERAL FUND  
B. STATEMENT OF CHANGES IN FUND BALANCE**

| FISCAL YEAR  | ACTUAL<br>2017-2018   | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|--|-----------------------|---------------------|------------------------|---------------------------------|---------------|
| <b>SOURCES OF FUNDS</b>                                      |                       |                     |                        |                                 |               |
| <b>BEGINNING FUND BALANCE</b>                                | <b>\$ 10,396,668</b>  | <b>\$ 7,170,757</b> | <b>\$ 9,141,398</b>    | <b>\$ 7,437,011</b>             | <b>-18.6%</b> |
| <b>REVENUES</b>  |                       |                     |                        |                                 |               |
| PROGRAM-BASED FUNDING  | \$ 56,756,601         | \$ 60,198,485       | \$ 61,888,991          | \$ 64,137,337                   | 3.6%          |
| FEDERAL  | 252                   | 405                 | 330                    | -                               | -100.0%       |
| OTHER STATE  | 2,827,924             | 4,994,180           | 3,590,185              | 3,646,329                       | 1.6%          |
| OTHER LOCAL  | 1,215,677             | 1,391,159           | 1,501,515              | 1,323,332                       | -11.9%        |
| OTHER FINANCING SOURCES                                      | 629,685               | 882,222             | 368,114                | 374,810                         | 1.8%          |
| <b>TOTAL REVENUE</b>   | <b>61,430,139</b>     | <b>67,466,451</b>   | <b>67,349,135</b>      | <b>69,481,808</b>               | <b>3.2%</b>   |
| <b>TOTAL SOURCES</b>   | <b>71,826,807</b>     | <b>74,637,208</b>   | <b>76,490,533</b>      | <b>76,918,819</b>               | <b>0.6%</b>   |
| <b>USE OF FUNDS</b>  |                       |                     |                        |                                 |               |
| SALARIES   | 34,265,136            | 35,751,215          | 36,375,057             | 37,592,122                      | 3.3%          |
| BENEFITS   | 14,769,245            | 17,405,824          | 16,312,978             | 17,768,457                      | 8.9%          |
| <b>TOTAL SALARIES &amp; BENEFITS</b>                         | <b>49,034,381</b>     | <b>53,157,039</b>   | <b>52,688,035</b>      | <b>55,360,579</b>               | <b>5.1%</b>   |
| FIXED EXPENSES   | 2,262,736             | 2,256,980           | 2,040,305              | 2,208,018                       | 8.2%          |
| OTHER OPERATING  | 4,638,310             | 4,935,522           | 5,001,480              | 5,978,653                       | 19.5%         |
| CAPITAL OUTLAY   | 684,919               | 258,013             | 285,500                | 258,596                         | -9.4%         |
| OTHER OUTGO  | 7,463,786             | 4,417,520           | 8,435,016              | 5,200,004                       | -38.4%        |
| <b>TOTAL OTHER EXPENSES</b>                                  | <b>15,049,751</b>     | <b>11,868,035</b>   | <b>15,762,301</b>      | <b>13,645,271</b>               | <b>-13.4%</b> |
| <b>TOTAL USES</b>  | <b>64,084,132</b>     | <b>65,025,074</b>   | <b>68,450,336</b>      | <b>69,005,850</b>               | <b>0.8%</b>   |
| <b>SOURCES OVER/(UNDER) USES</b>                             | <b>7,742,675</b>      | <b>9,612,134</b>    | <b>8,040,197</b>       | <b>7,912,969</b>                | <b>-1.6%</b>  |
| TRANSFER IN (OUT)  | (571,918)             | (470,736)           | (603,186)              | (600,000)                       | -0.5%         |
| <b>ENDING FUND BALANCE</b>                                   | <b>\$ 7,170,757</b>   | <b>\$ 9,141,398</b> | <b>\$ 7,437,011</b>    | <b>\$ 7,312,969</b>             | <b>-1.7%</b>  |
| <b>RESERVE</b>   | <b>11.1%</b>          | <b>14.0%</b>        | <b>10.8%</b>           | <b>10.5%</b>                    |               |
| <b>EXCESS/(DEFICIENCY) OF REVENUES<br/>OVER EXPENDITURES</b> | <b>\$ (3,225,911)</b> | <b>\$ 1,970,641</b> | <b>\$ (1,704,387)</b>  | <b>\$ (124,042)</b>             |               |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021

Unrestricted Fund - Budgeted Revenues



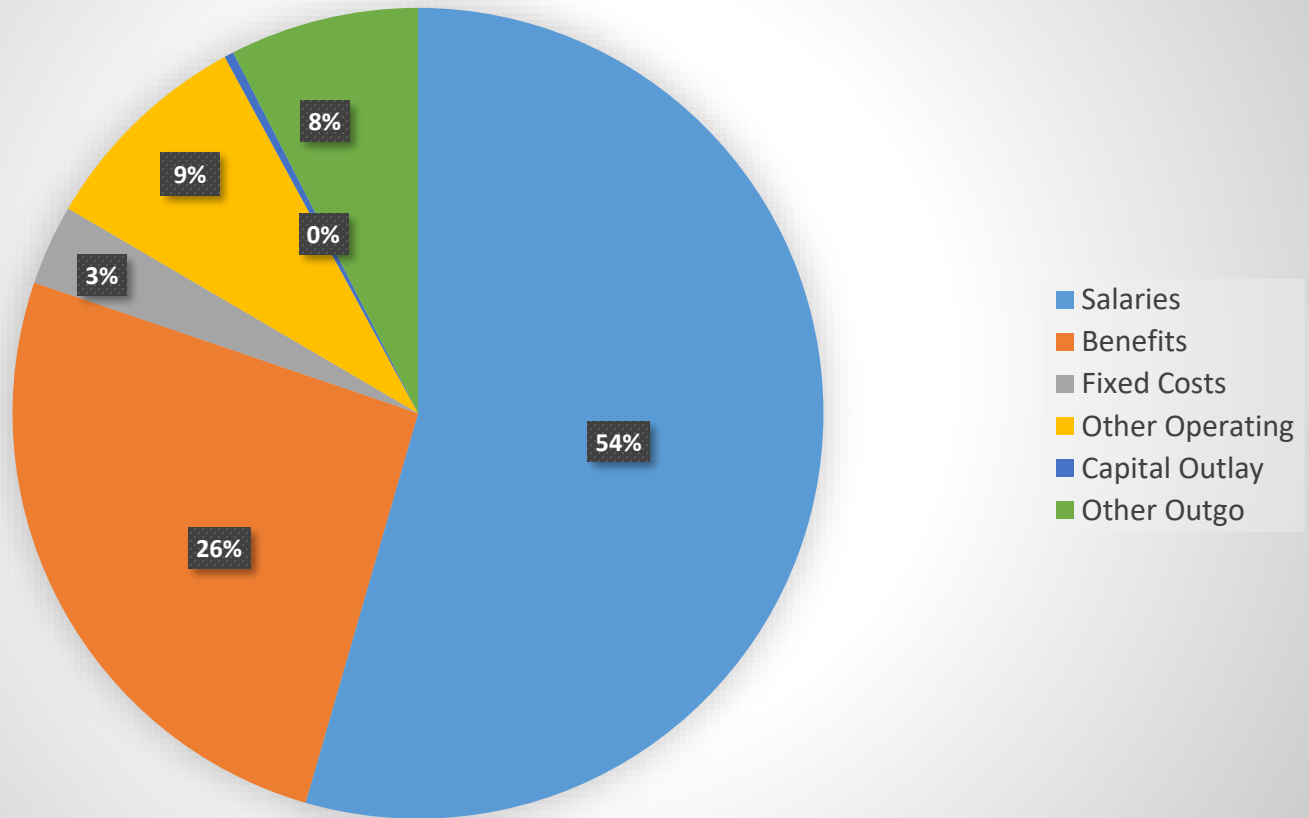
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART IV - UNRESTRICTED GENERAL FUND  
C. STATEMENT OF SOURCES OF FUNDS**

| FISCAL YEAR                    | ACTUAL<br>2017-2018  | ACTUAL<br>2018-2019  | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE    |
|--------------------------------|----------------------|----------------------|------------------------|---------------------------------|----------------|
| <b>PROGRAM-BASED FUNDING</b>   |                      |                      |                        |                                 |                |
| STATE APPORTIONMENT            | \$ 264,036           | \$ 220,374           | \$ 137,515             | \$ -                            | -100.0%        |
| STATE SUBVENTIONS              | 261,264              | 258,505              | 257,184                | 250,940                         | -2.4%          |
| <b>TOTAL</b>                   | <b>525,300</b>       | <b>478,879</b>       | <b>394,699</b>         | <b>250,940</b>                  | <b>-36.4%</b>  |
| <b>PROPERTY TAXES</b>          |                      |                      |                        |                                 |                |
| SECURED                        | 51,554,741           | 54,980,565           | 56,639,902             | 59,405,675                      | 4.9%           |
| SUPPLEMENTAL                   | 1,238,242            | 1,239,551            | 1,247,569              | 1,197,569                       | -4.0%          |
| UNSECURED                      | 987,406              | 1,015,258            | 1,126,970              | 1,137,276                       | 0.9%           |
| PRIOR-YEAR                     | 74,302               | 75,593               | 85,908                 | 85,908                          | 0.0%           |
| RDA                            | 341,340              | 401,802              | 453,380                | 100,000                         | -77.9%         |
| <b>TOTAL TAXES</b>             | <b>54,196,031</b>    | <b>57,712,769</b>    | <b>59,553,729</b>      | <b>61,926,428</b>               | <b>4.0%</b>    |
| <b>ENROLLMENT FEES</b>         | <b>2,035,270</b>     | <b>2,006,837</b>     | <b>1,940,563</b>       | <b>1,959,969</b>                | <b>1.0%</b>    |
| <b>TOTAL PROGRAM-BASED</b>     | <b>56,756,601</b>    | <b>60,198,485</b>    | <b>61,888,991</b>      | <b>64,137,337</b>               | <b>3.6%</b>    |
| <b>FEDERAL REVENUE</b>         | <b>252</b>           | <b>405</b>           | <b>330</b>             | <b>-</b>                        | <b>-100.0%</b> |
| <b>STATE REVENUE</b>           |                      |                      |                        |                                 |                |
| STRS/PERS "ON-BEHALF" PAYMENTS | 1,505,420            | 3,556,755            | 2,334,233              | 2,400,000                       | 2.8%           |
| OTHER STATE                    | 1,322,504            | 1,437,425            | 1,255,952              | 1,246,329                       | -0.8%          |
| <b>TOTAL STATE</b>             | <b>2,827,924</b>     | <b>4,994,180</b>     | <b>3,590,185</b>       | <b>3,646,329</b>                | <b>1.6%</b>    |
| <b>LOCAL REVENUE</b>           |                      |                      |                        |                                 |                |
| INTEREST                       | 119,582              | 179,993              | 286,005                | 200,000                         | -30.1%         |
| NON-RESIDENCE FEES             | 690,440              | 884,422              | 942,900                | 942,900                         | 0.0%           |
| OTHER STUDENT CHARGES          | 41,238               | 30,554               | 26,958                 | 27,497                          | 2.0%           |
| NON-RESIDENCE INSURANCE        | 12,786               | -                    | -                      | -                               | 0.0%           |
| MISCELLANEOUS                  | 351,631              | 296,190              | 245,652                | 152,935                         | -37.7%         |
|                                | <b>1,215,677</b>     | <b>1,391,159</b>     | <b>1,501,515</b>       | <b>1,323,332</b>                | <b>-11.9%</b>  |
| <b>OTHER FINANCING SOURCES</b> | <b>629,685</b>       | <b>882,222</b>       | <b>368,114</b>         | <b>374,810</b>                  | <b>1.8%</b>    |
| <b>TOTAL REVENUE</b>           | <b>\$ 61,430,139</b> | <b>\$ 67,466,451</b> | <b>\$ 67,349,135</b>   | <b>\$ 69,481,808</b>            | <b>3.2%</b>    |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021

### Unrestricted Fund - Budgeted Expenditures



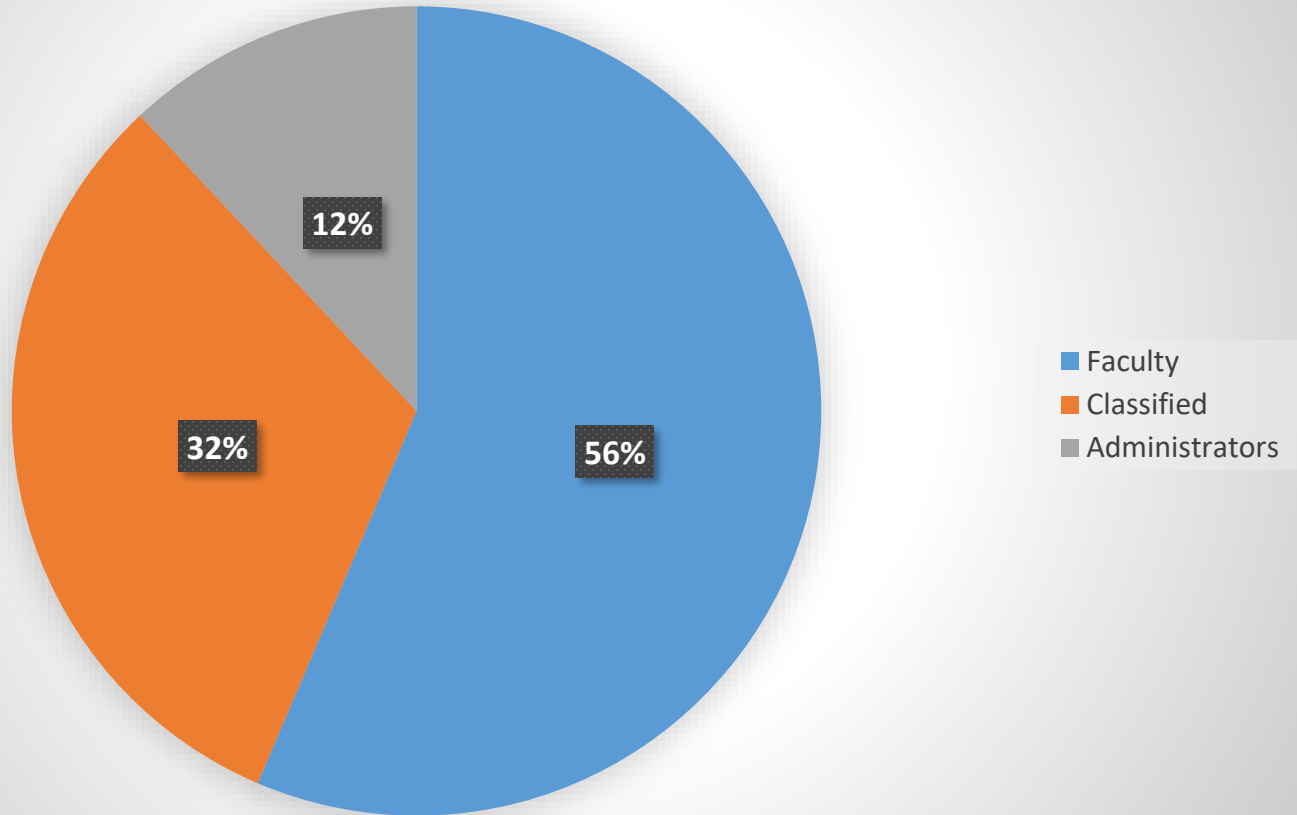
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART IV - UNRESTRICTED GENERAL FUND  
D. STATEMENT OF USES OF FUNDS**

| FISCAL YEAR                          | ACTUAL<br>2017-2018  | ACTUAL<br>2018-2019  | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|--------------------------------------|----------------------|----------------------|------------------------|---------------------------------|---------------|
| <b>USE OF FUNDS</b>                  |                      |                      |                        |                                 |               |
| SALARIES                             | \$ 34,265,136        | \$ 35,751,215        | \$ 36,375,057          | \$ 37,592,122                   | 3.3%          |
| BENEFITS                             | 14,769,245           | 17,405,824           | 16,312,978             | 17,768,457                      | 8.9%          |
| <b>TOTAL SALARIES &amp; BENEFITS</b> | <b>49,034,381</b>    | <b>53,157,039</b>    | <b>52,688,035</b>      | <b>55,360,579</b>               | <b>5.1%</b>   |
| FIXED EXPENSES                       | 2,262,736            | 2,256,980            | 2,040,305              | 2,208,018                       | 8.2%          |
| OTHER OPERATING                      | 4,638,310            | 4,935,522            | 5,001,480              | 5,978,653                       | 19.5%         |
| CAPITAL OUTLAY                       | 684,919              | 258,013              | 285,500                | 258,596                         | -9.4%         |
| OTHER OUTGO                          | 7,463,786            | 4,417,520            | 8,435,016              | 5,200,004                       | -38.4%        |
| <b>TOTAL OTHER EXPENSES</b>          | <b>15,049,751</b>    | <b>11,868,035</b>    | <b>15,762,301</b>      | <b>13,645,271</b>               | <b>-13.4%</b> |
| <b>TOTAL USES</b>                    | <b>\$ 64,084,132</b> | <b>\$ 65,025,074</b> | <b>\$ 68,450,336</b>   | <b>\$ 69,005,850</b>            | <b>0.8%</b>   |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021

**Unrestricted Fund - Budgeted Salaries**





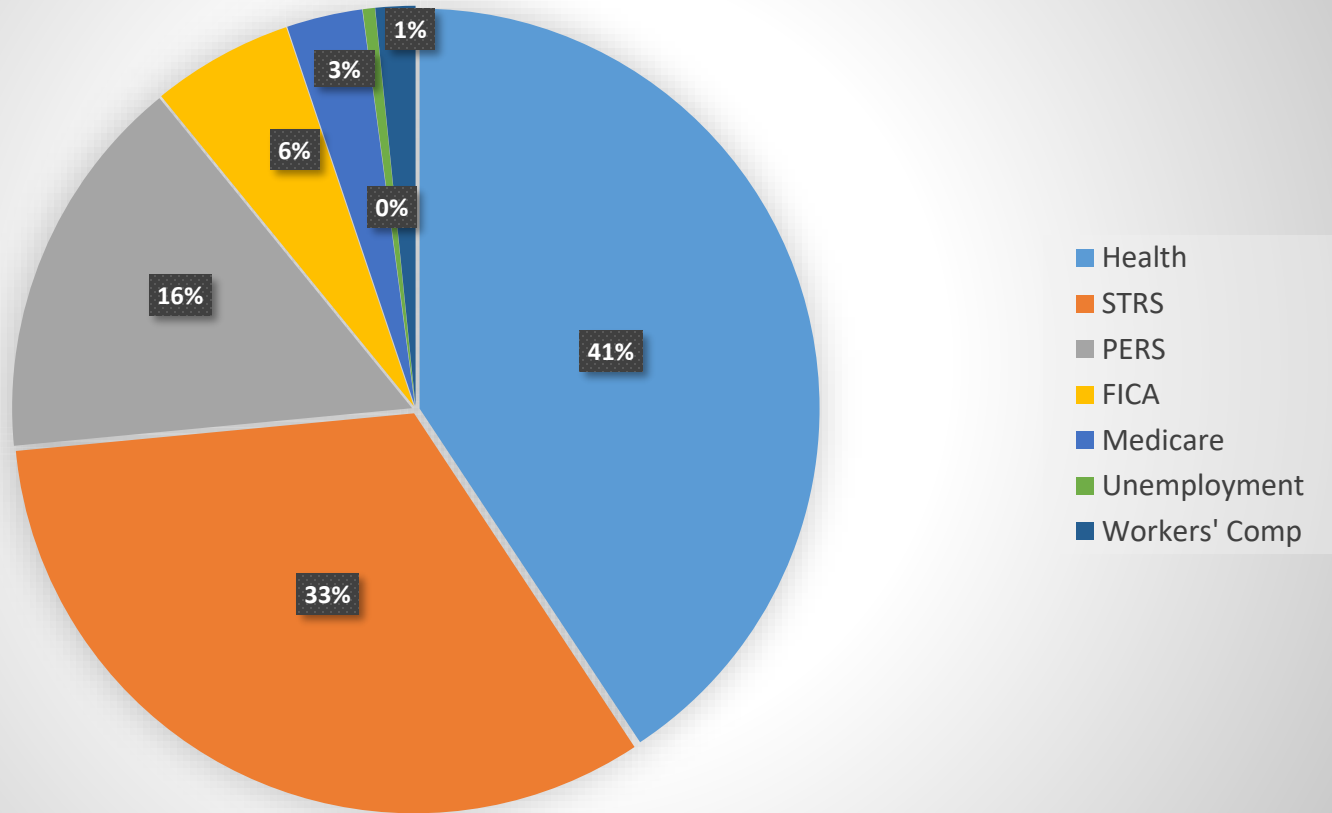
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART IV - UNRESTRICTED GENERAL FUND  
SALARY ANALYSIS**

| <b>FISCAL YEAR</b>      | <b>ACTUAL</b>        | <b>ACTUAL</b>        | <b>ESTIMATED</b>     | <b>ADOPTION</b>      | <b>%</b>      |
|-------------------------|----------------------|----------------------|----------------------|----------------------|---------------|
|                         | <b>2017-2018</b>     | <b>2018-2019</b>     | <b>2019-2020</b>     | <b>BUDGET</b>        | <b>CHANGE</b> |
|                         |                      |                      |                      | <b>2020-2021</b>     |               |
| <b>SALARIES</b>         |                      |                      |                      |                      |               |
| <b>FACULTY</b>          |                      |                      |                      |                      |               |
| INSTRUCTORS-REGULAR     | \$ 9,934,481         | \$ 9,885,691         | \$ 9,877,659         | \$ 10,069,165        | 1.9%          |
| INSTRUCTORS-HOURLY      | 7,888,779            | 8,472,369            | 8,291,487            | 8,772,282            | 5.8%          |
| NON-INSTRUCTORS-REGULAR | 1,454,897            | 1,480,930            | 1,458,186            | 1,269,406            | -12.9%        |
| NON-INSTRUCTORS-HOURLY  | 823,364              | 797,990              | 1,079,391            | 1,097,916            | 1.7%          |
| <b>FACULTY</b>          | <b>20,101,521</b>    | <b>20,636,980</b>    | <b>20,706,723</b>    | <b>21,208,769</b>    | <b>2.4%</b>   |
| <b>CLASSIFIED</b>       |                      |                      |                      |                      |               |
| STAFF - REGULAR         | 8,816,345            | 9,447,824            | 9,607,393            | 9,954,735            | 3.6%          |
| INSTRUCTIONAL - REGULAR | 952,605              | 921,909              | 960,863              | 1,132,175            | 17.8%         |
| HOURLY INST./NON INST.  | 593,011              | 600,584              | 568,086              | 645,388              | 13.6%         |
| OVERTIME                | 111,789              | 114,041              | 146,465              | 150,859              | 3.0%          |
| <b>CLASSIFIED</b>       | <b>10,473,750</b>    | <b>11,084,358</b>    | <b>11,282,807</b>    | <b>11,883,157</b>    | <b>5.3%</b>   |
| <b>ADMINISTRATORS</b>   |                      |                      |                      |                      |               |
| ACADEMIC                | 1,959,273            | 1,995,475            | 2,149,276            | 2,181,886            | 1.5%          |
| CLASSIFIED              | 1,730,592            | 2,034,402            | 2,236,251            | 2,318,310            | 3.7%          |
| <b>ADMINISTRATORS</b>   | <b>3,689,865</b>     | <b>4,029,877</b>     | <b>4,385,527</b>     | <b>4,500,196</b>     | <b>2.6%</b>   |
| <b>TOTAL SALARIES</b>   | <b>\$ 34,265,136</b> | <b>\$ 35,751,215</b> | <b>\$ 36,375,057</b> | <b>\$ 37,592,122</b> | <b>3.3%</b>   |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021

### Unrestricted Fund - Budgeted Benefits



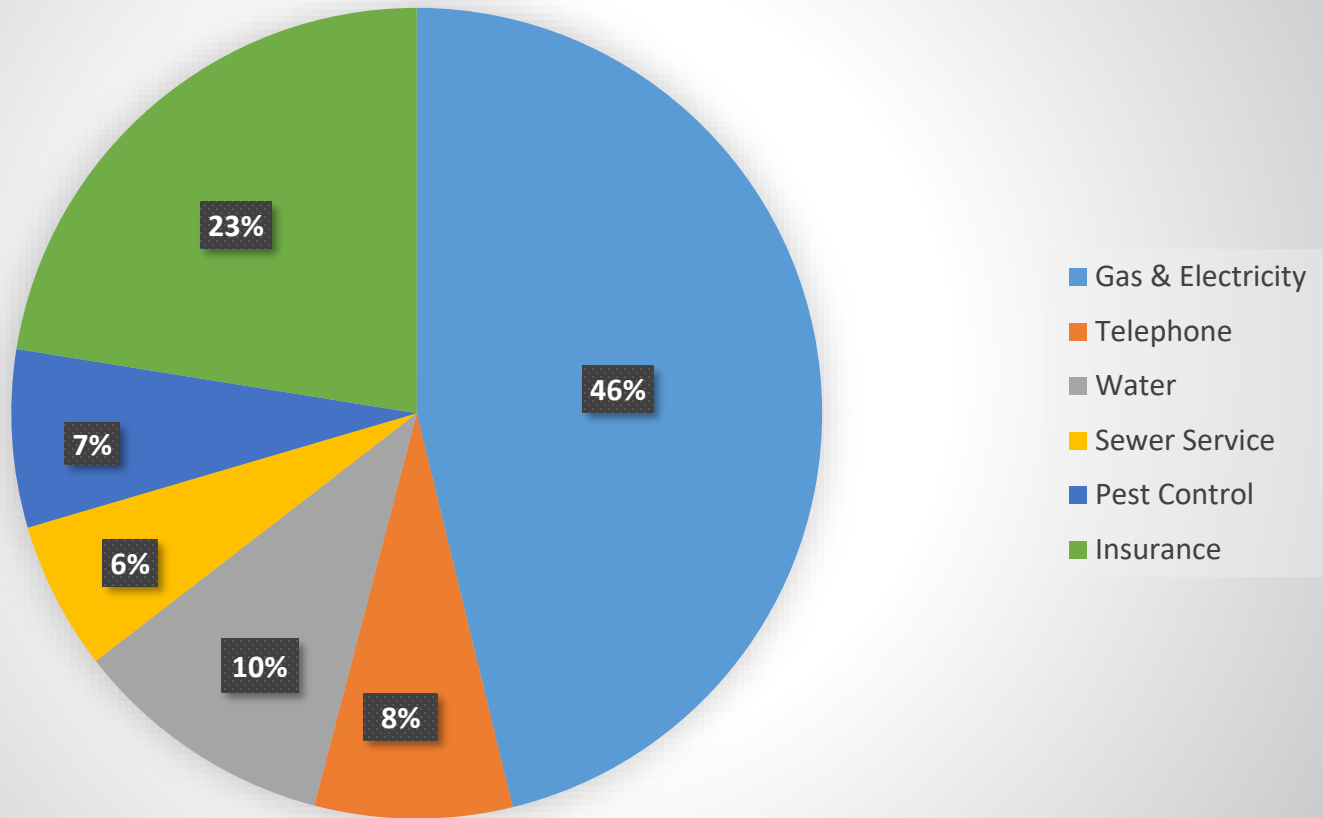
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART IV - UNRESTRICTED GENERAL FUND  
BENEFIT ANALYSIS**

| <b>FISCAL YEAR</b>           | <b>ACTUAL<br/>2017-2018</b> | <b>ACTUAL<br/>2018-2019</b> | <b>ESTIMATED<br/>2019-2020</b> | <b>ADOPTION<br/>BUDGET<br/>2020-2021</b> | <b>%<br/>CHANGE</b> |
|------------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>PUBLIC RETIREMENT</b>     |                             |                             |                                |  |                     |
| STRS                         | \$ 4,258,186                | \$ 5,772,911                | \$ 5,428,142                   | \$ 5,826,902                             | 7.3%                |
| PERS                         | 2,230,642                   | 3,268,849                   | 2,648,799                      | 2,774,880                                | 4.8%                |
| FICA                         | 866,995                     | 950,922                     | 983,651                        | 1,015,121                                | 3.2%                |
| MEDICARE                     | 487,512                     | 506,558                     | 515,348                        | 545,085                                  | 5.8%                |
| UNEMPLOYMENT                 | 57,543                      | 49,353                      | 59,048                         | 87,591                                   | 48.3%               |
| WORKERS COMP. INS.           | 307,749                     | 302,897                     | 289,470                        | 286,075                                  | -1.2%               |
| SERP - FACULTY               | 73,210                      | 73,210                      | -                              | -  | 0.0%                |
| SERP - CLASSIFIED            | 220,448                     | 154,146                     | -                              | -  | 0.0%                |
| SERP - ADMINISTRATORS        | 65,435                      | 39,075                      | -                              | -  | 0.0%                |
| <b>TOTAL</b>                 | <b>8,567,720</b>            | <b>11,117,921</b>           | <b>9,924,458</b>               | <b>10,535,654</b>                        | <b>6.2%</b>         |
| <br><b>HEALTH PROTECTION</b> | <br><b>6,201,525</b>        | <br><b>6,287,903</b>        | <br><b>6,388,520</b>           | <br><b>7,232,803</b>                     | <br><b>13.2%</b>    |
| <br><b>TOTAL BENEFITS</b>    | <br><b>\$ 14,769,245</b>    | <br><b>\$ 17,405,824</b>    | <br><b>\$ 16,312,978</b>       | <br><b>\$ 17,768,457</b>                 | <br><b>8.9%</b>     |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021

### Unrestricted Fund - Budgeted Fixed Expenses



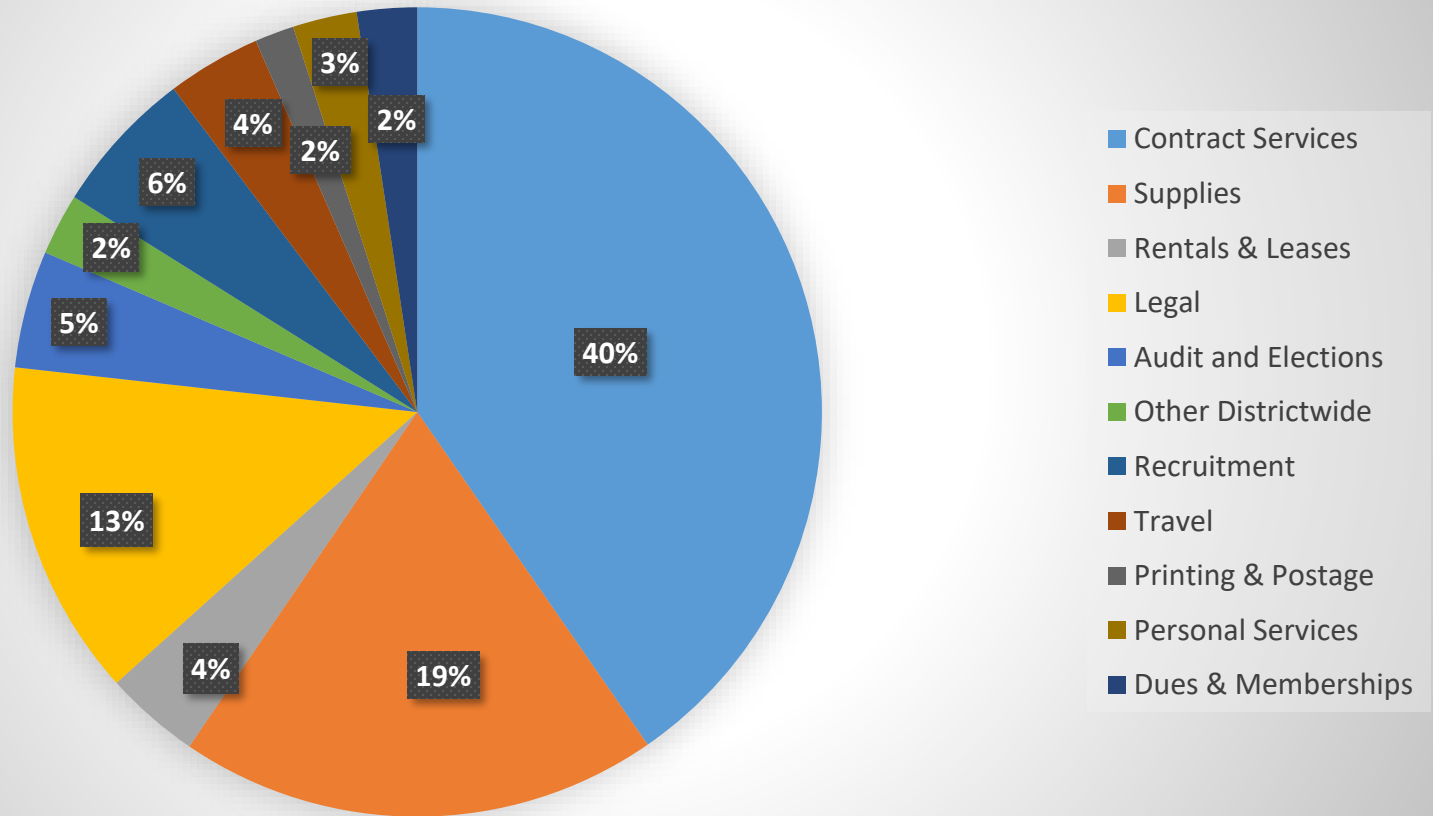
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART IV - UNRESTRICTED GENERAL FUND  
FIXED EXPENSES ANALYSIS**

| <b>FISCAL YEAR</b>    | <b>ACTUAL</b>              | <b>ACTUAL</b>              | <b>ESTIMATED</b>           | <b>ADOPTION</b>            | <b>%</b>           |
|-----------------------|----------------------------|----------------------------|----------------------------|----------------------------|--------------------|
|                       | <b>2017-2018</b>           | <b>2018-2019</b>           | <b>2019-2020</b>           | <b>BUDGET</b>              | <b>CHANGE</b>      |
|                       |                            |                            |                            | <b>2020-2021</b>           |                    |
| <b>FIXED EXPENSES</b> |                            |                            |                            |                            |                    |
| <b>UTILITIES</b>      |                            |                            |                            |                            |                    |
| SEWER SERVICE         | \$ 69,623                  | \$ 170,604                 | \$ 124,372                 | \$ 130,591                 | 5.0%               |
| TELEPHONE             | 151,128                    | 162,567                    | 165,650                    | 173,933                    | 5.0%               |
| WATER                 | 113,615                    | 136,602                    | 210,023                    | 231,025                    | 10.0%              |
| GAS & ELECTRICITY     | 1,426,254                  | 1,284,573                  | 990,236                    | 1,019,943                  | 3.0%               |
| PEST CONTROL          | 101,073                    | 124,698                    | 149,071                    | 156,525                    | 5.0%               |
|                       | <u>1,861,693</u>           | <u>1,879,044</u>           | <u>1,639,352</u>           | <u>1,712,017</u>           | <u>4.4%</u>        |
| <b>INSURANCE</b>      | <u>401,043</u>             | <u>377,936</u>             | <u>400,953</u>             | <u>496,001</u>             | <u>23.7%</u>       |
| <b>TOTAL</b>          | <u><b>\$ 2,262,736</b></u> | <u><b>\$ 2,256,980</b></u> | <u><b>\$ 2,040,305</b></u> | <u><b>\$ 2,208,018</b></u> | <u><b>8.2%</b></u> |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021

### Unrestricted Fund - Budgeted Operating Expenses





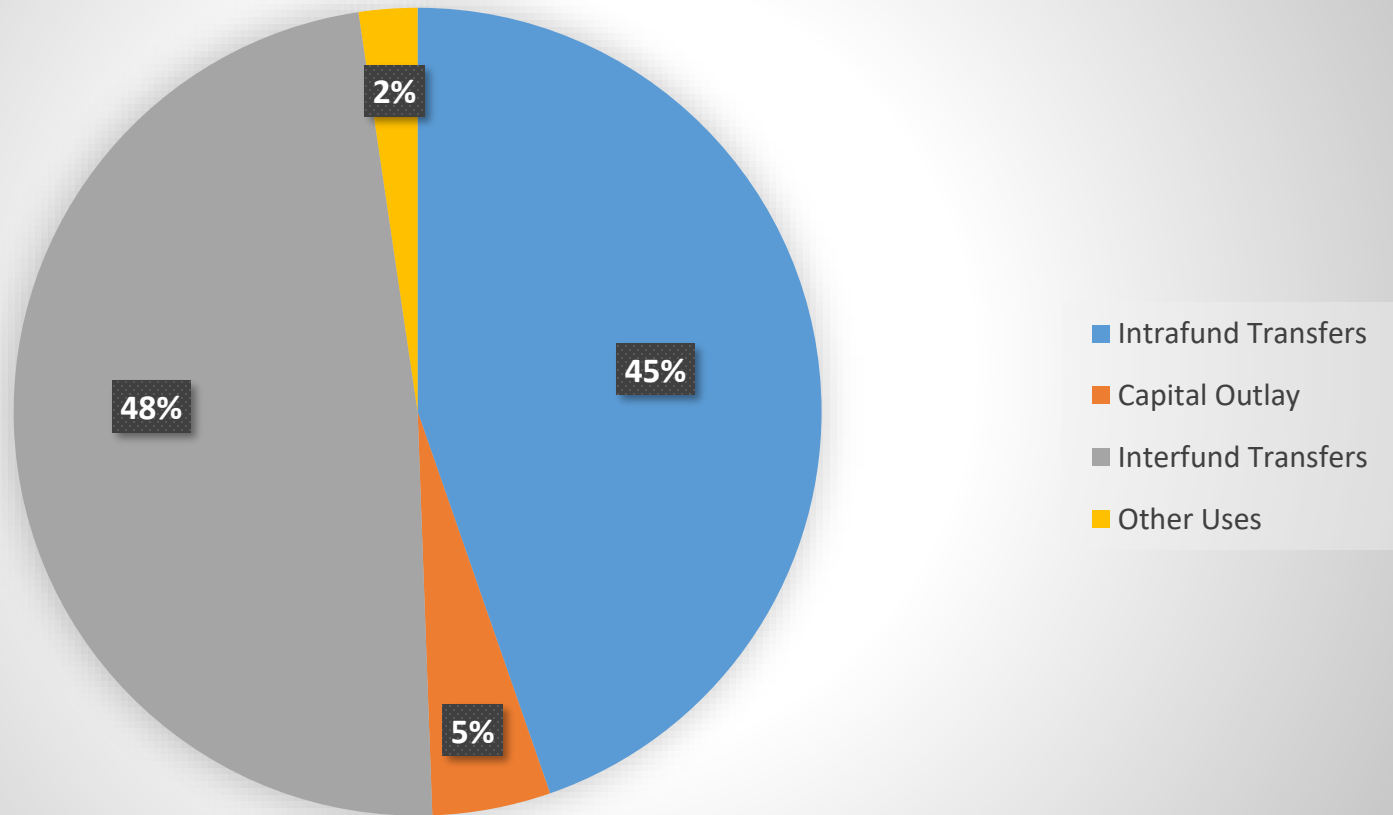
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART IV - UNRESTRICTED GENERAL FUND  
OTHER OPERATING EXPENSES ANALYSIS**

| <b>FISCAL YEAR</b>              | <b>ACTUAL</b>           | <b>ACTUAL</b>           | <b>ESTIMATED</b>        | <b>ADOPTION</b>         | <b>%</b>             |
|---------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|----------------------|
|                                 | <b><u>2017-2018</u></b> | <b><u>2018-2019</u></b> | <b><u>2019-2020</u></b> | <b><u>2020-2021</u></b> | <b><u>CHANGE</u></b> |
| <b>OTHER OPERATING EXPENSES</b> |                         |                         |                         |                         |                      |
| SUPPLIES & MATERIALS            | \$ 558,096              | \$ 711,595              | \$ 882,389              | \$ 1,145,389            | 29.8%                |
| PERSONAL SVCE, LECTURE          | 153,572                 | 153,584                 | 58,140                  | 153,135                 | 163.4%               |
| TRAVEL & CONFERENCE             | 197,484                 | 190,529                 | 112,289                 | 224,171                 | 99.6%                |
| DUES & MEMBERSHIP               | 138,100                 | 122,699                 | 131,384                 | 143,137                 | 8.9%                 |
| LEGAL                           | 623,335                 | 221,932                 | 407,329                 | 803,000                 | 97.1%                |
| AUDITS & ELECTION               | 102,032                 | 133,490                 | 108,640                 | 280,000                 | 157.7%               |
| CONTRACTED SERVICES             | 2,064,893               | 2,182,332               | 2,600,883               | 2,412,115               | -7.3%                |
| POSTAGE                         | 49,250                  | 56,439                  | 33,323                  | 47,594                  | 42.8%                |
| PRINTING & PUBLICATION          | 58,185                  | 59,955                  | 34,590                  | 46,374                  | 34.1%                |
| RENTAL & LEASES                 | 228,447                 | 149,986                 | 242,788                 | 227,492                 | -6.3%                |
| RECRUITMENT                     | 171,041                 | 309,837                 | 288,005                 | 347,390                 | 20.6%                |
| OTHER DISTRICT-WIDE EXP.        | 288,141                 | 637,054                 | 101,268                 | 147,061                 | 45.2%                |
| MISCELLANEOUS                   | 5,734                   | 6,090                   | 452                     | 1,795                   | 297.1%               |
| <b>TOTAL</b>                    | <b>\$ 4,638,310</b>     | <b>\$ 4,935,522</b>     | <b>\$ 5,001,480</b>     | <b>\$ 5,978,653</b>     | <b>19.5%</b>         |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021

### Unrestricted Fund - Budgeted Capital and Other Outgo



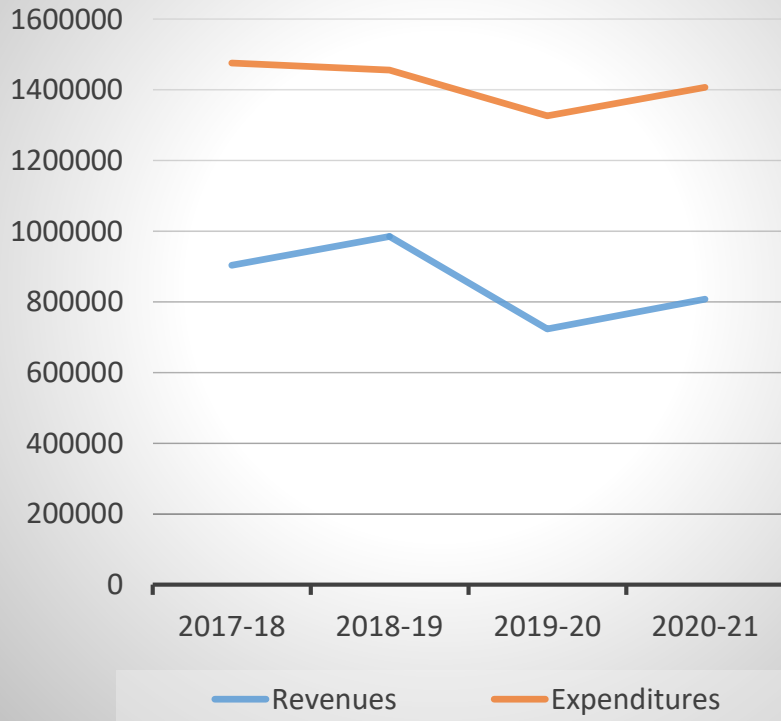
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART IV - UNRESTRICTED GENERAL FUND  
CAPITAL OUTLAY AND OTHER OUTGO ANALYSIS**

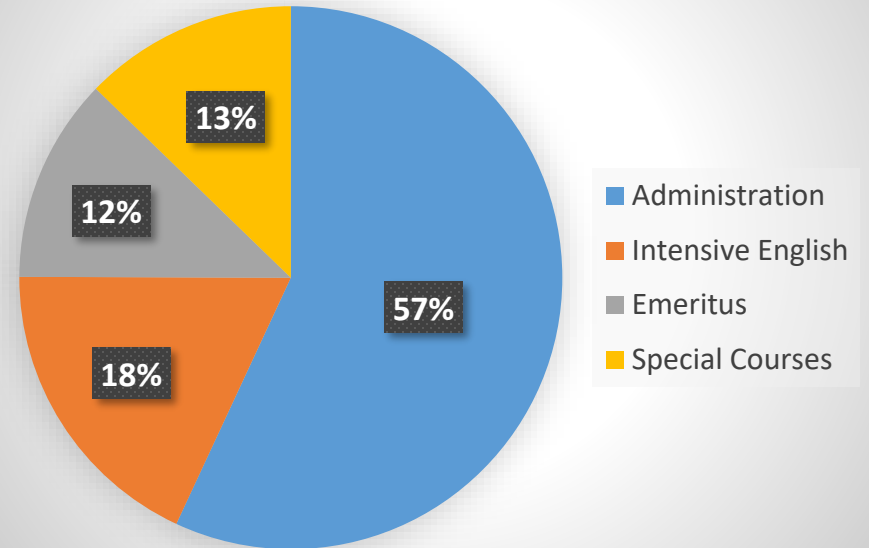
| FISCAL YEAR                                | ACTUAL              | ACTUAL              | ESTIMATED           | ADOPTION            | %             |
|--|---------------------|---------------------|---------------------|---------------------|---------------|
|  | 2017-2018           | 2018-2019           | 2019-2020           | BUDGET              | CHANGE        |
|  |                     |                     |                     | 2020-2021           |               |
| <b>CAPITAL OUTLAY</b>                      |                     |                     |                     |                     |               |
| LIBRARY BOOKS/PERIODICALS                  | \$ 69,006           | \$ 73,303           | \$ 88,674           | \$ 102,350          | 15.4%         |
| EQUIPMENT NEW & LEASED                     | 615,913             | 184,710             | 196,826             | 156,246             | -20.6%        |
| <b>TOTAL</b>                               | <b>\$ 684,919</b>   | <b>\$ 258,013</b>   | <b>285,500</b>      | <b>258,596</b>      | <b>-9.4%</b>  |
| <b>OTHER OUTGO</b>                         |                     |                     |                     |                     |               |
| INTERFUND TRANSFERS:                       |                     |                     |                     |                     |               |
| MAINTENANCE MANAGEMENT FUND                | \$ 171,151          | \$ 1,000,000        | \$ 532,374          | \$ -                | -100.0%       |
| INSTRUCT. & ADMIN. SUPPORT FOR LAB SCHOOL  | 213,504             | 216,880             | 195,082             | 179,868             | -7.8%         |
| CHILD DEVELOPMENT FUND                     | 193,394             | 79,730              | 271,141             | 180,329             | -33.5%        |
| IVC ORGANIC FARM FUND                      | 71,006              | 209,235             | 209,082             | 110,501             | -47.1%        |
| STUDENT FINANCIAL AID TRUST FUND           | 44,724              | -                   | 38,090              | -                   | -100.0%       |
| HAMILTON REDEV. BOND REDEMPTION            | 165,996             | 125,294             | 3,385,894           | 140,738             | -95.8%        |
| LEASE REVENUE BOND INTEREST & REDEMPTION   | 545,000             | 550,000             | 550,000             | 550,000             | 0.0%          |
| CERTIFICATES OF PARTICIPATION DEBT SERVICE | -                   | 200,000             | 200,000             | 152,000             | -24.0%        |
| SOLAR OPERATIONS FUND                      | -                   | -                   | 360,000             | 120,000             | -66.7%        |
| PARS CONTRIBUTIONS                         | 4,200,000           | 600,000             | 500,000             | 1,200,000           | 140.0%        |
| <b>TOTAL INTERFUND TRANSFERS:</b>          | <b>\$ 5,604,775</b> | <b>\$ 2,981,139</b> | <b>\$ 6,241,663</b> | <b>\$ 2,633,436</b> | <b>-57.8%</b> |
| INTRAFUND TRANSFERS:                       |                     |                     |                     |                     |               |
| ADVANCEMENT                                | \$ 346,584          | \$ 272,254          | \$ 194,480          | \$ 281,649          | 44.8%         |
| COVID-19 FUND                              | -                   | -                   | 1,074,828           | 1,000,000           | -7.0%         |
| SAS  | 531,086             | 435,445             | 263,446             | 232,799             | -11.6%        |
| PUENTE                                     | 82,180              | 108,555             | 84,727              | 86,811              | 2.5%          |
| BFAP/FA                                    | 96,696              | 116,668             | 108,180             | 89,385              | -17.4%        |
| STUDENT EQUITY & ACHIEVEMENT (SEA)         | 203,296             | -                   | 206,156             | 196,382             | -4.7%         |
| EOPS/CARE/CALWORKS/TANF                    | 4,771               | 23,209              | 43,350              | 84,629              | 95.2%         |
| HEALTH CENTER                              | -                   | -                   | 15,233              | 95,681              | 528.1%        |
| PARKING                                    | 307,528             | 302,619             | 73,955              | 371,660             | 402.5%        |
| BRANSON                                    | 66,630              | -                   | -                   | -                   | 0.0%          |
| MISCELLANEOUS                              | 30,992              | 1,452               | 1,424               | -                   | -100.0%       |
| <b>TOTAL INTRAFUND TRANSFERS:</b>          | <b>\$ 1,669,763</b> | <b>\$ 1,260,202</b> | <b>\$ 2,065,779</b> | <b>\$ 2,438,996</b> | <b>18.1%</b>  |
| OTHER USES:                                |                     |                     |                     |                     |               |
| DEBT RETIREMENT                            | \$ 189,248          | \$ 176,179          | \$ 127,574          | \$ 127,572          | 0.0%          |
| <b>TOTAL OTHER USES</b>                    | <b>\$ 189,248</b>   | <b>\$ 176,179</b>   | <b>\$ 127,574</b>   | <b>\$ 127,572</b>   | <b>0.0%</b>   |
| <b>TOTAL OTHER OUTGO</b>                   | <b>\$ 7,463,786</b> | <b>\$ 4,417,520</b> | <b>\$ 8,435,016</b> | <b>\$ 5,200,004</b> | <b>-38.4%</b> |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021  
COMMUNITY SERVICES

### Revenue and Expenditures Trends



### CES Budgeted Expenditures



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**E. COMMUNITY SERVICES  
REVENUE AND EXPENDITURE REPORT**

| <b>FISCAL YEAR</b>                        | <b>ACTUAL<br/>2017-2018</b> | <b>ACTUAL<br/>2018-2019</b> | <b>ESTIMATED<br/>2019-2020</b> | <b>ADOPTION<br/>BUDGET<br/>2020-2021</b> | <b>%<br/>CHANGE</b> |
|---|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>REVENUE</b>                            | \$ 841,292                  | \$ 922,866                  | \$ 680,763                     | \$ 757,523                               | 11.3%               |
| Interfund Transfer In - Haddie Fund       | 62,303                      | \$ 62,138                   | 42,594                         | 50,000                                   | 17.4%               |
| <b>Total Revenue</b>                      | <b>\$ 903,595</b>           | <b>\$ 985,004</b>           | <b>\$ 723,357</b>              | <b>807,523</b>                           | <b>11.6%</b>        |
| <b>EXPENDITURES BY PROGRAM</b>            |                             |                             |                                |  |                     |
| Program Administration                    | \$ 897,384                  | \$ 879,605                  | \$ 788,402                     | \$ 801,274                               | 1.6%                |
| Facilities Use                            | 2,579                       | 678                         | -                              | -  | 0.0%                |
| Intensive English                         | 235,421                     | 259,942                     | 264,229                        | 255,082                                  | -3.5%               |
| Emeritus                                  | 179,253                     | 155,581                     | 123,115                        | 171,721                                  | 39.5%               |
| Short Courses/Workshops                   | 160,876                     | 159,934                     | 150,797                        | 179,446                                  | 19.0%               |
| <b>Total Expenditures</b>                 | <b>\$ 1,475,513</b>         | <b>\$ 1,455,740</b>         | <b>\$ 1,326,543</b>            | <b>\$ 1,407,523</b>                      | <b>6.1%</b>         |
| <b>TRANSFER IN FROM UNRESTRICTED FUND</b> | <b>\$ (571,918)</b>         | <b>\$ (470,736)</b>         | <b>\$ (603,186)</b>            | <b>\$ (600,000)</b>                      | <b>-0.5%</b>        |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

| <b>FISCAL YEAR</b>   | <b>ACTUAL<br/>2017-2018</b> | <b>ACTUAL<br/>2018-2019</b> | <b>ESTIMATED<br/>2019-2020</b> | <b>ADOPTION<br/>BUDGET<br/>2020-2021</b> | <b>%<br/>CHANGE</b> |
|--|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>FEDERAL SOURCES</b>                                     |                             |                             |                                |  |                     |
| CARES Relief Act   | \$ -                        | \$ -                        | \$ 117,168                     | \$ 556,804                               | 375.2%              |
| Child Development Training Consortium                      | 6,513                       | 10,188                      | 11,214                         | 9,000                                    | -19.7%              |
| College Work Study Program                                 | 175,028                     | 189,242                     | 172,666                        | 249,924                                  | 44.7%               |
| COVID-19 Response Block Grant                              | -                           | -                           | -                              | 166,767                                  | 0.0%                |
| ECE Mentor Program   | 4,784                       | 5,430                       | 5,138                          | -  | -100.0%             |
| Foster Care Education Program (39% Federal)                | 34,730                      | 30,058                      | 25,709                         | 24,092                                   | -6.3%               |
| Office of Emergency Services – Preparedness Plan Carry Fwd | -                           | -                           | -                              | 1,439                                    | 0.0%                |
| PELL (Grants & Admin) & Direct Loan Programs               | 4,970                       | 2,577                       | 1,538                          | 9,145                                    | 494.6%              |
| Transitional Assistance to Needy Families (48% Federal)    | 15,740                      | 14,847                      | 14,924                         | 14,205                                   | -4.8%               |
| VTEA - Tech. Prep.   | 41,592                      | 41,377                      | 46,195                         | -  | -100.0%             |
| Vocational & Applied Tech. Education                       | 99,671                      | 92,542                      | 87,072                         | 95,667                                   | 9.9%                |
| <b>TOTAL FEDERAL - GENERAL FUND</b>                        | <b>\$ 383,028</b>           | <b>\$ 386,261</b>           | <b>\$ 481,624</b>              | <b>\$ 1,127,043</b>                      | <b>134.0%</b>       |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

| FISCAL YEAR   | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE  |
|---|---------------------|---------------------|------------------------|---------------------------------|--------------|
| <b>STATE SOURCES</b>  |                     |                     |                        |                                 |              |
| AB 19 CA College Promise  | \$ -                | \$ 25,859           | \$ 178,280             | 368,937                         | 106.9%       |
| AB 19 CA College Promise, Carry Forward                         | -                   | -                   | -                      | 333,633                         | 0.0%         |
| AB 86 Adult Education Planning/Adult Ed Block Grant (AEBG)      | 95,327              | -                   | 186,243                | 222,000                         | 19.2%        |
| Adult Ed Block Grant (AEBG) Carry Forward                       | 95,214              | 301,237             | -                      | 83,007                          | 0.0%         |
| Adult Ed Block Grant - Pass Through                             | 1,149,081           | -                   | -                      | -                               | 0.0%         |
| Basic Skills  | 33,063              | -                   | -                      | -                               | 0.0%         |
| Basic Skills Carry Forward                                      | 77,002              | 105,022             | -                      | -                               | 0.0%         |
| Basic Skills Transformation Grant                               | 458,258             | 560,718             | -                      | -                               | 0.0%         |
| Board Financial Assistance Program Admin. Allowance/R2T4        | 174,520             | 173,972             | 169,456                | 152,113                         | -10.2%       |
| CA Ed Learning Lab Grant - Improving Online CTE Pathways        | -                   | 8,159               | 105,472                | 86,369                          | -18.1%       |
| CAL Grants  | -                   | -                   | -                      | -                               | 0.0%         |
| CALWORKS  | 150,205             | 149,926             | 171,087                | 139,630                         | -18.4%       |
| CA Planning & Research (OPR18121) Developing STEM Thinker       | -                   | -                   | 226,857                | 619,610                         | 173.1%       |
| Certified Nurse Asst (CNA) Program                              | -                   | -                   | -                      | 57,500                          | 0.0%         |
| Cooperative Agencies Resources for Education                    | 62,924              | 70,619              | 79,199                 | 75,230                          | -5.0%        |
| Cooperative Agencies Resources for Education Carry Fwd          | -                   | -                   | -                      | -                               | 0.0%         |
| COVID-19 Response Block Grant                                   | -                   | -                   | -                      | 204,709                         | 0.0%         |
| Data & Accountability Grant                                     | 54,920              | 20,734              | -                      | -                               | 0.0%         |
| Disabled Student Programs & Services (Student Accessibility & S | 730,786             | 776,773             | 808,547                | 755,870                         | -6.5%        |
| Enrollment Fee Waiver - 2% Administrative                       | 34,284              | 33,897              | 28,686                 | 27,250                          | -5.0%        |
| Extended Opportunity Programs & Services                        | 548,779             | 541,683             | 530,825                | 504,280                         | -5.0%        |
| Extended Opportunity Programs & Services-Carry Forward          | -                   | -                   | 1,263                  | -                               | -100.0%      |
| Faculty and Staff Development-Carry Forward                     | -                   | -                   | 11,202                 | 123                             | -98.9%       |
| Faculty and Staff Diversity-Carry Forward                       | -                   | 25,473              | 23,970                 | 50,557                          | 110.9%       |
| Financial Aid Technology & Carry Forward                        | -                   | -                   | 43,623                 | 206,223                         | 372.7%       |
| Foster Care Education Program (61% State)                       | 36,731              | 41,509              | 40,541                 | 38,080                          | -6.1%        |
| Guided Pathways   | -                   | 58,776              | 174,521                | 50,496                          | -71.1%       |
| Guided Pathways Carry Forward                                   | -                   | -                   | -                      | 176,926                         | 0.0%         |
| Hazardous Substances Carry Forward                              | -                   | -                   | -                      | 4,880                           | 0.0%         |
| SUB-TOTAL   | \$ 3,701,094        | \$ 2,894,357        | \$ 2,779,772           | \$ 4,157,423                    | <b>49.6%</b> |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

|   | <b>ACTUAL<br/>2017-2018</b> | <b>ACTUAL<br/>2018-2019</b> | <b>ESTIMATED<br/>2019-2020</b> | <b>ADOPTION<br/>BUDGET<br/>2020-2021</b> | <b>%<br/>CHANGE</b> |
|---|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>STATE SOURCES CONTINUED</b>                            |                             |                             |                                |  |                     |
| SUB-TOTAL (PREVIOUS PAGE)                                 | \$ 3,701,094                | \$ 2,894,357                | \$ 2,779,772                   | \$ 4,157,423                             | 49.6%               |
| Hunger Free Campus  | 2,256                       | 5,519                       | 13,346                         | 32,867                                   | 146.3%              |
| ISPIC-Biz & Entrepreneurship Sector                       | -                           | 60,000                      | -                              | -  | 0.0%                |
| Mental Health Support                                     | -                           | 3,178                       | 20,739                         | 10,197                                   | -50.8%              |
| North Bay - Trades Internship Programs                    | -                           | 181,774                     | 210,098                        | -  | -100.0%             |
| Nursing/Economic Development & Carry Forward              | 119,800                     | 109,278                     | 96,949                         | 126,069                                  | 30.0%               |
| Other State Grants  | 62,945                      | 166,685                     | 34,484                         | -  | -100.0%             |
| Other State Grants Carry Forward                          | -                           | -                           | -                              | 41,638                                   | 0.0%                |
| Peace Officers Training                                   | 296                         | 1,029                       | 489                            | 4,157                                    | 750.1%              |
| Physical Plant and Instructional Support                  | 256,605                     | 381,359                     | 54,089                         | -  | -100.0%             |
| Physical Plant and Instructional Support Carry Forward    | -                           | -                           | -                              | -  | 0.0%                |
| Prop. 20 – Lottery – Instructional Supplies               | 117,280                     | 60,817                      | 57,762                         | 182,630                                  | 216.2%              |
| Prop. 20 – Lottery – Instructional Supplies Carry Forward | -                           | -                           | -                              | 1,259,587                                | 0.0%                |
| Scheduled Maintenance Carry-Forward                       | -                           | -                           | -                              | 150,871                                  | 0.0%                |
| Strong Workforce (Local) - 20/21                          | -                           | -                           | -                              | 482,401                                  | 0.0%                |
| Strong Workforce (Local) - 19/20                          | -                           | -                           | 4,912                          | 556,645                                  | 11232.3%            |
| Strong Workforce (Local) - Prior Years/Carry Forward      | 624,190                     | 371,242                     | 468,273                        | 318,856                                  | -31.9%              |
| Strong Workforce (Regional) - 20/21                       | -                           | -                           | -                              | 200,000                                  | 0.0%                |
| Strong Workforce (Regional) - 19/20                       | -                           | -                           | 3,131                          | 305,725                                  | 9664.5%             |
| Strong Workforce (Regional) - Prior Years/Carry Forward   | 189,725                     | 435,686                     | 274,986                        | 162,794                                  | -40.8%              |
| Student Equity  | 359,705                     | -                           | -                              | -  | 0.0%                |
| Student Equity Carry Forward                              | 114,787                     | 17,530                      | -                              | -  | 0.0%                |
| Student Equity and Achievement (SEA) Pogram               | -                           | 1,593,410                   | 1,594,636                      | 1,594,636                                | 0.0%                |
| Student Success & Support Program (Credit)                | 940,787                     | -                           | -                              | -  | 0.0%                |
| Student Success & Support Program (Credit) Carry Fwd      | 107,504                     | -                           | -                              | -  | 0.0%                |
| Student Success & Support Program (Non-Credit)            | 62,222                      | -                           | -                              | -  | 0.0%                |
| Student Success & Support Program (Non-Credit) Carry Fwd  | 77,796                      | 76,307                      | -                              | -  | 0.0%                |
| Transitional Assistance to Needy Families (52% State)     | 15,741                      | 16,396                      | 15,546                         | 14,797                                   | -4.8%               |
| UMOJA, Current and Carry Forward                          | -                           | 8,257                       | 10,081                         | 2,012                                    | -80.0%              |
| Unlock the Data, Current and Carry Forward                | 23,586                      | 26,414                      | -                              | -  | 0.0%                |
| Veterans Resource Center & Carry Forward                  | 2,917                       | 1,176                       | 2,687                          | 59,735                                   | 2123.1%             |
| <b>TOTAL STATE</b>  | <b>\$ 6,779,236</b>         | <b>\$ 6,410,414</b>         | <b>\$ 5,641,980</b>            | <b>\$ 9,663,040</b>                      | <b>71.3%</b>        |



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

| <b>FISCAL YEAR</b>   | <b>ACTUAL<br/>2017-2018</b> | <b>ACTUAL<br/>2018-2019</b> | <b>ESTIMATED<br/>2019-2020</b> | <b>ADOPTION<br/>BUDGET<br/>2020-2021</b> | <b>%<br/>CHANGE</b> |
|--|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>LOCAL SOURCES</b>   |                             |                             |                                |  |                     |
| Advancement  | \$ 201,144                  | \$ 291,776                  | 678,794                        | 800,000                                  | 17.9%               |
| Advancement Carry Forward  | -                           | -                           | -                              | 667,786                                  | 0.0%                |
| Annual Fund Drive  | 133,325                     | 72,624                      | 79,973                         | 150,000                                  | 87.6%               |
| Annual Fund Drive Carry Forward                                  | -                           | -                           | -                              | 235,625                                  | 0.0%                |
| Branson  | 48,800                      | -                           | -                              | -  | 0.0%                |
| Cabrillo-60% CTE Enhanced & 40% System Building Carry Fwd        | 1,450                       | -                           | -                              | -  | 0.0%                |
| Cafeteria  | -                           | -                           | -                              | 53,500                                   | 0.0%                |
| COM Foundation:  |                             |                             |                                |  |                     |
| Donations Carry Forward  | -                           | -                           | -                              | 5,485                                    | 0.0%                |
| Scholarships & Carry Forward                                     | -                           | -                           | -                              | 4,137                                    | 0.0%                |
| Electronic Vehicle Training Consortium Carry Forward             | 19,855                      | -                           | -                              | -  | 0.0%                |
| Faculty Entrepreneur Champions                                   | 2,261                       | 5,733                       | 1,387                          | 1,810                                    | 30.5%               |
| Health Services - Restricted                                     | 256,659                     | 225,299                     | 209,271                        | 187,500                                  | -10.4%              |
| Health Services, Restricted & Carry Forward                      | -                           | -                           | 17,480                         | -  | -100.0%             |
| Maintenance Management & Carry Forward                           | -                           | -                           | 34,262                         | 333,180                                  | 872.4%              |
| MCF – College Skills & Career Bridges for ESL Students Carry Fwd | 5,812                       | -                           | -                              | -  | 0.0%                |
| MCF - Report to the Community Carry Fwd                          | 619                         | -                           | -                              | -  | 0.0%                |
| MCCD Facility Rentals  | 90,730                      | 355,127                     | 404,017                        | 230,000                                  | -43.1%              |
| MCCD Facility Rentals Carry Forward                              | -                           | -                           | -                              | 413,464                                  | 0.0%                |
| Marin County – Crisis Intervention Carry Forward                 | 44                          | -                           | -                              | -  | 0.0%                |
| Napa Valley - 40% CTE Food Systems                               | 11                          | -                           | -                              | -  | 0.0%                |
| Nor Cal Career Pathways Alliance Carry Forward                   | 86,452                      | 8,859                       | -                              | -  | 0.0%                |
| <b>SUB-TOTAL</b>   | <b>\$ 847,162</b>           | <b>\$ 959,418</b>           | <b>\$ 1,425,184</b>            | <b>\$ 3,082,487</b>                      | <b>116.3%</b>       |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

| FISCAL YEAR                                       | ACTUAL<br>2017-2018  | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|---|----------------------|---------------------|------------------------|---------------------------------|---------------|
| <b>LOCAL SOURCES CONTINUED</b>                    |                      |                     |                        |                                 |               |
| SUB-TOTAL (PREVIOUS PAGE)                         | \$ 847,162           | \$ 959,418          | \$ 1,425,184           | \$ 3,082,487                    | 116.3%        |
| Outside Scholarships                              | 48,054               | 73,897              | 100,794                | 90,000                          | -10.7%        |
| Parking   | 504,785              | 597,783             | 553,138                | 367,853                         | -33.5%        |
| President's Circle                                | 2,520                | 897                 | -                      | 23,343                          | 0.0%          |
| Risk Margin (RM)/ RM Carry Forward                | 277,495              | -                   | -                      | 130,033                         | 0.0%          |
| San Mateo CC - CALSTEP                            | 37,180               | -                   | -                      | -                               | 0.0%          |
| San Rafael Redevelopment Carry Fwd                | -                    | -                   | -                      | 530,521                         | 0.0%          |
| Santa Rosa Multimedia Collaborative               | 3,853                | -                   | -                      | -                               | 0.0%          |
| Student Technology                                | 25,669               | 21,604              | 73,238                 | 80,000                          | 9.2%          |
| Student Technology Carry Forward                  | -                    | -                   | -                      | 366,349                         | 0.0%          |
| UC Berkeley - Puente Fund                         | 1,500                | 1,500               | 1,500                  | 1,500                           | 0.0%          |
| Youth & Entrepreneurship Program (YEP) - Cabrillo | 1,893                | -                   | -                      | -                               | 0.0%          |
| <b>TOTAL LOCAL</b>                                | <b>\$ 1,750,111</b>  | <b>\$ 1,655,099</b> | <b>\$ 2,153,854</b>    | <b>\$ 4,672,086</b>             | <b>116.9%</b> |
| <b>OTHER FINANCING SOURCES/OUTGO</b>              |                      |                     |                        |                                 |               |
| Inter/Intrafund Transfers In/(Out)                | 1,669,763            | 1,260,202           | 2,065,779              | 2,438,996                       | 18.1%         |
| Contingency for Additional Grants                 | -                    | -                   | -                      | 1,500,000                       | 0.0%          |
| <b>TOTAL RESTRICTED PROGRAMS</b>                  | <b>\$ 10,582,138</b> | <b>\$ 9,711,976</b> | <b>\$ 10,343,237</b>   | <b>\$ 19,401,165</b>            | <b>87.6%</b>  |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART V – SPECIAL FUND / PROGRAM BENEFITS**

**A. OVERVIEW**

The General Fund of the Marin Community College District reflects most of the District's educational activities. There are other funds within the District that support related operations that are either legislatively mandated or directed by the Board. A brief review of each of these funds is provided along with a summary fiscal analysis of the operations and a proposed Adoption Budget for the 2020-21 Fiscal Year. The following funds or programs are included in this section:

1. **Scholarship and Loan Trust Fund**
2. **Student Financial Aid Trust Fund**
3. **Investment Trust Fund (Formerly Foundation Trust Fund)**
4. **Child Development Fund**
5. **IVC Organic Farm Fund**
6. **Solar Operations Fund**
7. **Workforce Housing Operations Fund**
8. **Capital Outlay Fund**
9. **Lease Revenue Bond (LRBs) Projects Fund**
10. **Certificates of Participation (COPs) Projects Fund**
11. **Measure C Building Fund**
12. **Measure B Building Fund, Series A**
13. **Measure B Fund, Series A-1**
14. **Measure B Building Fund, Series B**
15. **Measure B Fund, Series B-1**
16. **Hamilton Redevelopment Bond Interest and Redemption Fund**
17. **Lease Revenue Bond (LRBs) Interest and Redemption Fund**
18. **Certificates of Participation (COPs) Debt Service Fund**
19. **Measure C Bond Interest and Redemption Fund**
20. **Measure B Bond Interest and Redemption Fund**
21. **Self-Insurance Fund**
22. **PARS-CCLC Pension Rate Stabilization Trust Fund**
23. **Other Post-Employment Benefits (OPEB) Trust Fund - CERBT**
24. **Other Agency Fund**
25. **Associated Student Organizations**

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**B. NARRATIVE TEXT AND FINANCIAL STATEMENTS  
SCHOLARSHIP AND LOAN TRUST FUND  
REVENUE AND EXPENDITURE REPORT**

The Scholarship and Loan Trust Fund is used to account for such gifts, donations, bequests and devises (subject to donor restrictions) which are used for scholarships or for grants in aid and loans to students.

This fund was established in 2012-13 when the College began to receive an annual Clara-Belle Hamilton nursing scholarship contribution which over the last two years has been \$63,364 and \$64,555 respectively.

In 2013-14, the College received a \$200,000 anonymous donation via the Marin Community Foundation for the benefit of the general scholarship fund and Emeritus. The intended expenditures of this fund is one half academic scholarships, one quarter scholarships for Emeritus students and one quarter to fund free or nominal fee courses for Emeritus students. Since then, the anonymous donor has contributed an additional \$390,000 to continue support of the general scholarship fund and free or nominal fee courses and scholarships for Emeritus students.

In 2017-18, the College was named the residuary beneficiary of the Robert L. Bilger and Patricia A. Bilger Family Trust receiving \$30,902 over the last three years. This gift is to be held as a permanent endowment with only the income from this gift being paid out for scholarships.

Last year, the College received two donations for the establishment of scholarships; One \$30,000 donation to establish the Pamela Cook and Paul Gietzel Charity Fund which will benefit students enrolled in a CTE program and one \$50,000 donation to establish the Donald G. Agnew Memorial Music scholarship which will benefit students enrolled in COM's music program.

There are currently eleven scholarships and grants coordinated through this fund. The total fund balance in the Scholarship and Loan Trust Fund as of June 30, 2020 is projected at \$639,618.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**B. NARRATIVE TEXT AND FINANCIAL STATEMENTS**

**SCHOLARSHIP AND LOAN TRUST FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                         | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|-------------------------------------|---------------------|---------------------|------------------------|---------------------------------|---------------|
| <b>REVENUE</b>                      |                     |                     |                        |                                 |               |
| Interest Income                     | \$ 3,939            | \$ 7,867            | \$ 13,195              | \$ 17,000                       | 28.8%         |
| Additional Scholarship Income       | 216,594             | 318,271             | 250,441                | 513,000                         | 104.8%        |
| <b>Total Revenue</b>                | <b>220,533</b>      | <b>326,138</b>      | <b>263,636</b>         | <b>530,000</b>                  | <b>101.0%</b> |
| <b>EXPENDITURES</b>                 |                     |                     |                        |                                 |               |
| Scholarships/Support                | 192,064             | 222,729             | 157,767                | 84,239                          | -46.6%        |
| Contingency                         | -                   | -                   | -                      | 200,000                         | 0.0%          |
| <b>Total Expenditures</b>           | <b>192,064</b>      | <b>222,729</b>      | <b>157,767</b>         | <b>284,239</b>                  | <b>80.2%</b>  |
| Excess of Revenue Over Expenditures | 28,469              | 103,409             | 105,869                | 245,761                         | 132.1%        |
| Beginning Fund Balance              | 401,871             | 430,340             | 533,749                | 639,618                         | 19.8%         |
| <b>ENDING FUND BALANCE</b>          | <b>\$ 430,340</b>   | <b>\$ 533,749</b>   | <b>\$ 639,618</b>      | <b>\$ 885,379</b>               | <b>38.4%</b>  |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**STUDENT FINANCIAL AID TRUST FUND  
REVENUE AND EXPENDITURE REPORT**

The Student Financial Aid Trust Fund was created to account for the deposit and direct payment of government funded student financial aid, including grants and loans. Although the fund was approved by the Board of Trustees during fiscal year 2016-17, activity within the fund began with the 2017-18 fiscal year starting July 1, 2017. The Student Financial Aid Trust Fund as of June 30, 2020 is projected to have a \$0 fund balance.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**STUDENT FINANCIAL AID TRUST FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                               | <u>ACTUAL</u><br><u>2017-2018</u> | <u>ACTUAL</u><br><u>2018-2019</u> | <u>ESTIMATED</u><br><u>2019-2020</u> | <u>ADOPTION</u><br><u>BUDGET</u><br><u>2020-2021</u> | <u>%</u><br><u>CHANGE</u> |
|---|-----------------------------------|-----------------------------------|--------------------------------------|--|---------------------------|
| <b>REVENUE</b>                            |                                   |                                   |                                      |  |                           |
| Interest Income                           | \$ -                              | \$ -                              | \$ 15,766                            | \$ -   | -100.0%                   |
| Federal Student Financial Aid             | 3,600,182                         | 3,437,996                         | 3,919,956                            | 3,565,000  | -9.1%                     |
| State Student Financial Aid               | 383,827                           | 451,046                           | 640,041                              | 490,000  | -23.4%                    |
| Interfund Transfer                        | 44,724                            | -                                 | 38,090                               | -  | -100.0%                   |
| <b>Total Revenue</b>                      | <b>4,028,733</b>                  | <b>3,889,042</b>                  | <b>4,613,853</b>                     | <b>4,055,000</b>                                     | <b>-12.1%</b>             |
| <b>EXPENDITURES</b>                       |                                   |                                   |                                      |  |                           |
| CA Student Aid Commission/DOE/R2T4 Repaym | 44,724                            | -                                 | 15,766                               | -  | -100.0%                   |
| Student Financial Aid                     | 3,984,009                         | 3,889,042                         | 4,598,087                            | 4,055,000  | -11.8%                    |
| Supplies                                  | -                                 | -                                 | -                                    | -  | 0.0%                      |
| <b>Total Expenditures</b>                 | <b>4,028,733</b>                  | <b>3,889,042</b>                  | <b>4,613,853</b>                     | <b>4,055,000</b>                                     | <b>-12.1%</b>             |
| Excess of Revenue Over Expenditures       | -                                 | -                                 | -                                    | -  | 0.0%                      |
| Beginning Fund Balance                    | -                                 | -                                 | -                                    | -  | 0.0%                      |
| <b>ENDING FUND BALANCE</b>                | <b>\$ -</b>                       | <b>\$ -</b>                       | <b>\$ -</b>                          | <b>\$ -</b>  | <b>0.0%</b>               |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**INVESTMENT TRUST FUND  
(Formerly Foundation Trust Fund)  
REVENUE AND EXPENDITURE REPORT**

This fund was established as a result of a very generous donation made in December 1982. The purpose of the donation was to establish two permanent endowment funds of \$50,000 each. One of the endowments is to be used for scholarships and other direct financial aid to students, while the other is to be used for instructional improvement activities. There have been additional gifts made since that time and several endowments have been transferred from the District to the College of Marin Foundation.

During the 1992-93 Fiscal Year, the College became a residuary beneficiary of the Carolyne DeBorba Trust, receiving \$465,147. One-fourth of this amount was transferred to the COM Foundation and the remainder was deposited into this Fund. The intended expenditures of the revenues from these funds are: one quarter Scholarships, one quarter Facilities & Grounds, and one half at Board discretion.

In 2011, the College was named the beneficiary of Mrs. Joan Hopper's IRA account which resulted in a bequest of \$265,028. In addition, the College is the remainder beneficiary of Mrs. Hopper's trust contributing \$69,796 and \$67,087 over the last two years.

During 2012-13, the College became the beneficiary of the Thomas Frederic Humiston Trust, receiving \$200,000. This trust is for the benefit of Emeritus students and the intended expenditures are for the purchase, maintenance and storage of books of interest to older students.

In Fiscal Year 2016-17, the College established a \$500,000 endowment to support Community Education and Lifelong Learning. This endowment was established with a \$200,000 contribution from the Hopper Trust and a \$100,000 contribution from the DeBorba Trust. The College of Marin Foundation will be contributing funds in the amount of \$200,000. This endowment will provide support to keep course fees affordable and promote departmental innovation and financial sustainability for years to come.

There are currently eleven endowments and grants coordinated through this fund. The total fund balance in the Investment Trust Fund as of June 30, 2020 is projected at \$1,233,419.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**INVESTMENT TRUST FUND  
(Formerly Foundation Trust Fund)  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                         | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|-------------------------------------|---------------------|---------------------|------------------------|---------------------------------|---------------|
| <b>REVENUE</b>                      |                     |                     |                        |                                 |               |
| Interest Income                     | \$ 9,889            | \$ 19,668           | \$ 24,186              | \$ 30,000                       | 24.0%         |
| Additional Investment Income        | 73,505              | 72,797              | 79,999                 | 123,000                         | 53.8%         |
| <b>Total Revenue</b>                | <b>83,394</b>       | <b>92,465</b>       | <b>104,185</b>         | <b>153,000</b>                  | <b>46.9%</b>  |
| <b>EXPENDITURES</b>                 |                     |                     |                        |                                 |               |
| Scholarships/Support                | (110)               | 14,874              | 28,751                 | 50,000                          | 73.9%         |
| Instructional/College Improvements  | 1,613               | 1,478               | 1,591                  | 153,000                         | 9516.6%       |
| Contingency                         | -                   | -                   | -                      | 50,000                          | 0.0%          |
| <b>Total Expenditures</b>           | <b>1,503</b>        | <b>16,352</b>       | <b>30,342</b>          | <b>253,000</b>                  | <b>733.8%</b> |
| Excess of Revenue Over Expenditures | 81,891              | 76,113              | 73,843                 | (100,000)                       | -235.4%       |
| Beginning Fund Balance              | 1,001,572           | 1,083,463           | 1,159,576              | 1,233,419                       | 6.4%          |
| <b>ENDING FUND BALANCE</b>          | <b>\$ 1,083,463</b> | <b>\$ 1,159,576</b> | <b>\$ 1,233,419</b>    | <b>\$ 1,133,419</b>             | <b>-8.1%</b>  |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**CHILD DEVELOPMENT FUND  
REVENUE AND EXPENDITURE REPORT**

The Child Development Fund is utilized to account for the State and locally supported operation of the Child Study Centers located at the Indian Valley (on hiatus due to construction) and Kentfield campuses.

Federal funding has declined over the last decade and currently includes only the food program. Also, as a result of the COVID-19 Pandemic operational revenue for 2020-2021 is projected to decrease substantially. The 2020-21 Adoption Budget includes decreases to State funding and parent fees as well as the continued reduced funding from a local non-profit. Personnel changes and the freezing of vacant positions for the 2020-2021 Adoption Budget help to partially offset the significant revenue declines.

2020-2021 staffing expenses are budgeted to decrease by \$61 thousand as a result of retirements and the freezing of most vacant positions.

The 2019-20 projected deficit is covered by a transfer of \$466,223 from the General Fund. 2020-21's budgeted deficit of \$360,197 will also need to be entirely funded by the General Fund.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**CHILD DEVELOPMENT FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR  | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE  |
|--|---------------------|---------------------|------------------------|---------------------------------|--------------|
| <b>REVENUE</b>                                     |                     |                     |                        |                                 |              |
| Interest Income                                    | \$ 239              | \$ 2,145            | \$ 1,138               | \$ 500                          | -56.1%       |
| Federal Income                                     | 12,600              | 10,380              | 5,050                  | 5,600                           | 10.9%        |
| State Income                                       | 113,093             | 161,484             | 107,646                | 126,034                         | 17.1%        |
| Other Local Income                                 | 210,799             | 287,855             | 176,623                | 191,740                         | 8.6%         |
| Grants/Contributions                               | 139,004             | 139,001             | 60,001                 | 60,100                          | 0.2%         |
| Interfund Transfer In for Instr'l & Admin. Support | 213,504             | 216,880             | 195,082                | 179,868                         | -7.8%        |
| Interfund Transfer In - General Fund               | 193,394             | 79,730              | 271,141                | 180,329                         | -33.5%       |
| <b>Total Revenue</b>                               | <b>882,633</b>      | <b>897,475</b>      | <b>816,681</b>         | <b>744,171</b>                  | <b>-8.9%</b> |
| <b>EXPENDITURES</b>                                |                     |                     |                        |                                 |              |
| Certificated Salaries                              | 451,362             | 498,667             | 444,664                | 357,154                         | -19.7%       |
| Classified Salaries                                | 136,065             | 95,338              | 75,295                 | 103,177                         | 37.0%        |
| Fringe Benefits                                    | 266,588             | 273,513             | 260,368                | 259,140                         | -0.5%        |
| Supplies   | 10,274              | 10,511              | 3,519                  | 10,000                          | 184.2%       |
| Food   | 15,577              | 13,443              | 14,203                 | 9,000                           | -36.6%       |
| Other Operating Expenses                           | 2,767               | 6,003               | 18,632                 | 5,700                           | -69.4%       |
| <b>Total Expenditures</b>                          | <b>882,633</b>      | <b>897,475</b>      | <b>816,681</b>         | <b>744,171</b>                  | <b>-8.9%</b> |
| Excess of Revenue Over Expenditures                | -                   | -                   | -                      | -                               | 0.0%         |
| Beginning Fund Balance                             | -                   | -                   | -                      | -                               | 0.0%         |
| <b>ENDING FUND BALANCE</b>                         | <b>\$ -</b>         | <b>\$ -</b>         | <b>\$ -</b>            | <b>\$ -</b>                     | <b>0.0%</b>  |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**IVC ORGANIC FARM FUND  
REVENUE AND EXPENDITURE REPORT**

The IVC Organic Farm Fund was established in May 2017 to account for the 5.8 acre organic farm and garden located on the IVC campus. The operations of the IVC Organic Farm will be supported by revenue generated from plant and produce sales, event rentals, and proceeds from a generous endowment received by the College of Marin Foundation.

The 2019-20 projected deficit is covered by a transfer of \$209,082 from the General Fund. 2020-21's budgeted deficit of \$110,501 will also need to be entirely funded by the General Fund.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**IVC ORGANIC FARM FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                          | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|--------------------------------------|---------------------|---------------------|------------------------|---------------------------------|---------------|
| <b>REVENUE</b>                       |                     |                     |                        |                                 |               |
| Interest Income                      | \$ (264)            | \$ (447)            | \$ (918)               | \$ -                            | -100.0%       |
| Other Local Income                   | 13,868              | 38,084              | 66,561                 | 49,332                          | -25.9%        |
| Grants/Contributions                 | 150,000             | -                   | -                      | 25,000                          | 0.0%          |
| Interfund Transfer In - General Fund | 71,006              | 209,235             | 209,082                | 110,501                         | -47.1%        |
| <b>Total Revenue</b>                 | <b>234,610</b>      | <b>246,872</b>      | <b>274,725</b>         | <b>184,833</b>                  | <b>-32.7%</b> |
| <b>EXPENDITURES</b>                  |                     |                     |                        |                                 |               |
| Classified Salaries                  | 120,224             | 163,509             | 181,838                | 130,013                         | -28.5%        |
| Fringe Benefits                      | 61,039              | 84,813              | 85,110                 | 48,070                          | -43.5%        |
| Supplies                             | -                   | 1,153               | 2,533                  | 1,250                           | -50.7%        |
| Other Operating Expenses             | 51,029              | 3,384               | 3,761                  | 4,700                           | 25.0%         |
| Equipment                            | -                   | -                   | 1,483                  | 800                             | -46.1%        |
| <b>Total Expenditures</b>            | <b>232,292</b>      | <b>252,859</b>      | <b>274,725</b>         | <b>184,833</b>                  | <b>-32.7%</b> |
| Excess of Revenue Over Expenditures  | 2,318               | (5,987)             | -                      | -                               | 0.0%          |
| Beginning Fund Balance               | 3,669               | 5,987               | -                      | -                               | 0.0%          |
| <b>ENDING FUND BALANCE</b>           | <b>\$ 5,987</b>     | <b>\$ -</b>         | <b>\$ -</b>            | <b>\$ -</b>                     | <b>0.0%</b>   |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**SOLAR OPERATIONS FUND  
REVENUE AND EXPENDITURE REPORT**

The Solar Operations Fund was established in 2019-20 for the purpose of incurring the expenditures related to the operations and maintenance contract for the solar photovoltaic energy facilities.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**SOLAR OPERATIONS FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                          |           |          | ACTUAL    | ACTUAL    | ESTIMATED         | ADOPTION          | %             |
|--------------------------------------|-----------|----------|-----------|-----------|-------------------|-------------------|---------------|
|                                      |           |          | 2017-2018 | 2017-2018 | 2019-2020         | BUDGET            | CHANGE        |
|                                      |           |          |           |           |                   | 2020-2021         |               |
| <b>REVENUE</b>                       |           |          |           |           |                   |                   |               |
| Interest Income                      | \$        | -        | \$        | -         | \$ 25             | \$ -              | -100.0%       |
| Interfund Transfer-In - General Fund |           | -        |           | -         | 360,000           | 120,000           | -66.7%        |
| <b>Total Revenue</b>                 |           | -        |           | -         | <b>360,025</b>    | <b>120,000</b>    | <b>-66.7%</b> |
| <b>EXPENDITURES</b>                  |           |          |           |           |                   |                   |               |
| Other Operating Expenses             |           | -        |           | -         | 113,258           | 126,767           | 11.9%         |
| <b>Total Expenditures</b>            |           | -        |           | -         | <b>113,258</b>    | <b>126,767</b>    | <b>11.9%</b>  |
| Excess of Revenue Over Expenditures  |           | -        |           | -         | 246,767           | (6,767)           | -102.7%       |
| Beginning Fund Balance               |           | -        |           | -         | -                 | 246,767           | 0.0%          |
| <b>ENDING FUND BALANCE</b>           | <b>\$</b> | <b>-</b> | <b>\$</b> | <b>-</b>  | <b>\$ 246,767</b> | <b>\$ 240,000</b> | <b>-2.7%</b>  |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**WORKFORCE HOUSING OPERATIONS FUND  
REVENUE AND EXPENDITURE REPORT**

The Workforce Housing Operations Fund was established in 2018-19 for the purpose of receiving revenue proceeds from workforce housing. The funds will be used to pay for costs of maintenance and operations of the housing, as well as for principal and interest payments for the Certificates of Participation.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**WORKFORCE HOUSING OPERATIONS (COPs) FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                         | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|-------------------------------------|---------------------|---------------------|------------------------|---------------------------------|---------------|
| <b>REVENUE</b>                      |                     |                     |                        |                                 |               |
| Interest Income                     | \$ -                | \$ -                | \$ 1,663               | \$ -                            | -100.0%       |
| Other Local Income                  | -                   | 49,080              | 112,449                | 100,000                         | -11.1%        |
| <b>Total Revenue</b>                | <b>-</b>            | <b>49,080</b>       | <b>114,112</b>         | <b>100,000</b>                  | <b>-12.4%</b> |
| <b>EXPENDITURES</b>                 |                     |                     |                        |                                 |               |
| Supplies                            | -                   | -                   | -                      | 4,000                           | 0.0%          |
| Other Operating Expenses            | -                   | -                   | -                      | 6,000                           | 0.0%          |
| <b>Total Expenditures</b>           | <b>-</b>            | <b>-</b>            | <b>-</b>               | <b>10,000</b>                   | <b>0.0%</b>   |
| Excess of Revenue Over Expenditures | -                   | 49,080              | 114,112                | 90,000                          | -21.1%        |
| Beginning Fund Balance              | -                   | -                   | 49,080                 | 163,192                         | 232.5%        |
| <b>ENDING FUND BALANCE</b>          | <b>\$ -</b>         | <b>\$ 49,080</b>    | <b>\$ 163,192</b>      | <b>\$ 253,192</b>               | <b>55.1%</b>  |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**CAPITAL OUTLAY FUND  
REVENUE AND EXPENDITURE REPORT**

The Capital Outlay Fund has been used to finance various capital projects with lease revenue bond and other proceeds. Scheduled Maintenance funds, previously in this fund, are now received as part of the Physical Plant and Instructional Support funding and are accounted for in the General Fund, Restricted Funds.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**CAPITAL OUTLAY FUND  
REVENUE AND EXPENDITURE REPORT**

| <b>FISCAL YEAR</b>                      | <b>ACTUAL<br/>2017-2018</b> | <b>ACTUAL<br/>2018-2019</b> | <b>ESTIMATED<br/>2019-2020</b> | <b>ADOPTION<br/>BUDGET<br/>2020-2021</b> | <b>%<br/>CHANGE</b> |
|---|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>REVENUE</b>                          |                             |                             |                                |  |                     |
| Interest Income                         | \$ 8,016                    | \$ 35,011                   | \$ 27,873                      | \$ 45,000                                | 61.4%               |
| Prop 39 CA Clean Energy Jobs Act        | 127,248                     | (37,416)                    | -                              | 66,652                                   | 0.0%                |
| Rotary - Jonas Center                   | -                           | -                           | 5,000,000                      | -  | -100.0%             |
| Miwok Dive Tower                        | -                           | -                           | -                              | 8,500,000                                | 0.0%                |
| Other Local Income                      | -                           | -                           | 13,652                         | -  | -100.0%             |
| Interfund Transfers In                  | 171,151                     | 1,000,000                   | 532,374                        | -  | -100.0%             |
| <b>Total Revenue</b>                    | <b>306,415</b>              | <b>997,595</b>              | <b>5,573,899</b>               | <b>8,611,652</b>                         | <b>54.5%</b>        |
| <b>EXPENDITURES</b>                     |                             |                             |                                |  |                     |
| Prop 39 Projects                        | -                           | 55,570                      | -                              | 66,652                                   | 0.0%                |
| Rotary - Jonas Center                   | -                           | 1,159,980                   | 3,840,020                      | -  | -100.0%             |
| Miwok Dive Tower                        | -                           | -                           | 886,436                        | 7,613,564                                | 758.9%              |
| Other                                   | 63,403                      | 88,963                      | 87,656                         | -  | -100.0%             |
| Contingency                             | -                           | -                           | -                              | 800,000                                  | 0.0%                |
| <b>Total Expenditures and Transfers</b> | <b>63,403</b>               | <b>1,304,513</b>            | <b>4,814,112</b>               | <b>8,480,216</b>                         | <b>76.2%</b>        |
| Excess of Revenue Over Expenditures     | 243,012                     | (306,918)                   | 759,787                        | 131,436                                  | -82.7%              |
| Beginning Fund Balance                  | 1,785,448                   | 2,028,460                   | 1,721,542                      | 2,481,329                                | 44.1%               |
| <b>ENDING FUND BALANCE</b>              | <b>\$ 2,028,460</b>         | <b>\$ 1,721,542</b>         | <b>\$ 2,481,329</b>            | <b>\$ 2,612,765</b>                      | <b>5.3%</b>         |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**LEASE REVENUE BOND PROJECTS (LRBs) FUND  
REVENUE AND EXPENDITURE REPORT**

In 2017-18, the District sold \$7.37 million of lease revenue bonds to finance solar photovoltaic energy facilities and other energy efficient projects for the Kentfield and Indian Valley campuses. This fund will be used to account for the bond proceeds and expenditures.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**LEASE REVENUE BOND (LRBs) PROJECTS FUND  
REVENUE AND EXPENDITURE REPORT**

| <b>FISCAL YEAR</b>                  | <b>ACTUAL<br/>2017-2018</b> | <b>ACTUAL<br/>2018-2019</b> | <b>ESTIMATED<br/>2019-2020</b> | <b>ADOPTION<br/>BUDGET<br/>2020-2021</b> | <b>%<br/>CHANGE</b> |
|-------------------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>REVENUE</b>                      |                             |                             |                                |  |                     |
| Lease Revenue Bond Proceeds         | \$ 7,370,000                | \$ -                        | \$ -                           | \$ -                                     | 0.0%                |
| Lease Revenue Bond Premium          | 342,169                     | -                           | -                              | -  | 0.0%                |
| Interest Income                     | 17,077                      | 8,090                       | 1,545                          | -  | -100.0%             |
| <b>Total Revenue</b>                | <b>7,729,246</b>            | <b>8,090</b>                | <b>1,545</b>                   | <b>-</b>                                 | <b>-100.0%</b>      |
| <b>EXPENDITURES</b>                 |                             |                             |                                |  |                     |
| Kentfield                           | 3,585,260                   | 359,914                     | 61,850                         | 3,150                                    | -94.9%              |
| Indian Valley                       | 2,763,160                   | 642,333                     | 39,122                         | 71,923                                   | 83.8%               |
| Bond Issuance Costs                 | 212,169                     | -                           | -                              | -  | 0.0%                |
| <b>Total Expenditures</b>           | <b>6,560,589</b>            | <b>1,002,247</b>            | <b>100,972</b>                 | <b>75,073</b>                            | <b>-25.6%</b>       |
| Excess of Revenue Over Expenditures | 1,168,657                   | (994,157)                   | (99,427)                       | (75,073)                                 | -24.5%              |
| Beginning Fund Balance              | -                           | 1,168,657                   | 174,500                        | 75,073                                   | -57.0%              |
| <b>ENDING FUND BALANCE</b>          | <b>\$ 1,168,657</b>         | <b>\$ 174,500</b>           | <b>\$ 75,073</b>               | <b>\$ -</b>                              | <b>-100.0%</b>      |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**CERTIFICATES OF PARTICIPATION (COPs) PROJECTS FUND  
REVENUE AND EXPENDITURE REPORT**

On October 16, 2018, the Board of Trustees of the District authorized the sale of Certificates of Participation to finance the acquisition and construction of District facilities and workforce housing units. In February 2019 the District sold \$3.98 million certificates.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**CERTIFICATES OF PARTICIPATION (COPs) PROJECT FUND  
REVENUE AND EXPENDITURE REPORT**

| <b>FISCAL YEAR</b>                      | <b>ACTUAL</b>    | <b>ACTUAL</b>       | <b>ESTIMATED</b>    | <b>ADOPTION</b>  | <b>%</b>        |
|---|------------------|---------------------|---------------------|------------------|-----------------|
|   | <b>2017-2018</b> | <b>2018-2019</b>    | <b>2019-2020</b>    | <b>BUDGET</b>    | <b>CHANGE</b>   |
|   |                  |                     |                     | <b>2020-2021</b> |                 |
| <b>REVENUE</b>                          |                  |                     |                     |                  |                 |
| Interest Income                         | \$ -             | \$ 23,338           | \$ 42,504           | \$ 60,000        | 41.2%           |
| Other Local Income                      | -                | 4,173,372           | -                   | -                | 0.0%            |
| <b>Total Revenue</b>                    | <b>-</b>         | <b>4,196,710</b>    | <b>42,504</b>       | <b>60,000</b>    | <b>41.2%</b>    |
| <b>EXPENDITURES</b>                     |                  |                     |                     |                  |                 |
| Classified Salaries                     | -                | 8,569               | -                   | -                | 0.0%            |
| Employee Benefits                       | -                | 5,970               | -                   | -                | 0.0%            |
| Bond Issuance                           | -                | 167,033             | -                   | -                | 0.0%            |
| Capital Outlay                          | -                | 86,165              | 10,183              | 4,021,294        | 39390.3%        |
| <b>Total Expenditures and Transfers</b> | <b>-</b>         | <b>267,737</b>      | <b>10,183</b>       | <b>4,021,294</b> | <b>39390.3%</b> |
| Excess of Revenue Over Expenditures     | -                | 3,928,973           | 32,321              | (3,961,294)      | -12356.1%       |
| Beginning Fund Balance                  | -                | -                   | 3,928,973           | 3,961,294        | 0.8%            |
| <b>ENDING FUND BALANCE</b>              | <b>\$ -</b>      | <b>\$ 3,928,973</b> | <b>\$ 3,961,294</b> | <b>\$ -</b>      | <b>-100.0%</b>  |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE C BUILDING FUND  
REVENUE AND EXPENDITURE REPORT**

On November 2, 2004 the voters of Marin County overwhelmingly passed Measure C, a \$249.5 million bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. With the bond, the College has been able to modernize science labs, classrooms, and libraries; provide modern computer technology; upgrade fire safety, campus security, disabled access, energy conservation systems and electrical wiring for computer technology; and repair, construct, acquire, and/or equip classrooms, labs, sites and facilities. The College retained Swinerton Management and Consulting, Inc. as its program and construction management provider through the end of 2012. Beginning January 1, 2013, the College retained Jacobs Project Management Co. to assume the role of program and construction management and to continue to work with COM's faculty, staff and students to implement the Measure C Program work in accordance with the Facilities Development and Master Plan.

In April 2005, \$75 million in bonds were sold. An additional \$75 million in bonds were sold in February 2009, and another \$52.505 million in bonds were sold in June 2011. In December 2012, \$46.995 million in bonds were sold. All issuances were sold pursuant to the terms of a public sale. All proceeds were delivered to the Marin County Treasury for credit of College of Marin into its building fund. The District continues to work closely with the County Treasury, providing cash flows and construction schedules, to optimize investment incomes.

To date, the Measure C Program has completed five new and three renovated buildings, including the Academic Center, LEED certified Science and Math and Nursing Building, the Child Study Center, the Performing Arts and Fine Arts Buildings, the Diamond PE Center and track, and the Main Building and Transportation Technology Complex at the Indian Valley Campus. As well, many accessibility, renewable energy, utility infrastructure and technology projects have been completed.

2018-19 was the last year with spending activity for Measure C.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE C BUILDING FUND  
REVENUE AND EXPENDITURE REPORT**

| <b>FISCAL YEAR</b>                   | <b>ACTUAL<br/>2017-2018</b> | <b>ACTUAL<br/>2018-2019</b> | <b>ESTIMATED<br/>2019-2020</b> | <b>ADOPTION<br/>BUDGET<br/>2020-2021</b> | <b>%<br/>CHANGE</b> |
|--------------------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>REVENUE</b>                       |                             |                             |                                |  |                     |
| Interest Income                      | \$ 1,844                    | \$ 373                      | \$ -                           | \$ -                                     | 0.0%                |
| <b>Total Revenue</b>                 | <b>1,844</b>                | <b>373</b>                  | <b>-</b>                       | <b>-</b>                                 | <b>0.0%</b>         |
| <b>EXPENDITURES</b>                  |                             |                             |                                |  |                     |
| <b>PROGRAM LEVEL</b>                 |                             |                             |                                |  |                     |
| Program Support                      | 51,319                      | 120,434                     | -                              | -  | 0.0%                |
| Subtotal                             | 51,319                      | 120,434                     | -                              | -  | 0.0%                |
| <b>DISTRICT WIDE</b>                 |                             |                             |                                |  |                     |
| Information Technology               | 20,775                      | 174,930                     | -                              | -  | 0.0%                |
|                                      | 20,775                      | 174,930                     | -                              | -  | 0.0%                |
| <b>PROJECTS</b>                      |                             |                             |                                |  |                     |
| <b>KENTFIELD CAMPUS</b>              |                             |                             |                                |  |                     |
| Austin Science Alterations           | 6,609                       | -                           | -                              | -  | 0.0%                |
| Child Study Center                   | 1,125                       | -                           | -                              | -  | 0.0%                |
| Learning Resource Center             | (1,729)                     | -                           | -                              | -  | 0.0%                |
| Misc. Sitework                       | 6,008                       | -                           | -                              | -  | 0.0%                |
| Kentfield Campus Expenditures        | 12,013                      | -                           | -                              | -  | 0.0%                |
| <b>INDIAN VALLEY CAMPUS</b>          |                             |                             |                                |  |                     |
| Misc IVC                             | 20,000                      | -                           | -                              | -  | 0.0%                |
| Bridges/Pathways                     | 136,162                     | -                           | -                              | -  | 0.0%                |
| ADA, Roofs and Building Improvements | 50,551                      | 26,032                      | -                              | -  | 0.0%                |
| Indian Valley Campus Expenditures    | 206,713                     | 26,032                      | -                              | -  | 0.0%                |
| <b>Total Expenditures</b>            | <b>290,820</b>              | <b>321,396</b>              | <b>-</b>                       | <b>-</b>                                 | <b>0.0%</b>         |
| Excess of Revenue Over Expenditures  | (288,976)                   | (321,023)                   | -                              | -  | 0.0%                |
| Beginning Fund Balance               | 609,999                     | 321,023                     | -                              | -  | 0.0%                |
| <b>ENDING FUND BALANCE</b>           | <b>\$ 321,023</b>           | <b>\$ -</b>                 | <b>\$ -</b>                    | <b>\$ -</b>                              | <b>0.0%</b>         |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE B BUILDING FUND, SERIES A  
REVENUE AND EXPENDITURE REPORT**

On June 7, 2016 the voters of Marin County overwhelmingly passed Measure B, a \$265,000,000 bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. This bond measure authorized a combination of both tax exempt (Series A and Series B) and federally-taxable bonds (Series A-1 and Series B-1).

In December 2016, \$60,000,000 in tax exempt bonds were sold, netted against \$280,000 issuance and underwriting costs. Issuances were sold pursuant to the terms of a public sale. All proceeds were delivered to the Marin County Treasury for credit of College of Marin into its Measure B, Series A building fund.

With the bond, the District will be able to modernize classrooms, labs and other academic spaces; upgrade fire safety, campus security, disabled access, energy conservation systems; and repair facilities. Additionally, projects include the construction of new recreational facilities including rehabilitation of current athletic fields, construction of facilities for the Organic Farm & Garden, modernization of existing administration buildings at Indian Valley Campus, construction of a new Maintenance & Operations building in Kentfield and construction on the New Miwok Center is continuing, Pomo Complex Phase 2 and various site improvements have been completed. The planning and design effort will continue during 2019-20 for the building and replacement facilities for the Learning Resource Center. The District constructed and/or modernized other buildings throughout the District during 2019-20, as well as acquired real property to expand the District's footprint.

To assist in the management and the implementation of the Measure B Bond program, the District retained the Gilbane Building Company as its program and construction management provider and A. Kennedy Group, Inc. as the bond management and compliance consultant.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE B BUILDING FUND, SERIES A  
REVENUE AND EXPENDITURE REPORT**

| <b>FISCAL YEAR</b>                  |   | <b>ACTUAL<br/>2017-2018</b> | <b>ACTUAL<br/>2018-2019</b> | <b>ESTIMATED<br/>2019-2020</b> | <b>ADOPTION<br/>BUDGET<br/>2020-2021</b> | <b>%<br/>CHANGE</b> |
|-------------------------------------|---|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>REVENUE</b>                      |   |                             |                             |                                |  |                     |
| Interest Income                     |   | \$ 459,758                  | \$ 414,976                  | \$ 46,318                      | \$ -                                     | -100.0%             |
| State Revenue                       |   | -                           | 18,193                      | -                              | -  | 0.0%                |
| <b>Total Revenue</b>                |   | <b>459,758</b>              | <b>433,169</b>              | <b>46,318</b>                  | <b>-</b>                                 | <b>-100.0%</b>      |
| <b>PROJECT EXPENDITURES</b>         |   |                             |                             |                                |  |                     |
| <b>DISTRICT WIDE</b>                |   |                             |                             |                                |  |                     |
| 35110                               | Campus Security                                     | 319,335                     | 96,889                      | -                              | -  | 0.0%                |
| 35111                               | Environmental Impact Report                         | 38,720                      | 7,106                       | (3,770)                        | -  | -100.0%             |
| 35114                               | Property Acquisitions                               | -                           | 6,152,886                   | 29,327                         | -  | -100.0%             |
| 35115                               | Bolinas Site  | -                           | 61,170                      | 21,794                         | -  | -100.0%             |
| 35510                               | Program Management, District Staff                  | (1,480)                     | 341,596                     | 11,596                         | -  | -100.0%             |
|                                     | Districtwide Expenditures                           | 356,575                     | 6,659,647                   | 58,947                         | -  | -100.0%             |
| <b>KENTFIELD CAMPUS</b>             |   |                             |                             |                                |  |                     |
| 35710                               | Student Services                                    | 80,675                      | 124,548                     | -                              | -  | 0.0%                |
| 35711                               | Fusselman Hall                                      | 20,979                      | 405,999                     | -                              | -  | 0.0%                |
| 35712                               | Learning Resources Center                           | 90,218                      | 249,305                     | 922                            | -  | -100.0%             |
| 35713                               | PE Complex/Pool Renovations                         | 135,221                     | 112,258                     | -                              | -  | 0.0%                |
| 35714                               | Site Improvements                                   | 905,951                     | 163,004                     | (38,284)                       | -  | -100.0%             |
| 35715                               | Athletic Synthetic Turf Fields and Restroom/Storage | 5,675,562                   | 7,147,794                   | 58,467                         | -  | -100.0%             |
| 35717                               | Child Study Center                                  | 18,666                      | 39                          | -                              | -  | 0.0%                |
| 35718                               | Performing Arts                                     | 173,031                     | 360,495                     | 8,350                          | -  | -100.0%             |
| 35719                               | Fine Arts   | 11,111                      | 92,685                      | 1,318                          | -  | -100.0%             |
| 35720                               | Science, Math and Nursing                           | 47,660                      | 8,610                       | 53,512                         | -  | -100.0%             |
| 35721                               | Maintenance & Operations Bldg. & District Warehouse | 638,428                     | 1,555,852                   | 121,761                        | -  | -100.0%             |
| 35722                               | Village Square Replacement                          | 57                          | -                           | -                              | -  | 0.0%                |
| 35723                               | Academic Center                                     | 1,313                       | 3,873                       | -                              | -  | 0.0%                |
| 35725                               | Demolition of Kent Ave. Maintenance Facilities      | 320,670                     | (65,038)                    | -                              | -  | 0.0%                |
| 35726                               | Swing Space   | -                           | 201,769                     | (1,000)                        | -  | -100.0%             |
|                                     | Kentfield Campus Expenditures                       | 8,119,542                   | 10,361,193                  | 205,046                        | -  | -100.0%             |
| <b>INDIAN VALLEY CAMPUS</b>         |   |                             |                             |                                |  |                     |
| 35612                               | ADA Barrier Removal/Site Improvements               | 4,580,669                   | 310,905                     | (12,132)                       | -  | -100.0%             |
| 35613                               | Admin Cluster                                       | 3,666,461                   | 978,240                     | 82,723                         | -  | -100.0%             |
| 35616                               | Outdoor Amphitheater                                | 28,250                      | (15)                        | -                              | -  | 0.0%                |
| 35617                               | Organic Farm/Garden Enhancements                    | 1,789,266                   | 2,181,836                   | 4,269                          | -  | -100.0%             |
| 35618                               | Pomo Cluster  | 3,254,974                   | 6,844,122                   | 236,974                        | -  | -100.0%             |
| 35619                               | Building 27   | -                           | 66,908                      | 3,749                          | -  | -100.0%             |
| 35620                               | New Miwok Center                                    | 2,507,572                   | 3,119,236                   | 7,375                          | 44,437                                   | 502.5%              |
| 35622                               | Building 12   | -                           | 58,323                      | 69,412                         | -  | -100.0%             |
| 35623                               | Demolition Project                                  | 805,286                     | (165,793)                   | -                              | -  | 0.0%                |
| 35624                               | Building 17   | 13,595                      | 4,529                       | -                              | -  | 0.0%                |
|                                     | Indian Valley Campus Expenditures                   | 16,646,073                  | 13,398,291                  | 392,370                        | 44,437                                   | -88.7%              |
| <b>Total Expenditures</b>           |   | <b>25,122,190</b>           | <b>30,419,131</b>           | <b>656,363</b>                 | <b>44,437</b>                            | <b>-93.2%</b>       |
| Excess of Revenue Over Expenditures |   | (24,662,432)                | (29,985,962)                | (610,045)                      | (44,437)                                 | -92.7%              |
| Beginning Fund Balance              |   | 55,302,876                  | 30,640,444                  | 654,482                        | 44,437                                   | -93.2%              |
| <b>ENDING FUND BALANCE</b>          |   | <b>\$ 30,640,444</b>        | <b>\$ 654,482</b>           | <b>\$ 44,437</b>               | <b>\$ -</b>                              | <b>-100.0%</b>      |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE B FUND, SERIES A-1  
REVENUE AND EXPENDITURE REPORT**

On June 7, 2016 the voters of Marin County overwhelmingly passed Measure B, a \$265,000,000 bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. This bond measure authorized a combination of both tax exempt (Series A and Series B) and federally-taxable bonds (Series A-1 and Series B-1).

In December 2016, \$37,500,000 in federally-taxable bonds were sold, netted against \$287,500 in issuance and underwriting costs. Issuances were sold pursuant to the terms of a public sale and all proceeds were delivered to the Marin County Treasury for credit of College of Marin into its Measure B, Series A-1 fund.

With the bond, the District is constructing a new joint multipurpose facility with the Rotary Club of Novato. This facility started construction in Spring of 2019. Funds will also be used to purchase and install instructional and other equipment including information technology equipment to equip classrooms. The project is scheduled to be completed by the end of September 2020.

To assist in the management and the implementation of the Measure B Bond program, the District retained the Gilbane Building Company as its program and construction management provider and A. Kennedy Group, Inc. as the bond management and compliance consultant.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE B FUND, SERIES A-1  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR   | ACTUAL<br>2017-2018  | ACTUAL<br>2018-2019  | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|---|----------------------|----------------------|------------------------|---------------------------------|---------------|
| <b>REVENUE</b>  |                      |                      |                        |                                 |               |
| Interest Income   | \$ 342,533           | \$ 547,883           | \$ 590,485             | \$ 400,000                      | -32.3%        |
| <b>Total Revenue</b>                                      | <b>342,533</b>       | <b>547,883</b>       | <b>590,485</b>         | <b>400,000</b>                  | <b>-32.3%</b> |
| <b>PROJECT EXPENDITURES</b>                               |                      |                      |                        |                                 |               |
| <b>DISTRICT WIDE</b>                                      |                      |                      |                        |                                 |               |
| 35112 Information Technology                              | 949,592              | 829,852              | 435,262                | -                               | -100.0%       |
| 35113 Instructional and Other Equipment                   | 669,312              | 848,141              | 380,494                | 13,600,163                      | 3474.3%       |
| 35114 Property Acquisitions                               | -                    | -                    | 114,402                | 203,143                         | 77.6%         |
| 35116 Small Capital Repairs                               | -                    | -                    | 977                    | -                               | -100.0%       |
| 355990 Districtwide Contingency                           | -                    | -                    | -                      | 500,000                         | 0.0%          |
| Districtwide Expenditures                                 | 1,618,904            | 1,677,993            | 931,135                | 14,303,306                      | 1436.1%       |
| <b>KENTFIELD CAMPUS</b>                                   |                      |                      |                        |                                 |               |
| 35711 Fusselman Hall                                      | -                    | -                    | 535                    | -                               | -100.0%       |
| 35712 Learning Resources Center                           | -                    | -                    | 11,141                 | -                               | -100.0%       |
| 35714 Site Improvements                                   | -                    | -                    | 42,330                 | -                               | -100.0%       |
| 35715 Athletic Synthetic Turf Fields and Restroom/Storage | -                    | -                    | 2,982                  | -                               | -100.0%       |
| 35720 Science, Math and Nursing                           | -                    | -                    | 3,995                  | -                               | -100.0%       |
| 35726 Swing Space   | -                    | -                    | 12,295                 | -                               | -100.0%       |
| 35799 Campus Contingency - Kentfield Campus               | -                    | -                    | -                      | 825,000                         | 0.0%          |
| Kentfield Campus Expenditures                             | -                    | -                    | 73,278                 | 825,000                         | 1025.8%       |
| <b>INDIAN VALLEY CAMPUS</b>                               |                      |                      |                        |                                 |               |
| 35610 Jonas Center and Building 18                        | 620,423              | 2,160,288            | 7,508,401              | 1,980,228                       | -73.6%        |
| 35612 ADA Barrier Removal/Site Improvements               | -                    | -                    | 13,462                 | -                               | -100.0%       |
| 35618 Pomo Cluster  | -                    | -                    | 7,010                  | -                               | -100.0%       |
| 35620 Miwok Center  | -                    | -                    | 459                    | 55,563                          | 12005.2%      |
| 35625 Building 21   | -                    | -                    | -                      | 25,000                          | 0.0%          |
| 35699 Campus Contingency - IVC Campus                     | -                    | -                    | -                      | 50,000                          | 0.0%          |
| Indian Valley Campus Expenditures                         | 620,423              | 2,160,288            | 7,529,332              | 2,110,791                       | -72.0%        |
| <b>Total Expenditures</b>                                 | <b>2,239,327</b>     | <b>3,838,281</b>     | <b>8,533,745</b>       | <b>17,239,097</b>               | <b>102.0%</b> |
| Excess of Revenue Over Expenditures                       | (1,896,794)          | (3,290,398)          | (7,943,260)            | (16,839,097)                    | 112.0%        |
| Beginning Fund Balance                                    | 36,925,827           | 35,029,033           | 31,738,635             | 23,795,375                      | -25.0%        |
| <b>ENDING FUND BALANCE</b>                                | <b>\$ 35,029,033</b> | <b>\$ 31,738,635</b> | <b>\$ 23,795,375</b>   | <b>\$ 6,956,278</b>             | <b>-70.8%</b> |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE B BUILDING FUND, SERIES B  
REVENUE AND EXPENDITURE REPORT**

On June 7, 2016 the voters of Marin County overwhelmingly passed Measure B, a \$265,000,000 bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. This bond measure authorized a combination of both tax exempt (Series A and Series B) and federally-taxable bonds (Series A-1 and Series B-1).

In February 2019, \$70,000,000 in tax exempt bonds were sold, netted against \$172,000 issuance and underwriting costs. Issuances were sold pursuant to the terms of a public sale. All proceeds were delivered to the Marin County Treasury for credit of College of Marin into its Measure B, Series B building fund.

The bond will be used primarily for the Learning Resources Center, the New Miwok Center, the Maintenance and Operations Building and District Warehouse, and to complete other ongoing construction projects at both the Kentfield Campus and IVC Campus.

To assist in the management and the implementation of the Measure B Bond program, the District retained the Gilbane Building Company as its program and construction management provider and A. Kennedy Group, Inc. as the bond management and compliance consultant.

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021

MEASURE B BUILDING FUND, SERIES B  
REVENUE AND EXPENDITURE REPORT

| FISCAL YEAR                         |   | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019  | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|-------------------------------------|---|---------------------|----------------------|------------------------|---------------------------------|---------------|
| <b>REVENUE</b>                      |   |                     |                      |                        |                                 |               |
| Measure B Bond Proceeds             |   | \$ -                | \$ 70,000,000        | \$ -                   | \$ -                            | 0.0%          |
| Interest Income                     |   | -                   | 436,675              | 1,219,454              | 750,000                         | -38.5%        |
| <b>Total Revenue</b>                |   | <b>-</b>            | <b>70,436,675</b>    | <b>1,219,454</b>       | <b>750,000</b>                  | <b>-98.9%</b> |
| <b>PROJECT EXPENDITURES</b>         |   |                     |                      |                        |                                 |               |
| <b>DISTRICT WIDE</b>                |   |                     |                      |                        |                                 |               |
| 35110                               | Campus Security                                     | -                   | -                    | 1,824                  | 656,577                         | 35896.5%      |
| 35111                               | Environmental Impact Report                         | -                   | -                    | 54,205                 | 263,105                         | 385.4%        |
| 35112                               | Information Technology                              | -                   | -                    | 123,747                | 4,507,150                       | 3542.2%       |
| 35113                               | Equipment   | -                   | -                    | 4,324                  | -                               | -100.0%       |
| 35114                               | Property Acquisitions                               | -                   | -                    | 523,110                | -                               | -100.0%       |
| 35115                               | Bolinas   | -                   | -                    | 58,837                 | 248,199                         | 321.8%        |
| 35116                               | Small Capital Repairs                               | -                   | -                    | 933                    | 444,817                         | 47576.0%      |
| 35510                               | Program Management, District Staff                  | -                   | 172,000              | (140,004)              | 1,500,000                       | -1171.4%      |
| 35599                               | Districtwide Program Contingency                    | -                   | -                    | -                      | 5,203,629                       | 0.0%          |
|                                     | Districtwide Expenditures                           | -                   | 172,000              | 626,976                | 12,823,477                      | 1945.3%       |
| <b>KENTFIELD CAMPUS</b>             |   |                     |                      |                        |                                 |               |
| 35710                               | Student Services                                    | -                   | -                    | 10,118                 | 17,052                          | 68.5%         |
| 35711                               | Fusselman Hall                                      | -                   | -                    | 3,397,324              | 1,213,536                       | -64.3%        |
| 35712                               | Learning Resources Center                           | -                   | -                    | 4,046,601              | 10,543,694                      | 160.6%        |
| 35713                               | PE Complex/Pool Renovations                         | -                   | -                    | (25,556)               | 467,283                         | -1928.5%      |
| 35714                               | Site Improvements                                   | -                   | -                    | (58,628)               | -                               | -100.0%       |
| 35715                               | Athletic Synthetic Turf Fields and Restroom/Storage | -                   | -                    | 279,714                | -                               | -100.0%       |
| 35717                               | Child Study Center                                  | -                   | -                    | 182                    | 252,155                         | 138446.7%     |
| 35718                               | Performing Arts                                     | -                   | -                    | 1,311,600              | 312,496                         | -76.2%        |
| 35719                               | Fine Arts   | -                   | -                    | 12,759                 | -                               | -100.0%       |
| 35720                               | Science, Math and Nursing                           | -                   | -                    | 101,710                | -                               | -100.0%       |
| 35721                               | Maintenance & Operations Bldg. & District Warehouse | -                   | -                    | 10,738,656             | 1,618,229                       | -84.9%        |
| 35723                               | Academic Center                                     | -                   | -                    | (169)                  | -                               | -100.0%       |
| 35725                               | Demolition of Kent Ave. Maintenance Facilities      | -                   | -                    | (2,235)                | 150,000                         | -6811.4%      |
| 35726                               | Swing Space   | -                   | -                    | 1,418,567              | -                               | -100.0%       |
| 35799                               | Campus Contingency - Kentfield Campus               | -                   | -                    | -                      | 3,640,000                       | 0.0%          |
|                                     | Kentfield Campus Expenditures                       | -                   | -                    | 21,230,643             | 18,214,445                      | -14.2%        |
| <b>INDIAN VALLEY CAMPUS</b>         |   |                     |                      |                        |                                 |               |
| 35612                               | ADA Barrier Removal/Site Improvements               | -                   | -                    | (34,587)               | -                               | -100.0%       |
| 35613                               | Admin Cluster                                       | -                   | -                    | 324,720                | 567,970                         | 74.9%         |
| 35616                               | Outdoor Amphitheater                                | -                   | -                    | -                      | -                               | 0.0%          |
| 35617                               | Organic Farm/Garden Enhancements                    | -                   | -                    | 66,759                 | 32,777                          | -50.9%        |
| 35618                               | Pomo Cluster  | -                   | -                    | 1,455,267              | 1,384,993                       | -4.8%         |
| 35619                               | Building 27   | -                   | -                    | 60,352                 | 38,330                          | -36.5%        |
| 35620                               | New Miwok Center                                    | -                   | -                    | 9,363,411              | 4,050,047                       | -56.7%        |
| 35622                               | Building 12   | -                   | -                    | 247,458                | 300,000                         | 21.2%         |
| 35623                               | Demolition Project                                  | -                   | -                    | (48,634)               | -                               | -100.0%       |
| 35624                               | Building 17   | -                   | -                    | 81,992                 | -                               | -100.0%       |
| 35625                               | Building 21   | -                   | -                    | 96                     | -                               | -100.0%       |
| 35699                               | Campus Contingency - IVC Campus                     | -                   | -                    | -                      | 1,000,000                       | 0.0%          |
|                                     | Indian Valley Campus Expenditures                   | -                   | -                    | 11,516,834             | 7,374,117                       | -36.0%        |
| <b>Total Expenditures</b>           |   | <b>-</b>            | <b>172,000</b>       | <b>33,374,453</b>      | <b>38,412,039</b>               | <b>15.1%</b>  |
| Excess of Revenue Over Expenditures |   | -                   | 70,264,675           | (32,154,999)           | (37,662,039)                    | 17.1%         |
| Beginning Fund Balance              |   | -                   | -                    | 70,264,675             | 38,109,676                      | -45.8%        |
| <b>ENDING FUND BALANCE</b>          |   | <b>\$ -</b>         | <b>\$ 70,264,675</b> | <b>\$ 38,109,676</b>   | <b>\$ 447,637</b>               | <b>-98.8%</b> |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**CAPITAL OUTLAY FOR MEASURE B FUND, SERIES B-1  
REVENUE AND EXPENDITURE REPORT**

On June 7, 2016 the voters of Marin County overwhelmingly passed Measure B, a \$265,000,000 bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. This bond measure authorized a combination of both tax exempt (Series A and Series B) and federally-taxable bonds (Series A-1 and Series B-1).

In February 2019, \$97,500,000 in federally-taxable bonds were sold, netted against \$230,000 in issuance and underwriting costs. Issuances were sold pursuant to the terms of a public sale and all proceeds were delivered to the Marin County Treasury for credit of College of Marin into its Measure B, Series B-1 fund.

The bond will be used primarily for the Learning Resources Center, the New Miwok Center, the Maintenance and Operations Building and District Warehouse, and to complete other ongoing construction projects at both the Kentfield Campus and IVC Campus.

To assist in the management and the implementation of the Measure B Bond program, the District retained the Gilbane Building Company as its program and construction management provider and A. Kennedy Group, Inc. as the bond management and compliance consultant.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE B FUND, SERIES B-1  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR  | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019  | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE     |
|--|---------------------|----------------------|------------------------|---------------------------------|-----------------|
| <b>REVENUE</b>                                       |                     |                      |                        |                                 |                 |
| Measure B Bond Proceeds                              | \$ -                | \$ 97,500,000        | \$ -                   | \$ -                            | 0.0%            |
| Interest Income                                      | -                   | 620,078              | 2,029,401              | 1,000,000                       | -50.7%          |
| <b>Total Revenue</b>                                 | <b>-</b>            | <b>98,120,078</b>    | <b>2,029,401</b>       | <b>1,000,000</b>                | <b>-50.7%</b>   |
| <b>PROJECT EXPENDITURES</b>                          |                     |                      |                        |                                 |                 |
| <b>DISTRICT WIDE</b>                                 |                     |                      |                        |                                 |                 |
| 35510 Program Management, District Staff             | -                   | 230,000              | -                      | -                               | 0.0%            |
| 35599 Districtwide Program Contingency               | -                   | -                    | -                      | 1,500,000                       | 0.0%            |
| Districtwide Expenditures                            |                     | 230,000              | -                      | 1,500,000                       | 0.0%            |
| <b>KENTFIELD CAMPUS</b>                              |                     |                      |                        |                                 |                 |
| 35712 Learning Resources Center                      | -                   | -                    | -                      | 77,320,425                      | 0.0%            |
| 35714 Site Improvements                              | -                   | -                    | -                      | 1,789,113                       | 0.0%            |
| 35719 Fine Arts                                      | -                   | -                    | -                      | 554,446                         | 0.0%            |
| 35720 Science, Math and Nursing                      | -                   | -                    | -                      | 1,140,419                       | 0.0%            |
| 35725 Demolition of Kent Ave. Maintenance Facilities | -                   | -                    | -                      | 127,234                         | 0.0%            |
| 35726 Swing Space                                    | -                   | -                    | -                      | 70,130                          | 0.0%            |
| 35799 Campus Contingency - Kentfield Campus          | -                   | -                    | -                      | 1,000,000                       | 0.0%            |
| Kentfield Campus Expenditures                        | -                   | -                    | -                      | 82,001,767                      | 0.0%            |
| <b>INDIAN VALLEY CAMPUS</b>                          |                     |                      |                        |                                 |                 |
| 35612 ADA Barrier Removal/Site Improvements          | -                   | -                    | 144,522                | 1,531,574                       | 959.8%          |
| 35619 Building 27                                    | -                   | -                    | -                      | 683,024                         | 0.0%            |
| 35620 New Miwok Center                               | -                   | -                    | -                      | 8,500,000                       | 0.0%            |
| 35622 Building 12                                    | -                   | -                    | -                      | 804,911                         | 0.0%            |
| 35623 Demolition Project                             | -                   | -                    | -                      | 200,131                         | 0.0%            |
| 35624 Building 17                                    | -                   | -                    | -                      | 1,144,371                       | 0.0%            |
| 35625 Building 21                                    | -                   | -                    | -                      | 324,031                         | 0.0%            |
| 35699 Campus Contingency - IVC Campus                | -                   | -                    | -                      | 100,883                         | 0.0%            |
| Indian Valley Campus Expenditures                    | -                   | -                    | 144,522                | 13,288,925                      | 9095.1%         |
| <b>Total Expenditures</b>                            | <b>-</b>            | <b>230,000</b>       | <b>144,522</b>         | <b>96,790,692</b>               | <b>66873.0%</b> |
| Excess of Revenue Over Expenditures                  | -                   | 97,890,078           | 1,884,879              | (95,790,692)                    | -5182.1%        |
| Beginning Fund Balance                               | -                   | -                    | 97,890,078             | 99,774,957                      | 1.9%            |
| <b>ENDING FUND BALANCE</b>                           | <b>\$ -</b>         | <b>\$ 97,890,078</b> | <b>\$ 99,774,957</b>   | <b>\$ 3,984,265</b>             | <b>-96.0%</b>   |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**HAMILTON REDEVELOPMENT BOND INTEREST AND REDEMPTION FUND  
REVENUE AND EXPENDITURE REPORT**

In 2003-04 the District approved the issuance of a lease revenue bond. The financing was accomplished, and a total of \$3,070,834 of bond funds was generated. After financing and placement costs, the District had \$2,705,598 available to fund capital facilities renewal projects and capital equipment purchases, and \$213,438 held in the required debt service reserve.

The bond is repaid by the stream of revenues due to the District from the Hamilton Redevelopment Project. Debt service for 2019-20 amounted to \$135,891 and is projected to be \$140,738 for 2020-21.

The bonding and its component asset, liability, expense and income elements are accounted for in accordance with the accounting and financial statement guidelines of the California Community College Chancellor's Office, as set out in the Budget and Accounting Manual (BAM).

In accordance with the BAM, the Hamilton Redevelopment Bond Redemption Fund has been created to account for the bond redemption process, including the debt service reserve, payments and other expenses, and any offsetting interest earned. The receipt of funds due to the District from the Hamilton Redevelopment Project is also recorded in this fund.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**HAMILTON REDEVELOPMENT BOND INTEREST AND REDEMPTION FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                         | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|-------------------------------------|---------------------|---------------------|------------------------|---------------------------------|---------------|
| <b>REVENUE</b>                      |                     |                     |                        |                                 |               |
| Interest                            | \$ 11,223           | \$ 24,048           | \$ 22,544              | \$ 15,000                       | -33.5%        |
| Other Local Revenue                 | 71,832              | 75,935              | 83,391                 | 50,000                          | -40.0%        |
| Interfund Transfer In               | 165,996             | 125,294             | 3,385,894              | 140,738                         | -95.8%        |
| <b>Total Revenue</b>                | <b>249,051</b>      | <b>225,277</b>      | <b>3,491,829</b>       | <b>205,738</b>                  | <b>-94.1%</b> |
| <b>EXPENDITURES</b>                 |                     |                     |                        |                                 |               |
| Loan Payment                        | 100,000             | 110,000             | 125,000                | 135,000                         | 8.0%          |
| Interest                            | 19,294              | 15,243              | 10,891                 | 5,738                           | -47.3%        |
| Transaction fees                    | -                   | -                   | 1,997                  | 2,000                           | 0.2%          |
| <b>Total Expenditures</b>           | <b>119,294</b>      | <b>125,243</b>      | <b>137,888</b>         | <b>142,738</b>                  | <b>3.5%</b>   |
| Excess of Revenue Over Expenditures | 129,757             | 100,034             | 3,353,941              | 63,000                          | -98.1%        |
| (Other Outgo - Interfund Transfers) | -                   | (500,000)           | -                      | -                               | 0.0%          |
| Beginning Fund Balance              | 1,264,844           | 1,394,601           | 994,635                | 4,348,576                       | 337.2%        |
| <b>ENDING FUND BALANCE</b>          | <b>\$ 1,394,601</b> | <b>\$ 994,635</b>   | <b>\$ 4,348,576</b>    | <b>\$ 4,411,576</b>             | <b>1.4%</b>   |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**LEASE REVENUE BOND (LRBs) INTEREST AND REDEMPTION FUND  
REVENUE AND EXPENDITURE REPORT**

This fund will be used for the payment of principal and interest on the lease revenue bonds. Debt service for 2019-20 amounted to \$546,556 and is projected to be \$545,557 for 2020-21.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**LEASE REVENUE BOND (LRBs) INTEREST AND REDEMPTION FUND  
REVENUE AND EXPENDITURE REPORT**

| <b>FISCAL YEAR</b>                  | <b>ACTUAL</b>     | <b>ACTUAL</b>     | <b>ESTIMATED</b>  | <b>ADOPTION</b>   | <b>%</b>      |
|-------------------------------------|-------------------|-------------------|-------------------|-------------------|---------------|
|                                     | <b>2017-2018</b>  | <b>2018-2019</b>  | <b>2019-2020</b>  | <b>BUDGET</b>     | <b>CHANGE</b> |
|                                     |                   |                   |                   | <b>2020-2021</b>  |               |
| <b>REVENUE</b>                      |                   |                   |                   |                   |               |
| Interest                            | \$ 34             | \$ 10,060         | \$ 15,658         | \$ 5,000          | -68.1%        |
| Interfund Transfer In               | 545,000           | 550,000           | 550,000           | 550,000           | 0.0%          |
| <b>Total Revenue</b>                | <b>545,034</b>    | <b>560,060</b>    | <b>565,658</b>    | <b>555,000</b>    | <b>-1.9%</b>  |
| <b>EXPENDITURES</b>                 |                   |                   |                   |                   |               |
| Bond Principal                      | -                 | 200,000           | 275,000           | 285,000           | 3.6%          |
| Interest                            | -                 | 344,446           | 271,556           | 260,557           | -4.1%         |
| Miscellaneous Expenses              | -                 | (4,990)           | 2,200             | 2,500             | 13.6%         |
| <b>Total Expenditures</b>           | <b>-</b>          | <b>539,456</b>    | <b>548,756</b>    | <b>548,057</b>    | <b>-0.1%</b>  |
| Excess of Revenue Over Expenditures | 545,034           | 20,604            | 16,902            | 6,943             | 0.0%          |
| Beginning Fund Balance              | -                 | 545,034           | 565,638           | 582,540           | 3.0%          |
| <b>ENDING FUND BALANCE</b>          | <b>\$ 545,034</b> | <b>\$ 565,638</b> | <b>\$ 582,540</b> | <b>\$ 589,483</b> | <b>1.2%</b>   |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND  
REVENUE AND EXPENDITURE REPORT**

This fund will be used for the payment of principal and interest on the certificates of participation financing. Debt service for 2019-20 amounted to \$197,228 and is projected to be \$149,794 for 2020-21.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND  
REVENUE AND EXPENDITURE REPORT**

| <b>FISCAL YEAR</b>                  | <b>ACTUAL</b>    | <b>ACTUAL</b>     | <b>ESTIMATED</b>  | <b>ADOPTION</b>   | <b>%</b>      |
|-------------------------------------|------------------|-------------------|-------------------|-------------------|---------------|
|                                     | <b>2017-2018</b> | <b>2018-2019</b>  | <b>2019-2020</b>  | <b>BUDGET</b>     | <b>CHANGE</b> |
|                                     |                  |                   |                   | <b>2020-2021</b>  |               |
| <b>REVENUE</b>                      |                  |                   |                   |                   |               |
| Interest                            | \$ -             | \$ -              | \$ 3,076          | \$ 2,000          | -35.0%        |
| Interfund Transfer In               | -                | 200,000           | 200,000           | 152,000           | -24.0%        |
| <b>Total Revenue</b>                | <b>-</b>         | <b>200,000</b>    | <b>203,076</b>    | <b>154,000</b>    | <b>-24.2%</b> |
| <b>EXPENDITURES</b>                 |                  |                   |                   |                   |               |
| Principal                           | -                | -                 | -                 | -                 | 0.0%          |
| Interest                            | -                | -                 | 197,228           | 149,794           | -24.1%        |
| Miscellaneous Expenses              | -                | -                 | 2,200             | 2,500             | 13.6%         |
| <b>Total Expenditures</b>           | <b>-</b>         | <b>-</b>          | <b>199,428</b>    | <b>152,294</b>    | <b>-23.6%</b> |
| Excess of Revenue Over Expenditures | -                | 200,000           | 3,648             | 1,706             | 0.0%          |
| Beginning Fund Balance              | -                | -                 | 200,000           | 203,648           | 1.8%          |
| <b>ENDING FUND BALANCE</b>          | <b>\$ -</b>      | <b>\$ 200,000</b> | <b>\$ 203,648</b> | <b>\$ 205,354</b> | <b>0.8%</b>   |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE C BOND INTEREST AND REDEMPTION FUND  
REVENUE AND EXPENDITURE REPORT**

This fund is used for the payment of principal and interest on the bond.

Original Issue Premiums of \$3,015,266 on the sale of the bond, netted against approximately \$559,158 in issuance and underwriting costs, were deposited and future receipts from the underlying tax rolls as well as accrued interest will be deposited into the Measure C debt service fund.

In relation to the February 2009 bond sale, \$1,982,513 issue premiums netted against \$1,180,240 cost of issuance and underwriting fees. In December 2009 we received a reimbursement of \$32,042 towards the Issuance of the Bond. For the June 2011 bond sale, \$767,032 issue premiums were deposited into the Measure C Bond Redemption Fund. Related issuance costs of \$260,719 were charged against the bond issue of \$52,505,000 in the Measure C Building Fund. For the December 2012 bond sale, \$401,662 issue premiums were deposited into the Measure C Bond Redemption Fund, and paid the underwriting cost of \$120,809. Related issuance costs of \$101,675 were charged against the bond issue of \$46,995,000 in the Measure C Building Fund.

In December 2017, the District took advantage of low interest rates and refinanced previously-issued general obligation bonds. This refinancing is also known as “refunding.” In this bond refunding, the District deposited refunding bond proceeds of \$49,405,000 and related net premium of \$6,365,082 into the Measure C Bond Redemption Fund. In addition, the District placed \$55,425,464 into a refunded bond escrow trust account to pay for the refunded bonds. The refunding bond transaction incurred \$148,215 underwriting costs and \$196,403 issuance costs. In total, the 2017 bond refinancing transaction represents a net present value savings to the taxpayers of \$5.09 million over the life of the bonds. The District previously closed three bond refundings in December 2012, June 2015, and March 2016 which saved taxpayers approximately \$6.36 million, \$1.91 million, and 4.29 million, respectively, over of the life of the refunded bonds.

Debt service for 2019-20 amounted to \$11,915,700 and is projected to be \$12,329,150 for 2020-21. Expenditures are covered by proceeds of the ad valorem property tax which is billed and collected by the Marin County Tax Assessor’s Office.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE C BOND INTEREST AND REDEMPTION FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR  | <u>ACTUAL</u><br><u>2017-2018</u> | <u>ACTUAL</u><br><u>2018-2019</u> | <u>ESTIMATED</u><br><u>2019-2020</u> | <u>ADOPTION</u><br><u>BUDGET</u><br><u>2020-2021</u> | <u>%</u><br><u>CHANGE</u> |
|--|-----------------------------------|-----------------------------------|--------------------------------------|--|---------------------------|
| <b>REVENUE</b>   |                                   |                                   |                                      |  |                           |
| Interest   | \$ 40,696                         | \$ 92,194                         | \$ 133,733                           | \$ 75,000  | -43.9%                    |
| Proceeds from Ad Valorem Tax                           | 12,685,829                        | 14,591,785                        | 11,454,422                           | 12,300,000   | 7.4%                      |
| Measure C Premium                                      | 6,365,082                         | -                                 | -                                    | -  | 0.0%                      |
| <b>Total Revenue</b>                                   | <b>19,091,607</b>                 | <b>14,683,979</b>                 | <b>11,588,155</b>                    | <b>12,375,000</b>                                    | <b>6.8%</b>               |
| <b>EXPENDITURES</b>                                    |                                   |                                   |                                      |  |                           |
| Bond - Cost of Issuance                                | 344,618                           | (2,246)                           | -                                    | -  | 0.0%                      |
| Bond Principal   | 3,005,000                         | 4,455,000                         | 4,105,000                            | 4,700,000  | 14.5%                     |
| Interest   | 7,530,123                         | 7,983,351                         | 7,810,700                            | 7,629,150  | -2.3%                     |
| Miscellaneous Expenses                                 | 6,825                             | 6,351                             | 7,333                                | 6,000  | -18.2%                    |
| <b>Total Expenditures</b>                              | <b>10,886,566</b>                 | <b>12,442,456</b>                 | <b>11,923,033</b>                    | <b>12,335,150</b>                                    | <b>3.5%</b>               |
| Excess of Revenue Over Expenditures                    | 8,205,041                         | 2,241,523                         | (334,878)                            | 39,850   | -111.9%                   |
| Other Financing Sources - Refunding Bond Proceeds      | 49,405,000                        | -                                 | -                                    | -  | 0.0%                      |
| (Other Outgo - Payment to Refunded Bonds Escrow Agent) | (55,425,464)                      | -                                 | -                                    | -  | 0.0%                      |
| Beginning Fund Balance                                 | 6,897,905                         | 9,082,482                         | 11,324,005                           | 10,989,127   | -3.0%                     |
| <b>ENDING FUND BALANCE</b>                             | <b>\$ 9,082,482</b>               | <b>\$ 11,324,005</b>              | <b>\$ 10,989,127</b>                 | <b>\$ 11,028,977</b>                                 | <b>0.4%</b>               |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE B BOND INTEREST AND REDEMPTION FUND  
REVENUE AND EXPENDITURE REPORT**

This fund is used for the payment of principal and interest on the bond.

Original Issue Premiums of \$8,075,849 on the sale of the bond, netted against approximately \$180,000 in issuance and underwriting costs, were deposited and future receipts from the underlying tax rolls as well as accrued interest will be deposited into the Measure B Bond Interest and Redemption Fund.

Debt service for 2019-20 for amounted to \$19,582,527 and is projected to be \$12,865,584 for 2020-21. Expenditures are covered by proceeds of the ad valorem property tax which is billed and collected by the Marin County Tax Assessor's Office.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**MEASURE B BOND INTEREST AND REDEMPTION FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                         | ACTUAL<br>2017-2018  | ACTUAL<br>2018-2019  | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|-------------------------------------|----------------------|----------------------|------------------------|---------------------------------|---------------|
| <b>REVENUE</b>                      |                      |                      |                        |                                 |               |
| Interest                            | \$ 64,077            | \$ 126,266           | \$ 110,318             | \$ 75,000                       | -32.0%        |
| Proceeds from Ad Valorem Tax        | 13,204,807           | 13,951,219           | 12,183,713             | 16,400,000                      | 34.6%         |
| Measure B Premium                   | -                    | 3,849,932            | -                      | -                               | 0.0%          |
| <b>Total Revenue</b>                | <b>13,268,884</b>    | <b>17,927,417</b>    | <b>12,294,031</b>      | <b>16,475,000</b>               | <b>34.0%</b>  |
| <b>EXPENDITURES</b>                 |                      |                      |                        |                                 |               |
| Bond - Cost of Issuance             | -                    | 502,242              | (10,985)               | -                               | -100.0%       |
| Bond Principal                      | -                    | 11,010,000           | 10,090,000             | 3,430,000                       | -66.0%        |
| Interest                            | 3,482,575            | 3,345,387            | 9,492,527              | 9,435,584                       | -0.6%         |
| Miscellaneous Expenses              | 1,980                | 4,179                | 990                    | 2,000                           | 102.0%        |
| <b>Total Expenditures</b>           | <b>3,484,555</b>     | <b>14,861,808</b>    | <b>19,572,532</b>      | <b>12,867,584</b>               | <b>-34.3%</b> |
| Excess of Revenue Over Expenditures | 9,784,329            | 3,065,609            | (7,278,501)            | 3,607,416                       | -149.6%       |
| Beginning Fund Balance              | 3,523,441            | 13,307,770           | 16,373,379             | 9,094,878                       | -44.5%        |
| <b>ENDING FUND BALANCE</b>          | <b>\$ 13,307,770</b> | <b>\$ 16,373,379</b> | <b>\$ 9,094,878</b>    | <b>\$ 12,702,294</b>            | <b>39.7%</b>  |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**SELF-INSURANCE FUND  
REVENUE AND EXPENDITURE REPORT**

The District self-insures for vision service and for dental coverage. All revenue for these programs comes from the General Fund. The 2020-21 Adoption Budget has revenue generally lower over the actual revenue for 2019-20.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**SELF-INSURANCE FUND  
REVENUE AND EXPENDITURE FUND**

| FISCAL YEAR                         | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|-------------------------------------|---------------------|---------------------|------------------------|---------------------------------|---------------|
| <b>REVENUE</b>                      |                     |                     |                        |                                 |               |
| Vision Care                         | \$ 61,678           | \$ 62,825           | \$ 62,000              | \$ 40,000                       | -35.5%        |
| Dental                              | 635,600             | 648,423             | 621,284                | 540,000                         | -13.1%        |
| <b>Total Revenue</b>                | <b>697,278</b>      | <b>711,248</b>      | <b>683,284</b>         | <b>580,000</b>                  | <b>-15.1%</b> |
| <b>EXPENDITURES</b>                 |                     |                     |                        |                                 |               |
| Vision Care:                        |                     |                     |                        |                                 |               |
| Administrative Fees                 | 2,461               | 3,935               | 869                    | 4,500                           | 417.8%        |
| Claims                              | 40,648              | 34,711              | 36,989                 | 40,000                          | 8.1%          |
| Dental:                             |                     |                     |                        |                                 |               |
| Administrative Fees                 | 5,007               | 4,967               | 5,201                  | 6,000                           | 15.4%         |
| Claims                              | 576,030             | 599,695             | 451,579                | 540,000                         | 19.6%         |
| <b>Total Expenditures</b>           | <b>624,146</b>      | <b>643,308</b>      | <b>494,638</b>         | <b>590,500</b>                  | <b>19.4%</b>  |
| Excess of Revenue Over Expenditures | 73,132              | 67,940              | 188,646                | (10,500)                        | -105.6%       |
| Beginning Fund Balance              | 259,305             | 332,437             | 400,377                | 589,023                         | 47.1%         |
| <b>ENDING FUND BALANCE</b>          | <b>\$ 332,437</b>   | <b>\$ 400,377</b>   | <b>\$ 589,023</b>      | <b>\$ 578,523</b>               | <b>-1.8%</b>  |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PARS-CCLC PENSION RATE STABILIZATION TRUST FUND  
REVENUE AND EXPENDITURE REPORT**

The PARS-CCLC Pension Rate Stabilization Trust Fund has been made available for the purpose of pre-funding pension obligations. Contributions to the trust fund will be determined by the Board of Trustees.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PARS-CCLC PENSION RATE STABILIZATION TRUST FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                             | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE   |
|---|---------------------|---------------------|------------------------|---------------------------------|---------------|
| <b>REVENUE</b>                          |                     |                     |                        |                                 |               |
| Investment Income                       | \$ (36,838)         | \$ 308,120          | \$ 324,763             | \$ 100,000                      | -69.2%        |
| <b>Total Revenue</b>                    | <b>(36,838)</b>     | <b>308,120</b>      | <b>324,763</b>         | <b>100,000</b>                  | <b>-69.2%</b> |
| <b>EXPENDITURES</b>                     |                     |                     |                        |                                 |               |
| Administrative Fees                     | 4,307               | 10,538              | 12,908                 | 12,000                          | -7.0%         |
| <b>Total Expenditures</b>               | <b>4,307</b>        | <b>10,538</b>       | <b>12,908</b>          | <b>12,000</b>                   | <b>-7.0%</b>  |
| Excess of Revenue Over Expenditures     | (41,145)            | 297,582             | 311,855                | 88,000                          | -71.8%        |
| Other Financing Sources - Contributions | 4,200,000           | 600,000             | 500,000                | 1,200,000                       | 140.0%        |
| (Other Outgo - Pension Reimbursements)  | -                   | -                   | -                      | -                               | 0.0%          |
| Beginning Fund Balance                  | -                   | 4,158,855           | 5,056,437              | 5,868,292                       | 16.1%         |
| <b>ENDING FUND BALANCE</b>              | <b>\$ 4,158,855</b> | <b>\$ 5,056,437</b> | <b>\$ 5,868,292</b>    | <b>\$ 7,156,292</b>             | <b>21.9%</b>  |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST FUND - CERBT  
REVENUE AND EXPENDITURE REPORT**

In 2004, the Government Accounting Standards Board issued Statement No. 45, Accounting and Financial Reporting by Employers for Post-Employment Benefits Other Than Pensions, which requires public agencies, including school districts to report their costs and obligations for post-employment healthcare and other post-employment benefits (called “OPEBs”) much like they now report pension plan obligations. The philosophy behind the rule is that the costs of these post-employment benefits should be recognized as a current cost during the working years of an employee (like a CalPERS or STRS pension) rather than after they retire. GASB 45 requires that Districts with annual revenue between \$10 million and \$100 million must comply in the fiscal year after December 15, 2007, thus for College of Marin mandated compliance began with Fiscal Year 2008-09.

The District’s Board of Trustees elected early application of the GASB pronouncement and in the fall of 2004 commissioned Total Compensation System, Inc. to perform the OPEB actuarial study which was completed in the spring of 2005. The Board further directed funding the obligation in advance rather than on the prior “pay as you go” basis, and in Fiscal Year 2005-06 \$1,000,000 of pre-funding the obligation was set aside and transferred out of the General Fund into the Retiree Unfunded Medical Benefits Liability Fund. In 2007-08, an additional \$500,000 was transferred from the General Fund into the Retiree Unfunded Medical Benefits Liability Fund. And, in 2009-10, an additional \$500,000 was transferred from the General Fund into the Retiree Unfunded Medical Benefits Liability Fund. In June 2013, the funds were transferred into an irrevocable trust fund. In November 2014, the District’s Board of Trustees approved a \$250,000 contribution to the irrevocable trust fund, and in FY 2015-16, the Board of Trustees approved an \$850,000 contribution to the irrevocable trust fund.

The FY 2020-21 Adoption Budget includes “pay-as-you-go” reimbursements from the trust fund for its retiree medical and dental premium payments.

In 2019-20, an actuarial study was completed under the Governmental Accounting Standards Board Statement No. 75. The most recent report dated May 21, 2020 indicates that as of June 30, 2019 valuation date, the District’s Total OPEB Liability (TOL) was \$2,019,633 and the OPEB trust’s Fiduciary Net Position (FNP) was \$3,095,169 million. This leaves a Net OPEB Liability of (TOL-FNP) (\$1,075,536).



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND - CERBT  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                                    | <u>ACTUAL</u><br>2017-2018 | <u>ACTUAL</u><br>2018-2019 | <u>ESTIMATED</u><br>2019-2020 | <u>ADOPTION</u><br><u>BUDGET</u><br>2020-2021 | <u>%</u><br><u>CHANGE</u> |
|--|----------------------------|----------------------------|-------------------------------|---|---------------------------|
| <b>REVENUE</b>                                 |                            |                            |                               |   |                           |
| Investment Income                              | \$ 217,592                 | \$ 216,016                 | \$ 194,461                    | \$ 20,000                                     | 89.7%                     |
| <b>Total Revenue</b>                           | <b>217,592</b>             | <b>216,016</b>             | <b>194,461</b>                | <b>20,000</b>                                 | <b>89.7%</b>              |
| <b>EXPENDITURES</b>                            |                            |                            |                               |   |                           |
| Administrative Fees                            | 3,068                      | 2,770                      | 2,685                         | 2,800   | 4.3%                      |
| <b>Total Expenditures</b>                      | <b>3,068</b>               | <b>2,770</b>               | <b>2,685</b>                  | <b>2,800</b>                                  | <b>4.3%</b>               |
| Excess of Revenue Over Expenditures            | 214,524                    | 213,246                    | 191,776                       | 17,200  | 91.0%                     |
| Other Financing Sources - Contributions        |                            | -                          | -                             | -   | 0.0%                      |
| (Other Outgo - "Pay As You Go" Reimbursements) | (431,055)                  | (382,222)                  | (368,114)                     | (374,810)                                     | 1.8%                      |
| Beginning Fund Balance                         | 3,482,761                  | 3,266,230                  | 3,097,254                     | 2,920,916                                     | -5.7%                     |
| <b>ENDING FUND BALANCE</b>                     | <b>\$ 3,266,230</b>        | <b>\$ 3,097,254</b>        | <b>\$ 2,920,916</b>           | <b>\$ 2,563,306</b>                           | <b>-12.2%</b>             |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**OTHER AGENCY FUND**

**REVENUE AND EXPENDITURE REPORT**

In December 2015, the Marin Community College District Board of Trustees authorized the establishment of an Other Agency Fund with the County of Marin Treasury. The purpose of the Fund is to accept and disburse monies (held by the District longer than 45 days) on behalf of the Adult Education Block Grant (AEBG) AB 104 Marin Consortium. For fiscal year 2017-2018 the Marin Consortium members included: College of Marin, Marin County Office of Education, Novato Unified School District, San Rafael City Schools, Shoreline School District and Tamalpais Union High School District. During fiscal year 2017-2018, the Chancellor's Office issued directives resulting in the need to no longer use the Other Agency Fund for the accounting of AEBG activity.

As of June 30, 2020 the fund balance is projected to be \$4,471.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**OTHER AGENCY FUND  
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR                         | <u>ACTUAL<br/>2017-2018</u> | <u>ACTUAL<br/>2018-2019</u> | <u>ESTIMATED<br/>2019-2020</u> | <u>ADOPTION<br/>BUDGET<br/>2020-2021</u> | <u>%<br/>CHANGE</u> |
|-------------------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>REVENUE</b>                      |                             |                             |                                |  |                     |
| Interest                            | \$ 1,244                    | \$ 80                       | \$ 95                          | \$ 80                                    | -15.8%              |
| <b>Total Revenue</b>                | <b>1,244</b>                | <b>80</b>                   | <b>95</b>                      | <b>80</b>                                | <b>-15.8%</b>       |
| <b>EXPENDITURES</b>                 |                             |                             |                                |  |                     |
| Contract Services                   | 269,958                     | -                           | -                              | -  | 0.0%                |
| <b>Total Expenditures</b>           | <b>269,958</b>              | <b>-</b>                    | <b>-</b>                       | <b>-</b>                                 | <b>0.0%</b>         |
| Excess of Revenue Over Expenditures | (268,714)                   | 80                          | 95                             | 80                                       | -15.8%              |
| Beginning Fund Balance              | 273,010                     | 4,296                       | 4,376                          | 4,471                                    | 2.2%                |
| <b>ENDING FUND BALANCE</b>          | <b>\$ 4,296</b>             | <b>\$ 4,376</b>             | <b>\$ 4,471</b>                | <b>\$ 4,551</b>                          | <b>1.8%</b>         |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**ASSOCIATED STUDENTS ORGANIZATIONS  
REVENUE AND EXPENDITURE REPORTS**

**Adoption Budget for Fiscal Year 2020-2021**

The budgets of the Associated Students organizations reflect the financial translation of their major objectives, goals and priorities. The proposed budgets will fund projects to meet the needs of the respective student bodies, promote student activities on the campuses, and provide extended educational experiences for students.

Goals and objectives supported by these budgets include:

- Providing opportunities for students to participate in campus governance and decision-making activities and processes.
- Supporting students in initiating, developing and administering student-oriented and directed projects, programs and services.
- Offering student educational experiences through participation in student government, budget development, and organizational management.
- Promoting student leadership opportunities and contributions on campus.
- Broadening extra-curricular and educational opportunities on campus for students.
- Providing revenues to fund Associated Students' programs, activities and services.
- Scheduling various types of events, readings, extra-curricular activities and community lectures.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**ASSOCIATED STUDENTS COLLEGE OF MARIN - KTD IVC**

| FISCAL YEAR  | ACTUAL<br>2017-2018 | ACTUAL<br>2018-2019 | ESTIMATED<br>2019-2020 | ADOPTION<br>BUDGET<br>2020-2021 | %<br>CHANGE  |
|--|---------------------|---------------------|------------------------|---------------------------------|--------------|
| <b>REVENUE</b>   |                     |                     |                        |                                 |              |
| Other Local Income                                     | \$ 102,197          | \$ 98,140           | \$ 84,725              | \$ 87,600                       | 3.4%         |
| <b>Total Revenue</b>                                   | <b>102,197</b>      | <b>98,140</b>       | <b>84,725</b>          | <b>87,600</b>                   | <b>3.4%</b>  |
| <b>EXPENDITURES</b>                                    |                     |                     |                        |                                 |              |
| Supplies   | 22,089              | 25,118              | 9,178                  | 20,250                          | 120.6%       |
| Contracted Services                                    | 2,684               | 7,526               | 8,127                  | 10,425                          | 28.3%        |
| Travel/Conference                                      | 257                 | 1,978               | -                      | 2,000                           | 0.0%         |
| Printing   | 593                 | 1,232               | 1,242                  | 1,500                           | 20.8%        |
| Other Outgo:   |                     |                     |                        |                                 |              |
| Intrafund Transfers-Club Support & Emergency Loan Fund | 11,150              | 15,924              | 18,482                 | 21,000                          | 13.6%        |
| Interfund Transfers-MCCD                               | 44,000              | 19,100              | 15,518                 | 22,000                          | 41.8%        |
| Leadership & Service Awards/Other Student Support      | 2,000               | -                   | 2,000                  | 2,000                           | 0.0%         |
| Bookstore Vouchers                                     | -                   | -                   | -                      | -                               | 0.0%         |
| Contingency  | -                   | -                   | -                      | 8,425                           | 0.0%         |
| <b>Total Expenditures</b>                              | <b>82,773</b>       | <b>70,878</b>       | <b>54,547</b>          | <b>87,600</b>                   | <b>60.6%</b> |
| Excess of Revenue Over Expenditures                    | 19,424              | 27,262              | 30,178                 | -                               | -100.0%      |
| Beginning Fund Balance                                 | 257,161             | 276,585             | 303,847                | 334,025                         | 9.9%         |
| <b>ENDING FUND BALANCE</b>                             | <b>\$ 276,585</b>   | <b>\$ 303,847</b>   | <b>\$ 334,025</b>      | <b>\$ 334,025</b>               | <b>0.0%</b>  |

The above results reflect the combination of the Kentfield and IVC campus Associated Student Body organizations. Additionally during fiscal year 2010-11, the student body approved the assessment of a voluntary \$8 per term Student Activity Fee. The fee's purpose is to support various student activities and projects throughout the entire student population.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**ASSOCIATED STUDENTS EMERITUS COLLEGE**

| <b>FISCAL YEAR</b>                  | <b>ACTUAL</b>    | <b>ACTUAL</b>    | <b>ESTIMATED</b> | <b>ADOPTION</b>  | <b>%</b>      |
|-------------------------------------|------------------|------------------|------------------|------------------|---------------|
|                                     | <b>2017-2018</b> | <b>2018-2019</b> | <b>2019-2020</b> | <b>BUDGET</b>    | <b>CHANGE</b> |
|                                     |                  |                  |                  | <b>2020-2021</b> |               |
| <b>REVENUE</b>                      |                  |                  |                  |                  |               |
| Other Local Income                  | \$ 16,018        | \$ 16,923        | \$ 16,821        | \$ 30,200        | 79.5%         |
| Contingency                         | -                | -                | -                |                  | 0.0%          |
| <b>Total Revenue</b>                | <b>16,018</b>    | <b>16,923</b>    | <b>16,821</b>    | <b>30,200</b>    | <b>79.5%</b>  |
| <b>EXPENDITURES</b>                 |                  |                  |                  |                  |               |
| Supplies                            | 2,520            | 2,781            | 2,534            | 3,500            | 38.1%         |
| Contracted Services                 | 2,335            | 2,922            | 1,787            | 8,000            | 347.7%        |
| Postage                             | 1,496            | 1,284            | 743              | 1,000            | 34.6%         |
| Printing                            | 55               | 284              | 574              | 1,400            | 143.9%        |
| Marketing & Advertising             | 1,581            | 1,249            | 877              | 4,000            | 356.1%        |
| Equipment                           | 136              | -                | -                | 1,100            | 0.0%          |
| Other Outgo:                        |                  |                  |                  |                  |               |
| Lecture Series                      | -                | 1,619            | 331              | 5,800            | 1652.3%       |
| Grants/Scholarships                 | 4,100            | 4,000            | 4,000            | 4,000            | 0.0%          |
| Service Awards                      | -                | 56               | 45               | 400              | 788.9%        |
| Contingency                         | -                | -                | -                | 1,000            | 0.0%          |
| <b>Total Expenditures</b>           | <b>12,223</b>    | <b>14,195</b>    | <b>10,891</b>    | <b>30,200</b>    | <b>177.3%</b> |
| Excess of Revenue Over Expenditures | 3,795            | 2,728            | 5,930            | -                | -100.0%       |
| Beginning Fund Balance              | 62,604           | 66,399           | 69,127           | 75,057           | 8.6%          |
| <b>ENDING FUND BALANCE</b>          | <b>\$ 66,399</b> | <b>\$ 69,127</b> | <b>\$ 75,057</b> | <b>\$ 75,057</b> | <b>0.0%</b>   |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**ASSOCIATED STUDENTS REPRESENTATION FEE FUND**

| <b>FISCAL YEAR</b>                  | <b>ACTUAL<br/>2017-2018</b> | <b>ACTUAL<br/>2018-2019</b> | <b>ESTIMATED<br/>2019-2020</b> | <b>ADOPTION<br/>BUDGET<br/>2020-2021</b> | <b>%<br/>CHANGE</b> |
|-------------------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| <b>REVENUE</b>                      |                             |                             |                                |  |                     |
| Other Local Income                  | \$ 10,480                   | \$ 10,529                   | \$ 12,289                      | \$ 12,025                                | -2.1%               |
| <b>Total Revenue</b>                | <b>10,480</b>               | <b>10,529</b>               | <b>12,289</b>                  | <b>12,025</b>                            | <b>-2.1%</b>        |
| <b>EXPENDITURES</b>                 |                             |                             |                                |  |                     |
| Travel / Conference                 | 10,053                      | 10,312                      | 2,906                          | 11,925                                   | 310.4%              |
| Membership & Dues                   | -                           | -                           | -                              | 100                                      | 0.0%                |
| <b>Total Expenditures</b>           | <b>10,053</b>               | <b>10,312</b>               | <b>2,906</b>                   | <b>12,025</b>                            | <b>314%</b>         |
| Excess of Revenue Over Expenditures | 427                         | 217                         | 9,383                          | -  | -100.0%             |
| Beginning Fund Balance              | 97,540                      | 97,967                      | 98,184                         | 107,567                                  | 9.6%                |
| <b>ENDING FUND BALANCE</b>          | <b>\$ 97,967</b>            | <b>\$ 98,184</b>            | <b>\$ 107,567</b>              | <b>\$ 107,567</b>                        | <b>0.0%</b>         |

“

☀️ *Live like you're gonna die tomorrow and study like you're gonna live forever.*

—BUCKAROO BANZAI

☀️ *The only thing you absolutely have to know is the location of the library.*

—ALBERT EINSTEIN

☀️ *What you think, you become. What you feel, you attract. What you imagine, you create.*

—BUDDHA



”



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**PART VI - INFORMATION DOCUMENTS**

**A. OVERVIEW**

The objective of this section of the budget document is to provide the reader with the information documents utilized as supplementary material to the budget development presentation. These documents are:

**Gann Appropriation Limit Worksheet**

It is legislatively mandated that appropriations limit be approved as part of the Adoption Budget presentation. The worksheet summarizing the calculation to estimate the Gann Limit is displayed.

**2020-21 Authorized Staffing**

A list of all full-time equivalent staff and positions.

**2019-20 Actual Gross Earnings, Employer-Paid Benefits and Total Compensation**

Actual fiscal year 2019-2020 gross earnings, employer-paid benefits, and total compensation is provided for District employees. The data is based on payroll batches recorded in the financial system for the 2019-20 fiscal year. Gross earnings include all earnings such as regular pay, overload, stipends, overtime, etc. Employer-paid benefits include all District costs such as health and welfare insurance, and statutory costs such as STRS, PERS, Medicare, Social Security, workers' compensation insurance, etc. Included for reference is the employee's position title from the Banner HR module. Two listings are presented: First, in employee alphabetical order and, second, by total employee compensation in descending order.

**2019-20 Average Employer Benefits Rates**

Average fiscal year 2019-2020 employer benefit rates for each employee class.

**Dictionary of Accounting and Budgeting Terms**

A dictionary of commonly used accounting and budgeting terms is presented for the user's reference.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**B. GANN APPROPRIATION LIMIT WORKSHEET**

I. **2020-21** Appropriations Limit:

|  |          |           |                          |
|--|----------|-----------|--------------------------|
| A. <b>2019-20</b> Appropriations Limit   |          | \$        | 60,043,298               |
| B. <b>2020-21</b> Price Factor:  | 1.0373   |           |                          |
| C. Population Factor:  |          |           |                          |
| 1. <b>2018-19</b> Second Period Actual FTES:   | 3,347.00 |           |                          |
| 2. <b>2019-20</b> Second Period Actual FTES:   | 3,021.91 |           |                          |
| 3. <b>2020-21</b> Population Change Factor:  | 0.9029   |           |                          |
| (line C.2. divided by line C.1.)   |          |           |                          |
| D. <b>2019-20</b> Limit adjusted by inflation<br>and population factors<br>(line A multiplied by line B and Line C.3.) |          |           | 56,235,242               |
| E. Adjustments to Increase Limit   |          |           |                          |
| 1. Transfers in of financial responsibility  |          | -         |                          |
| 2. Temporary voter approved increases  |          | -         |                          |
| 3. Total adjustment - increase   |          | -         |                          |
| Subtotal   |          |           | 56,235,242               |
| F. Adjustments to Decrease Limit   |          |           |                          |
| 1. Transfers out of financial responsibility   |          | -         |                          |
| 2. Lapses of voter approved increases  |          | -         |                          |
| 3. Total adjustment - decrease   |          | -         |                          |
| G. <b>2020-21</b> Appropriations Limit   |          | <b>\$</b> | <b><u>56,235,242</u></b> |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**B. GANN APPROPRIATION LIMIT WORKSHEET**

II. **2020-21** Appropriations Subject to Limit:

|  |           |                                 |
|--|-----------|---------------------------------|
| A. State Aid (General Apportionment, Apprenticeship Allowance, and Education Protection Account tax revenue) | \$        | 454,401                         |
| B. State Subventions (Home Owners Property Tax Relief, Timber Yield tax, etc.)                               |           | 250,940                         |
| C. Local Property taxes  |           | 61,926,428                      |
| D. Estimated Excess Debt Service taxes   |           | -                               |
| E. Estimated Parcel taxes, Square Foot taxes, etc.   |           | -                               |
| F. Interest on proceeds of taxes   |           | 200,000                         |
| G. Local appropriations from taxes for unreimbursed State, Court and Federal Mandates                        |           | -                               |
|  |           | <hr/>                           |
| H. <b>2020-21</b> Appropriations Subject to Limit  | <b>\$</b> | <b><u><u>62,831,769</u></u></b> |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. AUTHORIZED STAFFING**

|  | <b>Faculty</b> | <b>Classified</b> | <b>Administrators</b> | <b>Totals</b> |
|--|----------------|-------------------|-----------------------|---------------|
| <b>Unrestricted General Fund</b>         | 99.91          | 141.98            | 26.40                 | <b>268.29</b> |
| <b>Community Education and Services</b>  | -              | 4.00              | 0.75                  | <b>4.75</b>   |
| <b>Restricted General Fund</b>           | 11.09          | 28.29             | 3.85                  | <b>43.23</b>  |
| <b>Child Development Fund</b>            | 4.80           | 0.92              | 1.00                  | <b>6.72</b>   |
| <b>IVC Organic Farm Fund</b>             | -              | -                 | 1.00                  | <b>1.00</b>   |
| <b>Capital Outlay Fund for Measure B</b> | -              | 7.50              | 1.00                  | <b>8.50</b>   |
| <b>District Totals</b>                   | <b>115.80</b>  | <b>182.69</b>     | <b>34.00</b>          | <b>332.49</b> |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE                 | LAST              | FIRST     | FTE  |
|-----------------------|-------------------|-----------|------|
| <b><u>FACULTY</u></b> |                   |           |      |
| COUNSELOR             | BRICENO-MORENO    | LUZ       | 0.50 |
| COUNSELOR             | CULLEN            | GINA      | 1.00 |
| COUNSELOR             | ESCOBAR           | CAITLIN   | 0.27 |
| COUNSELOR             | KLEIN             | RACHEL    | 0.14 |
| COUNSELOR             | MAGALLANES-RIVERA | ALEXANDRA | 1.00 |
| COUNSELOR             | MUSANTE           | DANILA    | 1.00 |
| COUNSELOR             | PERRONE           | KRISTIN   | 0.33 |
| COUNSELOR             | RAMEY             | BYRON     | 1.00 |
| COUNSELOR             | ROBINSON          | KAREN     | 0.53 |
| COUNSELOR             | STEVENSON         | TROY      | 0.14 |
| INSTRUCTOR            | AGUDELO-SILVA     | FERNANDO  | 1.00 |
| INSTRUCTOR            | ALLEN             | MAULA     | 1.00 |
| INSTRUCTOR            | BEAL              | REBECCA   | 1.00 |
| INSTRUCTOR            | BELLISIMO         | YOLANDA   | 1.00 |
| INSTRUCTOR            | BERRINGER         | STEVEN    | 1.00 |
| INSTRUCTOR            | BJORKLUND         | TREVOR    | 1.00 |
| INSTRUCTOR            | BOHLKE            | WENDY     | 1.00 |
| INSTRUCTOR            | BONANDER          | BARBARA   | 1.00 |
| INSTRUCTOR            | BORENSTEIN        | BONNIE    | 1.00 |
| INSTRUCTOR            | BOYD              | SANDY     | 1.00 |
| INSTRUCTOR            | CARRERA           | STEVE     | 1.00 |
| INSTRUCTOR            | BROWN             | BECKY     | 1.00 |
| INSTRUCTOR            | CHENEY            | PAUL      | 1.00 |
| INSTRUCTOR            | CHIA              | MIA       | 1.00 |
| INSTRUCTOR            | CHRISTENSEN       | TINA      | 1.00 |
| INSTRUCTOR            | COTTLE            | WINDEE    | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE                 | LAST       | FIRST    | FTE  |
|-----------------------|------------|----------|------|
| <b><u>FACULTY</u></b> |            |          |      |
| INSTRUCTOR            | COULSON    | MARIA    | 1.00 |
| INSTRUCTOR            | CRAWFORD   | YASHICA  | 1.00 |
| INSTRUCTOR            | CROSBY     | FRANK    | 1.00 |
| INSTRUCTOR            | CUCCHIARA  | ANTONINO | 1.00 |
| INSTRUCTOR            | DAUBENMIRE | PAUL     | 1.00 |
| INSTRUCTOR            | DODGE      | MARGARET | 1.00 |
| INSTRUCTOR            | DUNMIRE    | ERIK     | 1.00 |
| INSTRUCTOR            | DUNN       | JASON    | 1.00 |
| INSTRUCTOR            | EDWARDS    | SHAQUAM  | 1.00 |
| INSTRUCTOR            | EGERT      | DAVID    | 1.00 |
| INSTRUCTOR            | EVERITT    | DAVID    | 1.00 |
| INSTRUCTOR            | FARA       | NICK     | 1.00 |
| INSTRUCTOR            | FOX        | EMILY    | 1.00 |
| INSTRUCTOR            | FRANCE     | PATRICIA | 1.00 |
| INSTRUCTOR            | GOLITZIN   | GEORGE   | 1.00 |
| INSTRUCTOR            | GONZALEZ   | JAMES    | 1.00 |
| INSTRUCTOR            | GONZALEZ   | MARCO    | 1.00 |
| INSTRUCTOR            | HULIN      | PATRICIA | 1.00 |
| INSTRUCTOR            | JONES      | DAVID    | 1.00 |
| INSTRUCTOR            | KELLY      | INGRID   | 1.00 |
| INSTRUCTOR            | KELLY      | PATRICK  | 1.00 |
| INSTRUCTOR            | KING       | DAVID    | 1.00 |
| INSTRUCTOR            | KLINGER    | ALISA    | 1.00 |
| INSTRUCTOR            | KOENIG     | KAREN    | 1.00 |
| INSTRUCTOR            | KREIT      | CARA     | 1.00 |
| INSTRUCTOR            | KUHN       | KRISTI   | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE                 | LAST         | FIRST     | FTE  |
|-----------------------|--------------|-----------|------|
| <b><u>FACULTY</u></b> |              |           |      |
| INSTRUCTOR            | LANGINGER    | JEANNIE   | 1.00 |
| INSTRUCTOR            | LEFKOWITZ    | SARALYN   | 1.00 |
| INSTRUCTOR            | LI           | CHRISTINE | 1.00 |
| INSTRUCTOR            | MARMYSZ      | JOHN      | 1.00 |
| INSTRUCTOR            | MARTINISI    | MICHELE   | 1.00 |
| INSTRUCTOR            | MASSION      | CHEO      | 1.00 |
| INSTRUCTOR            | MCCOY        | ROBERT    | 1.00 |
| INSTRUCTOR            | MCKINNON     | SARA      | 1.00 |
| INSTRUCTOR            | MICHELANGELO | LORI      | 1.00 |
| INSTRUCTOR            | MIHAL        | COLLEEN   | 1.00 |
| INSTRUCTOR            | MILLER       | TRINE     | 1.00 |
| INSTRUCTOR            | MORSE        | LISA      | 1.00 |
| INSTRUCTOR            | MUELLER      | JOSEPH    | 1.00 |
| INSTRUCTOR            | MULLER       | KEVIN     | 1.00 |
| INSTRUCTOR            | NEWTON       | STEVEN    | 1.00 |
| INSTRUCTOR            | NGUYEN       | HIEH      | 1.00 |
| INSTRUCTOR            | O'KEEFE      | PATRICIA  | 1.00 |
| INSTRUCTOR            | ORDIN        | LAURIE    | 1.00 |
| INSTRUCTOR            | PAGANI       | ROSSANA   | 1.00 |
| INSTRUCTOR            | PALMER       | RONALD    | 1.00 |
| INSTRUCTOR            | PARK         | JESSICA   | 1.00 |
| INSTRUCTOR            | PASQUEL      | ALICIA    | 1.00 |
| INSTRUCTOR            | PASSER       | JOYCE     | 1.00 |
| INSTRUCTOR            | PATEL        | BETH      | 1.00 |
| INSTRUCTOR            | POMAJULCA    | CESAR     | 1.00 |
| INSTRUCTOR            | PURCELL      | SHAWN     | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE                    | LAST      | FIRST     | FTE                        |
|--------------------------|-----------|-----------|----------------------------|
| <b><u>FACULTY</u></b>    |           |           |                            |
| INSTRUCTOR               | QUICK     | DAYNA     | 1.00                       |
| INSTRUCTOR               | RAHMAN    | SUSAN     | 1.00                       |
| INSTRUCTOR               | RODERICK  | IRINA     | 1.00                       |
| INSTRUCTOR               | RUDDLE    | JOANNA    | 1.00                       |
| INSTRUCTOR               | SEERY     | PATRICIA  | 1.00                       |
| INSTRUCTOR               | SERAFIN   | SCOTT     | 1.00                       |
| INSTRUCTOR               | SMITH     | SHELLEY   | 1.00                       |
| INSTRUCTOR               | SMYTH     | KATHLEEN  | 1.00                       |
| INSTRUCTOR               | STEINMETZ | POLLY     | 1.00                       |
| INSTRUCTOR               | STOPHER   | JIM       | 1.00                       |
| INSTRUCTOR               | TIPTON    | JAMES     | 1.00                       |
| INSTRUCTOR               | TURNER    | WALTER    | 1.00                       |
| INSTRUCTOR               | VACANT    |           | 1.00                       |
| INSTRUCTOR               | WAGNER    | KATHERINE | 1.00                       |
| INSTRUCTOR               | WALSH     | WENDY     | 1.00                       |
| INSTRUCTOR               | WANG      | ANDREA    | 1.00                       |
| INSTRUCTOR               | WAT       | TIMOTHY   | 1.00                       |
| INSTRUCTOR               | WELLS     | STEPHANIE | 1.00                       |
| INSTRUCTOR               | WILLET    | NANCY     | 1.00                       |
| INSTRUCTOR               | WILSON    | DEREK     | 1.00                       |
| INSTRUCTOR               | WOODLIEF  | BLAZE     | 1.00                       |
| INSTRUCTOR               | ZABIHI    | FARHAD    | 1.00                       |
| INSTRUCTOR               | ZAFFRAN   | DAN       | 1.00                       |
| LIBRARIAN                | ERDMANN   | JOHN      | 1.00                       |
| LIBRARIAN                | FRYE      | SARAH     | 1.00                       |
| LIBRARIAN                | PATTERSON | DAVID     | 1.00                       |
| <b>TOTAL FACULTY FTE</b> |           |           | <b><u><u>99.91</u></u></b> |



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE                        | LAST         | FIRST     | FTE  |
|------------------------------|--------------|-----------|------|
| <b><u>CLASSIFIED</u></b>     |              |           |      |
| ACCOMPANIST                  | PAUL         | JEFFREY   | 0.33 |
| ACCOUNTANT                   | HAGGITT      | BRIANNA   | 1.00 |
| ACCOUNTING SPECIALIST        | AVILES       | FRANCISCO | 1.00 |
| ACCOUNTING SPECIALIST        | SEDIE        | THEO      | 1.00 |
| ACCOUNTING TECHNICIAN        | GAFFNEY      | KELI      | 1.00 |
| ACCOUNTING TECHNICIAN        | SATARIANO    | JENIFER   | 0.80 |
| ACCOUNTING TECHNICIAN        | SHAW         | ELLEN     | 1.00 |
| ACCOUNTING TECHNICIAN        | SHRESTHA     | DEVENDRA  | 1.00 |
| ADMINISTRATIVE ASSISTANT I   | BROWN        | TERESA    | 1.00 |
| ADMINISTRATIVE ASSISTANT II  | BORISOV      | OLGA      | 1.00 |
| ADMINISTRATIVE ASSISTANT II  | CARLISLE     | DORIAN    | 0.60 |
| ADMINISTRATIVE ASSISTANT II  | DYER         | NEQUESHE  | 1.00 |
| ADMINISTRATIVE ASSISTANT II  | FOULGER      | KIM       | 1.00 |
| ADMINISTRATIVE ASSISTANT II  | JOHNSON      | TAMMERA   | 1.00 |
| ADMINISTRATIVE ASSISTANT II  | PEREZ        | CHELSEY   | 0.50 |
| ADMINISTRATIVE ASSISTANT II  | PINCKNEY     | JOANNA    | 1.00 |
| ADMINISTRATIVE ASSISTANT II  | ROMO PADILLA | GUADALUPE | 1.00 |
| ADMINISTRATIVE ASSISTANT II  | VACANT       |           | 1.00 |
| ADMINISTRATIVE ASSISTANT II  | VACANT       |           | 0.57 |
| ADMINISTRATIVE ASSISTANT III | ACKER        | EILEEN    | 1.00 |
| ADMINISTRATIVE ASSISTANT III | BARR         | MARIDEL   | 1.00 |
| ADMINISTRATIVE ASSISTANT III | LOEGERING    | TESSA     | 0.85 |
| ADMINISTRATIVE ASSISTANT III | LONGO        | GINA      | 1.00 |
| ADMINISTRATIVE ASSISTANT III | NAMVAR       | MINA      | 1.00 |
| ADMINISTRATIVE ASSISTANT III | O'DONNELLEY  | DIANNE    | 1.00 |
| ADMINISTRATIVE ASSISTANT III | PALOMINO     | MELANIE   | 0.80 |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE                               | LAST             | FIRST          | FTE  |
|-------------------------------------|------------------|----------------|------|
| <b><u>CLASSIFIED</u></b>            |                  |                |      |
| ADMINISTRATIVE ASSISTANT III        | SIEGENTHALER     | CONNIE         | 1.00 |
| ADMINISTRATIVE ASSISTANT III        | YIM              | REBECCA        | 1.00 |
| ARTICULATION AND CURRICULUM ANALYST | YUAN             | MENGQI (GRACE) | 1.00 |
| ARTICULATION SPECIALIST             | KUROMIYA         | JAMES          | 1.00 |
| ARTICULATION SPECIALIST             | VACANT           |                | 1.00 |
| ATHLETIC TRAINER                    | SCARCELLA        | JOSEPH         | 1.00 |
| BUYER                               | ERLENHEIM        | DAVID          | 1.00 |
| COLLEGE POLICE SVCS. ASST.          | MINOIA           | MARCO          | 1.00 |
| COMPASS COORDINATOR                 | BARAJAS          | LILYANA        | 1.00 |
| CUSTODIAL SERVICES SUPERVISOR       | VACANT           |                | 1.00 |
| CUSTODIAN                           | BOGRAN RAYMUNDO  | ROLANDO        | 1.00 |
| CUSTODIAN                           | BUI              | XUAN           | 1.00 |
| CUSTODIAN                           | CRUZ             | JULIO          | 1.00 |
| CUSTODIAN                           | CRUZ VIERA       | MERCEDES       | 1.00 |
| CUSTODIAN                           | DE YOUNG         | SCOTT          | 1.00 |
| CUSTODIAN                           | DIAZ DE LOPEZ    | ECXA ROXANA    | 1.00 |
| CUSTODIAN                           | DIAZ MARROQUIN   | ABNER          | 1.00 |
| CUSTODIAN                           | DODGE            | GEORGE         | 1.00 |
| CUSTODIAN                           | GALZAGORRY       | MARIE          | 1.00 |
| CUSTODIAN                           | HERRERA          | HENRY          | 1.00 |
| CUSTODIAN                           | KEENER           | MARGARITA      | 1.00 |
| CUSTODIAN                           | LARRE            | CHRISTELLE     | 1.00 |
| CUSTODIAN                           | MARTINEZ         | MANUEL         | 1.00 |
| CUSTODIAN                           | MONTOYA OLIVARES | RICARDO        | 1.00 |
| CUSTODIAN                           | PEREZ            | RAMIRO         | 1.00 |
| CUSTODIAN                           | SMITH            | MICHAEL        | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE                                   | LAST       | FIRST     | FTE  |
|---|------------|-----------|------|
| <b><u>CLASSIFIED</u></b>                |            |           |      |
| CUSTODIAN                               | THOMAS     | JOSEPH    | 1.00 |
| CUSTODIAN                               | VACANT     |           | 1.00 |
| CUSTODIAN                               | VACANT     |           | 1.00 |
| CUSTODIAN                               | VACANT     |           | 1.00 |
| DESIGNER STAGE TECHNICIAN               | WHITE      | DAVID     | 1.00 |
| EMPLOYMENT SERVICES COORDINATOR         | BREAKSTONE | JULIE     | 1.00 |
| EMPLOYMENT SERVICES COORDINATOR         | GISLE      | KIRSTEN   | 0.80 |
| ENROLLMENT SERVICES ASSOCIATE I         | LEE        | EMMA      | 0.60 |
| ENROLLMENT SERVICES ASSOCIATE I         | SPEASE     | JENNIFER  | 0.60 |
| ENROLLMENT SERVICES ASSOCIATE I         | TEER       | JOANNE    | 0.60 |
| ENROLLMENT SERVICES ASSOCIATE II        | BANKS      | CECILE    | 1.00 |
| ENROLLMENT SERVICES ASSOCIATE II        | BARNETT    | MARIXA    | 0.60 |
| ENROLLMENT SERVICES ASSOCIATE II        | JAMES      | PATIENCE  | 1.00 |
| ENROLLMENT SERVICES ASSOCIATE II        | PAULINO    | JOAN      | 1.00 |
| ENROLLMENT SERVICES ASSOCIATE II        | VILLARREAL | SEANNA    | 1.00 |
| ENROLLMENT SERVICES ASSOCIATE III       | HUNTER     | ANDREA    | 1.00 |
| ENROLLMENT SERVICES ASSOCIATE III       | REYES      | RUBY      | 1.00 |
| EOPS/CARE & CALWORKS COORDINATOR        | MARTINEZ   | ALLYSON   | 0.15 |
| EQUITY & ACTIVITIES PROGRAM COORDINATOR | PERALES    | TERESA    | 0.21 |
| EVALUATION ANALYST                      | CARROLL    | SHELDON   | 1.00 |
| EVALUATION ANALYST                      | MARIANO    | ELNORE    | 0.60 |
| EXECUTIVE ASSISTANT I                   | BAUER      | KATHERINE | 1.00 |
| EXECUTIVE ASSISTANT I                   | JONES      | RHONDA    | 1.00 |
| EXECUTIVE ASSISTANT I                   | KLEIN      | JESSE     | 1.00 |
| EXECUTIVE ASSISTANT II                  | BENET      | MICOL     | 1.00 |
| GARDENER                                | CRAIG      | RODNEY    | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE   | LAST            | FIRST     | FTE  |
|---|-----------------|-----------|------|
| <b><u>CLASSIFIED</u></b>                        |                 |           |      |
| GARDENER  | VACANT          |           | 1.00 |
| GARDENER  | WADSWORTH       | WILLIAM   | 1.00 |
| GRAPHICS DESIGN SPECIALIST                      | DORMANN         | ROGER     | 1.00 |
| GRAPHICS DESIGN SPECIALIST                      | MAHONEY         | DAVID     | 1.00 |
| HUMAN RESOURCES TECHNICIAN I                    | VACANT          |           | 1.00 |
| HUMAN RESOURCES TECHNICIAN II                   | CALLAHAN        | SHAWNA    | 1.00 |
| HUMAN RESOURCES TECHNICIAN II                   | HANSEN          | CANDICE   | 1.00 |
| INSTITUTIONAL RESEARCH AND DATA SYSTEMS ANALYST | VACANT          |           | 1.00 |
| INSTRUCTIONAL ASSISTANT - BUS & INFO SYS        | BARTHELEMY      | LANCE     | 0.28 |
| INSTRUCTIONAL ASSISTANT - MACHINE & METALS      | DEINES          | MARK      | 0.28 |
| INSTRUCTIONAL DESIGNER                          | LINCE           | STACEY    | 1.00 |
| INSTRUCTIONAL SPECIALIST - BUS & INFO SYS       | SMITH           | GREGORY   | 0.83 |
| INSTRUCTIONAL SPECIALIST - COLLEGE SKILLS       | CADY            | JEFFREY   | 0.35 |
| INSTRUCTIONAL SPECIALIST - COLLEGE SKILLS       | DRISDELL        | LUCAS     | 0.35 |
| INSTRUCTIONAL SPECIALIST - COURT REPORTING      | OLSON           | JANIS     | 0.38 |
| INSTRUCTIONAL SPECIALIST - DENTAL ASSISTING     | CANADY-WILLIAMS | KIM       | 0.38 |
| INSTRUCTIONAL SPECIALIST - ENGLISH              | ATKINSON        | JUSTIN    | 0.83 |
| INSTRUCTIONAL SPECIALIST - ENGLISH              | HERNANDEZ       | BARBARA   | 0.38 |
| INSTRUCTIONAL SPECIALIST - ENGLISH              | ROLSTON         | CAITLYN   | 0.38 |
| INSTRUCTIONAL SPECIALIST - ENGLISH              | SHEOFSKY        | ELIZABETH | 0.34 |
| INSTRUCTIONAL SPECIALIST - ENGLISH              | SMITH           | RION      | 0.83 |
| INSTRUCTIONAL SPECIALIST - ENGLISH              | WARREN          | DEBORAH   | 0.44 |
| INSTRUCTIONAL SPECIALIST - MATHEMATICS          | JESTADT         | JESSE     | 0.60 |
| INSTRUCTIONAL SPECIALIST - MATHEMATICS          | WALKER          | SANTON    | 0.60 |
| INSTRUCTIONAL SPECIALIST - MATHEMATICS          | WALKER          | SANTON    | 0.60 |
| INSTRUCTIONAL SPECIALIST - MEDICAL ASSISTING    | WILTEY          | ANA       | 0.38 |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE   | LAST             | FIRST     | FTE  |
|---|------------------|-----------|------|
| <b><u>CLASSIFIED</u></b>                      |                  |           |      |
| INSTRUCTIONAL SUPPORT ANALYST                 | SUAREZ MALDONADO | ALEJANDRO | 1.00 |
| INSTRUCTIONAL TECHNOLOGY SUPERVISOR           | HOWARD           | MATTHEW   | 1.00 |
| INTERNATIONAL STUDENT ADVISOR                 | WELCH            | ALISON    | 1.00 |
| KINESIOLOGY & ATHLETICS EQUIPMENT MANAGER     | SANTOS           | RICARDO   | 1.00 |
| KINESIOLOGY & ATHLETICS OPERATIONS SPECIALIST | VACANT           |           | 0.50 |
| LABORATORY TECHNICIAN - AUTO TECHNOLOGY       | GOOD             | LESLIE    | 1.00 |
| LABORATORY TECHNICIAN - BIOLOGY               | AMUNDSON         | LAUREN    | 1.00 |
| LABORATORY TECHNICIAN - CERAMICS              | YOUNG            | BRIAN     | 0.49 |
| LABORATORY TECHNICIAN - CHEMISTRY             | YUNANDA          | FNU       | 1.00 |
| LABORATORY TECHNICIAN - MICROBIOLOGY          | MANENTO          | DAUDI     | 0.92 |
| LABORATORY TECHNICIAN - MUSEUM & GALLERIES    | IMAZUMI          | SANDRA    | 0.50 |
| LABORATORY TECHNICIAN - NURSING               | JOSEPH           | SARAH     | 0.33 |
| LABORATORY TECHNICIAN - PHYSICS               | ROBINSON         | MARK      | 1.00 |
| LABORATORY TECHNICIAN - SCULPTURE & FINE ARTS | CASTILLO         | NATHAN    | 0.59 |
| LEAD GARDENER                                 | DOMINGUEZ        | PAUL      | 1.00 |
| LIBRARY TECHNICIAN II                         | FONTENO          | AMBER     | 1.00 |
| LIBRARY TECHNICIAN II                         | HOLUB            | KARL      | 1.00 |
| LIBRARY TECHNICIAN II                         | LONG             | LAN-LING  | 1.00 |
| LIBRARY TECHNICIAN II                         | NGUYEN THUY      | TRANG     | 1.00 |
| LIBRARY TECHNICIAN III                        | MCSWEEN          | KAREN     | 1.00 |
| LOCKSMITH/CARPENTER                           | PEREZ            | ALEXIO    | 1.00 |
| MAINTENANCE CARPENTER                         | CRAWFORD         | LESTER    | 1.00 |
| MAINTENANCE CARPENTER                         | ZAMORA           | EFRAIN    | 1.00 |
| MAINTENANCE ELECTRICIAN                       | MARCUM           | JEFFREY   | 1.00 |
| MAINTENANCE ELECTRICIAN                       | WILSON           | PAUL      | 1.00 |
| MAINTENANCE HVAC MECHANIC                     | MITCHELL         | DAVID     | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE   | LAST      | FIRST       | FTE  |
|---|-----------|-------------|------|
| <b><u>CLASSIFIED</u></b>                          |           |             |      |
| MAINTENANCE HVAC MECHANIC                         | YOHANNES  | HAILE       | 1.00 |
| MAINTENANCE PLUMBER                               | DIAZ      | CHRISTOPHER | 1.00 |
| NETWORK/PC/TELEPHONE TECHNICIAN                   | CHI       | BRIAN       | 1.00 |
| NETWORK/PC/TELEPHONE TECHNICIAN                   | GARDINER  | DAVID       | 1.00 |
| PAYROLL SPECIALIST                                | TERRY     | LINDA       | 1.00 |
| POOL MAINTENANCE WORKER                           | GILL      | CLARK       | 1.00 |
| PRINT PRODUCTION SPECIALIST                       | SO        | ALBERT      | 1.00 |
| RECEIVING CLERK                                   | LAMBERT   | GABRIEL     | 1.00 |
| REPROGRAPHICS MAIL CLERK                          | HARBISON  | JESSE       | 1.00 |
| REPROGRAPHICS MAIL CLERK                          | KLEIN     | MICHAEL     | 1.00 |
| SCHOOL & COMMUNITY PARTNERSHIPS PROG. COORDINATOR | SOLIS     | JULIAN      | 0.44 |
| SENIOR ACCOUNTANT                                 | BARKER    | LESLIE      | 1.00 |
| SENIOR ACCOUNTANT                                 | GREITZER  | MICHELLE    | 1.00 |
| SENIOR BENEFITS ANALYST                           | OWEN      | RONALD      | 1.00 |
| SENIOR CREATIVE DESIGNER                          | CHUNG     | SHOOK-CHU   | 1.00 |
| SENIOR DATABASE ADMINISTRATOR                     | OSHEROFF  | AARON       | 1.00 |
| SENIOR PAYROLL SPECIALIST                         | DANNECKER | MARITZA     | 1.00 |
| SENIOR RESEARCH AND EVALUATION SPECIALIST         | SHAFFER   | HOLLEY      | 0.67 |
| SENIOR SYSTEMS ANALYST                            | SCHANE    | BURTON      | 1.00 |
| STAFF ACCOUNTANT                                  | BARZEGAR  | NAGHMEH     | 1.00 |
| STAFF ACCOUNTANT                                  | FRAGATA   | MARILOU     | 1.00 |
| STUDENT CONDUCT OFFICER                           | KENT      | MATTHEW     | 1.00 |
| SYSTEMS ENGINEER                                  | INDI      | FERHAT      | 1.00 |
| SYSTEMS ANALYST                                   | NGUYEN    | DONG        | 1.00 |
| SYSTEMS ANALYST                                   | VACANT    |             | 1.00 |
| TECHNOLOGY SUPPORT SPECIALIST I                   | DUNKLE    | CHRISTOPHER | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE                                | LAST        | FIRST  | FTE                  |
|--------------------------------------|-------------|--------|----------------------|
| <b><u>CLASSIFIED</u></b>             |             |        |                      |
| TECHNOLOGY SUPPORT SPECIALIST I      | GUDMUNDSSON | JON    | 1.00                 |
| TECHNOLOGY SUPPORT SPECIALIST I      | HABER       | JOHN   | 1.00                 |
| TECHNOLOGY SUPPORT SPECIALIST I      | LEE         | WENDY  | 1.00                 |
| TECHNOLOGY SUPPORT SPECIALIST II     | VACANT      |        | 0.50                 |
| TRANSFER & CAREER CENTER COORDINATOR | TOTAPUDI    | SOFIA  | 1.00                 |
| TUTORING CENTER COORDINATOR          | PENSABENE   | OKSANA | 0.80                 |
| <b>TOTAL CLASSIFIED FTE</b>          |             |        | <b><u>141.98</u></b> |

**ADMINISTRATORS**

**ACADEMIC:**

|  |               |             |                     |
|--|---------------|-------------|---------------------|
| SUPERINTENDENT/PRESIDENT                                 | COON          | DAVID WAIN  | 1.00                |
| ASST. SUPERINTENDENT/VP OF STUDENT LEARNING & SUCCESS    | ELDRIDGE      | JONATHAN    | 0.80                |
| ASSISTANT VICE PRESIDENT OF INSTRUCTION                  | TORRES        | CARI        | 1.00                |
| DEAN OF ARTS AND HUMANITIES                              | SNYDER        | DAVID       | 1.00                |
| DEAN OF WORKFORCE DEVELOPMENT & CAREER EDUCATION         | VARONA        | ALINA       | 1.00                |
| DEAN OF EDUCATIONAL SUCCESS PROGRAMS                     | HERSCH        | TONYA       | 1.00                |
| DEAN OF ENROLLMENT SERVICES                              | HORINEK       | JON         | 0.85                |
| DEAN OF HEALTH SCIENCES                                  | GOLDFARB      | SHARON ANNE | 1.00                |
| DEAN OF MATH, SCIENCES AND BUSINESS                      | HERNANDEZ     | CAROL       | 1.00                |
| DIRECTOR OF COMMUNITY ED., LIFELONG LEARNING & INT'L ED. | HILDEBRAND    | CAROL       | 0.25                |
| DIRECTOR OF EOPS/CARE & CALWORKS                         | REETZ         | BECKY       | 0.50                |
| DIRECTOR OF KINESIOLOGY AND ATHLETICS                    | BYRNE         | RYAN        | 1.00                |
| DIRECTOR OF STUDENT ACTIVITIES AND ADVOCACY              | SULAIMAN HARA | SADIKA      | 1.00                |
| <b>TOTAL ACADEMIC ADMINISTRATORS</b>                     |               |             | <b><u>11.40</u></b> |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. UNRESTRICTED AUTHORIZED STAFFING**

| TITLE  | LAST           | FIRST     | FTE                  |
|--|----------------|-----------|----------------------|
| <b><u>ADMINISTRATORS</u></b>                               |                |           |                      |
| <b><u>CLASSIFIED:</u></b>                                  |                |           |                      |
| ASST. SUPERINTENDENT/VP OF ADMINISTRATIVE SERVICES         | NELSON         | GREGORY   | 1.00                 |
| GENERAL COUNSEL  | ROBERTSHAW     | MIA       | 1.00                 |
| CHIEF INFORMATION OFFICER/DIRECTOR OF INFO. TECHNOLOGY     | EKOUE TOTOU    | PATRICK   | 1.00                 |
| CHIEF OF POLICE/DIRECTOR OF SAFETY                         | MARUZICK       | JEFFREY   | 1.00                 |
| DIRECTOR OF COLLEGE SERVICES                               | RICCIUTI       | ANNA      | 1.00                 |
| DIRECTOR OF FACILITIES PLANNING, MAINT. & OPERATIONS       | CHRISTIANSEN   | KLAUS     | 1.00                 |
| DIRECTOR OF FISCAL SERVICES                                | ISOZAKI        | PEGGY     | 1.00                 |
| DIRECTOR OF HUMAN RESOURCES                                | HARRIS         | NEKODA    | 1.00                 |
| DIRECTOR OF MARKETING AND COMMUNICATIONS                   | CRUZ           | NICOLE    | 1.00                 |
| DIRECTOR OF SCHOOL AND COMMUNITY PARTNERSHIPS              | PILLOTON       | ANNA      | 1.00                 |
| ASSOCIATE DIRECTOR OF ENROLLMENT SERVICES                  | BAGTAS-CARMONA | EMY       | 1.00                 |
| ASST. DIRECTOR OF FACILITIES PLANNING, MAINT. & OPERATIONS | HOFFMAN        | JESSE     | 1.00                 |
| MANAGER, EMPLOYEE & LABOR RELATIONS                        | LEHUA          | CONSTANCE | 1.00                 |
| MANAGER, HUMAN RESOURCES ACADEMIC PERSONNEL                | KINKA RUIZ     | DEVON     | 1.00                 |
| HEALTH SCIENCES PROGRAM ADMINISTRATOR                      | OLMANSON       | ANGELA    | 1.00                 |
| <b>TOTAL CLASSIFIED ADMINISTRATORS</b>                     |                |           | <b><u>15.00</u></b>  |
| <b>TOTAL ADMINISTRATIVE FTE</b>                            |                |           | <b><u>26.40</u></b>  |
| <b>TOTAL UNRESTRICTED FTE</b>                              |                |           | <b><u>268.29</u></b> |



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. COMMUNITY EDUCATION AND SERVICES AUTHORIZED STAFFING**

| TITLE  | LAST       | FIRST       | FTE                |
|--|------------|-------------|--------------------|
| <b><u>CLASSIFIED</u></b>                                 |            |             |                    |
| ADMINISTRATIVE ASSISTANT III                             | ARASNIA    | SHEHERAZADE | 1.00               |
| COMMUNITY EDUCATION & SERVICES PROG. SPEC.               | DRAKE      | BRANDON     | 1.00               |
| COMMUNITY EDUCATION & SERVICES PROG. SPEC.               | MARCKWORDT | VALERIE     | 1.00               |
| ENROLLMENT SERVICES ASSOCIATE II                         | PEITZ      | HEATHER     | 1.00               |
| <b>TOTAL CLASSIFIED FTE</b>                              |            |             | <b><u>4.00</u></b> |
| <b><u>ADMINISTRATORS</u></b>                             |            |             |                    |
| <b><u>ACADEMIC</u></b>                                   |            |             |                    |
| DIRECTOR OF COMMUNITY ED., LIFELONG LEARNING & INT'L ED. | HILDEBRAND | CAROL       | 0.75               |
| <b>TOTAL ADMINISTRATIVE FTE</b>                          |            |             | <b><u>0.75</u></b> |
| <b>TOTAL COMMUNITY EDUCATION AND SERVICES FTE</b>        |            |             | <b><u>4.75</u></b> |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. RESTRICTED AUTHORIZED STAFFING**

| TITLE   | LAST             | FIRST       | FTE                 |
|---|------------------|-------------|---------------------|
| <b><u>FACULTY</u></b>                                 |                  |             |                     |
| COUNSELOR   | ARBONA           | SHAILA      | 1.00                |
| COUNSELOR   | BLANK            | JULIETTE    | 1.00                |
| COUNSELOR   | BRICENO-MORENO   | LUZ         | 0.50                |
| COUNSELOR   | COLEY            | WILLIAM     | 1.00                |
| COUNSELOR   | EARLY            | RINETTA     | 1.00                |
| COUNSELOR   | ESCOBAR          | CAITLIN     | 0.73                |
| COUNSELOR   | KLEIN            | RACHEL      | 0.86                |
| COUNSELOR   | PERRONE          | KRISTIN     | 0.67                |
| COUNSELOR   | ROBINSON         | KAREN       | 0.47                |
| COUNSELOR   | STEVENSON        | TROY        | 0.86                |
| COUNSELOR   | URENA            | JAVIER JOSE | 1.00                |
| INSTRUCTOR  | FINLAYSON        | LUNA        | 1.00                |
| INSTRUCTOR  | TOSTENSON        | LISA        | 1.00                |
| <b>TOTAL FACULTY FTE</b>                              |                  |             | <b><u>11.09</u></b> |
| <b><u>CLASSIFIED</u></b>                              |                  |             |                     |
| ADMINISTRATIVE ASSISTANT II                           | PEREZ            | CHELSEY     | 0.50                |
| ADMINISTRATIVE ASSISTANT III                          | ABELLERA         | LISA        | 0.60                |
| ADMINISTRATIVE ASSISTANT III                          | PALOMINO         | MELANIE     | 0.20                |
| ADMINISTRATIVE ASSISTANT III                          | LEOGERING        | TESSA       | 0.15                |
| ASSISTIVE TECHNOLOGY SPECIALIST-SAS                   | DIMOPOULOS       | ELIANA      | 1.00                |
| CAREER INTERNSHIPS and SERVICE LEARNING PROGRAM COOR. | JONES            | ALEXANDER   | 1.00                |
| COLLEGE POLICE SVCS. ASST.                            | SHAHI            | JESSICA     | 1.00                |
| COMPASS COORDINATOR                                   | HAIKINS-APPIAH   | NIGEL       | 1.00                |
| COMPASS COORDINATOR                                   | MERCADO TRUJILLO | JUAN        | 1.00                |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. RESTRICTED AUTHORIZED STAFFING**

| TITLE   | LAST         | FIRST    | FTE  |
|---|--------------|----------|------|
| <b><u>CLASSIFIED</u></b>                          |              |          |      |
| ENROLLMENT SERVICES ASSOCIATE I                   | LEE          | EMMA     | 0.40 |
| ENROLLMENT SERVICES ASSOCIATE I                   | SPEASE       | JENNIFER | 0.40 |
| ENROLLMENT SERVICES ASSOCIATE I                   | TEER         | JOANNE   | 0.40 |
| ENROLLMENT SERVICES ASSOCIATE II                  | BARNETT      | MARIXA   | 0.40 |
| EOPS/CARE COORDINATOR                             | MARTINEZ     | ALLYSON  | 0.85 |
| EOPS/CARE AND CALWORKS SPECIALIST                 | GUILLEN      | HUGO     | 1.00 |
| EQUITY AND ACTIVITIES PROGRAM COORDINATOR         | PERALES      | TERESA   | 0.79 |
| EVALUATION ANALYST                                | MARIANO      | ELNORE   | 0.40 |
| FACILITY RENTAL SUPERVISOR                        | BACIGALUPI   | LINDSAY  | 1.00 |
| GARDENER  | SPARROW      | NEIL     | 1.00 |
| HEALTH SERVICES ASST.                             | BUCKLEY      | BO       | 0.60 |
| HEALTH SERVICES ASST.                             | TIMPANE      | SHANNON  | 0.40 |
| INSTRUCTIONAL ASST., LRNG.DISABILITIES            | DEIONGH      | KYLE     | 0.36 |
| INSTRUCTIONAL ASST., LRNG.DISABILITIES            | HEDEMARK     | GORDON   | 0.54 |
| INSTRUCTIONAL SPECIALIST., ADAPTED PE             | DAVISON      | JEANETTE | 0.36 |
| INSTRUCTIONAL ASST., ADAPTED PE                   | VACANT       |          | 0.36 |
| POLICE OFFICER                                    | LANGEVELD    | MARTINUS | 1.00 |
| POLICE OFFICER                                    | RUIZ         | DUSTIN   | 1.00 |
| POLICE OFFICER                                    | STEWART      | PAUL     | 1.00 |
| POLICE OFFICER                                    | VACANT       |          | 1.00 |
| POOL MAINTENANCE WORKER-IVC                       | APPLEGATE    | MONICA   | 1.00 |
| PROGRAM TECHNICIAN, SAS                           | MAYO         | MILES    | 0.49 |
| SAS SPECIALIST                                    | SCHWARTZ     | CAROL    | 0.50 |
| SAS SUPPORT SERV.TECH                             | ZARREHPARVAR | XENIA    | 1.00 |
| SCHOOL & COMMUNITY PARTNERSHIPS PROG. COORDINATOR | SOLIS        | JULIAN   | 0.56 |
| SENIOR RESEARCH AND EVALUATION SPECIALIST         | SHAFER       | HOLLEY   | 0.33 |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. RESTRICTED AUTHORIZED STAFFING**

| TITLE   | LAST      | FIRST    | FTE                 |
|---|-----------|----------|---------------------|
| <b><u>CLASSIFIED</u></b>                              |           |          |                     |
| TESTING CENTER COORDINATOR                            | WONG      | SALLY    | 1.00                |
| TESTING TECHNICIAN                                    | GARRETSON | PATRICK  | 1.00                |
| TESTING TECHNICIAN                                    | MARSHALL  | MARY     | 0.50                |
| TUTORING CENTER COORDINATOR                           | PENSABENE | OKSANA   | 0.20                |
| WORKFORCE PROGRAM COORDINATOR                         | ANTOKHIN  | KATHLEEN | 1.00                |
| WORKFORCE SPECIALIST                                  | RAHMAN    | HEATHER  | 1.00                |
| <b>TOTAL CLASSIFIED FTE</b>                           |           |          | <b><u>28.29</u></b> |
| <b><u>ADMINISTRATORS</u></b>                          |           |          |                     |
| <b><u>ACADEMIC:</u></b>                               |           |          |                     |
| ASST. SUPERINTENDENT/VP OF STUDENT LEARNING & SUCCESS | ELDRIDGE  | JONATHAN | 0.20                |
| DEAN OF ENROLLMENT SERVICES                           | HORINEK   | JON      | 0.15                |
| DIRECTOR OF EOPS/CARE AND CALWORKS                    | REETZ     | BECKY    | 0.50                |
| DIRECTOR OF STUDENT ACCESSIBILITY SERVICES            | MILLER    | STORMY   | 1.00                |
| <b>TOTAL ACADEMIC ADMINISTRATORS</b>                  |           |          | <b><u>1.85</u></b>  |
| <b><u>CLASSIFIED:</u></b>                             |           |          |                     |
| DIRECTOR OF ADVANCEMENT                               | ROSENTHAL | KEITH    | 1.00                |
| DIRECTOR OF WORKFORCE PROGRAMS                        | HORTON    | KATHERYN | 1.00                |
| <b>TOTAL CLASSIFIED ADMINISTRATORS</b>                |           |          | <b><u>2.00</u></b>  |
| <b>TOTAL ADMINISTRATIVE FTE</b>                       |           |          | <b><u>3.85</u></b>  |
| <b>TOTAL RESTRICTED FTE</b>                           |           |          | <b><u>43.23</u></b> |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. CHILD DEVELOPMENT AUTHORIZED STAFFING**

| TITLE                                   | LAST            | FIRST    | FTE                |
|---|-----------------|----------|--------------------|
| <b><u>FACULTY</u></b>                   |                 |          |                    |
| INSTRUCTOR - IVC SITE SUPERVISOR        | BIGGART         | MAUREEN  | 1.00               |
| INSTRUCTOR - KTD SITE SUPERVISOR        | GUTIERREZ       | DERRY    | 1.00               |
| INSTRUCTOR                              | VACANT          |          | 1.00               |
| INSTRUCTOR                              | MALOUF          | JANEATTE | 1.00               |
| INSTRUCTOR                              | MORALES         | HELEN    | 0.80               |
| <b>TOTAL FACULTY FTE</b>                |                 |          | <b><u>4.80</u></b> |
| <b><u>CLASSIFIED</u></b>                |                 |          |                    |
| ADMINISTRATIVE ASSISTANT II             | JACKSON         | KAHEA    | 0.92               |
| <b>TOTAL CLASSIFIED FTE</b>             |                 |          | <b><u>0.92</u></b> |
| <b><u>ADMINISTRATORS</u></b>            |                 |          |                    |
| <b><u>ACADEMIC:</u></b>                 |                 |          |                    |
| DIRECTOR OF CHILD DEVELOPMENT PROGRAMS  | DYLIACCO-CALICA | CORINNA  | 1.00               |
| <b>TOTAL ADMINISTRATIVE FTE</b>         |                 |          | <b><u>1.00</u></b> |
| <b>TOTAL CHILD DEVELOPMENT FUND FTE</b> |                 |          | <b><u>6.72</u></b> |

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021

C. IVC ORGANIC FARM AUTHORIZED STAFFING

| TITLE                                     | LAST     | FIRST | FTE                |
|---|----------|-------|--------------------|
| <b><u>ADMINISTRATORS</u></b>              |          |       |                    |
| <b><u>ACADEMIC:</u></b>                   |          |       |                    |
| MANAGER, ORGANIC FARM & GARDEN            | CAMPBELL | JOHN  | 1.00               |
| <b>TOTAL ADMINISTRATIVE FTE</b>           |          |       | <b><u>1.00</u></b> |
| <b>TOTAL IVC FARM OPERATIONS FUND FTE</b> |          |       | <b><u>1.00</u></b> |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**C. CAPITAL OUTLAY FUND FOR MEASURE B AUTHORIZED STAFFING**

| TITLE                                | LAST       | FIRST     | FTE                  |
|--------------------------------------|------------|-----------|----------------------|
| <b><u>CLASSIFIED</u></b>             |            |           |                      |
| ADMINISTRATIVE ASSISTANT II          | RUDOLPH    | MONICA    | 1.00                 |
| ADMINISTRATIVE ASSISTANT II          | WITTE      | IRMGARD   | 1.00                 |
| MAINTENANCE CARPENTER                | STAFFEN    | RUSSEL    | 1.00                 |
| MAINTENANCE ELECTRICIAN              | RODRIGUEZ  | NORBERT   | 1.00                 |
| MAINTENANCE TECHNICIAN I             | HAAG       | JON       | 1.00                 |
| MAINTENANCE TECHNICIAN I             | LITTLEJOHN | FRANCISCO | 1.00                 |
| RECEIVING CLERK                      | RODRIGUEZ  | JUAN      | 1.00                 |
| TECHNOLOGY SUPPORT SPECIALIST II     | VACANT     |           | 0.50                 |
| <b>TOTAL CLASSIFIED FTE</b>          |            |           | <b><u>7.50</u></b>   |
| <b><u>ADMINISTRATORS</u></b>         |            |           |                      |
| <b><u>CLASSIFIED:</u></b>            |            |           |                      |
| DIRECTOR OF CAPITAL PROJECTS         | FARIAS     | ISIDRO    | 1.00                 |
| <b>TOTAL ADMINISTRATIVE FTE</b>      |            |           | <b><u>1.00</u></b>   |
| <b>TOTAL MEASURE B BOND FUND FTE</b> |            |           | <b><u>8.50</u></b>   |
| <b>DISTRICT TOTAL</b>                |            |           | <b><u>332.49</u></b> |

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**ALPHABETICAL ORDER**

| EMPLOYEE                | JOB TITLE                   | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|-----------------------------|---------------------|-----------------------------|-------------------------|
| Abe, Helen              | Temporary Faculty           | 404                 | 34                          | 438                     |
| Abellera, Lisa          | Admin Asst III              | 41,734              | 11,959                      | 53,693                  |
| Abke, Ashley            | Gardener                    | 18,373              | 10,350                      | 28,723                  |
| Abouaf, Jeffrey         | Temporary Faculty           | 69,333              | 15,709                      | 85,042                  |
| Abu Ghosh, Yuliya       | Hourly                      | 395                 | 34                          | 429                     |
| Acker, Eileen           | Admin Asst III              | 87,834              | 48,058                      | 135,892                 |
| Adams, John             | Police Lieutenant           | 42,927              | 9,882                       | 52,809                  |
| Agudelo-Silva, Fernando | Instructor                  | 204,641             | 58,881                      | 263,522                 |
| Aguiar, Geoffrey        | Hourly                      | 41,255              | 22,089                      | 63,344                  |
| Airey-Van Diem, Peggy   | Hourly                      | 12,502              | 1,061                       | 13,563                  |
| Alarcon, Alexa          | Temporary Faculty Instrl    | 4,383               | 844                         | 5,227                   |
| Alatraste, Irving       | Hourly                      | 3,495               | 28                          | 3,523                   |
| Alcazar, Amanda         | Work Study                  | 17,408              | 137                         | 17,545                  |
| Alexanderson, Jonathan  | Work Study                  | 6,713               | 53                          | 6,766                   |
| Allen, Maula            | Instructor                  | 150,320             | 52,411                      | 202,731                 |
| Amos, Scott             | Gardener                    | 1,061               | 90                          | 1,151                   |
| Anderson, Stephen       | Retiree Non Instructional   | -                   | 5,784                       | 5,784                   |
| Anderson-Zafir, Dawud   | Work Study                  | 3,377               | 27                          | 3,404                   |
| Anjeh, Vincent          | Hourly                      | 525                 | 4                           | 529                     |
| Anthes, Roberta         | Temporary Faculty           | 3,424               | 660                         | 4,084                   |
| Antokhin, Kathleen      | Workforce- Prog Coordinator | 83,291              | 46,758                      | 130,049                 |
| Applegate, Monica       | Pool Maintenance Worker IVC | 53,242              | 37,537                      | 90,779                  |
| Appleton, Carolyn       | Retiree Non Instructional   | -                   | 8,204                       | 8,204                   |
| Appleton, Guy           | Retiree Non Instructional   | -                   | 8,204                       | 8,204                   |
| Arasnia, Sheherazade    | Admin Asst III CES          | 72,452              | 36,883                      | 109,335                 |



**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
ALPHABETICAL ORDER**

| <b>EMPLOYEE</b>          | <b>JOB TITLE</b>              | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Arbona, Shaila           | Counselor                     | 110,606                    | 46,620                             | 157,226                        |
| Ariano, Vaughan          | Temporary Faculty             | 5,715                      | 485                                | 6,200                          |
| Arrick, Janet            | Temporary Faculty             | 71,569                     | 23,997                             | 95,566                         |
| Ashe, Aidan              | Hourly                        | 1,425                      | 11                                 | 1,436                          |
| Atkinson, Justin         | Instructional Specialist      | 41,605                     | 11,988                             | 53,593                         |
| Aviles, Francisco        | Accounting Specialist         | 80,753                     | 48,153                             | 128,906                        |
| Ayan-Eaton, Julianna     | Hourly                        | 1,118                      | 95                                 | 1,213                          |
| Bacigalupi, Lindsay      | Facility Rental Supervisor    | 86,284                     | 41,868                             | 128,152                        |
| Bagheri-Alamooti, Siamak | Hourly                        | 1,644                      | 140                                | 1,784                          |
| Bagtas-Carmona, Emy      | Asst. Dir Enrollment Services | 124,599                    | 59,952                             | 184,551                        |
| Bailey, Alvin            | Hourly                        | 332                        | 28                                 | 360                            |
| Bailliere, Alexandra     | Temporary Faculty             | 3,565                      | 303                                | 3,868                          |
| Baker, Hursey            | Temporary Faculty             | 2,930                      | 249                                | 3,179                          |
| Banks, Cecile            | Enrollment Services Assoc II  | 87,120                     | 47,854                             | 134,974                        |
| Banos, Robert            | Temporary Faculty             | 30,867                     | 707                                | 31,574                         |
| Baporia, Mubashshera     | Hourly                        | 11,891                     | 1,009                              | 12,900                         |
| Barajas, Lilyana         | COMPASS Coordinator           | 80,633                     | 45,289                             | 125,922                        |
| Barker, Leslie           | Senior Accountant             | 121,572                    | 58,680                             | 180,252                        |
| Barnett, Marixa          | Enrollment Services Assoc II  | 73,144                     | 45,850                             | 118,994                        |
| Barnett, Nicole          | Temporary Faculty             | 35,078                     | 6,759                              | 41,837                         |
| Barnett, Sharon          | Temporary Faculty             | 3,858                      | 328                                | 4,186                          |
| Barr, James              | Retiree Non Instructional     | -                          | 5,784                              | 5,784                          |
| Barr, Maridel            | Admin Asst III                | 78,661                     | 39,942                             | 118,603                        |
| Barrall, Mark            | Temporary Faculty             | 62,062                     | 5,268                              | 67,330                         |
| Barr-Vickers, Claudia    | Temporary Faculty             | 1,991                      | (18)                               | 1,973                          |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
ALPHABETICAL ORDER**

| EMPLOYEE               | JOB TITLE                  | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|----------------------------|---------------------|-----------------------------|-------------------------|
| Barthelemy, Lance      | Instructional Specialist   | 68,038              | 23,434                      | 91,472                  |
| Bartlett, Wendy        | Hourly                     | 3,857               | 327                         | 4,184                   |
| Barzegar, Naghmeh      | Staff Accountant           | 101,009             | 51,823                      | 152,832                 |
| Bauer, Katherine       | Executive Assistant I      | 76,099              | 34,794                      | 110,893                 |
| Bauman, Marcia         | Temporary Faculty          | 8,291               | 704                         | 8,995                   |
| Bawden, Douglas        | Temporary Faculty          | 7,161               | 1,107                       | 8,268                   |
| Beadle, Carole         | Temporary Faculty          | 15,680              | 3,012                       | 18,692                  |
| Beal, Rebecca          | Instructor                 | 110,795             | 34,374                      | 145,169                 |
| Beam, Rustin           | Hourly                     | 10,969              | 3,094                       | 14,063                  |
| Beattie, Kyle          | Temporary Faculty          | 55,084              | 15,493                      | 70,577                  |
| Beleson, Michael       | Hourly                     | 4,752               | 403                         | 5,155                   |
| Bell, Clark            | Temporary Faculty          | 586                 | 50                          | 636                     |
| Bellisimo, Yolanda     | Instructor                 | 146,590             | 44,030                      | 190,620                 |
| Ben David, Itai        | Hourly                     | 2,298               | 18                          | 2,316                   |
| Bencich, Lawrence      | Temporary Faculty          | 5,079               | 431                         | 5,510                   |
| Benet, Micol           | Executive Assistant II     | 71,313              | 43,586                      | 114,899                 |
| Beraldi, Alessandra    | Temporary Faculty          | 2,154               | 183                         | 2,337                   |
| Berkelhammer, Larry    | Temporary Faculty          | 1,831               | 155                         | 1,986                   |
| Berringer, Steven      | Instructor                 | 127,901             | 59,957                      | 187,858                 |
| Bertuol-Okun, Sueli    | Temporary Faculty          | 56,804              | 28,072                      | 84,876                  |
| Bestmartini, Elizabeth | Temporary Faculty          | 4,286               | 364                         | 4,650                   |
| Bham, Asma             | Hourly                     | 4,088               | 32                          | 4,120                   |
| Bham, Mariam           | Hourly                     | 4,076               | 32                          | 4,108                   |
| Bigeagle, Norman       | Temporary Faculty          | 14,266              | 327                         | 14,593                  |
| Biggart, Maureen       | Childrens Center Site Supv | 60,143              | 24,033                      | 84,176                  |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
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| <b>EMPLOYEE</b>          | <b>JOB TITLE</b>           | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------------|----------------------------|----------------------------|------------------------------------|--------------------------------|
| Binnings, Celeste        | Temporary Faculty          | 1,368                      | 116                                | 1,484                          |
| Bjorklund, Trevor        | Instructor                 | 96,978                     | 44,480                             | 141,458                        |
| Blumenthal, Susan        | Temporary Faculty          | 35,785                     | 3,038                              | 38,823                         |
| Blusseau, Francoise      | Temporary Faculty          | 21,049                     | 4,081                              | 25,130                         |
| Bogran Raymundo, Rolando | Hourly                     | 43,953                     | 21,284                             | 65,237                         |
| Bohlke, Wende            | Temporary Faculty          | 77,094                     | 32,380                             | 109,474                        |
| Bonander, Barbara        | Instructor                 | 116,583                    | 39,324                             | 155,907                        |
| Borenstein, Bonnie       | Instructor                 | 82,539                     | 36,972                             | 119,511                        |
| Borgognoni, Robert       | Temporary Faculty          | 6,948                      | 1,330                              | 8,278                          |
| Borisov, Olga            | Administrative Asst II     | 74,889                     | 45,099                             | 119,988                        |
| Bostonian, Robert        | Work Study                 | 1,755                      | 14                                 | 1,769                          |
| Bowen, Nora              | Children Center Teacher    | 78,764                     | 16,492                             | 95,256                         |
| Boyd, Sandy              | Instructor                 | 148,984                    | 40,896                             | 189,880                        |
| Bradley, Kathleen        | Temporary Faculty          | 52,596                     | 4,465                              | 57,061                         |
| Brady, Stephen           | Temporary Faculty          | 43,972                     | 4,921                              | 48,893                         |
| Brannon, Shirleigh       | Temporary Faculty          | 20,801                     | 476                                | 21,277                         |
| Breakstone, Julie        | Employment Services Coord. | 96,281                     | 52,560                             | 148,841                        |
| Brear, Sebastian         | Hourly                     | 2,691                      | 21                                 | 2,712                          |
| Brennan, Molly           | Temporary Faculty Instrl   | 31,331                     | 20,100                             | 51,431                         |
| Briceno-Moreno, Luz      | Counselor                  | 150,002                    | 50,541                             | 200,543                        |
| Briffa, Jennifer         | Temporary Faculty          | 16,302                     | 1,859                              | 18,161                         |
| Broida, David            | Temporary Faculty          | 215                        | 18                                 | 233                            |
| Brookshire, Guy          | Temporary Faculty          | 33,411                     | 6,455                              | 39,866                         |
| Brown, Becky             | Instructor                 | 138,675                    | 49,187                             | 187,862                        |
| Brown, Roosevelt         | Hourly                     | 10,535                     | 894                                | 11,429                         |

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**ALPHABETICAL ORDER**

| EMPLOYEE              | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Brown, Steven         | Retiree Non Instructional     | -                   | 12,212                      | 12,212                  |
| Brown, Teresa         | Administrative Asst I         | 57,871              | 29,297                      | 87,168                  |
| Brown-Carson, Jamelia | Temporary Faculty             | 30,943              | 5,965                       | 36,908                  |
| Bruce, Robert         | Temporary Faculty             | 42,697              | 3,625                       | 46,322                  |
| Buckley, Bo           | Health Services Assistant     | 33,095              | 10,560                      | 43,655                  |
| Bui, Xuan             | Custodian                     | 50,785              | 27,771                      | 78,556                  |
| Buquen, Kenny         | Temporary Faculty             | 46,791              | 18,850                      | 65,641                  |
| Burchard, Peter       | Hourly                        | 13,993              | 1,188                       | 15,181                  |
| Burke, Thomas         | Retiree Non Instructional     | -                   | 5,784                       | 5,784                   |
| Burkhardt, Dianne     | Hourly                        | 222                 | 19                          | 241                     |
| Burton, Christine     | Temporary Faculty Instrl      | 4,989               | 424                         | 5,413                   |
| Butler, Ann           | Hourly                        | 105                 | 9                           | 114                     |
| Byrne, Ryan           | Dir SS - Kinesiology & Ath    | 164,798             | 57,252                      | 222,050                 |
| Cacciatore, Jocelyn   | Hourly                        | 544                 | 46                          | 590                     |
| Cady, Jeffrey         | Instrl Spec - College Skills  | 82,843              | 39,525                      | 122,368                 |
| Cairns, Michael       | Hourly                        | 27,760              | 10,070                      | 37,830                  |
| Calica, Corinna       | Director of Child Dev & ECE   | 130,842             | 61,798                      | 192,640                 |
| Callahan, Shawna      | Human Resources Technician I  | 72,665              | 45,839                      | 118,504                 |
| Campbell, John        | Mgr. Organic Farm & Garden    | 94,460              | 43,545                      | 138,005                 |
| Canady-Williams, Kim  | Instructional Specialist      | 24,984              | 2,399                       | 27,383                  |
| Carlisle, Dorian      | Administrative Asst II        | 39,100              | 24,837                      | 63,937                  |
| Carlson, Cheryl       | Comm Ed and Svcs Program Spec | 107,138             | 46,542                      | 153,680                 |
| Carlson, Sharon       | Temporary Faculty             | 36,533              | 7,055                       | 43,588                  |
| Carnahan, Casey       | Temporary Faculty             | 27,177              | 4,108                       | 31,285                  |
| Carrara, Alana        | Hourly                        | 13,710              | 1,164                       | 14,874                  |

**MARIN COMMUNITY COLLEGE DISTRICT  
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ALPHABETICAL ORDER**

| <b>EMPLOYEE</b>         | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Carrera, Steve          | Instructor                     | 85,961                     | 29,691                             | 115,652                        |
| Carroll, Sheldon        | Evaluation Analyst             | 76,694                     | 34,703                             | 111,397                        |
| Castillo, Nathan        | Lab Tech FA-Sculpture          | 38,870                     | 19,323                             | 58,193                         |
| Cazares, Bertha         | Hourly                         | 720                        | 6                                  | 726                            |
| Centolella, Thomas      | Temporary Faculty              | 6,784                      | 576                                | 7,360                          |
| Chan Dzib, Cayri        | Hourly                         | 4,275                      | 34                                 | 4,309                          |
| Chan, Sheila            | Temporary Faculty              | 49,298                     | 9,507                              | 58,805                         |
| Chang, Yungching        | Temporary Faculty              | 11,602                     | 985                                | 12,587                         |
| Charlson, Katherine     | Temporary Faculty              | 14,645                     | 1,243                              | 15,888                         |
| Chavez Rodriguez, Luis  | Temporary Faculty              | 25,508                     | 2,165                              | 27,673                         |
| Cheney, Paul            | Instructor                     | 98,763                     | 44,772                             | 143,535                        |
| Chi Casanova, Stephanie | Hourly                         | 3,368                      | 27                                 | 3,395                          |
| Chi, Brian              | Network PC Telephone Tech      | 100,132                    | 50,453                             | 150,585                        |
| Chia, Mia               | Instructor                     | 121,960                    | 36,136                             | 158,096                        |
| Chinn, Jett             | Temporary Faculty              | 65,398                     | 33,428                             | 98,826                         |
| Christensen, Anders     | Hourly                         | 8,520                      | 723                                | 9,243                          |
| Christensen, Tina       | Instructor                     | 105,482                    | 43,825                             | 149,307                        |
| Christiansen, Klaus     | Diir Facilities Pln & M&O      | 169,075                    | 70,505                             | 239,580                        |
| Chung, Shook-Chu        | Senior Creative/Lead Web Dsgr. | 110,198                    | 42,222                             | 152,420                        |
| Clark, Natalie          | Hourly                         | 1,172                      | 100                                | 1,272                          |
| Clifford, Patricia      | Temporary Faculty              | 659                        | 56                                 | 715                            |
| Cohen, Steve            | Stipend - Summer Academies     | 888                        | 20                                 | 908                            |
| Cohn, Julie             | Temporary Faculty              | 3,810                      | 323                                | 4,133                          |
| Coleman, Shannon        | Hourly                         | 1,890                      | 15                                 | 1,905                          |
| Coley, William          | Counselor                      | 128,352                    | 48,943                             | 177,295                        |

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**ALPHABETICAL ORDER**

| EMPLOYEE                 | JOB TITLE                 | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|---------------------------|---------------------|-----------------------------|-------------------------|
| Colocho Rogel, Bryan     | Hourly                    | 1,980               | 16                          | 1,996                   |
| Comings, Willard         | Temporary Faculty         | 32,955              | 2,798                       | 35,753                  |
| Connor, D'Artagnan       | Hourly                    | 2,700               | 229                         | 2,929                   |
| Conti, Diana             | Board of Trustee          | 4,933               | 16,678                      | 21,611                  |
| Contini, Victor          | Temporary Faculty         | 60,630              | 34,575                      | 95,205                  |
| Cooke, Indica            | Children Center Teacher   | 19,088              | 15,953                      | 35,041                  |
| Coon, David Wain         | Superintendent President  | 365,509             | 82,284                      | 447,793                 |
| Cooney, Ryan             | Hourly                    | 4,638               | 394                         | 5,032                   |
| Cooper, Laura            | Hourly                    | 33,656              | 14,829                      | 48,485                  |
| Cooper, Michelle         | Work Study                | 3,713               | 29                          | 3,742                   |
| Coss, Craig              | Temporary Faculty         | 27,602              | 2,343                       | 29,945                  |
| Cottle, Windee           | Instructor                | 102,438             | 45,091                      | 147,529                 |
| Coulson, Maria           | Instructor                | 169,555             | 54,643                      | 224,198                 |
| Covarrubias Pina, Silvia | Hourly                    | 5,884               | 46                          | 5,930                   |
| Craft-Neto, Maria        | Hourly                    | 878                 | 75                          | 953                     |
| Craig, Rodney            | Gardener                  | 59,485              | 35,829                      | 95,314                  |
| Craver, Yosifah          | Hourly                    | 81,343              | 14,784                      | 96,127                  |
| Crawford, Lester         | Maintenance Carpenter     | 57,078              | 26,148                      | 83,226                  |
| Crawford, Yashica        | Instructor                | 157,441             | 51,899                      | 209,340                 |
| Creed, James             | Hourly                    | 5,201               | 41                          | 5,242                   |
| Creel, Melody            | Retiree Non Instructional | -                   | 15,684                      | 15,684                  |
| Creighton, Heather       | Hourly                    | 262                 | 22                          | 284                     |
| Crosby, Frank            | Instructor                | 163,711             | 53,763                      | 217,474                 |
| Crow, Suzanne            | Board of Trustee          | 4,522               | 13,201                      | 17,723                  |
| Cruse, Nicholas          | Hourly                    | 1,857               | 158                         | 2,015                   |

**MARIN COMMUNITY COLLEGE DISTRICT  
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ALPHABETICAL ORDER**

| <b>EMPLOYEE</b>        | <b>JOB TITLE</b>          | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|------------------------|---------------------------|----------------------------|------------------------------------|--------------------------------|
| Cruz Dominguez, Karina | Hourly                    | 5,363                      | 42                                 | 5,405                          |
| Cruz Viera, Mercedes   | Custodian                 | 49,977                     | 36,764                             | 86,741                         |
| Cruz, Julio            | Custodian                 | 68,430                     | 38,509                             | 106,939                        |
| Cruz, Nicole           | Executive Assistant I     | 98,487                     | 52,603                             | 151,090                        |
| Cucchiara, Antonino    | Instructor                | 98,426                     | 42,762                             | 141,188                        |
| Culbertson, Mark       | Temporary Faculty Instrl  | 6,956                      | 1,332                              | 8,288                          |
| Cullen, Gina           | Counselor                 | 174,987                    | 55,289                             | 230,276                        |
| Cunningham, James      | Hourly                    | 7,828                      | 179                                | 8,007                          |
| Cunningham, Paula      | Hourly                    | 29,220                     | 8,707                              | 37,927                         |
| da Silva, Paul         | Instructor                | 132,006                    | 48,702                             | 180,708                        |
| D'Agostino, Lisa       | Temporary Faculty         | 66,619                     | 25,861                             | 92,480                         |
| Danberg, Anne          | Temporary Faculty         | 586                        | 50                                 | 636                            |
| Dannecker, Maritza     | Senior Payroll Specialist | 698                        | 2,110                              | 2,808                          |
| Darawsha, Khaoula      | Work Study                | 14,039                     | 1,192                              | 15,231                         |
| Daubenmire, Paul       | Instructor                | 145,136                    | 49,989                             | 195,125                        |
| Davis, Brian           | Work Study                | 705                        | 6                                  | 711                            |
| Davison, Jeanette      | Instructional Specialist  | 29,441                     | 8,481                              | 37,922                         |
| Day, Christopher       | Hourly                    | 6,213                      | 49                                 | 6,262                          |
| De Leon, Kevin         | Hourly                    | 195                        | 2                                  | 197                            |
| de Leon, Raysheina     | Hourly                    | 2,531                      | 70                                 | 2,601                          |
| De Souza, Isabela      | Hourly                    | 7,812                      | 62                                 | 7,874                          |
| De Young, Scott        | Custodian                 | 64,474                     | 32,832                             | 97,306                         |
| Deines, Mark           | Instructional Assistant   | 18,217                     | 1,660                              | 19,877                         |
| Deiongh, Kyle          | Instructional Assistant   | 21,032                     | 1,969                              | 23,001                         |
| del Barrio, Emile      | Hourly                    | 480                        | 41                                 | 521                            |

**MARIN COMMUNITY COLLEGE DISTRICT  
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| <b>EMPLOYEE</b>             | <b>JOB TITLE</b>              | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-----------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Del Grande, David           | Temporary Faculty             | 42,127                     | 8,123                              | 50,250                         |
| dell'Avo Ruttimann, Pierina | CES Instructor - Hrly Faculty | 2,100                      | 178                                | 2,278                          |
| Deo, Lee                    | Enrollment Services Assoc II  | 15,425                     | 6,484                              | 21,909                         |
| Derbin Jr, Robert           | Temporary Faculty             | 27,403                     | 5,040                              | 32,443                         |
| Di Benedetto, Luz           | Temporary Faculty             | 17,231                     | 1,463                              | 18,694                         |
| Diaz de Lopez, Ecxa Roxana  | Custodian                     | 43,344                     | 36,190                             | 79,534                         |
| Diaz Marroquin, Abner       | Custodian                     | 53,705                     | 37,815                             | 91,520                         |
| Diaz, Christopher           | Maintenance Plumber           | 83,978                     | 23,335                             | 107,313                        |
| Dimopoulos, Eliana          | Assistive Tech Specialist     | 91,334                     | 36,279                             | 127,613                        |
| Dodge, George               | Custodian                     | 55,797                     | 27,083                             | 82,880                         |
| Dodge, Margaret             | Instructor                    | 119,460                    | 51,929                             | 171,389                        |
| Doermann, Elisabeth         | Temporary Faculty             | 43,133                     | 18,141                             | 61,274                         |
| Dominguez, Paul             | Lead Gardener                 | 79,888                     | 46,396                             | 126,284                        |
| Donery, Christopher         | Hourly                        | 6,066                      | 515                                | 6,581                          |
| Donovan, Kimberly           | Work Study                    | 7,793                      | 61                                 | 7,854                          |
| Dormann, Roger              | Graphics Design Specialist    | 71,802                     | 33,303                             | 105,105                        |
| Dougherty, Aubrey           | Hourly                        | 1,059                      | 8                                  | 1,067                          |
| Douglas, Joshua             | Hourly                        | 1,140                      | 97                                 | 1,237                          |
| Douglass, Sandra            | Temporary Faculty             | 48,831                     | 1,118                              | 49,949                         |
| Draheim, Teliha             | CES Instructor - Hrly Faculty | 525                        | 45                                 | 570                            |
| Drake, Brandon              | Comm Ed and Svcs Program Spec | 19,205                     | 9,818                              | 29,023                         |
| Dreskin, Wendy              | Temporary Faculty             | 8,010                      | 680                                | 8,690                          |
| Drisdell, Lucas             | Instructional Specialist      | 73,374                     | 37,139                             | 110,513                        |
| Duchamp, Carol              | Temporary Faculty             | 1,905                      | 162                                | 2,067                          |
| Dugan, Karen                | Hourly                        | 225                        | 2                                  | 227                            |



**MARIN COMMUNITY COLLEGE DISTRICT  
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| <b>EMPLOYEE</b>      | <b>JOB TITLE</b>              | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|----------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Dunkle, Christopher  | Tech Support Specialist I     | 80,316                     | 39,191                             | 119,507                        |
| Dunmire, Erik        | Instructor                    | 180,892                    | 52,931                             | 233,823                        |
| Dunn, Jason          | Instructor                    | 96,874                     | 44,419                             | 141,293                        |
| Durtschi, Thomas     | Hourly                        | 476                        | 40                                 | 516                            |
| Dutton, Caroline     | Temporary Faculty             | 36,017                     | 6,553                              | 42,570                         |
| Dyer, Nequeshe       | Administrative Asst II        | 58,642                     | 40,473                             | 99,115                         |
| Early, Rinetta       | Counselor                     | 174,755                    | 44,128                             | 218,883                        |
| Edmondson, Chris     | Retiree Non Instructional     | -                          | 12,212                             | 12,212                         |
| Edwards, Shaquam     | Instructor                    | 120,856                    | 44,860                             | 165,716                        |
| Egbert, Roger        | Retiree Non Instructional     | -                          | 13,132                             | 13,132                         |
| Egert, David         | Instructor                    | 130,244                    | 38,572                             | 168,816                        |
| Ekoue Totou, Patrick | CIO/Dir of Info. Technology   | 184,415                    | 73,465                             | 257,880                        |
| Eldridge, Jon        | Asst. Supr/VP/Stu Lrn&Sucess  | 248,866                    | 54,866                             | 303,732                        |
| Elias, Siham         | Hourly                        | 3,633                      | 83                                 | 3,716                          |
| Emami, Hamid         | CES Instructor - Hrly Faculty | 754                        | 64                                 | 818                            |
| Engell, Katharine    | Temporary Faculty             | 17,430                     | 5,909                              | 23,339                         |
| Engler, Merri        | Hourly                        | 1,768                      | 150                                | 1,918                          |
| Enty, Aftab          | Laboratory Technician         | 74,093                     | 46,021                             | 120,114                        |
| Erdmann, John        | Librarian                     | 134,726                    | 45,573                             | 180,299                        |
| Erlenheim, David     | Buyer                         | 94,739                     | 39,829                             | 134,568                        |
| Escobar, Caitlin     | Counselor                     | 106,696                    | 46,139                             | 152,835                        |
| Essick, Edward       | Temporary Faculty             | 48,418                     | 1,108                              | 49,526                         |
| Everitt, David       | Instructor                    | 132,343                    | 48,750                             | 181,093                        |
| Evershed, David      | Lead Gardener - Organic Farm  | 58,308                     | 39,114                             | 97,422                         |
| Fara, Nick           | Instructor                    | 94,603                     | 41,779                             | 136,382                        |

**MARIN COMMUNITY COLLEGE DISTRICT  
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| EMPLOYEE            | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Farb, Adam          | Hourly                        | 2,052               | 174                         | 2,226                   |
| Farias, Isidro      | Dir. Capital Projects         | 158,724             | 63,634                      | 222,358                 |
| Federle, Barbara    | Hourly                        | 38,682              | 17,266                      | 55,948                  |
| Feldman, Jared      | Hourly                        | 20,384              | 5,750                       | 26,134                  |
| Felix, Andres       | Work Study                    | 4,609               | 36                          | 4,645                   |
| Ferro, Samantha     | Temporary Faculty             | 1,831               | 155                         | 1,986                   |
| Fiandaca, Anastasia | Temporary Faculty             | 16,597              | 2,168                       | 18,765                  |
| Fields, Marjorie    | CES Instructor - Hrly Faculty | 808                 | 69                          | 877                     |
| Filane, Leonard     | Temporary Faculty             | 33,715              | 8,172                       | 41,887                  |
| Finch, Alison       | Hourly                        | 6,888               | 585                         | 7,473                   |
| Finlayson, Luna     | Counselor                     | 99,237              | 42,685                      | 141,922                 |
| Finley, Cynthia     | Temporary Faculty             | 40,475              | 17,636                      | 58,111                  |
| Flandreau, Tara     | Temporary Faculty             | 962                 | 5,806                       | 6,768                   |
| Fletcher, Sandra    | Temporary Faculty             | 41,763              | 3,545                       | 45,308                  |
| Flores, Steffanie   | Work Study                    | 4,650               | 37                          | 4,687                   |
| Fonteno, Amber      | Library Technician II         | 66,490              | 31,723                      | 98,213                  |
| Forsyth, Susan      | Temporary Faculty             | 43,091              | 8,053                       | 51,144                  |
| Foss, Donald        | Retiree Instructional         | -                   | 9,546                       | 9,546                   |
| Foulger, Kim        | Administrative Asst II        | 68,355              | 42,317                      | 110,672                 |
| Fragata, Marilou    | Staff Accountant              | 92,057              | 48,840                      | 140,897                 |
| France, Patricia    | Instructor                    | 96,318              | 31,112                      | 127,430                 |
| Fredrick, Dario     | Temporary Faculty             | 38,757              | 4,123                       | 42,880                  |
| Friedman, Carol     | Temporary Faculty             | 1,364               | 116                         | 1,480                   |
| Friedman, Henry     | Temporary Faculty             | 215                 | 18                          | 233                     |
| Frye, Sarah         | Librarian                     | 149,217             | 42,366                      | 191,583                 |

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ALPHABETICAL ORDER**

| EMPLOYEE              | JOB TITLE                   | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|-----------------------------|---------------------|-----------------------------|-------------------------|
| Fuches, Nicole        | Hourly                      | 1,381               | 117                         | 1,498                   |
| Furuya, Bruce         | Counselor                   | 187,647             | 39,428                      | 227,075                 |
| Fyda, Michael         | Hourly                      | 2,648               | 21                          | 2,669                   |
| Gaffney, Keli         | Accounting Technician       | 71,622              | 36,578                      | 108,200                 |
| Gallagher, Kaitlyn    | Hourly                      | 1,745               | 148                         | 1,893                   |
| Gallegos, Renee       | Temporary Faculty           | 538                 | 46                          | 584                     |
| Galodamu, Salomi      | Hourly                      | 945                 | 7                           | 952                     |
| Galzagorry, Jeanfelix | Custodian                   | 1,081               | 242                         | 1,323                   |
| Galzagorry, Marie     | Custodian                   | 61,670              | 39,967                      | 101,637                 |
| Gamal, Arif           | Temporary Faculty           | 55,954              | 10,803                      | 66,757                  |
| Gammill, Elwanda      | Temporary Faculty           | 1,036               | 24                          | 1,060                   |
| Gardiner, David       | Network PC Telephone Tech   | 108,598             | 44,865                      | 153,463                 |
| Garretson, Candice    | Retiree Non Instructional   | -                   | 16,430                      | 16,430                  |
| Garretson, Patrick    | Testing Technician          | 53,079              | 27,946                      | 81,025                  |
| Garrett, Steven       | Lead Gardener-Cap. Projects | 111,924             | 46,614                      | 158,538                 |
| Garrison, Greg        | Retiree Non Instructional   | -                   | 8,204                       | 8,204                   |
| Gauthier, Kency       | Hourly                      | 1,293               | 110                         | 1,403                   |
| Gera, Lisa            | Temporary Faculty           | 54,583              | 4,634                       | 59,217                  |
| Ghannam, Sarah        | Hourly                      | 720                 | 6                           | 726                     |
| Ghazi, Raha           | Hourly                      | 255                 | 2                           | 257                     |
| Giles, Geoffery       | Hourly                      | 1,602               | 13                          | 1,615                   |
| Gill, Clark           | Pool Maintenance Worker     | 51,264              | 36,960                      | 88,224                  |
| Gill, Elizabeth       | Temporary Faculty           | 19,188              | 1,629                       | 20,817                  |
| Gill, Mandeep         | Temporary Faculty           | 20,077              | 3,876                       | 23,953                  |
| Gisle, Kirsten        | Employment Services Coord.  | 82,874              | 23,473                      | 106,347                 |

**MARIN COMMUNITY COLLEGE DISTRICT**  
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**ALPHABETICAL ORDER**

| EMPLOYEE           | JOB TITLE                 | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------|---------------------------|---------------------|-----------------------------|-------------------------|
| Giusti, James      | Hourly                    | 2,794               | 22                          | 2,816                   |
| Gloistein, Barbara | Temporary Faculty         | 23,155              | 1,966                       | 25,121                  |
| Goldberg, Georgia  | Temporary Faculty         | 35,307              | 808                         | 36,115                  |
| Goldfarb, Sharon   | Dean of Health Sciences   | 126,708             | 47,868                      | 174,576                 |
| Goldman, Mitchell  | Temporary Faculty         | 16,529              | 3,077                       | 19,606                  |
| Golitzin, George   | Instructor                | 132,412             | 51,347                      | 183,759                 |
| Gomez, Javier      | Hourly                    | 608                 | 52                          | 660                     |
| Gonzalez, Esther   | Hourly                    | 720                 | 6                           | 726                     |
| Gonzalez, James    | Instructor                | 153,820             | 51,975                      | 205,795                 |
| Gonzalez, Marco    | Instructor                | 165,958             | 52,122                      | 218,080                 |
| Good, Lesley       | Laboratory Technician     | 59,604              | 33,285                      | 92,889                  |
| Goodale, Jayme     | Temporary Faculty         | 31,741              | 5,872                       | 37,613                  |
| Goodwin, Ross      | Temporary Faculty         | 35,663              | 6,641                       | 42,304                  |
| Gostlin, Malo      | Hourly                    | 3,499               | 28                          | 3,527                   |
| Gough, Daniel      | Temporary Faculty Instrl  | 47,611              | 9,186                       | 56,797                  |
| Govrin, Dvora      | Temporary Faculty         | 6,300               | 535                         | 6,835                   |
| Gray, Maria        | Temporary Faculty         | 38,647              | 26,652                      | 65,299                  |
| Green, Edward      | Temporary Faculty         | 1,026               | 87                          | 1,113                   |
| Greitzer, Michelle | Senior Accountant         | 117,028             | 56,547                      | 173,575                 |
| Griffin, Bridgette | Hourly                    | 12,983              | 1,102                       | 14,085                  |
| Griffin, Julie     | Hourly                    | 17,786              | 1,510                       | 19,296                  |
| Grist, Gregory     | Temporary Faculty         | 91,264              | 38,454                      | 129,718                 |
| Gruenert, Honor    | Children Center Teacher   | 24,340              | 14,682                      | 39,022                  |
| Grunat, Mitchell   | CES - Hourly Faculty      | 1,077               | 91                          | 1,168                   |
| Gudmundsson, Jon   | Tech Support Specialist I | 98,720              | 40,754                      | 139,474                 |

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| <b>EMPLOYEE</b>       | <b>JOB TITLE</b>              | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-----------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Guerra, Anthony       | Hourly                        | 6,356                      | 50                                 | 6,406                          |
| Guest, Elissa         | CES Instructor - Hrly Faculty | 1,400                      | 119                                | 1,519                          |
| Guillen, Hugo         | EOPS/CalWorks Specialist      | 61,523                     | 33,292                             | 94,815                         |
| Gulati, Shubie        | CES Instructor - Hrly Faculty | 242                        | 21                                 | 263                            |
| Gurka, Constance      | Retiree Non Instructional     | -                          | 8,204                              | 8,204                          |
| Gutierrez, Derry      | Childrens Center Site Supv    | 59,502                     | 34,169                             | 93,671                         |
| Haag, Jon             | Maintenance Technician I      | 60,255                     | 29,158                             | 89,413                         |
| Haber, John           | Tech Support Specialist I     | 105,003                    | 42,334                             | 147,337                        |
| Hager, Joyce          | Hourly                        | 1,920                      | 163                                | 2,083                          |
| Haggitt, Brianna      | Accountant                    | 88,143                     | 48,221                             | 136,364                        |
| Hagos, Alganesh       | Inst Support Specialist       | 116,450                    | 46,475                             | 162,925                        |
| Haikins-Appiah, Nigel | Hourly                        | 70,851                     | 33,031                             | 103,882                        |
| Haiman, Joshua        | Temporary Faculty             | 4,689                      | 398                                | 5,087                          |
| Hain, Diane           | Temporary Faculty             | 928                        | 79                                 | 1,007                          |
| Halajian, Sarkis      | Hourly                        | 2,789                      | 22                                 | 2,811                          |
| Hall, Quincy          | Temporary Faculty             | 646                        | 55                                 | 701                            |
| Halperin, Frances     | Temporary Faculty Instrl      | 11,888                     | 1,009                              | 12,897                         |
| Hansen, Candice       | Human Resources Technician II | 81,540                     | 39,561                             | 121,101                        |
| Hansen, Dennis        | Temporary Faculty             | 28,213                     | 2,395                              | 30,608                         |
| Hansen, Jennifer      | Temporary Faculty             | 1,758                      | 149                                | 1,907                          |
| Harbison, Jesse       | Reprographics Mail Clerk      | 61,779                     | 40,603                             | 102,382                        |
| Harkins, Erika        | Temporary Faculty             | 3,661                      | 311                                | 3,972                          |
| Harris, Marjorie      | Accounting Specialist         | 35,029                     | 18,034                             | 53,063                         |
| Harris, Nekoda        | Dir of HR                     | 167,851                    | 52,731                             | 220,582                        |
| Harrison, Eli         | Temporary Faculty             | 1,184                      | 101                                | 1,285                          |

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| EMPLOYEE                    | JOB TITLE                      | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|--------------------------------|---------------------|-----------------------------|-------------------------|
| Hartman, Rosalind           | Retiree Non Instructional      | -                   | 4,102                       | 4,102                   |
| Harvey, Devon               | Hourly                         | 100                 | 1                           | 101                     |
| Hatfield, Miho              | Hourly                         | 1,893               | 161                         | 2,054                   |
| Hayman, Ildiko              | Hourly                         | 9,375               | 796                         | 10,171                  |
| Hayne, Katherine            | Temporary Faculty              | 70,182              | 13,551                      | 83,733                  |
| Healey, Bernard             | Temporary Faculty              | 1,612               | 137                         | 1,749                   |
| Heckman, Shani              | Temporary Faculty              | 16,678              | 3,217                       | 19,895                  |
| Hedemark, Gordon            | Instructional Assistant        | 29,875              | 16,981                      | 46,856                  |
| Height, Jared               | Hourly                         | 5,003               | 39                          | 5,042                   |
| Heller, Julia               | Hourly                         | 4,620               | 36                          | 4,656                   |
| Hemphill, Pamela            | Hourly                         | 43,952              | 3,731                       | 47,683                  |
| Hernandez Hernandez, Maria  | Work Study                     | 4,637               | 37                          | 4,674                   |
| Hernandez, Barbara          | Instructional Specialist       | 28,801              | 11,188                      | 39,989                  |
| Hernandez, Carol            | Dean of Math and Sciences      | 161,639             | 56,689                      | 218,328                 |
| Herrera, Henry              | Custodian                      | 33,797              | 15,265                      | 49,062                  |
| Hersch, Tonya               | Dean of Educ Success Programs  | 162,813             | 69,859                      | 232,672                 |
| Hickey, Zoe                 | Hourly                         | 2,735               | 22                          | 2,757                   |
| Higueros, Emmanuel          | Hourly                         | 5,677               | 45                          | 5,722                   |
| Hildebrand, Carol           | Dir of Comm Ed, LL, and Int Ed | 142,309             | 51,277                      | 193,586                 |
| Himmelman, Maayan           | Work Study                     | 1,170               | 9                           | 1,179                   |
| Hirschman -de Blanc, Louise | Temporary Faculty              | 54,306              | 1,243                       | 55,549                  |
| Hoe, Ruan                   | Hourly                         | 3,488               | 28                          | 3,516                   |
| Hoffman, Jesse              | Asst Dir M&O                   | 143,014             | 64,370                      | 207,384                 |
| Hojilla, Gabrielle          | Hourly                         | 2,364               | 19                          | 2,383                   |
| Holden, Walter              | Temporary Faculty Instrl       | 5,493               | 552                         | 6,045                   |

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| <b>EMPLOYEE</b>          | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Holub, Karl              | Library Technician II          | 58,643                     | 32,967                             | 91,610                         |
| Horinek, Jon             | Dean of Enrollment Management  | 165,349                    | 46,113                             | 211,462                        |
| Hornback, Robert         | Temporary Faculty              | 2,328                      | 449                                | 2,777                          |
| Hornick, Noah            | Hourly                         | 200                        | 2                                  | 202                            |
| Horton, Katheryn         | Dir Workforce Programs         | 118,375                    | 56,412                             | 174,787                        |
| Howard, Matthew          | Instructional Technology Super | 108,009                    | 43,937                             | 151,946                        |
| Hritz, George            | Retiree Instructional          | -                          | 10,012                             | 10,012                         |
| Hudgens, Michael         | Instuctional Support Coord.    | 24,521                     | 6,917                              | 31,438                         |
| Hug, Elizabeth           | Temporary Faculty              | 5,550                      | 471                                | 6,021                          |
| Hui, Julie               | Temporary Faculty              | 45,120                     | 18,523                             | 63,643                         |
| Hulin, Patricia          | Instructor                     | 109,129                    | 34,309                             | 143,438                        |
| Humphreys, Richard       | Temporary Faculty              | 27,461                     | 5,280                              | 32,741                         |
| Hunter, Andrea           | Enrollment Services Assoc III  | 97,413                     | 48,926                             | 146,339                        |
| Hunter, Carrie           | Temporary Faculty              | 26,355                     | 6,127                              | 32,482                         |
| Hunter, Sheila           | CES Instructor - Hrly Faculty  | 269                        | 23                                 | 292                            |
| Hurley, John             | Hourly                         | 1,025                      | 87                                 | 1,112                          |
| Ibach, Meichiet          | Hourly                         | 1,300                      | 110                                | 1,410                          |
| Ilustre-Boatright, Heidi | Temporary Faculty              | 2,030                      | 172                                | 2,202                          |
| Imazumi, Sandra          | Laboratory Technician/Museum   | 29,751                     | 2,645                              | 32,396                         |
| Indart, Loretta          | Retiree Non Instructional      | -                          | 16,430                             | 16,430                         |
| Indi, Ferhat             | Systems Engineer               | 154,314                    | 62,451                             | 216,765                        |
| Inman, Briana            | Hourly                         | 1,169                      | 99                                 | 1,268                          |
| Irish, Tamara            | Hourly                         | 1,620                      | 138                                | 1,758                          |
| Isozaki, Margaret        | Director of Fiscal Services    | 172,587                    | 61,994                             | 234,581                        |
| Jackson, Kahea           | Admin Asst II Child Ctr/ECE    | 59,554                     | 29,743                             | 89,297                         |

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| EMPLOYEE         | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Jackson, Tyler   | Hourly                        | 1,122               | 9                           | 1,131                   |
| Jacunski, Neal   | Temporary Faculty             | 9,552               | 811                         | 10,363                  |
| Jakobsen, Heidi  | CES Instructor - Hrly Faculty | 855                 | 73                          | 928                     |
| James, Patience  | Enrollment Services Assoc II  | 85,669              | 47,316                      | 132,985                 |
| Jarrell, Boyd    | Temporary Faculty             | 56,375              | 30,076                      | 86,451                  |
| Jessell, Lori    | Temporary Faculty             | 16,751              | 2,844                       | 19,595                  |
| Jessen, Chloe    | Hourly                        | 578                 | 49                          | 627                     |
| Jestadt, Jesse   | Instructional Specialist      | 48,130              | 15,026                      | 63,156                  |
| Johns, Christian | Hourly                        | 12,300              | 1,044                       | 13,344                  |
| Johnson, Linda   | Hourly                        | 12,690              | 1,077                       | 13,767                  |
| Johnson, Manny   | Hourly                        | 2,370               | 201                         | 2,571                   |
| Johnson, Nancy   | Temporary Faculty             | 3,516               | 298                         | 3,814                   |
| Johnson, Pamela  | Temporary Faculty Instrl      | 16,745              | 1,272                       | 18,017                  |
| Johnson, Phyllis | Temporary Faculty             | 25,440              | 4,904                       | 30,344                  |
| Johnson, Sarah   | Temporary Faculty             | 11,789              | 2,269                       | 14,058                  |
| Johnson, Tammera | Administrative Asst II        | 64,914              | 38,370                      | 103,284                 |
| Jones, Alexander | Car. Intern & Svcs Prog Coord | 84,281              | 40,345                      | 124,626                 |
| Jones, Andrew    | Temporary Faculty             | 15,980              | 7,461                       | 23,441                  |
| Jones, Carolyn   | CES Instructor - Hrly Faculty | 485                 | 41                          | 526                     |
| Jones, David     | Instructor                    | 122,469             | 37,005                      | 159,474                 |
| Jones, Michieal  | Temporary Faculty             | 7,968               | 1,545                       | 9,513                   |
| Jones, Rhonda    | Executive Assistant I         | 83,441              | 36,796                      | 120,237                 |
| Jones, Suzanne   | Temporary Faculty             | 42,126              | 22,773                      | 64,899                  |
| Jordan, Amy      | Hourly                        | 867                 | 74                          | 941                     |
| Jordan, Rachel   | Hourly                        | 782                 | 66                          | 848                     |



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| <b>EMPLOYEE</b>          | <b>JOB TITLE</b>          | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------------|---------------------------|----------------------------|------------------------------------|--------------------------------|
| Joseph, Sarah            | Lab Tech/Health Sciences  | 22,569                     | 6,445                              | 29,014                         |
| Joyner, Kathleen         | Executive Assistant II    | 13,860                     | 22,379                             | 36,239                         |
| Juarez, Kimberly         | Temporary Faculty         | 19,423                     | 1,649                              | 21,072                         |
| Jucker, Stephanie        | Temporary Faculty         | 1,758                      | 149                                | 1,907                          |
| Kahn, Georgia            | Hourly                    | 73                         | 6                                  | 79                             |
| Kang, Manjit             | Hourly                    | 48,927                     | 32,690                             | 81,617                         |
| Karel, Ellen             | Temporary Faculty         | 18,874                     | 1,602                              | 20,476                         |
| Kaur, Harpreet           | Hourly                    | 1,526                      | 12                                 | 1,538                          |
| Keener, Daniel           | Custodian                 | 13,279                     | 8,170                              | 21,449                         |
| Keener, Margarita        | Custodian                 | 50,926                     | 34,516                             | 85,442                         |
| Kelly, Alex              | Temporary Faculty         | 30,708                     | 2,607                              | 33,315                         |
| Kelly, Ingrid            | Instructor                | 182,829                    | 53,814                             | 236,643                        |
| Kelly, Patrick           | Instructor                | 167,846                    | 54,804                             | 222,650                        |
| Kent, Matthew            | Student Conduct Officer   | 84,450                     | 40,036                             | 124,486                        |
| Khazaeli Parsa, Poupak   | Temporary Faculty         | 63,714                     | 33,126                             | 96,840                         |
| Killam, Paul             | Temporary Faculty         | 13,795                     | 1,171                              | 14,966                         |
| Kim, Susie               | Hourly                    | 1,860                      | 15                                 | 1,875                          |
| King, Brian              | Hourly                    | 1,874                      | 363                                | 2,237                          |
| King, David              | Instructor                | 72,486                     | 37,460                             | 109,946                        |
| Kinka Ruiz, Devon        | Mgr HR Academic Personnel | 117,853                    | 56,896                             | 174,749                        |
| Klein, Jesse Jane        | Executive Assistant I     | 68,734                     | 42,768                             | 111,502                        |
| Klein, Michael           | Reprographics Mail Clerk  | 61,012                     | 40,384                             | 101,396                        |
| Klein, Rachel            | Counselor                 | 114,108                    | 44,132                             | 158,240                        |
| Klinger, Alisa           | Instructor                | 215,086                    | 63,498                             | 278,584                        |
| Knickerbocker, Katherine | Hourly                    | 4,849                      | 412                                | 5,261                          |

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| <b>EMPLOYEE</b>     | <b>JOB TITLE</b>              | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|---------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Knoop, Michelle     | Temporary Faculty             | 8,058                      | 1,562                              | 9,620                          |
| Knott, Philip       | Hourly                        | 901                        | 77                                 | 978                            |
| Knox, David         | CES Instructor - Hrly Faculty | 1,074                      | 91                                 | 1,165                          |
| Koenig, Karen       | Instructor                    | 122,863                    | 47,227                             | 170,090                        |
| Koorhan, Margaret   | Temporary Faculty             | 18,874                     | 432                                | 19,306                         |
| Kosta, Walter       | Temporary Faculty             | 57,153                     | 10,773                             | 67,926                         |
| Kostyrko, Jacek     | Temporary Faculty             | 77,813                     | 8,223                              | 86,036                         |
| Kranenburg, Philip  | Board of Trustee              | 4,933                      | 25,158                             | 30,091                         |
| Kreit, Cara         | Instructor                    | 110,826                    | 23,633                             | 134,459                        |
| Krempetz, Ronald    | Temporary Faculty             | 42,239                     | 3,586                              | 45,825                         |
| Kreuzer, Susanne    | Temporary Faculty             | 25,286                     | 4,866                              | 30,152                         |
| Kuchta, Patricia    | Substitute for Mathematics    | 148                        | 13                                 | 161                            |
| Kudler, Jacqueline  | Temporary Faculty             | 1,508                      | 128                                | 1,636                          |
| Kudsi, Bashir       | Custodial Services Supervisor | 20,085                     | 7,478                              | 27,563                         |
| Kuhn, Kristi        | Instructor                    | 98,128                     | 45,615                             | 143,743                        |
| Kunis, Kathleen     | Hourly                        | 9,546                      | 810                                | 10,356                         |
| Kuromiya, James     | Inst Support Specialist       | 74,412                     | 44,183                             | 118,595                        |
| Lack, Larry         | Temporary Faculty             | 2,757                      | 234                                | 2,991                          |
| Lacke, Suzanne      | Temporary Faculty             | 56,877                     | 14,651                             | 71,528                         |
| Lambert, Gabriel    | Receiving Clerk               | 31,092                     | 24,459                             | 55,551                         |
| Lamke, Victoria     | Retiree Non Instructional     | -                          | 18,948                             | 18,948                         |
| Landeros, Monica    | Temporary Faculty Instrl      | 22,815                     | 4,407                              | 27,222                         |
| Langeveld, Martinus | Police Officer                | 112,139                    | 31,117                             | 143,256                        |
| Langinger, Jeannie  | Instructor                    | 136,490                    | 42,792                             | 179,282                        |
| Lansing, Ira        | Retiree Instructional         | -                          | 1,556                              | 1,556                          |

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| <b>EMPLOYEE</b>     | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|---------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Lantzy, Henry       | Temporary Faculty              | 21,530                     | 12,829                             | 34,359                         |
| Lara, Ismael        | Temporary Faculty              | 47,734                     | 9,012                              | 56,746                         |
| Lara-Dominguez, Lia | Work Study                     | 2,670                      | 21                                 | 2,691                          |
| Larocca, David      | Retiree Non Instructional      | -                          | 5,784                              | 5,784                          |
| Larre, Christelle   | Lead Custodian                 | 72,456                     | 35,241                             | 107,697                        |
| Laukkanen, Avery    | Hourly                         | 7,499                      | 59                                 | 7,558                          |
| Lavagetto, Lawrence | Hourly                         | 233                        | 20                                 | 253                            |
| Lavagetto, Lisa     | Hourly                         | 2,400                      | 204                                | 2,604                          |
| Lavin, Robin        | Retiree Instructional          | -                          | 8,204                              | 8,204                          |
| Lawrence, Barbara   | Temporary Faculty              | 3,223                      | 274                                | 3,497                          |
| Lazor, Joseph       | Hourly                         | 366                        | 31                                 | 397                            |
| Lebas, Anne-Marie   | Temporary Faculty              | 2,046                      | 174                                | 2,220                          |
| Lee, Emma           | Enrollment Services Assoc I    | 52,241                     | 25,877                             | 78,118                         |
| Lee, June           | Retiree Non Instructional      | -                          | 5,058                              | 5,058                          |
| Lee, Leslie         | Human Resources Technician II  | 87,618                     | 24,847                             | 112,465                        |
| Lee, Sea            | Temporary Faculty              | 43,984                     | 8,483                              | 52,467                         |
| Lee, Wendy          | Tech Support Specialist I      | 108,653                    | 53,474                             | 162,127                        |
| Leeming, Shalle     | Temporary Faculty Instrl       | 11,990                     | 1,018                              | 13,008                         |
| Lefkowitz, Carol    | Temporary Faculty              | 73,359                     | 27,051                             | 100,410                        |
| Lefkowitz, Saralyn  | Instructor                     | 86,724                     | 46,148                             | 132,872                        |
| Lehua, Constance    | Manager Employee & Labor Rel.  | 139,435                    | 62,891                             | 202,326                        |
| Leimer, Christina   | Executive Director of P.R.I.E. | 122,963                    | 19,535                             | 142,498                        |
| Leung, Christine    | Temporary Faculty              | 34,262                     | 16,739                             | 51,001                         |
| Levin, Cherry       | Hourly                         | 2,369                      | 201                                | 2,570                          |
| Levin, Magdalena    | Temporary Faculty              | 64,507                     | 35,321                             | 99,828                         |

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| EMPLOYEE                | JOB TITLE                    | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|------------------------------|---------------------|-----------------------------|-------------------------|
| Lewis, Jeremy           | Hourly                       | 1,099               | 9                           | 1,108                   |
| Lewis, Nina             | Work Study                   | 1,088               | 9                           | 1,097                   |
| Li, Christine           | Instructor                   | 113,301             | 44,053                      | 157,354                 |
| Lieberman, Linda        | Temporary Faculty            | 12,595              | 288                         | 12,883                  |
| Linares, Helen          | Work Study                   | 16,440              | 130                         | 16,570                  |
| Lince, Stacey           | Instructional Designer       | 121,361             | 52,869                      | 174,230                 |
| Lipson, Rebecca         | Temporary Faculty            | 32,174              | 7,160                       | 39,334                  |
| Littlejohn, Francisco   | Maintenance Technician I     | 58,486              | 32,335                      | 90,821                  |
| Liu, Shuyu              | Temporary Faculty            | 23,939              | 4,619                       | 28,558                  |
| Livie, Ian              | Temporary Faculty            | 11,970              | 2,298                       | 14,268                  |
| Lizarraga, Sophie       | Hourly                       | 1,050               | 8                           | 1,058                   |
| Lo, Lan                 | Hourly                       | 222                 | 43                          | 265                     |
| Loegering, Tessa        | Administrative Assistant III | 58,595              | 16,681                      | 75,276                  |
| Loewen, Amy             | Temporary Faculty            | 46,125              | 19,432                      | 65,557                  |
| Lombardi, David         | Temporary Faculty Instrl     | 698                 | 16                          | 714                     |
| Long, Eva               | Board of Trustee             | 4,933               | 16,678                      | 21,611                  |
| Long, Lan-Ling          | Library Technician II        | 77,701              | 45,397                      | 123,098                 |
| Longo, Gina             | Admin Asst III               | 91,703              | 50,464                      | 142,167                 |
| Lopez Gutierrez, Gloria | Temporary Faculty            | 25,748              | 589                         | 26,337                  |
| Lopez, Blanca           | Work Study                   | 3,300               | 26                          | 3,326                   |
| Lopez-Mendez, Ana       | Hourly                       | 1,620               | 13                          | 1,633                   |
| Lubic, Timothy          | Temporary Faculty Non-Instrl | 5,181               | 1,316                       | 6,497                   |
| Luis, Nathaniel         | Hourly                       | 183                 | 16                          | 199                     |
| Lutz, Arthur            | Instructor                   | 121,902             | 25,865                      | 147,767                 |
| Madril, Edwardo         | Temporary Faculty            | 14,227              | 1,208                       | 15,435                  |

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| <b>EMPLOYEE</b>              | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|------------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Magallanes-Rivera, Alexandra | Counselor                      | 116,530                    | 46,062                             | 162,592                        |
| Mahalingam, Deepa            | Temporary Faculty Instrl       | 15,326                     | 1,301                              | 16,627                         |
| Mahmoud, Eiman               | Temporary Faculty              | 52,328                     | 4,442                              | 56,770                         |
| Mahoney, David               | Graphics Design Specialist     | 84,847                     | 48,733                             | 133,580                        |
| Malouf, Janeatte             | Children Center Teacher        | 37,073                     | 29,794                             | 66,867                         |
| Manento, Daudi               | Laboratory Technician          | 58,285                     | 29,436                             | 87,721                         |
| Manning, Chanelle            | Hourly                         | 10,203                     | 81                                 | 10,284                         |
| Manuel, Mallory              | Temporary Faculty Instrl       | 16,471                     | 1,398                              | 17,869                         |
| Maoujoudi, Abdelhak          | Temporary Faculty              | 38,408                     | 17,236                             | 55,644                         |
| Marckwordt, Valerie          | Comm Ed and Svcs Program Spec  | 69,584                     | 42,837                             | 112,421                        |
| Marcum, Jeffrey              | Maintenance Electrician        | 76,794                     | 44,123                             | 120,917                        |
| Mariano, Elnore              | Evaluation Analyst             | 73,498                     | 33,788                             | 107,286                        |
| Marinko, Vicki               | Hourly                         | 4,143                      | 352                                | 4,495                          |
| Mark, Julie                  | Hourly                         | 49,506                     | 4,203                              | 53,709                         |
| Marmysz, John                | Instructor                     | 162,652                    | 52,519                             | 215,171                        |
| Marotta, Mason               | Hourly                         | 2,865                      | 23                                 | 2,888                          |
| Marozick, Jeffrey            | Chief of Police/Dir. of Safety | 172,404                    | 50,576                             | 222,980                        |
| Marshall, Mary               | Testing Technician             | 16,448                     | 1,516                              | 17,964                         |
| Martin, Ricardo              | Hourly                         | 5,920                      | 503                                | 6,423                          |
| Martinez, Allyson            | EOPS/CARE & CalWorks Coord.    | 87,134                     | 41,439                             | 128,573                        |
| Martinez, Danae              | Hourly                         | 6,234                      | 1,209                              | 7,443                          |
| Martinez, Manuel             | Custodian                      | 62,832                     | 41,348                             | 104,180                        |
| Martinez, Michael            | Work Study                     | 2,858                      | 23                                 | 2,881                          |
| Martinisi, Michele           | Instructor                     | 153,198                    | 50,343                             | 203,541                        |
| Marx, Justin                 | Hourly                         | 2,576                      | 20                                 | 2,596                          |

**MARIN COMMUNITY COLLEGE DISTRICT**  
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| EMPLOYEE               | JOB TITLE                    | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|------------------------------|---------------------|-----------------------------|-------------------------|
| Massion, Cheo          | FT NC Instructor             | 113,298             | 34,417                      | 147,715                 |
| Mata, Cindy            | Hourly                       | 1,911               | 15                          | 1,926                   |
| Maxon, Victoria        | Hourly                       | 1,410               | 120                         | 1,530                   |
| Maync, Marc-Antoine    | Hourly                       | 663                 | 56                          | 719                     |
| Mayo, Ruth             | DSPS Program Technician      | 33,254              | 15,708                      | 48,962                  |
| Mazza, Jesse           | Hourly                       | 241                 | 20                          | 261                     |
| McBride, Christopher   | Temporary Faculty            | 49,105              | 6,026                       | 55,131                  |
| McCann, Larissa        | Work Study                   | 4,118               | 33                          | 4,151                   |
| McClendon, Dosh        | Hourly                       | 73                  | 6                           | 79                      |
| McConnel, John         | Temp Faculty Instrl/IEP      | 23,830              | 2,023                       | 25,853                  |
| McCoy, Robert          | Instructor                   | 88,019              | 33,745                      | 121,764                 |
| McGee, Padraig         | Temporary Faculty            | 34,672              | 17,108                      | 51,780                  |
| McGoon, Patricia       | Hourly                       | 59,115              | 11,405                      | 70,520                  |
| McInnes, Nancy         | Temporary Faculty            | 2,261               | 192                         | 2,453                   |
| McIntosh, Corban       | Hourly                       | 506                 | 43                          | 549                     |
| McKinnon, Sara         | Instructor                   | 141,078             | 43,575                      | 184,653                 |
| McKnight, Sheila       | Temporary Faculty            | 69,742              | 33,910                      | 103,652                 |
| McManus, Rebecca       | Work Study                   | 2,433               | 19                          | 2,452                   |
| McMillan, Jerry        | Temporary Faculty            | 58,135              | 15,591                      | 73,726                  |
| McSween, Karen         | Library Technician III       | 69,503              | 33,733                      | 103,236                 |
| Meade, Martha          | Temporary Faculty            | 3,077               | 261                         | 3,338                   |
| Meadow, Kelly          | Temporary Faculty Non-Instrl | 11,669              | 2,249                       | 13,918                  |
| Meecham, William       | Temporary Faculty            | 1,642               | 139                         | 1,781                   |
| Mehtar, Juweria        | Work Study                   | 2,535               | 20                          | 2,555                   |
| Mejia Orellana, Karina | Hourly                       | 698                 | 6                           | 704                     |

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| <b>EMPLOYEE</b>           | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|---------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Mejia-Rodriguez, Vanesa   | Work Study                     | 6,049                      | 48                                 | 6,097                          |
| Mendoza, Alonzo           | Hourly                         | 1,200                      | 27                                 | 1,227                          |
| Mercado Trujillo, Juan    | COMPASS Coordinator            | 74,684                     | 34,128                             | 108,812                        |
| Michelangelo, Lori        | Instructor                     | 129,499                    | 42,762                             | 172,261                        |
| Micu, Markee Angelo       | Work Study                     | 2,093                      | 17                                 | 2,110                          |
| Mielke, Arthur            | Temporary Faculty              | 8,977                      | 762                                | 9,739                          |
| Mihal, Colleen            | Instructor                     | 99,026                     | 42,251                             | 141,277                        |
| Miller, Joseph            | CES Instructor - Hrly Faculty  | 440                        | 37                                 | 477                            |
| Miller, Julie             | Temporary Faculty              | 53,522                     | 33,581                             | 87,103                         |
| Miller, Stormy            | Dir SS - Stu Accessibility Svc | 152,280                    | 44,630                             | 196,910                        |
| Miller, Trine             | Instructor                     | 82,178                     | 41,287                             | 123,465                        |
| Miller, Yanina            | CES Instructor - Hrly Faculty  | 835                        | 71                                 | 906                            |
| Minoia, Marco             | College Police Services Asst   | 76,439                     | 37,442                             | 113,881                        |
| Mitchell, David           | Maintenance HVAC Mechanic      | 94,659                     | 49,199                             | 143,858                        |
| Mohammed, Michael         | Temporary Faculty Instrl       | 14,367                     | 1,220                              | 15,587                         |
| Monahan, Charles          | Temporary Faculty Instrl       | 3,117                      | 265                                | 3,382                          |
| Monley, Geo John          | CES Instructor - Hrly Faculty  | 4,842                      | 111                                | 4,953                          |
| Montoya Olivares, Ricardo | Custodian                      | 45,171                     | 35,299                             | 80,470                         |
| Moore, William            | Temporary Faculty              | 2,701                      | 229                                | 2,930                          |
| Morales-Orozco, Helen     | Children Center Teacher        | 37,073                     | 32,851                             | 69,924                         |
| Morgan Mok, Julia         | Temporary Faculty              | 18,701                     | 10,243                             | 28,944                         |
| Morgan, James             | Hourly                         | 21,003                     | 1,783                              | 22,786                         |
| Morgan, Vykki             | Hourly                         | 2,812                      | 64                                 | 2,876                          |
| Morin, Thomas             | Temporary Faculty              | 35,039                     | 16,583                             | 51,622                         |
| Morse, Atsuko             | Temporary Faculty              | 10,524                     | 2,041                              | 12,565                         |

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| EMPLOYEE               | JOB TITLE                      | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|--------------------------------|---------------------|-----------------------------|-------------------------|
| Morse, Lisa            | Instructor                     | 163,355             | 54,479                      | 217,834                 |
| Mortimer, Cheryl       | Temporary Faculty              | 17,625              | 3,400                       | 21,025                  |
| Mueller, Joseph        | Instructor                     | 131,647             | 40,605                      | 172,252                 |
| Mueller-Delia, Faye    | Hourly                         | 11,218              | 952                         | 12,170                  |
| Muengnoi, Nuengruethai | Work Study                     | 6,867               | 54                          | 6,921                   |
| Muldowney, Claudette   | Retiree Non Instructional      | -                   | 16,430                      | 16,430                  |
| Mulla, Bushra          | Hourly                         | 10,279              | 81                          | 10,360                  |
| Mulla, Mariya          | Hourly                         | 2,370               | 19                          | 2,389                   |
| Mullen, Laura          | Hourly                         | 4,060               | 32                          | 4,092                   |
| Muller, Kevin          | Instructor                     | 114,018             | 47,735                      | 161,753                 |
| Murillo, Shirley       | Temporary Faculty              | 6,234               | 1,758                       | 7,992                   |
| Murphy, Roseanne       | Temporary Faculty              | 13,944              | 1,184                       | 15,128                  |
| Murrie, Alfonso        | Work Study                     | 3,424               | 27                          | 3,451                   |
| Murrin, Isabel         | Work Study                     | 3,848               | 30                          | 3,878                   |
| Musante, Danila        | Counselor                      | 109,129             | 37,325                      | 146,454                 |
| Myers, Lyza            | Temporary Faculty              | 23,495              | 1,994                       | 25,489                  |
| Myhre, Kari            | Hourly                         | 736                 | 63                          | 799                     |
| Nading, Lawrence       | Maintenance Carpenter          | 35,206              | 21,897                      | 57,103                  |
| Namvar, Mina           | Admin Asst III                 | 89,866              | 48,530                      | 138,396                 |
| Nardo, Maryann         | Temporary Faculty              | 523                 | 44                          | 567                     |
| Naythons, Jessica      | Retiree Instructional          | -                   | 10,012                      | 10,012                  |
| Nelson, Gregory        | Asst. Superintendent/Vice Pres | 241,776             | 73,409                      | 315,185                 |
| Nelson, Jacob          | Work Study                     | 3,960               | 31                          | 3,991                   |
| Nelson, Lori           | Hourly                         | 50,949              | 20,496                      | 71,445                  |
| Nelson-Flack, Ryan     | Work Study                     | 4,328               | 34                          | 4,362                   |



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| <b>EMPLOYEE</b>    | <b>JOB TITLE</b>              | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Newcome, Erica     | Temporary Faculty Non-Instrl  | 3,367                      | 286                                | 3,653                          |
| Newton, Steven     | Instructor                    | 133,501                    | 37,971                             | 171,472                        |
| Ng-Jung, Bessie    | Retiree Non Instructional     | -                          | 4,232                              | 4,232                          |
| Nguyen, Dong       | Systems Analyst               | 154,460                    | 64,948                             | 219,408                        |
| Nguyen, Hien       | Instructor                    | 150,866                    | 40,810                             | 191,676                        |
| Nguyen, Thuy Trang | Library Technician 11         | 79,188                     | 35,118                             | 114,306                        |
| Nicosia, Ellen     | CES Instructor - Hrly Faculty | 269                        | 23                                 | 292                            |
| Noble, Mary        | Temporary Faculty             | 28,487                     | 2,418                              | 30,905                         |
| Numaguchi, Vivian  | Hourly                        | 40,817                     | 7,227                              | 48,044                         |
| O'Brien, Karla     | Hourly                        | 14,886                     | 1,264                              | 16,150                         |
| O'Brien, Stephanie | Board of Trustee              | 4,933                      | 23,340                             | 28,273                         |
| O'Connor, Brian    | Temporary Faculty             | 45,188                     | 29,557                             | 74,745                         |
| O'Donnelle, Dianne | Admin Asst III                | 87,834                     | 48,058                             | 135,892                        |
| Ojeda, Kristylea   | Temporary Faculty             | 23,009                     | 8,890                              | 31,899                         |
| O'Keefe, Patricia  | Instructor                    | 116,530                    | 47,517                             | 164,047                        |
| Oliver, Don        | Hourly                        | 1,119                      | 26                                 | 1,145                          |
| Olmanson, Angela   | Program Admin. Health Science | 107,762                    | 43,153                             | 150,915                        |
| Olsen, Vivian      | Administrative Asst II        | 122,720                    | 39,460                             | 162,180                        |
| Olson, Janis       | Instructional Specialist      | 25,775                     | 3,071                              | 28,846                         |
| O'Malley, Carrie   | CES Instructor - Hrly Faculty | 977                        | 83                                 | 1,060                          |
| Opong Mensah, Kofi | Temporary Faculty             | 47,909                     | 19,075                             | 66,984                         |
| Ordin, Laurie      | Instructor                    | 155,558                    | 45,396                             | 200,954                        |
| Ordonez, Katherine | Hourly                        | 634                        | 5                                  | 639                            |
| Orellana, Marlen   | Hourly                        | 1,980                      | 16                                 | 1,996                          |
| Oropeza, Guadalupe | Maintenance Painter           | 106,302                    | 35,278                             | 141,580                        |

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|--------------------------|------------------------------|----------------------------|------------------------------------|--------------------------------|
| Oropeza, Miguel          | Temporary Faculty            | 35,653                     | 6,505                              | 42,158                         |
| Ortiz, Cesar             | Hourly                       | 924                        | 7                                  | 931                            |
| Ortiz, Yvonne            | Temporary Faculty            | 42,029                     | 27,311                             | 69,340                         |
| Oser, Sara Louise        | Temporary Faculty            | 13,911                     | 1,181                              | 15,092                         |
| Osheroff, Aaron          | Database Administrator       | 169,534                    | 63,943                             | 233,477                        |
| Ostojic-Portello, Radica | Temporary Faculty            | 59,456                     | 32,306                             | 91,762                         |
| Oswald, Gary             | Temporary Faculty Instrl     | 8,423                      | 715                                | 9,138                          |
| Ovetz, Robert            | Temporary Faculty            | 5,887                      | 1,142                              | 7,029                          |
| Owen, Ron                | Senior Benefits Analyst      | 91,939                     | 42,764                             | 134,703                        |
| Owens, Jim               | Temporary Faculty            | 4,676                      | 397                                | 5,073                          |
| Padron, Thomas           | Temporary Faculty            | 56,639                     | 4,808                              | 61,447                         |
| Padula, Carlo Domenico   | Temporary Faculty            | 9,988                      | 848                                | 10,836                         |
| Pagani, Rossana          | Instructor                   | 184,319                    | 48,050                             | 232,369                        |
| Palmer, Ronald           | Instructor                   | 248,478                    | 62,990                             | 311,468                        |
| Palomino, Melanie        | Admin Asst III               | 64,682                     | 34,640                             | 99,322                         |
| Pantenkova, Svetlana     | Hourly                       | 6,675                      | 567                                | 7,242                          |
| Park, Jessica            | Instructor                   | 150,735                    | 49,066                             | 199,801                        |
| Pasquel, Alicia          | Instructor                   | 204,873                    | 64,684                             | 269,557                        |
| Passer, Joyce            | Instructor                   | 145,858                    | 44,550                             | 190,408                        |
| Patel, Beth              | Instructor                   | 121,714                    | 44,946                             | 166,660                        |
| Patlolla, Sandhyarani    | Temporary Faculty            | 44,231                     | 3,755                              | 47,986                         |
| Patterson, David         | Librarian                    | 127,638                    | 26,695                             | 154,333                        |
| Paul, Jeffrey            | Accompianst                  | 23,552                     | 2,116                              | 25,668                         |
| Paulino, Joan            | Enrollment Services Assoc II | 81,238                     | 48,028                             | 129,266                        |
| Peck, Jeffery            | Retiree Non Instructional    | -                          | 22,380                             | 22,380                         |

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| <b>EMPLOYEE</b>               | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-------------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Peitz, Heather                | Enrollment Services II - CES   | 81,676                     | 46,296                             | 127,972                        |
| Peng, Emily                   | Temporary Faculty              | 3,015                      | 256                                | 3,271                          |
| Pensabene, Oksana             | Tutoring/Learning Ctr. Coord.  | 90,466                     | 47,058                             | 137,524                        |
| Perales, Teresa               | Equity & Activities Prog Coord | 84,281                     | 36,873                             | 121,154                        |
| Peraza Vda De Rodriguez, Emma | Hourly                         | 9,240                      | 2,606                              | 11,846                         |
| Perez, Alexio                 | Locksmith Carpenter            | 73,259                     | 43,276                             | 116,535                        |
| Perez, Chelsey                | Administrative Asst II         | 61,979                     | 43,119                             | 105,098                        |
| Perez, Ramiro                 | Custodian                      | 52,917                     | 30,248                             | 83,165                         |
| Perrone, Kristin              | Counselor                      | 112,982                    | 45,911                             | 158,893                        |
| Petersen, Tyler               | Hourly                         | 6,377                      | 50                                 | 6,427                          |
| Peterson, Stephen             | Temporary Faculty              | 37,550                     | 22,385                             | 59,935                         |
| Petrovsky, John               | Temporary Faculty              | 22,289                     | 510                                | 22,799                         |
| Piccinini, Odaiclet           | Work Study                     | 15,926                     | 126                                | 16,052                         |
| Piccioni, Richard             | Temporary Faculty              | 15,323                     | 2,943                              | 18,266                         |
| Pierce, Jana                  | Instructor                     | 50,861                     | 18,191                             | 69,052                         |
| Pilloton, Anna                | Dir School & Comm Partnerships | 146,755                    | 63,828                             | 210,583                        |
| Pinckney, Joanna              | Administrative Asst II         | 76,055                     | 46,627                             | 122,682                        |
| Polson, Claire                | Hourly                         | 405                        | 3                                  | 408                            |
| Pomajulca, Cesar              | Instructor                     | 115,950                    | 43,815                             | 159,765                        |
| Prince, Kuniko                | Temporary Faculty              | 45,684                     | 8,812                              | 54,496                         |
| Privitt, Karen                | Temporary Faculty              | 64,811                     | 22,323                             | 87,134                         |
| Psomas, Nikolas               | Temporary Faculty              | 5,318                      | 1,031                              | 6,349                          |
| Purcell, Shawn                | Instructor                     | 128,735                    | 48,148                             | 176,883                        |
| Queary, Samuel                | Hourly                         | 2,409                      | 19                                 | 2,428                          |
| Quick, Dayna                  | Instructor                     | 115,098                    | 45,174                             | 160,272                        |

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| <b>EMPLOYEE</b>    | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Rachelson, Howard  | Temporary Faculty              | 485                        | 41                                 | 526                            |
| Raggio, Michelle   | Hourly                         | 144                        | 12                                 | 156                            |
| Rahmadianty, Fitry | Hourly                         | 2,250                      | 191                                | 2,441                          |
| Rahman, Heather    | Workforce Prog. Spclst         | 58,832                     | 33,036                             | 91,868                         |
| Rahman, Susan      | Instructor                     | 131,884                    | 49,695                             | 181,579                        |
| Ralh, Sanjeev      | Hourly                         | 8,145                      | 64                                 | 8,209                          |
| Ramey, Byron       | Counselor                      | 94,690                     | 31,629                             | 126,319                        |
| Rapko, John        | Temporary Faculty              | 36,872                     | 7,149                              | 44,021                         |
| Rappaport, Betty   | Temporary Faculty              | 666                        | 57                                 | 723                            |
| Reetz, Becky       | Director of EOPS CARE CalWorks | 143,465                    | 65,355                             | 208,820                        |
| Reilly, Sheila     | Temporary Faculty              | 66,262                     | 16,281                             | 82,543                         |
| Reubens, Max       | Hourly                         | 2,244                      | 18                                 | 2,262                          |
| Reyes, Oliver      | Work Study                     | 6,908                      | 55                                 | 6,963                          |
| Reyes, Ruby        | Enrollment Services Assoc III  | 74,167                     | 42,560                             | 116,727                        |
| Ricciuti, Anna     | Dir of College Svcs            | 115,208                    | 56,899                             | 172,107                        |
| Rilla, Paul        | Hourly                         | 3,108                      | 264                                | 3,372                          |
| Riswold, Erik      | Temporary Faculty              | 1,954                      | 166                                | 2,120                          |
| Rivera, Eloise     | Temporary Faculty              | 46,916                     | 1,074                              | 47,990                         |
| Robertshaw, Mia    | General Counsel                | 218,815                    | 82,175                             | 300,990                        |
| Robertson, Noel    | Temporary Faculty              | 50,330                     | 23,470                             | 73,800                         |
| Robinson, Karen    | Counselor                      | 139,145                    | 49,167                             | 188,312                        |
| Robinson, Mark     | Laboratory Technician          | 72,775                     | 33,541                             | 106,316                        |
| Rocky, Alice       | Temporary Faculty              | 23,013                     | 1,360                              | 24,373                         |
| Rodas, Anna        | Temporary Faculty Instrl       | 5,687                      | 1,086                              | 6,773                          |
| Roderick, Irina    | Instructor                     | 192,936                    | 57,386                             | 250,322                        |

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|-------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Rodrigues, Norbert      | Maintenance Electrician Bond B | 72,677                     | 36,471                             | 109,148                        |
| Rodriguez, Bryan        | Hourly                         | 1,894                      | 15                                 | 1,909                          |
| Rodriguez, Elena        | Temporary Faculty              | 12,850                     | 294                                | 13,144                         |
| Rodriguez, John         | Maintenance Carpenter          | 1,469                      | 125                                | 1,594                          |
| Rodriguez, Juan         | Receiving Clerk                | 45,271                     | 35,342                             | 80,613                         |
| Rodriguez, Kenny        | Hourly                         | 1,069                      | 91                                 | 1,160                          |
| Rollins, Corina         | Temporary Faculty              | 33,354                     | 24,836                             | 58,190                         |
| Rolston, Caitlin        | Instructional Specialist       | 81,627                     | 36,516                             | 118,143                        |
| Rolston, Katherine      | Temporary Faculty              | 3,590                      | 305                                | 3,895                          |
| Romo Padilla, Guadalupe | Administrative Asst II         | 77,022                     | 33,970                             | 110,992                        |
| Rosas, Cynthia          | Work Study                     | 5,231                      | 41                                 | 5,272                          |
| Rosas-Sanchez, Aneissa  | Temporary Faculty Non-Instrl   | 35,714                     | 3,032                              | 38,746                         |
| Rosell, Pamela          | Temporary Faculty Instrl       | 27,926                     | 5,379                              | 33,305                         |
| Rosenblatt, Kelly Jane  | Temporary Faculty              | 18,824                     | 3,650                              | 22,474                         |
| Rosenthal, Keith        | Director of Advancement        | 76,544                     | 29,545                             | 106,089                        |
| Rothbart, George        | Hourly                         | 13,738                     | 1,166                              | 14,904                         |
| Rowe, Eric              | Hourly                         | 444                        | 86                                 | 530                            |
| Rowell, Kelly           | Hourly                         | 4,813                      | 409                                | 5,222                          |
| Ruddle, Joanna          | Instructor                     | 117,478                    | 47,002                             | 164,480                        |
| Rudolph, Monica         | Admin Asst II - Cap Proj       | 74,452                     | 45,633                             | 120,085                        |
| Ruiz, Dustin            | Police Officer                 | 119,061                    | 48,421                             | 167,482                        |
| Rumsey, Nancy           | CES Instructor - Hrly Faculty  | 7,790                      | 178                                | 7,968                          |
| Russakovskii, Yevgeniy  | Temporary Faculty              | 16,310                     | 3,162                              | 19,472                         |
| Russell, Marian         | Hourly                         | 36,499                     | 22,295                             | 58,794                         |
| Salazar, Dolores        | Work Study                     | 7,661                      | 60                                 | 7,721                          |

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2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
ALPHABETICAL ORDER**

| EMPLOYEE            | JOB TITLE                    | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------|------------------------------|---------------------|-----------------------------|-------------------------|
| Saldana, Tristan    | Temporary Faculty            | 23,277              | 13,168                      | 36,445                  |
| Samuels, Michele    | Hourly                       | 806                 | 6                           | 812                     |
| Sandri, David       | Temporary Faculty            | 323                 | 27                          | 350                     |
| Sanko, Nadia        | Instructor                   | 121,878             | 46,935                      | 168,813                 |
| Santos, Ricardo     | Athletic PE Ed Equip Manager | 57,492              | 28,616                      | 86,108                  |
| Sargent, Sarah      | Hourly                       | 1,395               | 118                         | 1,513                   |
| Satariano, Jenifer  | Accounting Technician        | 49,928              | 38,889                      | 88,817                  |
| Saunders, Lisa      | Temporary Faculty            | 2,088               | 177                         | 2,265                   |
| Saura, Rhea         | Hourly                       | 1,710               | 145                         | 1,855                   |
| Scarcella, Joseph   | Athletic Trainer             | 75,676              | 44,013                      | 119,689                 |
| Schacherl, Jenna    | Hourly                       | 4,653               | 395                         | 5,048                   |
| Schaefer, Emily     | Hourly                       | 61,225              | 15,020                      | 76,245                  |
| Schane, Burton      | Senior Systems Analyst       | 156,538             | 43,829                      | 200,367                 |
| Schiff, Cynthia     | Temporary Faculty            | 61,148              | 11,414                      | 72,562                  |
| Schmitt, Frederick  | Instructor                   | 187,647             | 46,846                      | 234,493                 |
| Schuler, Cindi      | Temporary Faculty Instrl     | 12,184              | 1,034                       | 13,218                  |
| Schwappach, Lisa    | Temporary Faculty            | 28,142              | 5,425                       | 33,567                  |
| Schwartz, Carol     | DSPS Specialist              | 35,039              | 10,863                      | 45,902                  |
| Schwartz, Maureen   | Temporary Faculty            | 431                 | 37                          | 468                     |
| Scofield, Alan      | Temporary Faculty            | 37,673              | 24,706                      | 62,379                  |
| Scranton, Diana     | Temporary Faculty            | 33,466              | 2,841                       | 36,307                  |
| Sedie, Theo         | Accounting Specialist        | 80,753              | 48,328                      | 129,081                 |
| Seery, Patricia     | FT NC Instructor             | 140,806             | 50,137                      | 190,943                 |
| Sengsone, Mhinnalyn | Work Study                   | 5,850               | 46                          | 5,896                   |
| Serafin, Scott      | Instructor                   | 157,810             | 55,402                      | 213,212                 |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
ALPHABETICAL ORDER**

| <b>EMPLOYEE</b>      | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|----------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Sereno, Prartho      | Temporary Faculty              | 3,607                      | 306                                | 3,913                          |
| Sethre, Ian          | Temporary Faculty Instrl       | 8,751                      | 1,680                              | 10,431                         |
| Shafer, Holley       | Sr Research & Eval. Specialist | 108,973                    | 55,841                             | 164,814                        |
| Shahi, Jessica       | College Police Services Asst   | 65,698                     | 40,605                             | 106,303                        |
| Sharei, Niku         | Hourly                         | 7,629                      | 648                                | 8,277                          |
| Shaw, Brianna        | Temporary Faculty              | 11,119                     | 2,142                              | 13,261                         |
| Shaw, Ellen          | Accounting Technician          | 78,226                     | 34,987                             | 113,213                        |
| Shea, Kylie          | Hourly                         | 1,598                      | 13                                 | 1,611                          |
| Sheofsky, Elizabeth  | Instructional Specialist       | 71,389                     | 24,580                             | 95,969                         |
| Sherman, Elliott     | Hourly                         | 5,184                      | 41                                 | 5,225                          |
| Shore, Stephen       | Temporary Faculty              | 5,942                      | 504                                | 6,446                          |
| Shrestha, Devendra   | Accounting Technician          | 66,188                     | 41,865                             | 108,053                        |
| Siar, Ahmad          | Hourly                         | 3,855                      | 30                                 | 3,885                          |
| Siegel, Linda        | Temporary Faculty              | 121                        | 10                                 | 131                            |
| Siegenthaler, Connie | Admin Asst III                 | 74,784                     | 37,628                             | 112,412                        |
| Sigaran, Hellen      | Hourly                         | 777                        | 6                                  | 783                            |
| Sims, Tyler          | Hourly                         | 1,884                      | 15                                 | 1,899                          |
| Sklove, Brett        | Temporary Faculty              | 11,390                     | 1,373                              | 12,763                         |
| Skolnick, David      | Temporary Faculty              | 21,621                     | 4,169                              | 25,790                         |
| Small, Aubrey        | Hourly                         | 1,230                      | 10                                 | 1,240                          |
| Smejkalova, Linda    | Hourly                         | 1,254                      | 10                                 | 1,264                          |
| Smith, David         | Hourly                         | 1,150                      | 98                                 | 1,248                          |
| Smith, Gregory       | Instructional Specialist       | 60,714                     | 30,131                             | 90,845                         |
| Smith, Malaika       | Work Study                     | 4,962                      | 39                                 | 5,001                          |
| Smith, Michael       | Custodian                      | 38,360                     | 33,435                             | 71,795                         |

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**ALPHABETICAL ORDER**

| EMPLOYEE           | JOB TITLE                      | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------|--------------------------------|---------------------|-----------------------------|-------------------------|
| Smith, Paul        | Temporary Faculty              | 24,574              | 8,257                       | 32,831                  |
| Smith, Rion        | Instructional Specialist       | 70,246              | 31,842                      | 102,088                 |
| Smith, Shelley     | Temporary Faculty              | 66,794              | 15,938                      | 82,732                  |
| Smith, Victor      | Temporary Faculty              | 48,955              | 24,980                      | 73,935                  |
| Smyth, Kathleen    | Instructor                     | 196,342             | 47,384                      | 243,726                 |
| Smyth, Trevor      | Hourly                         | 18,829              | 1,598                       | 20,427                  |
| Snyder, David      | Dean of Arts and Humanities    | 174,193             | 47,127                      | 221,320                 |
| So, Albert         | Print Production Specialist    | 72,119              | 33,394                      | 105,513                 |
| Solis, Julian      | Sch. & Comm. Partnr Prog Coord | 88,140              | 37,977                      | 126,117                 |
| Southard, Rowena   | Temporary Faculty              | 67,584              | 28,312                      | 95,896                  |
| Sparrow, Neil      | Gardener                       | 51,260              | 26,919                      | 78,179                  |
| Spease, Jennifer   | Enrollment Services Assoc I    | 79,017              | 47,125                      | 126,142                 |
| Spediacci, Anthony | Police Officer                 | 103,237             | 26,652                      | 129,889                 |
| Squeri Jr, Richard | Hourly                         | 5,293               | 956                         | 6,249                   |
| St Clair, Mary     | Work Study                     | 3,488               | 28                          | 3,516                   |
| Staffen, Russel    | Maint. Carpenter - Bond B      | 77,044              | 36,843                      | 113,887                 |
| Stahl-Haven, Gina  | Temporary Faculty              | 15,264              | 2,943                       | 18,207                  |
| Starsiak, Fiona    | Hourly                         | 1,110               | 9                           | 1,119                   |
| Stavig, Victoria   | Hourly                         | 14,445              | 1,226                       | 15,671                  |
| Steinmetz, Polly   | Instructor                     | 116,530             | 48,256                      | 164,786                 |
| Stevenson, Troy    | Counselor                      | 90,773              | 29,202                      | 119,975                 |
| Stewart, Paul      | Police Officer                 | 101,199             | 35,074                      | 136,273                 |
| Stewart, Susan     | Temporary Faculty              | 2,857               | 243                         | 3,100                   |
| Stockmann, Kevin   | Hourly                         | 195                 | 17                          | 212                     |
| Stokes, David      | Hourly                         | 2,453               | 56                          | 2,509                   |



**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
ALPHABETICAL ORDER**

| <b>EMPLOYEE</b>                | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Stopher, James                 | Instructor                     | 115,567                    | 46,696                             | 162,263                        |
| Strickland, JoAnne             | Temporary Faculty Instrl       | 38,684                     | 7,465                              | 46,149                         |
| Strickling, Amy                | Temporary Faculty Instrl       | 26,350                     | 2,237                              | 28,587                         |
| Strobel, Jeanine               | Hourly                         | 855                        | 7                                  | 862                            |
| Stubbs, Gregory                | Temporary Faculty              | 14,104                     | 1,197                              | 15,301                         |
| Stubbs, Stephanie              | Temporary Faculty              | 63,843                     | 5,420                              | 69,263                         |
| Stupp, Salomon                 | Hourly                         | 6,488                      | 551                                | 7,039                          |
| Su, Cheng                      | Temporary Faculty Instrl       | 6,834                      | 1,325                              | 8,159                          |
| Suarez Maldonado, Alejandro    | Instructional Support Analyst  | 101,510                    | 51,456                             | 152,966                        |
| Subramanian, N                 | Temporary Faculty              | 47,007                     | 1,076                              | 48,083                         |
| Sukoski, Martha                | Temporary Faculty              | 12,686                     | 1,077                              | 13,763                         |
| Sulaiman Hara, Sadika          | Dir SS - Activities & Advocacy | 156,143                    | 54,095                             | 210,238                        |
| Sullivan, Paula Denise Margare | Work Study                     | 5,156                      | 41                                 | 5,197                          |
| Swann, Benjamin                | Hourly                         | 2,513                      | 213                                | 2,726                          |
| Sywulak, Daria                 | Temporary Faculty              | 23,633                     | 4,429                              | 28,062                         |
| Tachihara, Sandra              | Hourly                         | 15,023                     | 20,393                             | 35,416                         |
| Tanenberg, Lonnie              | Hourly                         | 2,063                      | 175                                | 2,238                          |
| Tanenberg, Stuart              | Board of Trustee               | 4,933                      | 2,550                              | 7,483                          |
| Teagarden, Garrett             | Hourly                         | 1,013                      | 86                                 | 1,099                          |
| Teer, Joann                    | Enrollment Services Assoc I    | 79,834                     | 35,377                             | 115,211                        |
| Tembay, Ogyen                  | Hourly                         | 2,205                      | 17                                 | 2,222                          |
| Tenison-Scott, Joetta          | Temporary Faculty              | 1,077                      | 25                                 | 1,102                          |
| Tercero Lopez, Luis            | Hourly                         | 10,982                     | 932                                | 11,914                         |
| Terhune, Jamine                | Temporary Faculty              | 50,186                     | 20,335                             | 70,521                         |
| Terry, Linda                   | Payroll Specialist             | 93,646                     | 47,382                             | 141,028                        |

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**ALPHABETICAL ORDER**

| EMPLOYEE                | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Thach, Andrea           | Work Study                    | 2,954               | 23                          | 2,977                   |
| Thaler, Reid            | Temporary Faculty             | 1,804               | 153                         | 1,957                   |
| Thayer, Debra           | Systems Analyst               | 105,139             | 39,620                      | 144,759                 |
| Thiele, Michael         | CES Instructor - Hrly Faculty | 323                 | 27                          | 350                     |
| Thom, Scott             | Temporary Faculty             | 64,121              | 33,211                      | 97,332                  |
| Thomas, Craig           | Temporary Faculty             | 269                 | 23                          | 292                     |
| Thomas, Joseph          | Lead Custodian                | 52,902              | 37,589                      | 90,491                  |
| Thomas, Tracy           | Maint. Pool Worker            | 968                 | 82                          | 1,050                   |
| Thompson Smith, Cynthia | Instructional Assistant       | 14,879              | 1,377                       | 16,256                  |
| Thompson, Rose          | Retiree Non Instructional     | -                   | 10,012                      | 10,012                  |
| Thunstrom, Paul         | Temporary Faculty             | 1,112               | 200                         | 1,312                   |
| Tiernan, Peter          | Hourly                        | 4,759               | 404                         | 5,163                   |
| Timmel, Michael         | Retiree Instructional         | -                   | 10,012                      | 10,012                  |
| Timpane, Shannon        | Health Services Assistant     | 23,208              | 2,920                       | 26,128                  |
| Tipton, James           | Instructor                    | 167,183             | 51,545                      | 218,728                 |
| Torgovitsky, Charlotte  | CES Instructor - Hrly Faculty | 337                 | 29                          | 366                     |
| Torres, Mandy           | Hourly                        | 630                 | 53                          | 683                     |
| Torres-Benavides, Cari  | Assistant Vice President      | 207,561             | 82,575                      | 290,136                 |
| Tostenson, Lisa         | Health Center Nurse           | 110,886             | 34,792                      | 145,678                 |
| Totapudi, Sofia         | Transfer& Career Ctr Coord.   | 81,377              | 45,268                      | 126,645                 |
| Tran, Philip            | Temporary Faculty Instrl      | 3,210               | 622                         | 3,832                   |
| Treanor, Wanden         | Board of Trustee              | 4,522               | 16,693                      | 21,215                  |
| Tsark, Tami             | CES Instructor - Hrly Faculty | 3,980               | 338                         | 4,318                   |
| Tucker, Doris           | Senior Payroll Specialist     | 76,756              | 26,088                      | 102,844                 |
| Tudor, Connie           | Temporary Faculty             | 11,773              | 999                         | 12,772                  |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
ALPHABETICAL ORDER**

| <b>EMPLOYEE</b>            | <b>JOB TITLE</b>             | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|----------------------------|------------------------------|----------------------------|------------------------------------|--------------------------------|
| Turner, Walter             | Instructor                   | 181,893                    | 54,117                             | 236,010                        |
| Unterberger, Richard       | Temporary Faculty            | 2,719                      | 231                                | 2,950                          |
| Urena, Jose                | Counselor                    | 113,187                    | 56,102                             | 169,289                        |
| Urrutia Garcia, Gerson     | Work Study                   | 6,615                      | 52                                 | 6,667                          |
| Van Dorn, Eric             | Temporary Faculty            | 42,894                     | 16,447                             | 59,341                         |
| Van Kriedt, Karen          | Retiree Non Instructional    | -                          | 10,012                             | 10,012                         |
| Varner, Alyssa             | Hourly                       | 5,934                      | 1,674                              | 7,608                          |
| Vasquez, Jasmin            | Hourly                       | 3,454                      | 293                                | 3,747                          |
| Vasquez, Jordan            | Hourly                       | 3,210                      | 25                                 | 3,235                          |
| Vaughan, Michele           | Temporary Faculty            | 70,687                     | 33,839                             | 104,526                        |
| Vavrek, Karl               | Temporary Faculty            | 22,131                     | 1,879                              | 24,010                         |
| Velazquez, Esmeralda       | Work Study                   | 3,964                      | 31                                 | 3,995                          |
| Velazquez-Cortes, Samantha | Hourly                       | 5,651                      | 45                                 | 5,696                          |
| Vetter, Melanie            | Temporary Faculty            | 1,077                      | 91                                 | 1,168                          |
| Villanueva, Edward         | Temporary Faculty            | 21,959                     | 4,241                              | 26,200                         |
| Villarreal, Seanna         | Enrollment Services Assoc II | 85,090                     | 41,870                             | 126,960                        |
| Villatoro, Erick           | Hourly                       | 2,595                      | 20                                 | 2,615                          |
| Virgo, Abigail             | Hourly                       | 750                        | 6                                  | 756                            |
| Voeller, Francisco         | Hourly                       | 855                        | 73                                 | 928                            |
| Vogt, Mary                 | Temporary Faculty            | 888                        | 75                                 | 963                            |
| Wadsworth, William         | Gardener                     | 65,392                     | 30,820                             | 96,212                         |
| Wagner, Katherine          | Instructor                   | 96,944                     | 35,405                             | 132,349                        |
| Wait, Emma                 | Hourly                       | 918                        | 78                                 | 996                            |
| Wales, Victor              | Hourly                       | 12,173                     | 11,860                             | 24,033                         |
| Walker, Santon             | Instructional Specialist     | 40,433                     | 12,728                             | 53,161                         |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
ALPHABETICAL ORDER**

| EMPLOYEE              | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Walkup, Joseph        | Hourly                        | 217                 | 18                          | 235                     |
| Wallace, Alfia        | Hourly                        | 3,758               | 319                         | 4,077                   |
| Wallace, Mailyna      | Work Study                    | 5,805               | 46                          | 5,851                   |
| Walsh, Wendy          | Instructor                    | 116,530             | 46,573                      | 163,103                 |
| Wang, Andrea          | Instructor                    | 128,700             | 49,186                      | 177,886                 |
| Warren, Deborah       | Instructional Specialist      | 39,936              | 12,428                      | 52,364                  |
| Wat, Timothy          | Instructor                    | 64,846              | 24,467                      | 89,313                  |
| Webb, Thelma          | Enrollment Services Assoc I   | 98,231              | 41,050                      | 139,281                 |
| Weinstock, Marisa     | Hourly                        | 2,100               | 178                         | 2,278                   |
| Welch, Alison         | International Student Advisor | 71,283              | 33,154                      | 104,437                 |
| Wells, Stephanie      | Instructor                    | 137,595             | 41,594                      | 179,189                 |
| Wenck-Reilly, Brennan | Temporary Faculty             | 19,551              | 3,776                       | 23,327                  |
| Werlin, Rebecca       | Temporary Faculty             | 51,716              | 4,390                       | 56,106                  |
| West, Brittney        | Stipend - UDWC/CTE COA        | 24,662              | 3,883                       | 28,545                  |
| West, Walter          | Temporary Faculty             | 84,954              | 27,055                      | 112,009                 |
| Westbrook, Michelle   | Instructional Specialist      | 22,282              | 12,975                      | 35,257                  |
| White, David          | Designer Stage Technician     | 82,567              | 47,870                      | 130,437                 |
| White, Rakia          | Work Study                    | 4,860               | 38                          | 4,898                   |
| Whitney, Sawyer       | Hourly                        | 3,977               | 31                          | 4,008                   |
| Whittingslow, Robert  | Hourly                        | 1,216               | 103                         | 1,319                   |
| Widenhofer, Allan     | Temporary Faculty             | 16,262              | 372                         | 16,634                  |
| Widger, Daniel        | Hourly                        | 13,228              | 303                         | 13,531                  |
| Wiebers, Deborah      | Retiree Non Instructional     | -                   | 15,684                      | 15,684                  |
| Wilcoxon, Heather     | Substitute for Fine Arts      | 222                 | 19                          | 241                     |
| Wilder, Arron         | Hourly                        | 18,361              | 3,537                       | 21,898                  |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
ALPHABETICAL ORDER**

| <b>EMPLOYEE</b>    | <b>JOB TITLE</b>              | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Willet, Nancy      | Instructor                    | 115,670                    | 35,642                             | 151,312                        |
| Williams, Jeannine | Temporary Faculty             | 72,065                     | 24,579                             | 96,644                         |
| Williams, Sita     | Hourly                        | 8,795                      | 2,472                              | 11,267                         |
| Willits, Ronald    | Temporary Faculty             | 36,920                     | 7,106                              | 44,026                         |
| Wilson, Benjamin   | Hourly                        | 8,665                      | 736                                | 9,401                          |
| Wilson, Derek      | Instructor                    | 127,871                    | 46,338                             | 174,209                        |
| Wilson, Paul       | Maintenance Electrician       | 77,560                     | 44,394                             | 121,954                        |
| Wiltey, Ana Flavia | Instructional Specialist      | 24,665                     | 2,284                              | 26,949                         |
| Witte, Irmgard     | Administrative Asst II        | 61,320                     | 33,926                             | 95,246                         |
| Wong, Bailey       | Work Study                    | 8,153                      | 64                                 | 8,217                          |
| Wong, Sally        | Testing Center Coordinator    | 77,286                     | 46,884                             | 124,170                        |
| Wood, Hazel        | Temporary Faculty             | 2,100                      | 178                                | 2,278                          |
| Wood, Robyn        | Temporary Faculty             | 138,037                    | 52,049                             | 190,086                        |
| Wood, Scott        | Temporary Faculty             | 54,329                     | 10,217                             | 64,546                         |
| Woodlief, Blaze    | Instructor                    | 127,741                    | 49,789                             | 177,530                        |
| Woods, Julia       | Instructional Assistant       | 45,343                     | 13,872                             | 59,215                         |
| Worrell, Jasmine   | Temporary Faculty             | 342                        | 29                                 | 371                            |
| Wright, Keri       | Temporary Faculty             | 19,928                     | 1,692                              | 21,620                         |
| Yafa, Stephen      | Hourly                        | 400                        | 34                                 | 434                            |
| Yaghmaei, Solmaz   | Work Study                    | 8,243                      | 65                                 | 8,308                          |
| Yah, Vicky         | Work Study                    | 6,134                      | 48                                 | 6,182                          |
| Yan, Tao           | Work Study                    | 6,368                      | 50                                 | 6,418                          |
| Yates, Jeffrey     | Temporary Faculty             | 34,806                     | 12,778                             | 47,584                         |
| Yezman, Nicole     | CES Instructor - Hrly Faculty | 754                        | 64                                 | 818                            |
| Yim, Rebecca       | Admin Asst III                | 67,628                     | 32,109                             | 99,737                         |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
ALPHABETICAL ORDER**

| <b>EMPLOYEE</b>     | <b>JOB TITLE</b>            | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|---------------------|-----------------------------|----------------------------|------------------------------------|--------------------------------|
| Yohannes, Haile     | Maintenance HVAC Mechanic   | 95,953                     | 50,770                             | 146,723                        |
| Yokell, June        | Temporary Faculty           | 3,370                      | 286                                | 3,656                          |
| Young, Brian        | Laboratory Technician       | 32,455                     | 9,306                              | 41,761                         |
| Yuan, Mengqi        | Admin Asst III              | 83,314                     | 46,765                             | 130,079                        |
| Yunanda, Fnu        | Hourly                      | 51,021                     | 26,343                             | 77,364                         |
| Zabihi, Farhad      | Instructor                  | 175,579                    | 46,878                             | 222,457                        |
| Zaets, Georgy       | Work Study                  | 3,369                      | 27                                 | 3,396                          |
| Zaffran, Dan        | Instructor                  | 173,447                    | 49,861                             | 223,308                        |
| Zamora, Efrain      | Maintenance Carpenter       | 59,245                     | 31,325                             | 90,570                         |
| Zarrehparvar, Xenia | SAS Support Svcs. Coord     | 83,664                     | 46,865                             | 130,529                        |
| Zeise, Tanja-Maria  | Temporary Faculty           | 458                        | 39                                 | 497                            |
| Zeller, Brent       | Temporary Faculty           | 2,930                      | 249                                | 3,179                          |
| Zeng, Timothy       | Technology Support Splst II | 46,438                     | 18,860                             | 65,298                         |
| Ziedrich, Cheryl    | Temporary Faculty           | 52,827                     | 20,011                             | 72,838                         |
| Ziemer, Andrew      | Temporary Faculty Instrl    | 8,712                      | 1,678                              | 10,390                         |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
DESCENDING ORDER**

| EMPLOYEE                | JOB TITLE                      | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|--------------------------------|---------------------|-----------------------------|-------------------------|
| Coon, David Wain        | Superintendent President       | 365,509             | 82,284                      | 447,793                 |
| Nelson, Gregory         | Asst. Superintendent/Vice Pres | 241,776             | 73,409                      | 315,185                 |
| Palmer, Ronald          | Instructor                     | 248,478             | 62,990                      | 311,468                 |
| Eldridge, Jon           | Asst. Supr/VP/Stu Lrn&Sucess   | 248,866             | 54,866                      | 303,732                 |
| Robertshaw, Mia         | General Counsel                | 218,815             | 82,175                      | 300,990                 |
| Torres-Benavides, Cari  | Assistant Vice President       | 207,561             | 82,575                      | 290,136                 |
| Klinger, Alisa          | Instructor                     | 215,086             | 63,498                      | 278,584                 |
| Pasquel, Alicia         | Instructor                     | 204,873             | 64,684                      | 269,557                 |
| Agudelo-Silva, Fernando | Instructor                     | 204,641             | 58,881                      | 263,522                 |
| Ekoue Totou, Patrick    | CIO/Dir of Info. Technology    | 184,415             | 73,465                      | 257,880                 |
| Roderick, Irina         | Instructor                     | 192,936             | 57,386                      | 250,322                 |
| Smyth, Kathleen         | Instructor                     | 196,342             | 47,384                      | 243,726                 |
| Christiansen, Klaus     | Diir Facilities Pln & M&O      | 169,075             | 70,505                      | 239,580                 |
| Kelly, Ingrid           | Instructor                     | 182,829             | 53,814                      | 236,643                 |
| Turner, Walter          | Instructor                     | 181,893             | 54,117                      | 236,010                 |
| Isozaki, Margaret       | Director of Fiscal Services    | 172,587             | 61,994                      | 234,581                 |
| Schmitt, Frederick      | Instructor                     | 187,647             | 46,846                      | 234,493                 |
| Dunmire, Erik           | Instructor                     | 180,892             | 52,931                      | 233,823                 |
| Osheroff, Aaron         | Database Administrator         | 169,534             | 63,943                      | 233,477                 |
| Hersch, Tonya           | Dean of Educ Success Programs  | 162,813             | 69,859                      | 232,672                 |
| Pagani, Rossana         | Instructor                     | 184,319             | 48,050                      | 232,369                 |
| Cullen, Gina            | Counselor                      | 174,987             | 55,289                      | 230,276                 |
| Furuya, Bruce           | Counselor                      | 187,647             | 39,428                      | 227,075                 |
| Coulson, Maria          | Instructor                     | 169,555             | 54,643                      | 224,198                 |
| Zaffran, Dan            | Instructor                     | 173,447             | 49,861                      | 223,308                 |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
DESCENDING ORDER**

| <b>EMPLOYEE</b>       | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-----------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Marozick, Jeffrey     | Chief of Police/Dir. of Safety | 172,404                    | 50,576                             | 222,980                        |
| Kelly, Patrick        | Instructor                     | 167,846                    | 54,804                             | 222,650                        |
| Zabihi, Farhad        | Instructor                     | 175,579                    | 46,878                             | 222,457                        |
| Farias, Isidro        | Dir. Capital Projects          | 158,724                    | 63,634                             | 222,358                        |
| Byrne, Ryan           | Dir SS - Kinesiology & Ath     | 164,798                    | 57,252                             | 222,050                        |
| Snyder, David         | Dean of Arts and Humanities    | 174,193                    | 47,127                             | 221,320                        |
| Harris, Nekoda        | Dir of HR                      | 167,851                    | 52,731                             | 220,582                        |
| Nguyen, Dong          | Systems Analyst                | 154,460                    | 64,948                             | 219,408                        |
| Early, Rinetta        | Counselor                      | 174,755                    | 44,128                             | 218,883                        |
| Tipton, James         | Instructor                     | 167,183                    | 51,545                             | 218,728                        |
| Hernandez, Carol      | Dean of Math and Sciences      | 161,639                    | 56,689                             | 218,328                        |
| Gonzalez, Marco       | Instructor                     | 165,958                    | 52,122                             | 218,080                        |
| Morse, Lisa           | Instructor                     | 163,355                    | 54,479                             | 217,834                        |
| Crosby, Frank         | Instructor                     | 163,711                    | 53,763                             | 217,474                        |
| Indi, Ferhat          | Systems Engineer               | 154,314                    | 62,451                             | 216,765                        |
| Marmysz, John         | Instructor                     | 162,652                    | 52,519                             | 215,171                        |
| Serafin, Scott        | Instructor                     | 157,810                    | 55,402                             | 213,212                        |
| Horinek, Jon          | Dean of Enrollment Management  | 165,349                    | 46,113                             | 211,462                        |
| Pilloton, Anna        | Dir School & Comm Partnerships | 146,755                    | 63,828                             | 210,583                        |
| Sulaiman Hara, Sadika | Dir SS - Activities & Advocacy | 156,143                    | 54,095                             | 210,238                        |
| Crawford, Yashica     | Instructor                     | 157,441                    | 51,899                             | 209,340                        |
| Reetz, Becky          | Director of EOPS CARE CalWorks | 143,465                    | 65,355                             | 208,820                        |
| Hoffman, Jesse        | Asst Dir M&O                   | 143,014                    | 64,370                             | 207,384                        |
| Gonzalez, James       | Instructor                     | 153,820                    | 51,975                             | 205,795                        |
| Martinisi, Michele    | Instructor                     | 153,198                    | 50,343                             | 203,541                        |



**MARIN COMMUNITY COLLEGE DISTRICT  
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| <b>EMPLOYEE</b>     | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|---------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Allen, Maula        | Instructor                     | 150,320                    | 52,411                             | 202,731                        |
| Lehua, Constance    | Manager Employee & Labor Rel.  | 139,435                    | 62,891                             | 202,326                        |
| Ordin, Laurie       | Instructor                     | 155,558                    | 45,396                             | 200,954                        |
| Briceno-Moreno, Luz | Counselor                      | 150,002                    | 50,541                             | 200,543                        |
| Schane, Burton      | Senior Systems Analyst         | 156,538                    | 43,829                             | 200,367                        |
| Park, Jessica       | Instructor                     | 150,735                    | 49,066                             | 199,801                        |
| Miller, Stormy      | Dir SS - Stu Accessibility Svc | 152,280                    | 44,630                             | 196,910                        |
| Daubenmire, Paul    | Instructor                     | 145,136                    | 49,989                             | 195,125                        |
| Hildebrand, Carol   | Dir of Comm Ed, LL, and Int Ed | 142,309                    | 51,277                             | 193,586                        |
| Calica, Corinna     | Director of Child Dev & ECE    | 130,842                    | 61,798                             | 192,640                        |
| Nguyen, Hien        | Instructor                     | 150,866                    | 40,810                             | 191,676                        |
| Frye, Sarah         | Librarian                      | 149,217                    | 42,366                             | 191,583                        |
| Seery, Patricia     | FT NC Instructor               | 140,806                    | 50,137                             | 190,943                        |
| Bellisimo, Yolanda  | Instructor                     | 146,590                    | 44,030                             | 190,620                        |
| Passer, Joyce       | Instructor                     | 145,858                    | 44,550                             | 190,408                        |
| Wood, Robyn         | Temporary Faculty              | 138,037                    | 52,049                             | 190,086                        |
| Boyd, Sandy         | Instructor                     | 148,984                    | 40,896                             | 189,880                        |
| Robinson, Karen     | Counselor                      | 139,145                    | 49,167                             | 188,312                        |
| Brown, Becky        | Instructor                     | 138,675                    | 49,187                             | 187,862                        |
| Berringer, Steven   | Instructor                     | 127,901                    | 59,957                             | 187,858                        |
| McKinnon, Sara      | Instructor                     | 141,078                    | 43,575                             | 184,653                        |
| Bagtas-Carmona, Emy | Asst. Dir Enrollment Services  | 124,599                    | 59,952                             | 184,551                        |
| Golitzin, George    | Instructor                     | 132,412                    | 51,347                             | 183,759                        |
| Rahman, Susan       | Instructor                     | 131,884                    | 49,695                             | 181,579                        |
| Everitt, David      | Instructor                     | 132,343                    | 48,750                             | 181,093                        |

**MARIN COMMUNITY COLLEGE DISTRICT**  
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**DESCENDING ORDER**

| EMPLOYEE           | JOB TITLE                 | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------|---------------------------|---------------------|-----------------------------|-------------------------|
| da Silva, Paul     | Instructor                | 132,006             | 48,702                      | 180,708                 |
| Erdmann, John      | Librarian                 | 134,726             | 45,573                      | 180,299                 |
| Barker, Leslie     | Senior Accountant         | 121,572             | 58,680                      | 180,252                 |
| Langinger, Jeannie | Instructor                | 136,490             | 42,792                      | 179,282                 |
| Wells, Stephanie   | Instructor                | 137,595             | 41,594                      | 179,189                 |
| Wang, Andrea       | Instructor                | 128,700             | 49,186                      | 177,886                 |
| Woodlief, Blaze    | Instructor                | 127,741             | 49,789                      | 177,530                 |
| Coley, William     | Counselor                 | 128,352             | 48,943                      | 177,295                 |
| Purcell, Shawn     | Instructor                | 128,735             | 48,148                      | 176,883                 |
| Horton, Katheryn   | Dir Workforce Programs    | 118,375             | 56,412                      | 174,787                 |
| Kinka Ruiz, Devon  | Mgr HR Academic Personnel | 117,853             | 56,896                      | 174,749                 |
| Goldfarb, Sharon   | Dean of Health Sciences   | 126,708             | 47,868                      | 174,576                 |
| Lince, Stacey      | Instructional Designer    | 121,361             | 52,869                      | 174,230                 |
| Wilson, Derek      | Instructor                | 127,871             | 46,338                      | 174,209                 |
| Greitzer, Michelle | Senior Accountant         | 117,028             | 56,547                      | 173,575                 |
| Michelangelo, Lori | Instructor                | 129,499             | 42,762                      | 172,261                 |
| Mueller, Joseph    | Instructor                | 131,647             | 40,605                      | 172,252                 |
| Ricciuti, Anna     | Dir of College Svcs       | 115,208             | 56,899                      | 172,107                 |
| Newton, Steven     | Instructor                | 133,501             | 37,971                      | 171,472                 |
| Dodge, Margaret    | Instructor                | 119,460             | 51,929                      | 171,389                 |
| Koenig, Karen      | Instructor                | 122,863             | 47,227                      | 170,090                 |
| Urena, Jose        | Counselor                 | 113,187             | 56,102                      | 169,289                 |
| Egert, David       | Instructor                | 130,244             | 38,572                      | 168,816                 |
| Sanko, Nadia       | Instructor                | 121,878             | 46,935                      | 168,813                 |
| Ruiz, Dustin       | Police Officer            | 119,061             | 48,421                      | 167,482                 |

**MARIN COMMUNITY COLLEGE DISTRICT  
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DESCENDING ORDER**

| <b>EMPLOYEE</b>              | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|------------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Patel, Beth                  | Instructor                     | 121,714                    | 44,946                             | 166,660                        |
| Edwards, Shaquam             | Instructor                     | 120,856                    | 44,860                             | 165,716                        |
| Shafer, Holley               | Sr Research & Eval. Specialist | 108,973                    | 55,841                             | 164,814                        |
| Steinmetz, Polly             | Instructor                     | 116,530                    | 48,256                             | 164,786                        |
| Ruddle, Joanna               | Instructor                     | 117,478                    | 47,002                             | 164,480                        |
| O'Keefe, Patricia            | Instructor                     | 116,530                    | 47,517                             | 164,047                        |
| Walsh, Wendy                 | Instructor                     | 116,530                    | 46,573                             | 163,103                        |
| Hagos, Alganesh              | Inst Support Specialist        | 116,450                    | 46,475                             | 162,925                        |
| Magallanes-Rivera, Alexandra | Counselor                      | 116,530                    | 46,062                             | 162,592                        |
| Stopher, James               | Instructor                     | 115,567                    | 46,696                             | 162,263                        |
| Olsen, Vivian                | Administrative Asst II         | 122,720                    | 39,460                             | 162,180                        |
| Lee, Wendy                   | Tech Support Specialist I      | 108,653                    | 53,474                             | 162,127                        |
| Muller, Kevin                | Instructor                     | 114,018                    | 47,735                             | 161,753                        |
| Quick, Dayna                 | Instructor                     | 115,098                    | 45,174                             | 160,272                        |
| Pomajulca, Cesar             | Instructor                     | 115,950                    | 43,815                             | 159,765                        |
| Jones, David                 | Instructor                     | 122,469                    | 37,005                             | 159,474                        |
| Perrone, Kristin             | Counselor                      | 112,982                    | 45,911                             | 158,893                        |
| Garrett, Steven              | Lead Gardener-Cap. Projects    | 111,924                    | 46,614                             | 158,538                        |
| Klein, Rachel                | Counselor                      | 114,108                    | 44,132                             | 158,240                        |
| Chia, Mia                    | Instructor                     | 121,960                    | 36,136                             | 158,096                        |
| Li, Christine                | Instructor                     | 113,301                    | 44,053                             | 157,354                        |
| Arbona, Shaila               | Counselor                      | 110,606                    | 46,620                             | 157,226                        |
| Bonander, Barbara            | Instructor                     | 116,583                    | 39,324                             | 155,907                        |
| Patterson, David             | Librarian                      | 127,638                    | 26,695                             | 154,333                        |
| Carlson, Cheryl              | Comm Ed and Svcs Program Spec  | 107,138                    | 46,542                             | 153,680                        |

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**DESCENDING ORDER**

| EMPLOYEE                    | JOB TITLE                      | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|--------------------------------|---------------------|-----------------------------|-------------------------|
| Gardiner, David             | Network PC Telephone Tech      | 108,598             | 44,865                      | 153,463                 |
| Suarez Maldonado, Alejandro | Instructional Support Analyst  | 101,510             | 51,456                      | 152,966                 |
| Escobar, Caitlin            | Counselor                      | 106,696             | 46,139                      | 152,835                 |
| Barzegar, Naghmeh           | Staff Accountant               | 101,009             | 51,823                      | 152,832                 |
| Chung, Shook-Chu            | Senior Creative/Lead Web Dsgr. | 110,198             | 42,222                      | 152,420                 |
| Howard, Matthew             | Instructional Technology Super | 108,009             | 43,937                      | 151,946                 |
| Willet, Nancy               | Instructor                     | 115,670             | 35,642                      | 151,312                 |
| Cruz, Nicole                | Executive Assistant I          | 98,487              | 52,603                      | 151,090                 |
| Olmanson, Angela            | Program Admin. Health Science  | 107,762             | 43,153                      | 150,915                 |
| Chi, Brian                  | Network PC Telephone Tech      | 100,132             | 50,453                      | 150,585                 |
| Christensen, Tina           | Instructor                     | 105,482             | 43,825                      | 149,307                 |
| Breakstone, Julie           | Employment Services Coord.     | 96,281              | 52,560                      | 148,841                 |
| Lutz, Arthur                | Instructor                     | 121,902             | 25,865                      | 147,767                 |
| Massion, Cheo               | FT NC Instructor               | 113,298             | 34,417                      | 147,715                 |
| Cottle, Windee              | Instructor                     | 102,438             | 45,091                      | 147,529                 |
| Haber, John                 | Tech Support Specialist I      | 105,003             | 42,334                      | 147,337                 |
| Yohannes, Haile             | Maintenance HVAC Mechanic      | 95,953              | 50,770                      | 146,723                 |
| Musante, Danila             | Counselor                      | 109,129             | 37,325                      | 146,454                 |
| Hunter, Andrea              | Enrollment Services Assoc III  | 97,413              | 48,926                      | 146,339                 |
| Tostenson, Lisa             | Health Center Nurse            | 110,886             | 34,792                      | 145,678                 |
| Beal, Rebecca               | Instructor                     | 110,795             | 34,374                      | 145,169                 |
| Thayer, Debra               | Systems Analyst                | 105,139             | 39,620                      | 144,759                 |
| Mitchell, David             | Maintenance HVAC Mechanic      | 94,659              | 49,199                      | 143,858                 |
| Kuhn, Kristi                | Instructor                     | 98,128              | 45,615                      | 143,743                 |
| Cheney, Paul                | Instructor                     | 98,763              | 44,772                      | 143,535                 |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
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| <b>EMPLOYEE</b>     | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|---------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Hulin, Patricia     | Instructor                     | 109,129                    | 34,309                             | 143,438                        |
| Langeveld, Martinus | Police Officer                 | 112,139                    | 31,117                             | 143,256                        |
| Leimer, Christina   | Executive Director of P.R.I.E. | 122,963                    | 19,535                             | 142,498                        |
| Longo, Gina         | Admin Asst III                 | 91,703                     | 50,464                             | 142,167                        |
| Finlayson, Luna     | Counselor                      | 99,237                     | 42,685                             | 141,922                        |
| Oropeza, Guadalupe  | Maintenance Painter            | 106,302                    | 35,278                             | 141,580                        |
| Bjorklund, Trevor   | Instructor                     | 96,978                     | 44,480                             | 141,458                        |
| Dunn, Jason         | Instructor                     | 96,874                     | 44,419                             | 141,293                        |
| Mihal, Colleen      | Instructor                     | 99,026                     | 42,251                             | 141,277                        |
| Cucchiara, Antonino | Instructor                     | 98,426                     | 42,762                             | 141,188                        |
| Terry, Linda        | Payroll Specialist             | 93,646                     | 47,382                             | 141,028                        |
| Fragata, Marilou    | Staff Accountant               | 92,057                     | 48,840                             | 140,897                        |
| Gudmundsson, Jon    | Tech Support Specialist I      | 98,720                     | 40,754                             | 139,474                        |
| Webb, Thelma        | Enrollment Services Assoc I    | 98,231                     | 41,050                             | 139,281                        |
| Namvar, Mina        | Admin Asst III                 | 89,866                     | 48,530                             | 138,396                        |
| Campbell, John      | Mgr. Organic Farm & Garden     | 94,460                     | 43,545                             | 138,005                        |
| Pensabene, Oksana   | Tutoring/Learning Ctr. Coord.  | 90,466                     | 47,058                             | 137,524                        |
| Fara, Nick          | Instructor                     | 94,603                     | 41,779                             | 136,382                        |
| Haggitt, Brianna    | Accountant                     | 88,143                     | 48,221                             | 136,364                        |
| Stewart, Paul       | Police Officer                 | 101,199                    | 35,074                             | 136,273                        |
| Acker, Eileen       | Admin Asst III                 | 87,834                     | 48,058                             | 135,892                        |
| O'Donnelley, Dianne | Admin Asst III                 | 87,834                     | 48,058                             | 135,892                        |
| Banks, Cecile       | Enrollment Services Assoc II   | 87,120                     | 47,854                             | 134,974                        |
| Owen, Ron           | Senior Benefits Analyst        | 91,939                     | 42,764                             | 134,703                        |
| Erlenheim, David    | Buyer                          | 94,739                     | 39,829                             | 134,568                        |

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| EMPLOYEE            | JOB TITLE                      | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------|--------------------------------|---------------------|-----------------------------|-------------------------|
| Kreit, Cara         | Instructor                     | 110,826             | 23,633                      | 134,459                 |
| Mahoney, David      | Graphics Design Specialist     | 84,847              | 48,733                      | 133,580                 |
| James, Patience     | Enrollment Services Assoc II   | 85,669              | 47,316                      | 132,985                 |
| Lefkowitz, Saralyn  | Instructor                     | 86,724              | 46,148                      | 132,872                 |
| Wagner, Katherine   | Instructor                     | 96,944              | 35,405                      | 132,349                 |
| Zarrehparvar, Xenia | SAS Support Svcs. Coord        | 83,664              | 46,865                      | 130,529                 |
| White, David        | Designer Stage Technician      | 82,567              | 47,870                      | 130,437                 |
| Yuan, Mengqi        | Admin Asst III                 | 83,314              | 46,765                      | 130,079                 |
| Antokhin, Kathleen  | Workforce- Prog Coordinator    | 83,291              | 46,758                      | 130,049                 |
| Spediacci, Anthony  | Police Officer                 | 103,237             | 26,652                      | 129,889                 |
| Grist, Gregory      | Temporary Faculty              | 91,264              | 38,454                      | 129,718                 |
| Paulino, Joan       | Enrollment Services Assoc II   | 81,238              | 48,028                      | 129,266                 |
| Sedie, Theo         | Accounting Specialist          | 80,753              | 48,328                      | 129,081                 |
| Aviles, Francisco   | Accounting Specialist          | 80,753              | 48,153                      | 128,906                 |
| Martinez, Allyson   | EOPS/CARE & CalWorks Coord.    | 87,134              | 41,439                      | 128,573                 |
| Bacigalupi, Lindsay | Facility Rental Supervisor     | 86,284              | 41,868                      | 128,152                 |
| Peitz, Heather      | Enrollment Services II - CES   | 81,676              | 46,296                      | 127,972                 |
| Dimopoulos, Eliana  | Assistive Tech Specialist      | 91,334              | 36,279                      | 127,613                 |
| France, Patricia    | Instructor                     | 96,318              | 31,112                      | 127,430                 |
| Villarreal, Seanna  | Enrollment Services Assoc II   | 85,090              | 41,870                      | 126,960                 |
| Totapudi, Sofia     | Transfer& Career Ctr Coord.    | 81,377              | 45,268                      | 126,645                 |
| Ramey, Byron        | Counselor                      | 94,690              | 31,629                      | 126,319                 |
| Dominguez, Paul     | Lead Gardener                  | 79,888              | 46,396                      | 126,284                 |
| Spease, Jennifer    | Enrollment Services Assoc I    | 79,017              | 47,125                      | 126,142                 |
| Solis, Julian       | Sch. & Comm. Partnr Prog Coord | 88,140              | 37,977                      | 126,117                 |

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| <b>EMPLOYEE</b>     | <b>JOB TITLE</b>               | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|---------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Barajas, Lilyana    | COMPASS Coordinator            | 80,633                     | 45,289                             | 125,922                        |
| Jones, Alexander    | Car. Intern & Svcs Prog Coord  | 84,281                     | 40,345                             | 124,626                        |
| Kent, Matthew       | Student Conduct Officer        | 84,450                     | 40,036                             | 124,486                        |
| Wong, Sally         | Testing Center Coordinator     | 77,286                     | 46,884                             | 124,170                        |
| Miller, Trine       | Instructor                     | 82,178                     | 41,287                             | 123,465                        |
| Long, Lan-Ling      | Library Technician II          | 77,701                     | 45,397                             | 123,098                        |
| Pinckney, Joanna    | Administrative Asst II         | 76,055                     | 46,627                             | 122,682                        |
| Cady, Jeffrey       | Instl Spec - College Skills    | 82,843                     | 39,525                             | 122,368                        |
| Wilson, Paul        | Maintenance Electrician        | 77,560                     | 44,394                             | 121,954                        |
| McCoy, Robert       | Instructor                     | 88,019                     | 33,745                             | 121,764                        |
| Perales, Teresa     | Equity & Activities Prog Coord | 84,281                     | 36,873                             | 121,154                        |
| Hansen, Candice     | Human Resources Technician II  | 81,540                     | 39,561                             | 121,101                        |
| Marcum, Jeffrey     | Maintenance Electrician        | 76,794                     | 44,123                             | 120,917                        |
| Jones, Rhonda       | Executive Assistant I          | 83,441                     | 36,796                             | 120,237                        |
| Enty, Aftab         | Laboratory Technician          | 74,093                     | 46,021                             | 120,114                        |
| Rudolph, Monica     | Admin Asst II - Cap Proj       | 74,452                     | 45,633                             | 120,085                        |
| Borisov, Olga       | Administrative Asst II         | 74,889                     | 45,099                             | 119,988                        |
| Stevenson, Troy     | Counselor                      | 90,773                     | 29,202                             | 119,975                        |
| Scarcella, Joseph   | Athletic Trainer               | 75,676                     | 44,013                             | 119,689                        |
| Borenstein, Bonnie  | Instructor                     | 82,539                     | 36,972                             | 119,511                        |
| Dunkle, Christopher | Tech Support Specialist I      | 80,316                     | 39,191                             | 119,507                        |
| Barnett, Marixa     | Enrollment Services Assoc II   | 73,144                     | 45,850                             | 118,994                        |
| Barr, Maridel       | Admin Asst III                 | 78,661                     | 39,942                             | 118,603                        |
| Kuromiya, James     | Inst Support Specialist        | 74,412                     | 44,183                             | 118,595                        |
| Callahan, Shawna    | Human Resources Technician I   | 72,665                     | 45,839                             | 118,504                        |

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| EMPLOYEE                | JOB TITLE                      | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|--------------------------------|---------------------|-----------------------------|-------------------------|
| Rolston, Caitlin        | Instructional Specialist       | 81,627              | 36,516                      | 118,143                 |
| Reyes, Ruby             | Enrollment Services Assoc III  | 74,167              | 42,560                      | 116,727                 |
| Perez, Alexio           | Locksmith Carpenter            | 73,259              | 43,276                      | 116,535                 |
| Carrera, Steve          | Instructor                     | 85,961              | 29,691                      | 115,652                 |
| Teer, Joann             | Enrollment Services Assoc I    | 79,834              | 35,377                      | 115,211                 |
| Benet, Micol            | Executive Assistant II         | 71,313              | 43,586                      | 114,899                 |
| Nguyen, Thuy Trang      | Library Technician 11          | 79,188              | 35,118                      | 114,306                 |
| Staffen, Russel         | Maint. Carpenter - Bond B      | 77,044              | 36,843                      | 113,887                 |
| Minoia, Marco           | College Police Services Asst   | 76,439              | 37,442                      | 113,881                 |
| Shaw, Ellen             | Accounting Technician          | 78,226              | 34,987                      | 113,213                 |
| Lee, Leslie             | Human Resources Technician II  | 87,618              | 24,847                      | 112,465                 |
| Marckwordt, Valerie     | Comm Ed and Svcs Program Spec  | 69,584              | 42,837                      | 112,421                 |
| Siegenthaler, Connie    | Admin Asst III                 | 74,784              | 37,628                      | 112,412                 |
| West, Walter            | Temporary Faculty              | 84,954              | 27,055                      | 112,009                 |
| Klein, Jesse Jane       | Executive Assistant I          | 68,734              | 42,768                      | 111,502                 |
| Carroll, Sheldon        | Evaluation Analyst             | 76,694              | 34,703                      | 111,397                 |
| Romo Padilla, Guadalupe | Administrative Asst II         | 77,022              | 33,970                      | 110,992                 |
| Bauer, Katherine        | Executive Assistant I          | 76,099              | 34,794                      | 110,893                 |
| Foulger, Kim            | Administrative Asst II         | 68,355              | 42,317                      | 110,672                 |
| Drisdell, Lucas         | Instructional Specialist       | 73,374              | 37,139                      | 110,513                 |
| King, David             | Instructor                     | 72,486              | 37,460                      | 109,946                 |
| Bohlke, Wende           | Temporary Faculty              | 77,094              | 32,380                      | 109,474                 |
| Arasnia, Sheherazade    | Admin Asst III CES             | 72,452              | 36,883                      | 109,335                 |
| Rodrigues, Norbert      | Maintenance Electrician Bond B | 72,677              | 36,471                      | 109,148                 |
| Mercado Trujillo, Juan  | COMPASS Coordinator            | 74,684              | 34,128                      | 108,812                 |



**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
DESCENDING ORDER**

| <b>EMPLOYEE</b>       | <b>JOB TITLE</b>              | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-----------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Gaffney, Keli         | Accounting Technician         | 71,622                     | 36,578                             | 108,200                        |
| Shrestha, Devendra    | Accounting Technician         | 66,188                     | 41,865                             | 108,053                        |
| Larre, Christelle     | Lead Custodian                | 72,456                     | 35,241                             | 107,697                        |
| Diaz, Christopher     | Maintenance Plumber           | 83,978                     | 23,335                             | 107,313                        |
| Mariano, Elnore       | Evaluation Analyst            | 73,498                     | 33,788                             | 107,286                        |
| Cruz, Julio           | Custodian                     | 68,430                     | 38,509                             | 106,939                        |
| Gisle, Kirsten        | Employment Services Coord.    | 82,874                     | 23,473                             | 106,347                        |
| Robinson, Mark        | Laboratory Technician         | 72,775                     | 33,541                             | 106,316                        |
| Shahi, Jessica        | College Police Services Asst  | 65,698                     | 40,605                             | 106,303                        |
| Rosenthal, Keith      | Director of Advancement       | 76,544                     | 29,545                             | 106,089                        |
| So, Albert            | Print Production Specialist   | 72,119                     | 33,394                             | 105,513                        |
| Dormann, Roger        | Graphics Design Specialist    | 71,802                     | 33,303                             | 105,105                        |
| Perez, Chelsey        | Administrative Asst II        | 61,979                     | 43,119                             | 105,098                        |
| Vaughan, Michele      | Temporary Faculty             | 70,687                     | 33,839                             | 104,526                        |
| Welch, Alison         | International Student Advisor | 71,283                     | 33,154                             | 104,437                        |
| Martinez, Manuel      | Custodian                     | 62,832                     | 41,348                             | 104,180                        |
| Haikins-Appiah, Nigel | Hourly                        | 70,851                     | 33,031                             | 103,882                        |
| McKnight, Sheila      | Temporary Faculty             | 69,742                     | 33,910                             | 103,652                        |
| Johnson, Tammera      | Administrative Asst II        | 64,914                     | 38,370                             | 103,284                        |
| McSween, Karen        | Library Technician III        | 69,503                     | 33,733                             | 103,236                        |
| Tucker, Doris         | Senior Payroll Specialist     | 76,756                     | 26,088                             | 102,844                        |
| Harbison, Jesse       | Reprographics Mail Clerk      | 61,779                     | 40,603                             | 102,382                        |
| Smith, Rion           | Instructional Specialist      | 70,246                     | 31,842                             | 102,088                        |
| Galzagorry, Marie     | Custodian                     | 61,670                     | 39,967                             | 101,637                        |
| Klein, Michael        | Reprographics Mail Clerk      | 61,012                     | 40,384                             | 101,396                        |

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**DESCENDING ORDER**

| EMPLOYEE               | JOB TITLE                    | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|------------------------------|---------------------|-----------------------------|-------------------------|
| Lefkowitz, Carol       | Temporary Faculty            | 73,359              | 27,051                      | 100,410                 |
| Levin, Magdalena       | Temporary Faculty            | 64,507              | 35,321                      | 99,828                  |
| Yim, Rebecca           | Admin Asst III               | 67,628              | 32,109                      | 99,737                  |
| Palomino, Melanie      | Admin Asst III               | 64,682              | 34,640                      | 99,322                  |
| Dyer, Nequeshe         | Administrative Asst II       | 58,642              | 40,473                      | 99,115                  |
| Chinn, Jett            | Temporary Faculty            | 65,398              | 33,428                      | 98,826                  |
| Fonteno, Amber         | Library Technician II        | 66,490              | 31,723                      | 98,213                  |
| Evershed, David        | Lead Gardener - Organic Farm | 58,308              | 39,114                      | 97,422                  |
| Thom, Scott            | Temporary Faculty            | 64,121              | 33,211                      | 97,332                  |
| De Young, Scott        | Custodian                    | 64,474              | 32,832                      | 97,306                  |
| Khazaeli Parsa, Poupak | Temporary Faculty            | 63,714              | 33,126                      | 96,840                  |
| Williams, Jeannine     | Temporary Faculty            | 72,065              | 24,579                      | 96,644                  |
| Wadsworth, William     | Gardener                     | 65,392              | 30,820                      | 96,212                  |
| Craver, Yosifah        | Hourly                       | 81,343              | 14,784                      | 96,127                  |
| Sheofsky, Elizabeth    | Instructional Specialist     | 71,389              | 24,580                      | 95,969                  |
| Southard, Rowena       | Temporary Faculty            | 67,584              | 28,312                      | 95,896                  |
| Arrick, Janet          | Temporary Faculty            | 71,569              | 23,997                      | 95,566                  |
| Craig, Rodney          | Gardener                     | 59,485              | 35,829                      | 95,314                  |
| Bowen, Nora            | Children Center Teacher      | 78,764              | 16,492                      | 95,256                  |
| Witte, Irmgard         | Administrative Asst II       | 61,320              | 33,926                      | 95,246                  |
| Contini, Victor        | Temporary Faculty            | 60,630              | 34,575                      | 95,205                  |
| Guillen, Hugo          | EOPS/CalWorks Specialist     | 61,523              | 33,292                      | 94,815                  |
| Gutierrez, Derry       | Childrens Center Site Supv   | 59,502              | 34,169                      | 93,671                  |
| Good, Lesley           | Laboratory Technician        | 59,604              | 33,285                      | 92,889                  |
| D'Agostino, Lisa       | Temporary Faculty            | 66,619              | 25,861                      | 92,480                  |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
DESCENDING ORDER**

| <b>EMPLOYEE</b>          | <b>JOB TITLE</b>             | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------------|------------------------------|----------------------------|------------------------------------|--------------------------------|
| Rahman, Heather          | Workforce Prog. Spclst       | 58,832                     | 33,036                             | 91,868                         |
| Ostojic-Portello, Radica | Temporary Faculty            | 59,456                     | 32,306                             | 91,762                         |
| Holub, Karl              | Library Technician II        | 58,643                     | 32,967                             | 91,610                         |
| Diaz Marroquin, Abner    | Custodian                    | 53,705                     | 37,815                             | 91,520                         |
| Barthelemy, Lance        | Instructional Specialist     | 68,038                     | 23,434                             | 91,472                         |
| Smith, Gregory           | Instructional Specialist     | 60,714                     | 30,131                             | 90,845                         |
| Littlejohn, Francisco    | Maintenance Technician I     | 58,486                     | 32,335                             | 90,821                         |
| Applegate, Monica        | Pool Maintenance Worker IVC  | 53,242                     | 37,537                             | 90,779                         |
| Zamora, Efrain           | Maintenance Carpenter        | 59,245                     | 31,325                             | 90,570                         |
| Thomas, Joseph           | Lead Custodian               | 52,902                     | 37,589                             | 90,491                         |
| Haag, Jon                | Maintenance Technician I     | 60,255                     | 29,158                             | 89,413                         |
| Wat, Timothy             | Instructor                   | 64,846                     | 24,467                             | 89,313                         |
| Jackson, Kahea           | Admin Asst II Child Ctr/ECE  | 59,554                     | 29,743                             | 89,297                         |
| Satariano, Jenifer       | Accounting Technician        | 49,928                     | 38,889                             | 88,817                         |
| Gill, Clark              | Pool Maintenance Worker      | 51,264                     | 36,960                             | 88,224                         |
| Manento, Daudi           | Laboratory Technician        | 58,285                     | 29,436                             | 87,721                         |
| Brown, Teresa            | Administrative Asst I        | 57,871                     | 29,297                             | 87,168                         |
| Privitt, Karen           | Temporary Faculty            | 64,811                     | 22,323                             | 87,134                         |
| Miller, Julie            | Temporary Faculty            | 53,522                     | 33,581                             | 87,103                         |
| Cruz Viera, Mercedes     | Custodian                    | 49,977                     | 36,764                             | 86,741                         |
| Jarrell, Boyd            | Temporary Faculty            | 56,375                     | 30,076                             | 86,451                         |
| Santos, Ricardo          | Athletic PE Ed Equip Manager | 57,492                     | 28,616                             | 86,108                         |
| Kostyrko, Jacek          | Temporary Faculty            | 77,813                     | 8,223                              | 86,036                         |
| Keener, Margarita        | Custodian                    | 50,926                     | 34,516                             | 85,442                         |
| Abouaf, Jeffrey          | Temporary Faculty            | 69,333                     | 15,709                             | 85,042                         |

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**DESCENDING ORDER**

| EMPLOYEE                   | JOB TITLE                    | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|----------------------------|------------------------------|---------------------|-----------------------------|-------------------------|
| Bertuol-Okun, Sueli        | Temporary Faculty            | 56,804              | 28,072                      | 84,876                  |
| Biggart, Maureen           | Childrens Center Site Supv   | 60,143              | 24,033                      | 84,176                  |
| Hayne, Katherine           | Temporary Faculty            | 70,182              | 13,551                      | 83,733                  |
| Crawford, Lester           | Maintenance Carpenter        | 57,078              | 26,148                      | 83,226                  |
| Perez, Ramiro              | Custodian                    | 52,917              | 30,248                      | 83,165                  |
| Dodge, George              | Custodian                    | 55,797              | 27,083                      | 82,880                  |
| Smith, Shelley             | Temporary Faculty            | 66,794              | 15,938                      | 82,732                  |
| Reilly, Sheila             | Temporary Faculty            | 66,262              | 16,281                      | 82,543                  |
| Kang, Manjit               | Hourly                       | 48,927              | 32,690                      | 81,617                  |
| Garretson, Patrick         | Testing Technician           | 53,079              | 27,946                      | 81,025                  |
| Rodriguez, Juan            | Receiving Clerk              | 45,271              | 35,342                      | 80,613                  |
| Montoya Olivares, Ricardo  | Custodian                    | 45,171              | 35,299                      | 80,470                  |
| Diaz de Lopez, Ecxa Roxana | Custodian                    | 43,344              | 36,190                      | 79,534                  |
| Bui, Xuan                  | Custodian                    | 50,785              | 27,771                      | 78,556                  |
| Sparrow, Neil              | Gardener                     | 51,260              | 26,919                      | 78,179                  |
| Lee, Emma                  | Enrollment Services Assoc I  | 52,241              | 25,877                      | 78,118                  |
| Yunanda, Fnu               | Hourly                       | 51,021              | 26,343                      | 77,364                  |
| Schaefer, Emily            | Hourly                       | 61,225              | 15,020                      | 76,245                  |
| Loegering, Tessa           | Administrative Assistant III | 58,595              | 16,681                      | 75,276                  |
| O'Connor, Brian            | Temporary Faculty            | 45,188              | 29,557                      | 74,745                  |
| Smith, Victor              | Temporary Faculty            | 48,955              | 24,980                      | 73,935                  |
| Robertson, Noel            | Temporary Faculty            | 50,330              | 23,470                      | 73,800                  |
| McMillan, Jerry            | Temporary Faculty            | 58,135              | 15,591                      | 73,726                  |
| Ziedrich, Cheryl           | Temporary Faculty            | 52,827              | 20,011                      | 72,838                  |
| Schiff, Cynthia            | Temporary Faculty            | 61,148              | 11,414                      | 72,562                  |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
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| <b>EMPLOYEE</b>          | <b>JOB TITLE</b>            | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------------|-----------------------------|----------------------------|------------------------------------|--------------------------------|
| Smith, Michael           | Custodian                   | 38,360                     | 33,435                             | 71,795                         |
| Lacke, Suzanne           | Temporary Faculty           | 56,877                     | 14,651                             | 71,528                         |
| Nelson, Lori             | Hourly                      | 50,949                     | 20,496                             | 71,445                         |
| Beattie, Kyle            | Temporary Faculty           | 55,084                     | 15,493                             | 70,577                         |
| Terhune, Jamine          | Temporary Faculty           | 50,186                     | 20,335                             | 70,521                         |
| McGoon, Patricia         | Hourly                      | 59,115                     | 11,405                             | 70,520                         |
| Morales-Orozco, Helen    | Children Center Teacher     | 37,073                     | 32,851                             | 69,924                         |
| Ortiz, Yvonne            | Temporary Faculty           | 42,029                     | 27,311                             | 69,340                         |
| Stubbs, Stephanie        | Temporary Faculty           | 63,843                     | 5,420                              | 69,263                         |
| Pierce, Jana             | Instructor                  | 50,861                     | 18,191                             | 69,052                         |
| Kosta, Walter            | Temporary Faculty           | 57,153                     | 10,773                             | 67,926                         |
| Barrall, Mark            | Temporary Faculty           | 62,062                     | 5,268                              | 67,330                         |
| Opong Mensah, Kofi       | Temporary Faculty           | 47,909                     | 19,075                             | 66,984                         |
| Malouf, Janeatte         | Children Center Teacher     | 37,073                     | 29,794                             | 66,867                         |
| Gamal, Arif              | Temporary Faculty           | 55,954                     | 10,803                             | 66,757                         |
| Buquen, Kenny            | Temporary Faculty           | 46,791                     | 18,850                             | 65,641                         |
| Loewen, Amy              | Temporary Faculty           | 46,125                     | 19,432                             | 65,557                         |
| Gray, Maria              | Temporary Faculty           | 38,647                     | 26,652                             | 65,299                         |
| Zeng, Timothy            | Technology Support Splst II | 46,438                     | 18,860                             | 65,298                         |
| Bogran Raymundo, Rolando | Hourly                      | 43,953                     | 21,284                             | 65,237                         |
| Jones, Suzanne           | Temporary Faculty           | 42,126                     | 22,773                             | 64,899                         |
| Wood, Scott              | Temporary Faculty           | 54,329                     | 10,217                             | 64,546                         |
| Carlisle, Dorian         | Administrative Asst II      | 39,100                     | 24,837                             | 63,937                         |
| Hui, Julie               | Temporary Faculty           | 45,120                     | 18,523                             | 63,643                         |
| Aguiar, Geoffrey         | Hourly                      | 41,255                     | 22,089                             | 63,344                         |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
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| <b>EMPLOYEE</b>             | <b>JOB TITLE</b>         | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-----------------------------|--------------------------|----------------------------|------------------------------------|--------------------------------|
| Jestadt, Jesse              | Instructional Specialist | 48,130                     | 15,026                             | 63,156                         |
| Scofield, Alan              | Temporary Faculty        | 37,673                     | 24,706                             | 62,379                         |
| Padron, Thomas              | Temporary Faculty        | 56,639                     | 4,808                              | 61,447                         |
| Doermann, Elisabeth         | Temporary Faculty        | 43,133                     | 18,141                             | 61,274                         |
| Peterson, Stephen           | Temporary Faculty        | 37,550                     | 22,385                             | 59,935                         |
| Van Dorn, Eric              | Temporary Faculty        | 42,894                     | 16,447                             | 59,341                         |
| Gera, Lisa                  | Temporary Faculty        | 54,583                     | 4,634                              | 59,217                         |
| Woods, Julia                | Instructional Assistant  | 45,343                     | 13,872                             | 59,215                         |
| Chan, Sheila                | Temporary Faculty        | 49,298                     | 9,507                              | 58,805                         |
| Russell, Marian             | Hourly                   | 36,499                     | 22,295                             | 58,794                         |
| Castillo, Nathan            | Lab Tech FA-Sculpture    | 38,870                     | 19,323                             | 58,193                         |
| Rollins, Corina             | Temporary Faculty        | 33,354                     | 24,836                             | 58,190                         |
| Finley, Cynthia             | Temporary Faculty        | 40,475                     | 17,636                             | 58,111                         |
| Nading, Lawrence            | Maintenance Carpenter    | 35,206                     | 21,897                             | 57,103                         |
| Bradley, Kathleen           | Temporary Faculty        | 52,596                     | 4,465                              | 57,061                         |
| Gough, Daniel               | Temporary Faculty Instrl | 47,611                     | 9,186                              | 56,797                         |
| Mahmoud, Eiman              | Temporary Faculty        | 52,328                     | 4,442                              | 56,770                         |
| Lara, Ismael                | Temporary Faculty        | 47,734                     | 9,012                              | 56,746                         |
| Werlin, Rebecca             | Temporary Faculty        | 51,716                     | 4,390                              | 56,106                         |
| Federle, Barbara            | Hourly                   | 38,682                     | 17,266                             | 55,948                         |
| Maoujoudi, Abdelhak         | Temporary Faculty        | 38,408                     | 17,236                             | 55,644                         |
| Lambert, Gabriel            | Receiving Clerk          | 31,092                     | 24,459                             | 55,551                         |
| Hirschman -de Blanc, Louise | Temporary Faculty        | 54,306                     | 1,243                              | 55,549                         |
| McBride, Christopher        | Temporary Faculty        | 49,105                     | 6,026                              | 55,131                         |
| Prince, Kuniko              | Temporary Faculty        | 45,684                     | 8,812                              | 54,496                         |

**MARIN COMMUNITY COLLEGE DISTRICT  
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| <b>EMPLOYEE</b>       | <b>JOB TITLE</b>         | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-----------------------|--------------------------|----------------------------|------------------------------------|--------------------------------|
| Mark, Julie           | Hourly                   | 49,506                     | 4,203                              | 53,709                         |
| Abellera, Lisa        | Admin Asst III           | 41,734                     | 11,959                             | 53,693                         |
| Atkinson, Justin      | Instructional Specialist | 41,605                     | 11,988                             | 53,593                         |
| Walker, Santon        | Instructional Specialist | 40,433                     | 12,728                             | 53,161                         |
| Harris, Marjorie      | Accounting Specialist    | 35,029                     | 18,034                             | 53,063                         |
| Adams, John           | Police Lieutenant        | 42,927                     | 9,882                              | 52,809                         |
| Lee, Sea              | Temporary Faculty        | 43,984                     | 8,483                              | 52,467                         |
| Warren, Deborah       | Instructional Specialist | 39,936                     | 12,428                             | 52,364                         |
| McGee, Padraig        | Temporary Faculty        | 34,672                     | 17,108                             | 51,780                         |
| Morin, Thomas         | Temporary Faculty        | 35,039                     | 16,583                             | 51,622                         |
| Brennan, Molly        | Temporary Faculty Instrl | 31,331                     | 20,100                             | 51,431                         |
| Forsyth, Susan        | Temporary Faculty        | 43,091                     | 8,053                              | 51,144                         |
| Leung, Christine      | Temporary Faculty        | 34,262                     | 16,739                             | 51,001                         |
| Del Grande, David     | Temporary Faculty        | 42,127                     | 8,123                              | 50,250                         |
| Douglass, Sandra      | Temporary Faculty        | 48,831                     | 1,118                              | 49,949                         |
| Essick, Edward        | Temporary Faculty        | 48,418                     | 1,108                              | 49,526                         |
| Herrera, Henry        | Custodian                | 33,797                     | 15,265                             | 49,062                         |
| Mayo, Ruth            | DSPS Program Technician  | 33,254                     | 15,708                             | 48,962                         |
| Brady, Stephen        | Temporary Faculty        | 43,972                     | 4,921                              | 48,893                         |
| Cooper, Laura         | Hourly                   | 33,656                     | 14,829                             | 48,485                         |
| Subramanian, N        | Temporary Faculty        | 47,007                     | 1,076                              | 48,083                         |
| Numaguchi, Vivian     | Hourly                   | 40,817                     | 7,227                              | 48,044                         |
| Rivera, Eloise        | Temporary Faculty        | 46,916                     | 1,074                              | 47,990                         |
| Patlolla, Sandhyarani | Temporary Faculty        | 44,231                     | 3,755                              | 47,986                         |
| Hemphill, Pamela      | Hourly                   | 43,952                     | 3,731                              | 47,683                         |

**MARIN COMMUNITY COLLEGE DISTRICT**  
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| EMPLOYEE               | JOB TITLE                    | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|------------------------------|---------------------|-----------------------------|-------------------------|
| Yates, Jeffrey         | Temporary Faculty            | 34,806              | 12,778                      | 47,584                  |
| Hedemark, Gordon       | Instructional Assistant      | 29,875              | 16,981                      | 46,856                  |
| Bruce, Robert          | Temporary Faculty            | 42,697              | 3,625                       | 46,322                  |
| Strickland, JoAnne     | Temporary Faculty Instrl     | 38,684              | 7,465                       | 46,149                  |
| Schwartz, Carol        | DSPS Specialist              | 35,039              | 10,863                      | 45,902                  |
| Krempez, Ronald        | Temporary Faculty            | 42,239              | 3,586                       | 45,825                  |
| Fletcher, Sandra       | Temporary Faculty            | 41,763              | 3,545                       | 45,308                  |
| Willits, Ronald        | Temporary Faculty            | 36,920              | 7,106                       | 44,026                  |
| Rapko, John            | Temporary Faculty            | 36,872              | 7,149                       | 44,021                  |
| Buckley, Bo            | Health Services Assistant    | 33,095              | 10,560                      | 43,655                  |
| Carlson, Sharon        | Temporary Faculty            | 36,533              | 7,055                       | 43,588                  |
| Fredrick, Dario        | Temporary Faculty            | 38,757              | 4,123                       | 42,880                  |
| Dutton, Caroline       | Temporary Faculty            | 36,017              | 6,553                       | 42,570                  |
| Goodwin, Ross          | Temporary Faculty            | 35,663              | 6,641                       | 42,304                  |
| Oropeza, Miguel        | Temporary Faculty            | 35,653              | 6,505                       | 42,158                  |
| Filane, Leonard        | Temporary Faculty            | 33,715              | 8,172                       | 41,887                  |
| Barnett, Nicole        | Temporary Faculty            | 35,078              | 6,759                       | 41,837                  |
| Young, Brian           | Laboratory Technician        | 32,455              | 9,306                       | 41,761                  |
| Hernandez, Barbara     | Instructional Specialist     | 28,801              | 11,188                      | 39,989                  |
| Brookshire, Guy        | Temporary Faculty            | 33,411              | 6,455                       | 39,866                  |
| Lipson, Rebecca        | Temporary Faculty            | 32,174              | 7,160                       | 39,334                  |
| Gruenert, Honor        | Children Center Teacher      | 24,340              | 14,682                      | 39,022                  |
| Blumenthal, Susan      | Temporary Faculty            | 35,785              | 3,038                       | 38,823                  |
| Rosas-Sanchez, Aneissa | Temporary Faculty Non-Instrl | 35,714              | 3,032                       | 38,746                  |
| Cunningham, Paula      | Hourly                       | 29,220              | 8,707                       | 37,927                  |



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| <b>EMPLOYEE</b>       | <b>JOB TITLE</b>             | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-----------------------|------------------------------|----------------------------|------------------------------------|--------------------------------|
| Davison, Jeanette     | Instructional Specialist     | 29,441                     | 8,481                              | 37,922                         |
| Cairns, Michael       | Hourly                       | 27,760                     | 10,070                             | 37,830                         |
| Goodale, Jayme        | Temporary Faculty            | 31,741                     | 5,872                              | 37,613                         |
| Brown-Carson, Jamelia | Temporary Faculty            | 30,943                     | 5,965                              | 36,908                         |
| Saldana, Tristan      | Temporary Faculty            | 23,277                     | 13,168                             | 36,445                         |
| Scranton, Diana       | Temporary Faculty            | 33,466                     | 2,841                              | 36,307                         |
| Joyner, Kathleen      | Executive Assistant II       | 13,860                     | 22,379                             | 36,239                         |
| Goldberg, Georgia     | Temporary Faculty            | 35,307                     | 808                                | 36,115                         |
| Comings, Willard      | Temporary Faculty            | 32,955                     | 2,798                              | 35,753                         |
| Tachihara, Sandra     | Hourly                       | 15,023                     | 20,393                             | 35,416                         |
| Westbrook, Michelle   | Instructional Specialist     | 22,282                     | 12,975                             | 35,257                         |
| Cooke, Indica         | Children Center Teacher      | 19,088                     | 15,953                             | 35,041                         |
| Lantzy, Henry         | Temporary Faculty            | 21,530                     | 12,829                             | 34,359                         |
| Schwappach, Lisa      | Temporary Faculty            | 28,142                     | 5,425                              | 33,567                         |
| Kelly, Alex           | Temporary Faculty            | 30,708                     | 2,607                              | 33,315                         |
| Rosell, Pamela        | Temporary Faculty Instrl     | 27,926                     | 5,379                              | 33,305                         |
| Smith, Paul           | Temporary Faculty            | 24,574                     | 8,257                              | 32,831                         |
| Humphreys, Richard    | Temporary Faculty            | 27,461                     | 5,280                              | 32,741                         |
| Hunter, Carrie        | Temporary Faculty            | 26,355                     | 6,127                              | 32,482                         |
| Derbin Jr, Robert     | Temporary Faculty            | 27,403                     | 5,040                              | 32,443                         |
| Imazumi, Sandra       | Laboratory Technician/Museum | 29,751                     | 2,645                              | 32,396                         |
| Ojeda, Kristylea      | Temporary Faculty            | 23,009                     | 8,890                              | 31,899                         |
| Banos, Robert         | Temporary Faculty            | 30,867                     | 707                                | 31,574                         |
| Hudgens, Michael      | Instuctional Support Coord.  | 24,521                     | 6,917                              | 31,438                         |
| Carnahan, Casey       | Temporary Faculty            | 27,177                     | 4,108                              | 31,285                         |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
DESCENDING ORDER**

| EMPLOYEE                | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Noble, Mary             | Temporary Faculty             | 28,487              | 2,418                       | 30,905                  |
| Hansen, Dennis          | Temporary Faculty             | 28,213              | 2,395                       | 30,608                  |
| Johnson, Phyllis        | Temporary Faculty             | 25,440              | 4,904                       | 30,344                  |
| Kreuzer, Susanne        | Temporary Faculty             | 25,286              | 4,866                       | 30,152                  |
| Kranenburg, Philip      | Board of Trustee              | 4,933               | 25,158                      | 30,091                  |
| Coss, Craig             | Temporary Faculty             | 27,602              | 2,343                       | 29,945                  |
| Drake, Brandon          | Comm Ed and Svcs Program Spec | 19,205              | 9,818                       | 29,023                  |
| Joseph, Sarah           | Lab Tech/Health Sciences      | 22,569              | 6,445                       | 29,014                  |
| Morgan Mok, Julia       | Temporary Faculty             | 18,701              | 10,243                      | 28,944                  |
| Olson, Janis            | Instructional Specialist      | 25,775              | 3,071                       | 28,846                  |
| Abke, Ashley            | Gardener                      | 18,373              | 10,350                      | 28,723                  |
| Strickling, Amy         | Temporary Faculty Instrl      | 26,350              | 2,237                       | 28,587                  |
| Liu, Shuyu              | Temporary Faculty             | 23,939              | 4,619                       | 28,558                  |
| West, Brittney          | Stipend - UDWC/CTE COA        | 24,662              | 3,883                       | 28,545                  |
| O'Brien, Stephanie      | Board of Trustee              | 4,933               | 23,340                      | 28,273                  |
| Sywulak, Daria          | Temporary Faculty             | 23,633              | 4,429                       | 28,062                  |
| Chavez Rodriguez, Luis  | Temporary Faculty             | 25,508              | 2,165                       | 27,673                  |
| Kudsi, Bashir           | Custodial Services Supervisor | 20,085              | 7,478                       | 27,563                  |
| Canady-Williams, Kim    | Instructional Specialist      | 24,984              | 2,399                       | 27,383                  |
| Landeros, Monica        | Temporary Faculty Instrl      | 22,815              | 4,407                       | 27,222                  |
| Wiltey, Ana Flavia      | Instructional Specialist      | 24,665              | 2,284                       | 26,949                  |
| Lopez Gutierrez, Gloria | Temporary Faculty             | 25,748              | 589                         | 26,337                  |
| Villanueva, Edward      | Temporary Faculty             | 21,959              | 4,241                       | 26,200                  |
| Feldman, Jared          | Hourly                        | 20,384              | 5,750                       | 26,134                  |
| Timpane, Shannon        | Health Services Assistant     | 23,208              | 2,920                       | 26,128                  |

**MARIN COMMUNITY COLLEGE DISTRICT  
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| EMPLOYEE               | JOB TITLE                    | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|------------------------------|---------------------|-----------------------------|-------------------------|
| McConnel, John         | Temp Faculty Instrl/IEP      | 23,830              | 2,023                       | 25,853                  |
| Skolnick, David        | Temporary Faculty            | 21,621              | 4,169                       | 25,790                  |
| Paul, Jeffrey          | Accompianst                  | 23,552              | 2,116                       | 25,668                  |
| Myers, Lyza            | Temporary Faculty            | 23,495              | 1,994                       | 25,489                  |
| Blusseau, Francoise    | Temporary Faculty            | 21,049              | 4,081                       | 25,130                  |
| Gloistein, Barbara     | Temporary Faculty            | 23,155              | 1,966                       | 25,121                  |
| Rocky, Alice           | Temporary Faculty            | 23,013              | 1,360                       | 24,373                  |
| Wales, Victor          | Hourly                       | 12,173              | 11,860                      | 24,033                  |
| Vavrek, Karl           | Temporary Faculty            | 22,131              | 1,879                       | 24,010                  |
| Gill, Mandeep          | Temporary Faculty            | 20,077              | 3,876                       | 23,953                  |
| Jones, Andrew          | Temporary Faculty            | 15,980              | 7,461                       | 23,441                  |
| Engell, Katharine      | Temporary Faculty            | 17,430              | 5,909                       | 23,339                  |
| Wenck-Reilly, Brennan  | Temporary Faculty            | 19,551              | 3,776                       | 23,327                  |
| Deiongh, Kyle          | Instructional Assistant      | 21,032              | 1,969                       | 23,001                  |
| Petrovsky, John        | Temporary Faculty            | 22,289              | 510                         | 22,799                  |
| Morgan, James          | Hourly                       | 21,003              | 1,783                       | 22,786                  |
| Rosenblatt, Kelly Jane | Temporary Faculty            | 18,824              | 3,650                       | 22,474                  |
| Peck, Jeffery          | Retiree Non Instructional    | -                   | 22,380                      | 22,380                  |
| Deo, Lee               | Enrollment Services Assoc II | 15,425              | 6,484                       | 21,909                  |
| Wilder, Arron          | Hourly                       | 18,361              | 3,537                       | 21,898                  |
| Wright, Keri           | Temporary Faculty            | 19,928              | 1,692                       | 21,620                  |
| Conti, Diana           | Board of Trustee             | 4,933               | 16,678                      | 21,611                  |
| Long, Eva              | Board of Trustee             | 4,933               | 16,678                      | 21,611                  |
| Keener, Daniel         | Custodian                    | 13,279              | 8,170                       | 21,449                  |
| Brannon, Shirleigh     | Temporary Faculty            | 20,801              | 476                         | 21,277                  |

**MARIN COMMUNITY COLLEGE DISTRICT**  
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**DESCENDING ORDER**

| EMPLOYEE               | JOB TITLE                 | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|---------------------------|---------------------|-----------------------------|-------------------------|
| Treanor, Wanden        | Board of Trustee          | 4,522               | 16,693                      | 21,215                  |
| Juarez, Kimberly       | Temporary Faculty         | 19,423              | 1,649                       | 21,072                  |
| Mortimer, Cheryl       | Temporary Faculty         | 17,625              | 3,400                       | 21,025                  |
| Gill, Elizabeth        | Temporary Faculty         | 19,188              | 1,629                       | 20,817                  |
| Karel, Ellen           | Temporary Faculty         | 18,874              | 1,602                       | 20,476                  |
| Smyth, Trevor          | Hourly                    | 18,829              | 1,598                       | 20,427                  |
| Heckman, Shani         | Temporary Faculty         | 16,678              | 3,217                       | 19,895                  |
| Deines, Mark           | Instructional Assistant   | 18,217              | 1,660                       | 19,877                  |
| Goldman, Mitchell      | Temporary Faculty         | 16,529              | 3,077                       | 19,606                  |
| Jessell, Lori          | Temporary Faculty         | 16,751              | 2,844                       | 19,595                  |
| Russakovskii, Yevgeniy | Temporary Faculty         | 16,310              | 3,162                       | 19,472                  |
| Koorhan, Margaret      | Temporary Faculty         | 18,874              | 432                         | 19,306                  |
| Griffin, Julie         | Hourly                    | 17,786              | 1,510                       | 19,296                  |
| Lamke, Victoria        | Retiree Non Instructional | -                   | 18,948                      | 18,948                  |
| Fiandaca, Anastasia    | Temporary Faculty         | 16,597              | 2,168                       | 18,765                  |
| Di Benedetto, Luz      | Temporary Faculty         | 17,231              | 1,463                       | 18,694                  |
| Beadle, Carole         | Temporary Faculty         | 15,680              | 3,012                       | 18,692                  |
| Piccioni, Richard      | Temporary Faculty         | 15,323              | 2,943                       | 18,266                  |
| Stahl-Haven, Gina      | Temporary Faculty         | 15,264              | 2,943                       | 18,207                  |
| Briffa, Jennifer       | Temporary Faculty         | 16,302              | 1,859                       | 18,161                  |
| Johnson, Pamela        | Temporary Faculty Instrl  | 16,745              | 1,272                       | 18,017                  |
| Marshall, Mary         | Testing Technician        | 16,448              | 1,516                       | 17,964                  |
| Manuel, Mallory        | Temporary Faculty Instrl  | 16,471              | 1,398                       | 17,869                  |
| Crow, Suzanne          | Board of Trustee          | 4,522               | 13,201                      | 17,723                  |
| Alcazar, Amanda        | Work Study                | 17,408              | 137                         | 17,545                  |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
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| <b>EMPLOYEE</b>         | <b>JOB TITLE</b>          | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-------------------------|---------------------------|----------------------------|------------------------------------|--------------------------------|
| Widenhofer, Allan       | Temporary Faculty         | 16,262                     | 372                                | 16,634                         |
| Mahalingam, Deepa       | Temporary Faculty Instrl  | 15,326                     | 1,301                              | 16,627                         |
| Linares, Helen          | Work Study                | 16,440                     | 130                                | 16,570                         |
| Garretson, Candice      | Retiree Non Instructional | -                          | 16,430                             | 16,430                         |
| Indart, Loretta         | Retiree Non Instructional | -                          | 16,430                             | 16,430                         |
| Muldowney, Claudette    | Retiree Non Instructional | -                          | 16,430                             | 16,430                         |
| Thompson Smith, Cynthia | Instructional Assistant   | 14,879                     | 1,377                              | 16,256                         |
| O'Brien, Karla          | Hourly                    | 14,886                     | 1,264                              | 16,150                         |
| Piccinini, Odaiclet     | Work Study                | 15,926                     | 126                                | 16,052                         |
| Charlson, Katherine     | Temporary Faculty         | 14,645                     | 1,243                              | 15,888                         |
| Creel, Melody           | Retiree Non Instructional | -                          | 15,684                             | 15,684                         |
| Wiebers, Deborah        | Retiree Non Instructional | -                          | 15,684                             | 15,684                         |
| Stavig, Victoria        | Hourly                    | 14,445                     | 1,226                              | 15,671                         |
| Mohammed, Michael       | Temporary Faculty Instrl  | 14,367                     | 1,220                              | 15,587                         |
| Madril, Edwardo         | Temporary Faculty         | 14,227                     | 1,208                              | 15,435                         |
| Stubbs, Gregory         | Temporary Faculty         | 14,104                     | 1,197                              | 15,301                         |
| Darawsha, Khaoula       | Work Study                | 14,039                     | 1,192                              | 15,231                         |
| Burchard, Peter         | Hourly                    | 13,993                     | 1,188                              | 15,181                         |
| Murphy, Roseanne        | Temporary Faculty         | 13,944                     | 1,184                              | 15,128                         |
| Oser, Sara Louise       | Temporary Faculty         | 13,911                     | 1,181                              | 15,092                         |
| Killam, Paul            | Temporary Faculty         | 13,795                     | 1,171                              | 14,966                         |
| Rothbart, George        | Hourly                    | 13,738                     | 1,166                              | 14,904                         |
| Carrara, Alana          | Hourly                    | 13,710                     | 1,164                              | 14,874                         |
| Bigeagle, Norman        | Temporary Faculty         | 14,266                     | 327                                | 14,593                         |
| Livie, Ian              | Temporary Faculty         | 11,970                     | 2,298                              | 14,268                         |

**MARIN COMMUNITY COLLEGE DISTRICT  
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DESCENDING ORDER**

| EMPLOYEE              | JOB TITLE                    | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|------------------------------|---------------------|-----------------------------|-------------------------|
| Griffin, Bridgette    | Hourly                       | 12,983              | 1,102                       | 14,085                  |
| Beam, Rustin          | Hourly                       | 10,969              | 3,094                       | 14,063                  |
| Johnson, Sarah        | Temporary Faculty            | 11,789              | 2,269                       | 14,058                  |
| Meadow, Kelly         | Temporary Faculty Non-Instrl | 11,669              | 2,249                       | 13,918                  |
| Johnson, Linda        | Hourly                       | 12,690              | 1,077                       | 13,767                  |
| Sukoski, Martha       | Temporary Faculty            | 12,686              | 1,077                       | 13,763                  |
| Airey-Van Diem, Peggy | Hourly                       | 12,502              | 1,061                       | 13,563                  |
| Widger, Daniel        | Hourly                       | 13,228              | 303                         | 13,531                  |
| Johns, Christian      | Hourly                       | 12,300              | 1,044                       | 13,344                  |
| Shaw, Brianna         | Temporary Faculty            | 11,119              | 2,142                       | 13,261                  |
| Schuler, Cindi        | Temporary Faculty Instrl     | 12,184              | 1,034                       | 13,218                  |
| Rodriguez, Elena      | Temporary Faculty            | 12,850              | 294                         | 13,144                  |
| Egbert, Roger         | Retiree Non Instructional    | -                   | 13,132                      | 13,132                  |
| Leeming, Shalle       | Temporary Faculty Instrl     | 11,990              | 1,018                       | 13,008                  |
| Baporia, Mubashshera  | Hourly                       | 11,891              | 1,009                       | 12,900                  |
| Halperin, Frances     | Temporary Faculty Instrl     | 11,888              | 1,009                       | 12,897                  |
| Lieberman, Linda      | Temporary Faculty            | 12,595              | 288                         | 12,883                  |
| Tudor, Connie         | Temporary Faculty            | 11,773              | 999                         | 12,772                  |
| Sklove, Brett         | Temporary Faculty            | 11,390              | 1,373                       | 12,763                  |
| Chang, Yungching      | Temporary Faculty            | 11,602              | 985                         | 12,587                  |
| Morse, Atsuko         | Temporary Faculty            | 10,524              | 2,041                       | 12,565                  |
| Brown, Steven         | Retiree Non Instructional    | -                   | 12,212                      | 12,212                  |
| Edmondson, Chris      | Retiree Non Instructional    | -                   | 12,212                      | 12,212                  |
| Mueller-Delia, Faye   | Hourly                       | 11,218              | 952                         | 12,170                  |
| Tercero Lopez, Luis   | Hourly                       | 10,982              | 932                         | 11,914                  |

**MARIN COMMUNITY COLLEGE DISTRICT  
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| <b>EMPLOYEE</b>               | <b>JOB TITLE</b>          | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-------------------------------|---------------------------|----------------------------|------------------------------------|--------------------------------|
| Peraza Vda De Rodriguez, Emma | Hourly                    | 9,240                      | 2,606                              | 11,846                         |
| Brown, Roosevelt              | Hourly                    | 10,535                     | 894                                | 11,429                         |
| Williams, Sita                | Hourly                    | 8,795                      | 2,472                              | 11,267                         |
| Padula, Carlo Domenico        | Temporary Faculty         | 9,988                      | 848                                | 10,836                         |
| Sethre, Ian                   | Temporary Faculty Instrl  | 8,751                      | 1,680                              | 10,431                         |
| Ziemer, Andrew                | Temporary Faculty Instrl  | 8,712                      | 1,678                              | 10,390                         |
| Jacunski, Neal                | Temporary Faculty         | 9,552                      | 811                                | 10,363                         |
| Mulla, Bushra                 | Hourly                    | 10,279                     | 81                                 | 10,360                         |
| Kunis, Kathleen               | Hourly                    | 9,546                      | 810                                | 10,356                         |
| Manning, Chanelle             | Hourly                    | 10,203                     | 81                                 | 10,284                         |
| Hayman, Ildiko                | Hourly                    | 9,375                      | 796                                | 10,171                         |
| Hritz, George                 | Retiree Instructional     | -                          | 10,012                             | 10,012                         |
| Naythons, Jessica             | Retiree Instructional     | -                          | 10,012                             | 10,012                         |
| Timmel, Michael               | Retiree Instructional     | -                          | 10,012                             | 10,012                         |
| Thompson, Rose                | Retiree Non Instructional | -                          | 10,012                             | 10,012                         |
| Van Kriedt, Karen             | Retiree Non Instructional | -                          | 10,012                             | 10,012                         |
| Mielke, Arthur                | Temporary Faculty         | 8,977                      | 762                                | 9,739                          |
| Knoop, Michelle               | Temporary Faculty         | 8,058                      | 1,562                              | 9,620                          |
| Foss, Donald                  | Retiree Instructional     | -                          | 9,546                              | 9,546                          |
| Jones, Michieal               | Temporary Faculty         | 7,968                      | 1,545                              | 9,513                          |
| Wilson, Benjamin              | Hourly                    | 8,665                      | 736                                | 9,401                          |
| Christensen, Anders           | Hourly                    | 8,520                      | 723                                | 9,243                          |
| Oswald, Gary                  | Temporary Faculty Instrl  | 8,423                      | 715                                | 9,138                          |
| Bauman, Marcia                | Temporary Faculty         | 8,291                      | 704                                | 8,995                          |
| Dreskin, Wendy                | Temporary Faculty         | 8,010                      | 680                                | 8,690                          |

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| EMPLOYEE           | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Yaghmaei, Solmaz   | Work Study                    | 8,243               | 65                          | 8,308                   |
| Culbertson, Mark   | Temporary Faculty Instrl      | 6,956               | 1,332                       | 8,288                   |
| Borgognoni, Robert | Temporary Faculty             | 6,948               | 1,330                       | 8,278                   |
| Sharei, Niku       | Hourly                        | 7,629               | 648                         | 8,277                   |
| Bawden, Douglas    | Temporary Faculty             | 7,161               | 1,107                       | 8,268                   |
| Wong, Bailey       | Work Study                    | 8,153               | 64                          | 8,217                   |
| Ralh, Sanjeev      | Hourly                        | 8,145               | 64                          | 8,209                   |
| Lavin, Robin       | Retiree Instructional         | -                   | 8,204                       | 8,204                   |
| Appleton, Carolyn  | Retiree Non Instructional     | -                   | 8,204                       | 8,204                   |
| Appleton, Guy      | Retiree Non Instructional     | -                   | 8,204                       | 8,204                   |
| Garrison, Greg     | Retiree Non Instructional     | -                   | 8,204                       | 8,204                   |
| Gurka, Constance   | Retiree Non Instructional     | -                   | 8,204                       | 8,204                   |
| Su, Cheng          | Temporary Faculty Instrl      | 6,834               | 1,325                       | 8,159                   |
| Cunningham, James  | Hourly                        | 7,828               | 179                         | 8,007                   |
| Murillo, Shirley   | Temporary Faculty             | 6,234               | 1,758                       | 7,992                   |
| Rumsey, Nancy      | CES Instructor - Hrly Faculty | 7,790               | 178                         | 7,968                   |
| De Souza, Isabela  | Hourly                        | 7,812               | 62                          | 7,874                   |
| Donovan, Kimberly  | Work Study                    | 7,793               | 61                          | 7,854                   |
| Salazar, Dolores   | Work Study                    | 7,661               | 60                          | 7,721                   |
| Varner, Alyssa     | Hourly                        | 5,934               | 1,674                       | 7,608                   |
| Laukkanen, Avery   | Hourly                        | 7,499               | 59                          | 7,558                   |
| Tanenberg, Stuart  | Board of Trustee              | 4,933               | 2,550                       | 7,483                   |
| Finch, Alison      | Hourly                        | 6,888               | 585                         | 7,473                   |
| Martinez, Danae    | Hourly                        | 6,234               | 1,209                       | 7,443                   |
| Centolella, Thomas | Temporary Faculty             | 6,784               | 576                         | 7,360                   |



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| <b>EMPLOYEE</b>         | <b>JOB TITLE</b>             | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-------------------------|------------------------------|----------------------------|------------------------------------|--------------------------------|
| Pantenkova, Svetlana    | Hourly                       | 6,675                      | 567                                | 7,242                          |
| Stupp, Salomon          | Hourly                       | 6,488                      | 551                                | 7,039                          |
| Ovetz, Robert           | Temporary Faculty            | 5,887                      | 1,142                              | 7,029                          |
| Reyes, Oliver           | Work Study                   | 6,908                      | 55                                 | 6,963                          |
| Muengnoi, Nuengruethai  | Work Study                   | 6,867                      | 54                                 | 6,921                          |
| Govrin, Dvora           | Temporary Faculty            | 6,300                      | 535                                | 6,835                          |
| Rodas, Anna             | Temporary Faculty Instrl     | 5,687                      | 1,086                              | 6,773                          |
| Flandreau, Tara         | Temporary Faculty            | 962                        | 5,806                              | 6,768                          |
| Alexanderson, Jonathan  | Work Study                   | 6,713                      | 53                                 | 6,766                          |
| Urrutia Garcia, Gerson  | Work Study                   | 6,615                      | 52                                 | 6,667                          |
| Donery, Christopher     | Hourly                       | 6,066                      | 515                                | 6,581                          |
| Lubic, Timothy          | Temporary Faculty Non-Instrl | 5,181                      | 1,316                              | 6,497                          |
| Shore, Stephen          | Temporary Faculty            | 5,942                      | 504                                | 6,446                          |
| Petersen, Tyler         | Hourly                       | 6,377                      | 50                                 | 6,427                          |
| Martin, Ricardo         | Hourly                       | 5,920                      | 503                                | 6,423                          |
| Yan, Tao                | Work Study                   | 6,368                      | 50                                 | 6,418                          |
| Guerra, Anthony         | Hourly                       | 6,356                      | 50                                 | 6,406                          |
| Psomas, Nikolas         | Temporary Faculty            | 5,318                      | 1,031                              | 6,349                          |
| Day, Christopher        | Hourly                       | 6,213                      | 49                                 | 6,262                          |
| Squeri Jr, Richard      | Hourly                       | 5,293                      | 956                                | 6,249                          |
| Ariano, Vaughan         | Temporary Faculty            | 5,715                      | 485                                | 6,200                          |
| Yah, Vicky              | Work Study                   | 6,134                      | 48                                 | 6,182                          |
| Mejia-Rodriguez, Vanesa | Work Study                   | 6,049                      | 48                                 | 6,097                          |
| Holden, Walter          | Temporary Faculty Instrl     | 5,493                      | 552                                | 6,045                          |
| Hug, Elizabeth          | Temporary Faculty            | 5,550                      | 471                                | 6,021                          |

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| EMPLOYEE                       | JOB TITLE                 | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------------|---------------------------|---------------------|-----------------------------|-------------------------|
| Covarrubias Pina, Silvia       | Hourly                    | 5,884               | 46                          | 5,930                   |
| Sengsone, Mhinnalyn            | Work Study                | 5,850               | 46                          | 5,896                   |
| Wallace, Mailyna               | Work Study                | 5,805               | 46                          | 5,851                   |
| Anderson, Stephen              | Retiree Non Instructional | -                   | 5,784                       | 5,784                   |
| Barr, James                    | Retiree Non Instructional | -                   | 5,784                       | 5,784                   |
| Burke, Thomas                  | Retiree Non Instructional | -                   | 5,784                       | 5,784                   |
| Larocca, David                 | Retiree Non Instructional | -                   | 5,784                       | 5,784                   |
| Higueros, Emmanuel             | Hourly                    | 5,677               | 45                          | 5,722                   |
| Velazquez-Cortes, Samantha     | Hourly                    | 5,651               | 45                          | 5,696                   |
| Bencich, Lawrence              | Temporary Faculty         | 5,079               | 431                         | 5,510                   |
| Burton, Christine              | Temporary Faculty Instrl  | 4,989               | 424                         | 5,413                   |
| Cruz Dominguez, Karina         | Hourly                    | 5,363               | 42                          | 5,405                   |
| Rosas, Cynthia                 | Work Study                | 5,231               | 41                          | 5,272                   |
| Knickerbocker, Katherine       | Hourly                    | 4,849               | 412                         | 5,261                   |
| Creed, James                   | Hourly                    | 5,201               | 41                          | 5,242                   |
| Alarcon, Alexa                 | Temporary Faculty Instrl  | 4,383               | 844                         | 5,227                   |
| Sherman, Elliott               | Hourly                    | 5,184               | 41                          | 5,225                   |
| Rowell, Kelly                  | Hourly                    | 4,813               | 409                         | 5,222                   |
| Sullivan, Paula Denise Margare | Work Study                | 5,156               | 41                          | 5,197                   |
| Tiernan, Peter                 | Hourly                    | 4,759               | 404                         | 5,163                   |
| Beleson, Michael               | Hourly                    | 4,752               | 403                         | 5,155                   |
| Haiman, Joshua                 | Temporary Faculty         | 4,689               | 398                         | 5,087                   |
| Owens, Jim                     | Temporary Faculty         | 4,676               | 397                         | 5,073                   |
| Lee, June                      | Retiree Non Instructional | -                   | 5,058                       | 5,058                   |
| Schacherl, Jenna               | Hourly                    | 4,653               | 395                         | 5,048                   |

**MARIN COMMUNITY COLLEGE DISTRICT  
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DESCENDING ORDER**

| EMPLOYEE                   | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|----------------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Height, Jared              | Hourly                        | 5,003               | 39                          | 5,042                   |
| Cooney, Ryan               | Hourly                        | 4,638               | 394                         | 5,032                   |
| Smith, Malaika             | Work Study                    | 4,962               | 39                          | 5,001                   |
| Monley, Geo John           | CES Instructor - Hrly Faculty | 4,842               | 111                         | 4,953                   |
| White, Rakia               | Work Study                    | 4,860               | 38                          | 4,898                   |
| Flores, Steffanie          | Work Study                    | 4,650               | 37                          | 4,687                   |
| Hernandez Hernandez, Maria | Work Study                    | 4,637               | 37                          | 4,674                   |
| Heller, Julia              | Hourly                        | 4,620               | 36                          | 4,656                   |
| Bestmartini, Elizabeth     | Temporary Faculty             | 4,286               | 364                         | 4,650                   |
| Felix, Andres              | Work Study                    | 4,609               | 36                          | 4,645                   |
| Marinko, Vicki             | Hourly                        | 4,143               | 352                         | 4,495                   |
| Nelson-Flack, Ryan         | Work Study                    | 4,328               | 34                          | 4,362                   |
| Tsark, Tami                | CES Instructor - Hrly Faculty | 3,980               | 338                         | 4,318                   |
| Chan Dzib, Cayri           | Hourly                        | 4,275               | 34                          | 4,309                   |
| Ng-Jung, Bessie            | Retiree Non Instructional     | -                   | 4,232                       | 4,232                   |
| Barnett, Sharon            | Temporary Faculty             | 3,858               | 328                         | 4,186                   |
| Bartlett, Wendy            | Hourly                        | 3,857               | 327                         | 4,184                   |
| McCann, Larissa            | Work Study                    | 4,118               | 33                          | 4,151                   |
| Cohn, Julie                | Temporary Faculty             | 3,810               | 323                         | 4,133                   |
| Bham, Asma                 | Hourly                        | 4,088               | 32                          | 4,120                   |
| Bham, Mariam               | Hourly                        | 4,076               | 32                          | 4,108                   |
| Hartman, Rosalind          | Retiree Non Instructional     | -                   | 4,102                       | 4,102                   |
| Mullen, Laura              | Hourly                        | 4,060               | 32                          | 4,092                   |
| Anthes, Roberta            | Temporary Faculty             | 3,424               | 660                         | 4,084                   |
| Wallace, Alfia             | Hourly                        | 3,758               | 319                         | 4,077                   |

**MARIN COMMUNITY COLLEGE DISTRICT  
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DESCENDING ORDER**

| EMPLOYEE                | JOB TITLE                    | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|------------------------------|---------------------|-----------------------------|-------------------------|
| Whitney, Sawyer         | Hourly                       | 3,977               | 31                          | 4,008                   |
| Velazquez, Esmeralda    | Work Study                   | 3,964               | 31                          | 3,995                   |
| Nelson, Jacob           | Work Study                   | 3,960               | 31                          | 3,991                   |
| Harkins, Erika          | Temporary Faculty            | 3,661               | 311                         | 3,972                   |
| Sereno, Prartho         | Temporary Faculty            | 3,607               | 306                         | 3,913                   |
| Rolston, Katherine      | Temporary Faculty            | 3,590               | 305                         | 3,895                   |
| Siar, Ahmad             | Hourly                       | 3,855               | 30                          | 3,885                   |
| Murrin, Isabel          | Work Study                   | 3,848               | 30                          | 3,878                   |
| Bailliere, Alexandra    | Temporary Faculty            | 3,565               | 303                         | 3,868                   |
| Tran, Philip            | Temporary Faculty Instrl     | 3,210               | 622                         | 3,832                   |
| Johnson, Nancy          | Temporary Faculty            | 3,516               | 298                         | 3,814                   |
| Vasquez, Jasmin         | Hourly                       | 3,454               | 293                         | 3,747                   |
| Cooper, Michelle        | Work Study                   | 3,713               | 29                          | 3,742                   |
| Elias, Siham            | Hourly                       | 3,633               | 83                          | 3,716                   |
| Yokell, June            | Temporary Faculty            | 3,370               | 286                         | 3,656                   |
| Newcome, Erica          | Temporary Faculty Non-Instrl | 3,367               | 286                         | 3,653                   |
| Gostlin, Malo           | Hourly                       | 3,499               | 28                          | 3,527                   |
| Alatriste, Irving       | Hourly                       | 3,495               | 28                          | 3,523                   |
| Hoe, Ruan               | Hourly                       | 3,488               | 28                          | 3,516                   |
| St Clair, Mary          | Work Study                   | 3,488               | 28                          | 3,516                   |
| Lawrence, Barbara       | Temporary Faculty            | 3,223               | 274                         | 3,497                   |
| Murrie, Alfonso         | Work Study                   | 3,424               | 27                          | 3,451                   |
| Anderson-Zafir, Dawud   | Work Study                   | 3,377               | 27                          | 3,404                   |
| Zaets, Georgy           | Work Study                   | 3,369               | 27                          | 3,396                   |
| Chi Casanova, Stephanie | Hourly                       | 3,368               | 27                          | 3,395                   |

**MARIN COMMUNITY COLLEGE DISTRICT  
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| <b>EMPLOYEE</b>      | <b>JOB TITLE</b>          | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|----------------------|---------------------------|----------------------------|------------------------------------|--------------------------------|
| Monahan, Charles     | Temporary Faculty Instrl  | 3,117                      | 265                                | 3,382                          |
| Rilla, Paul          | Hourly                    | 3,108                      | 264                                | 3,372                          |
| Meade, Martha        | Temporary Faculty         | 3,077                      | 261                                | 3,338                          |
| Lopez, Blanca        | Work Study                | 3,300                      | 26                                 | 3,326                          |
| Peng, Emily          | Temporary Faculty         | 3,015                      | 256                                | 3,271                          |
| Vasquez, Jordan      | Hourly                    | 3,210                      | 25                                 | 3,235                          |
| Baker, Hursey        | Temporary Faculty         | 2,930                      | 249                                | 3,179                          |
| Zeller, Brent        | Temporary Faculty         | 2,930                      | 249                                | 3,179                          |
| Stewart, Susan       | Temporary Faculty         | 2,857                      | 243                                | 3,100                          |
| Lack, Larry          | Temporary Faculty         | 2,757                      | 234                                | 2,991                          |
| Thach, Andrea        | Work Study                | 2,954                      | 23                                 | 2,977                          |
| Unterberger, Richard | Temporary Faculty         | 2,719                      | 231                                | 2,950                          |
| Moore, William       | Temporary Faculty         | 2,701                      | 229                                | 2,930                          |
| Connor, D'Artagnan   | Hourly                    | 2,700                      | 229                                | 2,929                          |
| Marotta, Mason       | Hourly                    | 2,865                      | 23                                 | 2,888                          |
| Martinez, Michael    | Work Study                | 2,858                      | 23                                 | 2,881                          |
| Morgan, Vykki        | Hourly                    | 2,812                      | 64                                 | 2,876                          |
| Giusti, James        | Hourly                    | 2,794                      | 22                                 | 2,816                          |
| Halajian, Sarkis     | Hourly                    | 2,789                      | 22                                 | 2,811                          |
| Dannecker, Maritza   | Senior Payroll Specialist | 698                        | 2,110                              | 2,808                          |
| Hornback, Robert     | Temporary Faculty         | 2,328                      | 449                                | 2,777                          |
| Hickey, Zoe          | Hourly                    | 2,735                      | 22                                 | 2,757                          |
| Swann, Benjamin      | Hourly                    | 2,513                      | 213                                | 2,726                          |
| Brear, Sebastian     | Hourly                    | 2,691                      | 21                                 | 2,712                          |
| Lara-Dominguez, Lia  | Work Study                | 2,670                      | 21                                 | 2,691                          |

**MARIN COMMUNITY COLLEGE DISTRICT  
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DESCENDING ORDER**

| EMPLOYEE                    | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Fyda, Michael               | Hourly                        | 2,648               | 21                          | 2,669                   |
| Villatoro, Erick            | Hourly                        | 2,595               | 20                          | 2,615                   |
| Lavagetto, Lisa             | Hourly                        | 2,400               | 204                         | 2,604                   |
| de Leon, Raysheina          | Hourly                        | 2,531               | 70                          | 2,601                   |
| Marx, Justin                | Hourly                        | 2,576               | 20                          | 2,596                   |
| Johnson, Manny              | Hourly                        | 2,370               | 201                         | 2,571                   |
| Levin, Cherry               | Hourly                        | 2,369               | 201                         | 2,570                   |
| Mehtar, Juweria             | Work Study                    | 2,535               | 20                          | 2,555                   |
| Stokes, David               | Hourly                        | 2,453               | 56                          | 2,509                   |
| McInnes, Nancy              | Temporary Faculty             | 2,261               | 192                         | 2,453                   |
| McManus, Rebecca            | Work Study                    | 2,433               | 19                          | 2,452                   |
| Rahmadianty, Fitry          | Hourly                        | 2,250               | 191                         | 2,441                   |
| Queary, Samuel              | Hourly                        | 2,409               | 19                          | 2,428                   |
| Mulla, Mariya               | Hourly                        | 2,370               | 19                          | 2,389                   |
| Hojilla, Gabrielle          | Hourly                        | 2,364               | 19                          | 2,383                   |
| Beraldi, Alessandra         | Temporary Faculty             | 2,154               | 183                         | 2,337                   |
| Ben David, Itai             | Hourly                        | 2,298               | 18                          | 2,316                   |
| Wood, Hazel                 | Temporary Faculty             | 2,100               | 178                         | 2,278                   |
| dell'Avo Ruttimann, Pierina | CES Instructor - Hrly Faculty | 2,100               | 178                         | 2,278                   |
| Weinstock, Marisa           | Hourly                        | 2,100               | 178                         | 2,278                   |
| Saunders, Lisa              | Temporary Faculty             | 2,088               | 177                         | 2,265                   |
| Reubens, Max                | Hourly                        | 2,244               | 18                          | 2,262                   |
| Tanenberg, Lonnie           | Hourly                        | 2,063               | 175                         | 2,238                   |
| King, Brian                 | Hourly                        | 1,874               | 363                         | 2,237                   |
| Farb, Adam                  | Hourly                        | 2,052               | 174                         | 2,226                   |

**MARIN COMMUNITY COLLEGE DISTRICT  
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| <b>EMPLOYEE</b>           | <b>JOB TITLE</b>  | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|---------------------------|-------------------|----------------------------|------------------------------------|--------------------------------|
| Tembay, Ogyen             | Hourly            | 2,205                      | 17                                 | 2,222                          |
| Lebas, Anne-Marie         | Temporary Faculty | 2,046                      | 174                                | 2,220                          |
| Illustre-Boatright, Heidi | Temporary Faculty | 2,030                      | 172                                | 2,202                          |
| Riswold, Erik             | Temporary Faculty | 1,954                      | 166                                | 2,120                          |
| Micu, Markee Angelo       | Work Study        | 2,093                      | 17                                 | 2,110                          |
| Hager, Joyce              | Hourly            | 1,920                      | 163                                | 2,083                          |
| Duchamp, Carol            | Temporary Faculty | 1,905                      | 162                                | 2,067                          |
| Hatfield, Miho            | Hourly            | 1,893                      | 161                                | 2,054                          |
| Cruse, Nicholas           | Hourly            | 1,857                      | 158                                | 2,015                          |
| Colocho Rogel, Bryan      | Hourly            | 1,980                      | 16                                 | 1,996                          |
| Orellana, Marlen          | Hourly            | 1,980                      | 16                                 | 1,996                          |
| Berkelhammer, Larry       | Temporary Faculty | 1,831                      | 155                                | 1,986                          |
| Ferro, Samantha           | Temporary Faculty | 1,831                      | 155                                | 1,986                          |
| Barr-Vickers, Claudia     | Temporary Faculty | 1,991                      | (18)                               | 1,973                          |
| Thaler, Reid              | Temporary Faculty | 1,804                      | 153                                | 1,957                          |
| Mata, Cindy               | Hourly            | 1,911                      | 15                                 | 1,926                          |
| Engler, Merri             | Hourly            | 1,768                      | 150                                | 1,918                          |
| Rodriguez, Bryan          | Hourly            | 1,894                      | 15                                 | 1,909                          |
| Hansen, Jennifer          | Temporary Faculty | 1,758                      | 149                                | 1,907                          |
| Jucker, Stephanie         | Temporary Faculty | 1,758                      | 149                                | 1,907                          |
| Coleman, Shannon          | Hourly            | 1,890                      | 15                                 | 1,905                          |
| Sims, Tyler               | Hourly            | 1,884                      | 15                                 | 1,899                          |
| Gallagher, Kaitlyn        | Hourly            | 1,745                      | 148                                | 1,893                          |
| Kim, Susie                | Hourly            | 1,860                      | 15                                 | 1,875                          |
| Saura, Rhea               | Hourly            | 1,710                      | 145                                | 1,855                          |

**MARIN COMMUNITY COLLEGE DISTRICT**  
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| EMPLOYEE                 | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Bagheri-Alamooti, Siamak | Hourly                        | 1,644               | 140                         | 1,784                   |
| Meecham, William         | Temporary Faculty             | 1,642               | 139                         | 1,781                   |
| Bostonian, Robert        | Work Study                    | 1,755               | 14                          | 1,769                   |
| Irish, Tamara            | Hourly                        | 1,620               | 138                         | 1,758                   |
| Healey, Bernard          | Temporary Faculty             | 1,612               | 137                         | 1,749                   |
| Kudler, Jacqueline       | Temporary Faculty             | 1,508               | 128                         | 1,636                   |
| Lopez-Mendez, Ana        | Hourly                        | 1,620               | 13                          | 1,633                   |
| Giles, Geoffery          | Hourly                        | 1,602               | 13                          | 1,615                   |
| Shea, Kylie              | Hourly                        | 1,598               | 13                          | 1,611                   |
| Rodriguez, John          | Maintenance Carpenter         | 1,469               | 125                         | 1,594                   |
| Lansing, Ira             | Retiree Instructional         | -                   | 1,556                       | 1,556                   |
| Kaur, Harpreet           | Hourly                        | 1,526               | 12                          | 1,538                   |
| Maxon, Victoria          | Hourly                        | 1,410               | 120                         | 1,530                   |
| Guest, Elissa            | CES Instructor - Hrly Faculty | 1,400               | 119                         | 1,519                   |
| Sargent, Sarah           | Hourly                        | 1,395               | 118                         | 1,513                   |
| Fuches, Nicole           | Hourly                        | 1,381               | 117                         | 1,498                   |
| Binnings, Celeste        | Temporary Faculty             | 1,368               | 116                         | 1,484                   |
| Friedman, Carol          | Temporary Faculty             | 1,364               | 116                         | 1,480                   |
| Ashe, Aidan              | Hourly                        | 1,425               | 11                          | 1,436                   |
| Ibach, Meichiet          | Hourly                        | 1,300               | 110                         | 1,410                   |
| Gauthier, Kency          | Hourly                        | 1,293               | 110                         | 1,403                   |
| Galzagorry, Jeanfelix    | Custodian                     | 1,081               | 242                         | 1,323                   |
| Whittingslow, Robert     | Hourly                        | 1,216               | 103                         | 1,319                   |
| Thunstrom, Paul          | Temporary Faculty             | 1,112               | 200                         | 1,312                   |
| Harrison, Eli            | Temporary Faculty             | 1,184               | 101                         | 1,285                   |



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| <b>EMPLOYEE</b>       | <b>JOB TITLE</b>              | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|-----------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Clark, Natalie        | Hourly                        | 1,172                      | 100                                | 1,272                          |
| Inman, Briana         | Hourly                        | 1,169                      | 99                                 | 1,268                          |
| Smejkalova, Linda     | Hourly                        | 1,254                      | 10                                 | 1,264                          |
| Smith, David          | Hourly                        | 1,150                      | 98                                 | 1,248                          |
| Small, Aubrey         | Hourly                        | 1,230                      | 10                                 | 1,240                          |
| Douglas, Joshua       | Hourly                        | 1,140                      | 97                                 | 1,237                          |
| Mendoza, Alonzo       | Hourly                        | 1,200                      | 27                                 | 1,227                          |
| Ayan-Eaton, Julianna  | Hourly                        | 1,118                      | 95                                 | 1,213                          |
| Himmelman, Maayan     | Work Study                    | 1,170                      | 9                                  | 1,179                          |
| Grunat, Mitchell      | CES - Hourly Faculty          | 1,077                      | 91                                 | 1,168                          |
| Vetter, Melanie       | Temporary Faculty             | 1,077                      | 91                                 | 1,168                          |
| Knox, David           | CES Instructor - Hrly Faculty | 1,074                      | 91                                 | 1,165                          |
| Rodriguez, Kenny      | Hourly                        | 1,069                      | 91                                 | 1,160                          |
| Amos, Scott           | Gardener                      | 1,061                      | 90                                 | 1,151                          |
| Oliver, Don           | Hourly                        | 1,119                      | 26                                 | 1,145                          |
| Jackson, Tyler        | Hourly                        | 1,122                      | 9                                  | 1,131                          |
| Starsiak, Fiona       | Hourly                        | 1,110                      | 9                                  | 1,119                          |
| Green, Edward         | Temporary Faculty             | 1,026                      | 87                                 | 1,113                          |
| Hurley, John          | Hourly                        | 1,025                      | 87                                 | 1,112                          |
| Lewis, Jeremy         | Hourly                        | 1,099                      | 9                                  | 1,108                          |
| Tenison-Scott, Joetta | Temporary Faculty             | 1,077                      | 25                                 | 1,102                          |
| Teagarden, Garrett    | Hourly                        | 1,013                      | 86                                 | 1,099                          |
| Lewis, Nina           | Work Study                    | 1,088                      | 9                                  | 1,097                          |
| Dougherty, Aubrey     | Hourly                        | 1,059                      | 8                                  | 1,067                          |
| Gammill, Elwanda      | Temporary Faculty             | 1,036                      | 24                                 | 1,060                          |

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| <b>EMPLOYEE</b>    | <b>JOB TITLE</b>              | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|--------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| O'Malley, Carrie   | CES Instructor - Hrly Faculty | 977                        | 83                                 | 1,060                          |
| Lizarraga, Sophie  | Hourly                        | 1,050                      | 8                                  | 1,058                          |
| Thomas, Tracy      | Maint. Pool Worker            | 968                        | 82                                 | 1,050                          |
| Hain, Diane        | Temporary Faculty             | 928                        | 79                                 | 1,007                          |
| Wait, Emma         | Hourly                        | 918                        | 78                                 | 996                            |
| Knott, Philip      | Hourly                        | 901                        | 77                                 | 978                            |
| Vogt, Mary         | Temporary Faculty             | 888                        | 75                                 | 963                            |
| Craft-Neto, Maria  | Hourly                        | 878                        | 75                                 | 953                            |
| Galodamu, Salomi   | Hourly                        | 945                        | 7                                  | 952                            |
| Jordan, Amy        | Hourly                        | 867                        | 74                                 | 941                            |
| Ortiz, Cesar       | Hourly                        | 924                        | 7                                  | 931                            |
| Voeller, Francisco | Hourly                        | 855                        | 73                                 | 928                            |
| Jakobsen, Heidi    | CES Instructor - Hrly Faculty | 855                        | 73                                 | 928                            |
| Cohen, Steve       | Stipend - Summer Academies    | 888                        | 20                                 | 908                            |
| Miller, Yanina     | CES Instructor - Hrly Faculty | 835                        | 71                                 | 906                            |
| Fields, Marjorie   | CES Instructor - Hrly Faculty | 808                        | 69                                 | 877                            |
| Strobel, Jeanine   | Hourly                        | 855                        | 7                                  | 862                            |
| Jordan, Rachel     | Hourly                        | 782                        | 66                                 | 848                            |
| Emami, Hamid       | CES Instructor - Hrly Faculty | 754                        | 64                                 | 818                            |
| Yezman, Nicole     | CES Instructor - Hrly Faculty | 754                        | 64                                 | 818                            |
| Samuels, Michele   | Hourly                        | 806                        | 6                                  | 812                            |
| Myhre, Kari        | Hourly                        | 736                        | 63                                 | 799                            |
| Sigaran, Hellen    | Hourly                        | 777                        | 6                                  | 783                            |
| Virgo, Abigail     | Hourly                        | 750                        | 6                                  | 756                            |
| Cazares, Bertha    | Hourly                        | 720                        | 6                                  | 726                            |

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|------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Ghannam, Sarah         | Hourly                        | 720                        | 6                                  | 726                            |
| Gonzalez, Esther       | Hourly                        | 720                        | 6                                  | 726                            |
| Rappaport, Betty       | Temporary Faculty             | 666                        | 57                                 | 723                            |
| Maync, Marc-Antoine    | Hourly                        | 663                        | 56                                 | 719                            |
| Clifford, Patricia     | Temporary Faculty             | 659                        | 56                                 | 715                            |
| Lombardi, David        | Temporary Faculty Instrl      | 698                        | 16                                 | 714                            |
| Davis, Brian           | Work Study                    | 705                        | 6                                  | 711                            |
| Mejia Orellana, Karina | Hourly                        | 698                        | 6                                  | 704                            |
| Hall, Quincy           | Temporary Faculty             | 646                        | 55                                 | 701                            |
| Torres, Mandy          | Hourly                        | 630                        | 53                                 | 683                            |
| Gomez, Javier          | Hourly                        | 608                        | 52                                 | 660                            |
| Ordonez, Katherine     | Hourly                        | 634                        | 5                                  | 639                            |
| Bell, Clark            | Temporary Faculty             | 586                        | 50                                 | 636                            |
| Danberg, Anne          | Temporary Faculty             | 586                        | 50                                 | 636                            |
| Jessen, Chloe          | Hourly                        | 578                        | 49                                 | 627                            |
| Cacciatore, Jocelyn    | Hourly                        | 544                        | 46                                 | 590                            |
| Gallegos, Renee        | Temporary Faculty             | 538                        | 46                                 | 584                            |
| Draheim, Teliha        | CES Instructor - Hrly Faculty | 525                        | 45                                 | 570                            |
| Nardo, Maryann         | Temporary Faculty             | 523                        | 44                                 | 567                            |
| McIntosh, Corban       | Hourly                        | 506                        | 43                                 | 549                            |
| Rowe, Eric             | Hourly                        | 444                        | 86                                 | 530                            |
| Anjeh, Vincent         | Hourly                        | 525                        | 4                                  | 529                            |
| Jones, Carolyn         | CES Instructor - Hrly Faculty | 485                        | 41                                 | 526                            |
| Rachelson, Howard      | Temporary Faculty             | 485                        | 41                                 | 526                            |
| del Barrio, Emile      | Hourly                        | 480                        | 41                                 | 521                            |

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| EMPLOYEE               | JOB TITLE                     | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|-------------------------------|---------------------|-----------------------------|-------------------------|
| Durtschi, Thomas       | Hourly                        | 476                 | 40                          | 516                     |
| Zeise, Tanja-Maria     | Temporary Faculty             | 458                 | 39                          | 497                     |
| Miller, Joseph         | CES Instructor - Hrly Faculty | 440                 | 37                          | 477                     |
| Schwartz, Maureen      | Temporary Faculty             | 431                 | 37                          | 468                     |
| Abe, Helen             | Temporary Faculty             | 404                 | 34                          | 438                     |
| Yafa, Stephen          | Hourly                        | 400                 | 34                          | 434                     |
| Abu Ghosh, Yuliya      | Hourly                        | 395                 | 34                          | 429                     |
| Polson, Claire         | Hourly                        | 405                 | 3                           | 408                     |
| Lazor, Joseph          | Hourly                        | 366                 | 31                          | 397                     |
| Worrell, Jasmine       | Temporary Faculty             | 342                 | 29                          | 371                     |
| Torgovitsky, Charlotte | CES Instructor - Hrly Faculty | 337                 | 29                          | 366                     |
| Bailey, Alvin          | Hourly                        | 332                 | 28                          | 360                     |
| Sandri, David          | Temporary Faculty             | 323                 | 27                          | 350                     |
| Thiele, Michael        | CES Instructor - Hrly Faculty | 323                 | 27                          | 350                     |
| Thomas, Craig          | Temporary Faculty             | 269                 | 23                          | 292                     |
| Hunter, Sheila         | CES Instructor - Hrly Faculty | 269                 | 23                          | 292                     |
| Nicosia, Ellen         | CES Instructor - Hrly Faculty | 269                 | 23                          | 292                     |
| Creighton, Heather     | Hourly                        | 262                 | 22                          | 284                     |
| Lo, Lan                | Hourly                        | 222                 | 43                          | 265                     |
| Gulati, Shubie         | CES Instructor - Hrly Faculty | 242                 | 21                          | 263                     |
| Mazza, Jesse           | Hourly                        | 241                 | 20                          | 261                     |
| Ghazi, Raha            | Hourly                        | 255                 | 2                           | 257                     |
| Lavagetto, Lawrence    | Hourly                        | 233                 | 20                          | 253                     |
| Burkhardt, Dianne      | Hourly                        | 222                 | 19                          | 241                     |
| Wilcoxon, Heather      | Substitute for Fine Arts      | 222                 | 19                          | 241                     |

**MARIN COMMUNITY COLLEGE DISTRICT  
2019-20 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
DESCENDING ORDER**

| <b>EMPLOYEE</b>  | <b>JOB TITLE</b>           | <b>GROSS EARNINGS (\$)</b> | <b>EMPLOYER-PAID BENEFITS (\$)</b> | <b>TOTAL COMPENSATION (\$)</b> |
|------------------|----------------------------|----------------------------|------------------------------------|--------------------------------|
| Walkup, Joseph   | Hourly                     | 217                        | 18                                 | 235                            |
| Friedman, Henry  | Temporary Faculty          | 215                        | 18                                 | 233                            |
| Broida, David    | Temporary Faculty          | 215                        | 18                                 | 233                            |
| Dugan, Karen     | Hourly                     | 225                        | 2                                  | 227                            |
| Stockmann, Kevin | Hourly                     | 195                        | 17                                 | 212                            |
| Hornick, Noah    | Hourly                     | 200                        | 2                                  | 202                            |
| Luis, Nathaniel  | Hourly                     | 183                        | 16                                 | 199                            |
| De Leon, Kevin   | Hourly                     | 195                        | 2                                  | 197                            |
| Kuchta, Patricia | Substitute for Mathematics | 148                        | 13                                 | 161                            |
| Raggio, Michelle | Hourly                     | 144                        | 12                                 | 156                            |
| Siegel, Linda    | Temporary Faculty          | 121                        | 10                                 | 131                            |
| Butler, Ann      | Hourly                     | 105                        | 9                                  | 114                            |
| Harvey, Devon    | Hourly                     | 100                        | 1                                  | 101                            |
| Kahn, Georgia    | Hourly                     | 73                         | 6                                  | 79                             |
| McClendon, Dosh  | Hourly                     | 73                         | 6                                  | 79                             |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**E. Average FY 2019-2020 Employer Benefit Rates**

**AVERAGE EMPLOYER BENEFIT RATES AS A PERCENTAGE OF TOTAL EMPLOYEE EARNINGS BY EMPLOYEE GROUP:**

| <b>EMPLOYEE GROUP</b>   | <b>CSEA Staff</b> | <b>SEIU Staff</b> | <b>SEIU<br/>(Police)</b> | <b>Permanent<br/>Faculty</b> | <b>Children<br/>Center<br/>Faculty</b> | <b>Temporary<br/>Faculty</b> | <b>Confidential<br/>Staff</b> | <b>Supervisory<br/>Staff</b> | <b>Mgmt.,<br/>Academic</b> | <b>Mgmt.,<br/>Classified</b> | <b>Supt. /<br/>Pres.</b> | <b>Grand<br/>Total</b> |
|-------------------------|-------------------|-------------------|--------------------------|------------------------------|--|------------------------------|-------------------------------|------------------------------|----------------------------|------------------------------|--------------------------|------------------------|
| SOCIAL SECURITY         | 6.03%             | 6.13%             | 0.00%                    | 0.16%                        | 0.73%                                  | 2.18%                        | 6.17%                         | 5.37%                        | 1.82%                      | 4.58%                        | 0.00%                    | 2.84%                  |
| MEDICARE                | 1.43%             | 1.43%             | 1.44%                    | 1.41%                        | 1.45%                                  | 1.45%                        | 1.44%                         | 1.42%                        | 1.41%                      | 1.43%                        | 1.48%                    | 1.43%                  |
| STATE UNEMPLOYMENT INS. | 0.05%             | 0.05%             | 0.05%                    | 0.05%                        | 0.05%                                  | 0.05%                        | 0.05%                         | 0.05%                        | 0.05%                      | 0.05%                        | 0.05%                    | 0.05%                  |
| WORKER'S COMP. INS.     | 0.79%             | 0.79%             | 0.79%                    | 0.79%                        | 0.79%                                  | 0.79%                        | 0.79%                         | 0.79%                        | 0.79%                      | 0.79%                        | 0.79%                    | 0.79%                  |
| STRS                    | 0.48%             | 0.00%             | 0.00%                    | 15.40%                       | 13.07%                                 | 9.70%                        | 0.00%                         | 2.00%                        | 10.38%                     | 0.90%                        | 13.10%                   | 8.01%                  |
| PERS                    | 17.64%            | 18.96%            | 13.59%                   | 0.47%                        | 2.22%                                  | 0.17%                        | 19.25%                        | 17.29%                       | 6.36%                      | 17.33%                       | 0.00%                    | 7.86%                  |
| HEALTH & WELFARE        | 20.96%            | 28.15%            | 16.56%                   | 15.75%                       | 34.85%                                 | 11.55%                       | 22.74%                        | 21.11%                       | 13.85%                     | 13.53%                       | 7.09%                    | 17.16%                 |
| <b>TOTAL</b>            | <b>47.38%</b>     | <b>55.51%</b>     | <b>32.43%</b>            | <b>34.03%</b>                | <b>53.16%</b>                          | <b>25.89%</b>                | <b>50.44%</b>                 | <b>48.03%</b>                | <b>34.66%</b>              | <b>38.61%</b>                | <b>22.51%</b>            | <b>38.14%</b>          |

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**F. DICTIONARY OF ACCOUNTING AND BUDGETING TERMS**

**Academic Employee**

A district employee who is required to meet minimum academic standards as a condition of employment. Note that this could be an academic administrator – see Educational Administrator, below.

**Account Code**

A sequence of numbers and/or letters assigned to general ledger accounts to classify transactions by fund, object, activity, etc.

**Accounts Payable**

Amounts due and owing **to** persons, business firms, governmental units or others for goods and services not yet paid.

**Accounts Receivable**

Amounts due and owing **from** persons, business firms, governmental units or others for goods and services provided, but not yet collected.

**Accrual Basis**

The method of accounting that calls for recognizing revenue/gains and expenses/losses in the accounting period in which the transactions occur regardless of the timing of the related cash flows. (Contrast with cash basis.)

**Activity**

A set of institutional functions or operations related to an academic discipline or a grouping of services.

**Actuarial Basis**

A basis used in computing the amount of contributions to be made periodically to a fund or account so that the total contributions plus the compounded earnings will equal the required payments to be made out of the fund.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Administrator**

For the purpose of Education Code Section 84362, “Administrator” means any employee in a position having significant responsibilities for formulating district policies or administering district programs. Note that there are academic and classified administrators/managers.

### **Adoption Budget**

The district budget that is approved by the board in August, after the state allocation is determined.

### **Allocation**

Division or distribution of resources according to a predetermined plan.

### **Annual Appropriation Limit (Gann Limit)**

In California, all governmental jurisdictions, including community college districts, must compute an annual appropriation limit based on the amount in prior years adjusted for changes in population, cost-of-living, and other factors, if applicable (Article XIII-B of the State Constitution). Calculated on CCSF 311 report.

### **Appropriation**

An allocation of budgetary funds made by a governing board for specific purposes and limited as to the time period in which it may be expended.

### **Apportionment**

Federal, state or local monies distributed to college districts or other governmental units according to legislative and regulatory formulas.



## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021**

### **Apportionment – Advance**

In July (or whenever a budget is enacted), CDE and the Chancellor’s Office determine monthly allocations to districts from July through January based on the “advance.” The advance is based on prior–year funding levels adjusted by the estimated statewide change in K–12 average daily attendance (ADA)/CCC enrollment growth, any applicable COLA, local property tax estimates, and CCC fee revenue estimates.

### **Apportionment – First Principal (P-1)**

In February, CDE and the Chancellor’s Office use actual ADA and enrollment information from the fall, as well as revised property tax estimates, to recalculate monthly payments for each district. These revised estimates, known as the “first principal apportionment” (or P–1), are used to make payments from February through May.

### **Apportionment – Second Principal (P-2)**

The “second principal apportionment” (or P–2) uses revised attendance/enrollment information up to April 15 and is used for the June payment for each district.

### **Assessed Value**

The value of land, homes or businesses set by the county assessor for property tax purposes. Assessed value is either the appraised value of any newly built or purchased property or the value on March 1, 1975 of continuously owned property, plus an annual increase. This increase is tied to the California Consumer Price Index but may not exceed 2 percent per year.

### **Assessment Districts**

A geographical area—much like a school, water or college district—created by residents to pay for special projects, such as capital improvement programs.

### **Asset Management**

Managing assets, such as excess district property or facilities, to reduce costs or generate revenue. Common examples are golf driving ranges and leased property for private development.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Attendance Accounting**

Apportionment is based on student attendance accounting mechanisms which can be calculated in a variety of ways, including Weekly Student Contact Hours, Daily Student Contact Hours and Actual Hours of Attendance (Positive Attendance). More details can be found in the Chancellor's Office Student Attendance Accounting Manual.

### **Audit**

An examination of financial statements and related documents, records, and accounts for the purpose of determining the propriety of transactions, whether transactions are recorded properly and whether statements drawn from accounts reflect an accurate picture of financial operations and financial status. Audits may also include reviews of compliance with applicable laws and regulations, economy and efficiency of operations and effectiveness in achieving program results. The general focus of the annual audit conducted on the district is usually on financial statements and compliance with certain regulations.

### **Audit Report**

The report prepared by an external or independent auditor. As a rule, the report includes: a) a statement of the scope of the audit; b) explanatory comments (if any) concerning exceptions by the auditor as to application of generally accepted auditing standards; c) opinions; d) explanatory comments (if any) concerning verification procedures; e) financial statements and schedules; and f) statistical tables, supplementary comments, and recommendations.

### **Auditor's Opinion**

A statement signed by an external or independent auditor which states that she or he has examined the financial statements of the entity in accordance with generally accepted auditing standards (with exceptions, if any) and expresses an opinion on the financial position and results of operations of some or all of the constituent funds and balanced account groups.

Auxiliary Operations. Service activities of the college, the finances of which must be accounted for separately. Food service, bookstores, dormitories, and certain types of foundations are examples of auxiliary operations. These will appear as separate funds (rather than the general fund) in budget documents.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Average Daily Attendance**

The unit that was used as the basis for computation of support for California Community Colleges until July 1, 1991. One requirement of State law is that the regular college day must be maintained not less than three hours per day, per five-day college week, for thirty-five weeks (175 days times three hours per day equals 525 hours = 1 ADA). The unit now used for computation of support is Full-Time Equivalent Student (FTES).

### **Balance Sheet**

A basic financial statement that shows assets, liabilities, and equity of an entity as of a specific date, in accordance with GAAP.

### **Base Year**

A year to which comparisons are made when projecting a specific condition.

### **Basic Aid Districts**

There are a few districts in which the property tax revenues generated in the district are equal to or greater than the state allocation amount generated through the state apportionment formula. They receive the amount of the revenue generated from local property tax and fee revenues, and are known as “basic aid districts.” There are a handful of basic aid districts, and MCCD is one of these. Basic aid status sometimes exempts such districts from other Title 5 provisions or penalties.

### **Block Grant**

A fixed sum of money, not linked to enrollment measures, provided to a college district by the state. Now a component of the new SB 361 budget formula.

### **Bonds**

Investment securities (encumbrances) sold by a district through a financial firm for the purpose of raising funds for various capital expenditures. A written promise to pay a specified sum of money, called the face value, at a specified date or dates in the future, called the maturity date(s), together with periodic interest at a specified rate.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Bonded Debt Limit**

The maximum amount of bonded debt for which a community college may legally obligate itself. The total amount of bonds issued cannot exceed a stipulated percent of the assessed valuation of the district.

### **Budget**

A plan of financial operation for a given period for specific purposes consisting of an estimate of proposed income and expenditures.

### **Budget Document**

A written statement translating the educational plan or programs into costs, usually for one future fiscal year, and estimating income by sources to meet these costs.

### **Budget Act**

The legislative vehicle for the State's appropriations. The Constitution requires that it be passed by a two-thirds vote of each house and sent to the Governor by June 15 each year. The governor may reduce or delete, but not increase, individual items.

Budget Change Proposals (BCPs). Documents developed by the Chancellor and provided to the Governor to request changes and increases in the amount of money the state provides to community colleges.

### **Capital Outlay**

The acquisition of or additions to fixed assets, including land or existing buildings, improvements of grounds, construction of buildings, additions to buildings, remodeling of buildings, or equipment.

### **Cash**

An asset account reflecting currency, checks, money orders, bank deposits, and banker's drafts either on hand or on deposit with an official or agent designated as custodian of cash. Any restrictions or limitations as to the use of cash must be indicated.

### **Cash Basis**

Method of accounting in which income and expenditures are recorded only when cash is actually received or disbursed.

## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021**

### **Categorical Funds**

Also called restricted funds, these are monies that can only be spent for the designated purpose. Examples: funding to serve students with disabilities (DSPS) or the economically disadvantaged, low-income (EOPS), scheduled maintenance, and instructional equipment. They are often exempt from certain requirements, for example, the Basic Skills Initiative funds are exempt from the 50% law calculations.

### **CCFS**

The form number/name/acronym of a variety of financial status reports in the California Community College system – such as 311 for annual financial report, 311Q for quarterly reports and 320 for enrollment.

### **CDE**

California Department of Education.

### **Census and Census Week**

The number of students enrolled in a full semester course on the Monday of census week, which is the third week of a full semester or 20% of the course. Apportionment funding is based on enrollment at census week rather than beginning or ending enrollment.

### **Compensated Absences**

Absences, such as vacation, illness and holidays, for which it is expected employees will be paid. The term does not encompass severance or termination pay, postretirement benefits, deferred compensation or other long-term fringe benefits, such as group insurance and long-term disability pay.

### **Consumer Price Index (CPI)**

A measure of the cost of living compiled by the United States Bureau of Labor Statistics. These indices of inflation are calculated regularly for the United States, California, some regions within California, and selected cities. The CPI is one of several measures of economic stability or change.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Contingencies Fund (also Undistributed Reserve)**

That portion of the current fiscal year's budget not appropriated for any specific purpose and held subject to transfer to other specific appropriations as needed during the fiscal year.

### **Cost of Living Adjustments (COLA)**

An increase in funding for revenue limits or categorical programs tied to increases in the cost of living. Current law ties COLAs to indices of inflation, although different amounts may be appropriated by the legislature.

### **Current Expense of Education**

A term used to refer to the unrestricted general fund expenditures of a community college district in Objects of Expenditure 1000 through 5000, and 6400 for activity codes 0100 through 6700. Excluded from the current expense of education are expenditures for student transportation, food services, community services, lease agreements for plant and equipment, and other costs specified in law and regulations. Amounts expended from state lottery proceeds are also excluded. (EC sections 84362, Title 5 CCR sections 59200 et seq. This is used in the calculations for the 50% law.

### **Deficit**

The excess of liabilities over assets or the excess of expenditures or expenses over revenues during an accounting period. Deficit Factor. One common method for reducing funding allocations to districts in times of budgetary shortfalls or reductions is known as a deficit factor whereby each district receives only a percentage of the originally allocated funds.

### **Designated Income**

Income received for a specific purpose.

### **Disabled Student Programs & Services (DSPS)**

Categorical or restricted funds designated to provide services that integrate disabled students into the general college program.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Education Code**

The body of law that regulates education in California. Other laws that affect colleges are found in the Government Code, Public Contracts Code, Penal Code and others. Available online at <http://www.leginfo.ca.gov/calaw.html>.

### **Employee Benefits**

Amounts paid by an employer on behalf of employees. Examples are group health or life insurance payments, contributions to employee retirement, district share of O.A.S.D.I. (Social Security) taxes, and worker's compensation insurance payments. These amounts are over and above the gross salary. While not paid directly to employees, they are a part of the total cost of employees.

### **Educational Administrator**

Education Code Section 87002 and California Code of Regulations Section 53402(c) define "educational administrator" as an administrator who is employed in an academic position designated by the governing board of the district as having direct responsibility for supervising the operation of or formulating policy regarding the instructional or student services program of the college or district. Educational administrators include, but are not limited to, chancellors, presidents, and other supervisory or management employees designated by the governing board as educational administrators.

### **Educational Master Plan**

Title 5, Sections 55402-55404 require that each community college district submit an educational master plan for each college and the districts as a whole. The plan addresses the educational objectives and future plans for transfer, occupational, continuing education, and developmental programs. It includes enrollment projections and related needs for ancillary services.

Encumbered Funds. Obligations in the form of purchase orders, contracts, salaries, and other commitments for which part of an appropriation is reserved.

### **Ending Balance**

A sum of money available in the district's account at year end after subtracting accounts payable from accounts receivable or the difference between assets and liabilities at the end of the year.

## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021**

### **Enterprise Funds**

Used to account for operations when the governing board has decided either that the total cost of providing goods and services on a continuing basis is financed or recovered primarily through user charges; or that the periodic determination of revenues earned, expenses incurred, and/or net income is appropriate for capital maintenance, public policy, management control, accountability, or other purposes. Examples include bookstore and food services funds.

### **Equipment**

Tangible property with a purchase price of at least \$200 and a useful life of more than one year, other than land or buildings and improvements thereon. (See the Budget and Accounting Manual for current dollar limits).

### **Estimated Income**

Expected receipt or accruals of monies from revenue or non-revenue sources (abatements, loan receipts) during a given period.

### **Expenditures**

Amounts disbursed for all purposes. Accounts kept on an accrual basis include all charges whether paid or not. Accounts kept on a cash basis include only actual cash disbursements.

### **Expense of Education**

This includes all General Fund expenditures, restricted and unrestricted, for all objects of expenditure 1000 through 5000 and all expenditures of activity from 0100 through 6700. See Current Expense of Education.

### **Extended Opportunity Programs and Services (EOPS)**

Categorical funds designated for supplemental services for disadvantaged students.

### **Faculty Obligation Number (FON)**

The annual figure provided to each district by the Chancellor's Office for the number of full-time credit faculty positions required to comply with "75/25" goals.



## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **FCMAT**

Fiscal Crisis and Management Assistance Team, a non-profit organization that provides fiscal advice, management assistance, training and other related educational business services.

### **Fee**

A charge to students for services related to their education. The System Office annually publishes a list of mandated, authorized and prohibited fees.

### **Fifty-Percent Law (50 % Law)**

The “50 Percent Law”, as defined in Education Code Section 84362 and California Code of Regulations Section 59200 et seq., requires California Community College districts to spend each fiscal year 50% of the current expense of education for payment of salaries of classroom instructors. The intent of the statute is to limit class size and contain the relative growth of administrative and non-instructional costs. The Annual Financial and Budget Report (CCFS-311) includes actual data on the district’s current expense of education and compliance with the 50% Law.

### **Fiscal Year**

Twelve calendar months; for governmental agencies in California, it begins July 1 and ends June 30. Some special projects have a fiscal year beginning October 1 and ending September 30, which is consistent with the federal government’s fiscal year.

### **Foundation**

A separate entity created by the districts as an auxiliary organization and/or 501(c)3 to receive, raise and manage funds from private sources.

### **Fixed Assets**

Long-lived tangible assets having continuing value such as land, buildings, machinery, furniture, and equipment.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Fixed Costs**

Costs of providing goods and services that do not vary proportionately to enrollment or to the volume of goods or services provided (e.g., insurance and contributions to retirement systems).

### **Full-Time Equivalent (FTE) Employees**

Ratio of the hours worked based upon the standard work hours of one full-time employee. For example, classified employees may have a standard work load of 40 hours per week, if several classified employees worked 380 hours in one week, the FTE conversion would be  $380/40$  or 9.5 FTE. FTEF may be used to refer to faculty positions.

### **Full-Time Equivalent Students (FTES)**

An FTES represents 525 class (contact) hours of student instruction/activity in credit and noncredit courses, generally 15 semester credit hours. Full-time equivalent student (FTES) is the workload measure used to compute state funding for California Community Colleges.

### **Fund**

An independent fiscal and accounting entity with a self-balanced set of accounts for recording cash and other financial resources, together with all related liabilities and residual equities or balances, and changes therein.

### **Fund Balance**

The difference between assets and liabilities in a fund. The fund balance is measured at a specific point in time and represents the balance from a prior specific point in time, plus revenues received during the intervening time period, minus expenditures made during the same time period.

### **GAAP (Generally Accepted Accounting Principles) and GAAS (Generally Accepted Audit Standards)**

Uniform minimum standards and guidelines for financial accounting and reporting.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Gann Limitation**

A ceiling on each year's appropriations supported by tax dollars. The limit applies to all governmental entities, including school districts. The base year was 1978-79. The amount is adjusted each year, based on a price index and the growth of the student population.

### **General Fund**

The fund used to account for the ordinary operations of the district. It is available for any legally authorized purpose not specified for payment by other funds.

### **General Obligation Bonds (GO Bonds)**

Debt instruments issued by districts (or other state or local public governmental bodies) to raise funds for public works and capital expenditures. These bonds are backed by the taxing and borrowing power of the entity that issues them.

### **General Reserve**

An account to record the reserve budgeted to provide operating cash in the succeeding fiscal year until taxes and state funds become available.

### **Governmental Accounting**

The composite activity of analyzing, recording, summarizing, reporting, and interpreting the financial transactions of a governmental entity.

### **Governmental Accounting Standards Board (GASB)**

The national authoritative accounting and financial reporting standard-setting body for governmental entities.

### **Governor's Budget**

The Governor proposes a budget for the state each January, which is revised in May (the May Revise) in accordance with updated revenue projections.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**Grants**

Contributions or gifts of cash or other assets from a government or private organization to be used for a specified purpose, activity or facility.

**Headcount**

Represents an unduplicated count of students enrolled in at least one credit course.

**Indirect Expenses or Costs**

The elements of cost necessary in the production of a good or service that are not directly traceable to the product or service. Usually these costs relate to expenditures that are not an integral part of the finished product or service, such as rent, heat, light, supplies, management and supervision.

**Internal Control Structure**

An organization plan in which employees' duties are arranged and records and procedures are designated to provide a self-checking system, thereby enhancing accounting control over assets, liabilities, income, and expenditures. Under such a system the employees' work is subdivided so that no one employee performs a complete cycle of operations.

**Invoice**

An itemized statement of charges from the vendor to the purchaser for merchandise sold or services rendered.

**Lease Revenue Bonds**

Bonds secured by a lease agreement and rental payments. Community colleges use lease revenue bonds to finance construction or purchase of facilities.

**Levy**

The imposition of taxes, special assessments, or service charges for the support of governmental activities; the total amount of taxes, special assessments, or service charges imposed by a governmental unit.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Long-term debt**

A loan that extends for more than one year from the beginning of the fiscal year.

### **Lottery Funds**

The share of income from the State Lottery, which has added about 1-3 percent to community college funding. A minimum of 34 percent of state lottery revenues must be used for “education of pupils.”

### **Mandated Costs**

Expenditures that occur as a result of (or are mandated by) federal or state law, court decisions, administrative regulations, or initiative measures.

### **May Revise**

The Governor revises his or her budget proposal in May in accordance with up-to-date projections in revenues and expenses.

### **Marginal costs**

Costs incurred as a result of adding one unit of enrollment or production.

### **Modified Accrual Basis (modified cash basis)**

The accrual basis of accounting adapted to governmental funds. Revenues and other financial resources (e.g., bond issue proceeds) are recognized when they become susceptible to accrual, that is, when they become both “measurable” and “available” to finance expenditures of the current period. “Available” means collectible in the current period or soon enough thereafter to be used to pay liabilities of the current period. Expenditures are recognized when the fund liability is incurred (except for inventories of materials and supplies that may be considered expenditures either when purchased or when used, and prepaid insurance and similar items that may be considered expenditures either when paid for or when consumed). All governmental funds, expendable trust funds and agency funds use the modified accrual basis of accounting.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Noncredit**

Courses that are taught for which no college credit is given. Adult education and basic English as a Second Language are two examples. The state reimbursement for non-credit education is less than for credit courses.

### **Nonresident Tuition**

A student who is not a resident of California is required, under the uniform student residency requirements, to pay tuition. The fee shall not be less than the average statewide cost per student, and is set by the local board of trustees.

### **Object Code**

The system of codes used in the California community colleges to classify budget and expenditures. The general classification numbers are:

- 1000 Certificated salaries
- 2000 Classified salaries
- 3000 Employee benefits
- 4000 Books, supplies, materials
- 5000 Operation expenses
- 6000 Capital outlay
- 7000 Other outgo
- 8000 Revenues

### **OPEB**

Other Post-Employment Benefits, primarily retiree healthcare benefits. Operating Expenses. Expenses related directly to the fund's primary activities. Operating Income. Income related directly to the fund's primary activities.

### **Operating Budget**

The current General Fund operating expenditures excluding food services, community services, capital outlay, and outgoing transfers.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Outsourcing**

The practice of contracting with private companies for services such as data processing, food services, etc.

### **P1 and P2**

See Apportionment, above.

### **PERS (or CalPERS) California Public Employees' Retirement System**

One of the two major retirement systems in which community college employees participate. State law requires district classified employees, districts and the State to contribute to the fund for full-time classified employees.

### **Proposition 13**

An initiative passed in June 1978 adding Article XIII A to the California Constitution. It provided that tax rates on secured property were restricted to no more than 1 percent of full cash value. Proposition 13 also defined assessed value and required a two-thirds vote to change existing or levy new taxes.

### **Proposition 39**

An initiative passed in 2000 that reduced the voting threshold required for local bonds from two-thirds to 55% and added conditions for proposing and using bond funds.

### **Proposition 98**

An initiative passed in November 1988, guaranteeing at least 40 percent of the state's budget for K-12 and the community colleges. The split was proposed to be 89 percent (K-12) and 11 percent (CCC), although the split has not been maintained.

### **Purchase Order**

A document authorizing the delivery of specified merchandise or the rendering of certain services and charging for them.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Reserves**

Funds set aside in a college district budget to provide for future expenditures or to offset future losses, for working capital, or for other purposes. There are different categories of reserves, including contingency, general, restricted and reserves for long-term liabilities.

### **Restricted Funds**

Money that must be spent for a specific purpose either by law or by local board action. Revenue and expenditures are recorded in separate funds. Funds restricted by board action may be called “designated” or “committed” to differentiate them from those restricted by external agencies. Examples of restricted funds include the federal vocational education act and other federal program funds; state “categorical” programs such as those for disabled and disadvantaged students; state monies targeted for specific purposes, such as instructional equipment replacement; grants for specific programs; and locally generated revenues such as the health and parking fees. Funds restricted by local board action may later be unrestricted by board action.

### **Retiree Health Benefits**

Benefits provided to retirees provide health insurance, negotiated through collective bargaining. Also called “Other Post-Employment Benefits.”

### **Revenue**

Income from all sources.

### **Revenue Bonds**

Bonds whose principal and interest are payable exclusively from earnings of the funded facilities operations.

### **Revenue Limit**

The specific amount of student enrollment fees, state and local taxes that a college district may receive per student for its general education budget. Annual increases are determined by Proposition 98 formula or the Legislature.



## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Revolving Fund**

A revolving cash account used to secure or purchase services or materials.

### **Rollover Budgeting**

A budget constructed by rolling forward the previous year's budget as the starting point and then making adjustments.

### **75/25 Ratio**

The goal established by AB1725 for the ratio of classes taught by full-time faculty to those taught by part-time faculty. Districts not at the 75% level have an obligation to make progress toward the goal—a "full time faculty obligation (FTO)." Compliance is achieved through the use of the annual Faculty Obligation Number (FON).

### **Scheduled Maintenance**

A defined schedule for major repairs of buildings and equipment. Some matching state funds may be available to districts for a scheduled maintenance program.

### **Shortfall**

An insufficient allocation of money, which will require additional appropriations, reduction in expenditures, and/or will result in deficits.

### **Short-Term Debt**

Debt with a maturity of one year or less after the date of issuance. Short-term debt usually includes variable-rate debt, bond anticipation notes, tax revenue anticipation notes and revenue anticipation notes.

### **Special Revenue Funds**

A category of funds used to account for proceeds of specific legally restricted revenue for and generated from activities not directly related to the educational program of the college.

## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021**

### **State Apportionment**

An allocation of state money paid to a district on a monthly basis once the state budget is enacted.

STRS (CalSTRS) California State Teachers' Retirement System. State law requires that school district employees, school districts and the State contribute to the fund for full- time academic employees.

### **Student Financial Aid Funds**

Funds designated for grants and loans to students; includes federal Pell grants, College Work-Study, and the state funded EOPS grants and fee waiver programs.

### **Subventions**

Provision of assistance or financial support, usually from higher governmental units to local governments or college districts, for example to compensate for loss of funds due to tax exemptions.

### **Supervisor**

For the purpose of Education Code Section 84362 (the Fifty Percent Law), "Supervisor" means any employee having authority, on behalf of the district, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, discipline other employees, adjust their grievances, or effectively recommend such action, if the exercise of such authority is not of a merely routine or clerical nature.

### **Supplanting**

To use one type of funds to provide goods or services previously paid for with another type of funds. Generally, it is prohibited to use state or federal funds to replace local funds.

### **Tentative Budget**

The preliminary budget approved by the Board of Trustees in June, prior to when state allocations have been finalized.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2020-2021

### **Title 5, California Code of Regulations**

The section of the California Administrative Code that regulates community colleges. The Board of Governors adopts Title 5 regulations. Available online at <http://government.westlaw.com/linkedslice/default.asp?RS=GVT1.0&VR=2.0&SP=CCR-1000&Action=Welcome>

### **TOP Code**

Taxonomy of Programs, in which numbers are assigned to programs to use in budgeting and reporting.

### **TRANS**

Tax and Revenue Anticipation Notes: instruments issued to secure short-term moneys borrowed in expectation of collection of taxes and other revenues. The notes are paid off with operating revenue.

### **Unappropriated Fund Balance**

The portion of a fund balance not segregated for specific purposes. All assets and estimated income available for appropriation are credited to the account and General Reserve; budgeted appropriations and other obligations are debited. The net value of the account represents the Unappropriated Fund Balance.

### **Unencumbered Balance**

That portion of an appropriation or allotment not yet expended or obligated.

### **Unfunded FTES**

FTES that are generated in excess of the enrollment/FTES cap.

### **Unrestricted Funds**

Generally those monies of the General Fund that are not designated by law or a donor agency for a specific purpose. They are legally regarded as unrestricted since their use is at the Board's discretion.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2020-2021**

**Vacation Accruals**

The amount of vacation accrued by employees but not yet taken. It may be shown as a liability.

**Warrants**

A written order drawn to pay a specified amount to a designated payee.

**Work Order**

A written authorization for the performance of a particular job containing a description of the nature and location of the job and specifications for the work to be performed.

**WSCH**

Weekly Student Contact Hours, the number of weekly hours that a student spends in classes for a full-census course (17 weeks), e.g. three WSCH for a three unit course. It is part of the formula used to determine faculty workload as well as apportionment.

**Zero Based Budgeting**

A budget constructed by starting each line allocation from zero – rather than the previous year's figure – and then justifying additions.

## **Equal Opportunity Statement**

The Marin Community College District is committed by policy not to discriminate on the basis of, or the perception of, race, ethnic group identification, ancestry, color, religion, age, gender, national origin, sexual orientation, disability (mental or physical), marital status, medical condition (cancer, genetic characteristics, or pregnancy), and status as a veteran, in any of its educational and employment programs and activities, its policies, practices, and procedures.

College of Marin students seeking instruction related disability accommodations should contact the Student Accessibility Services (SAS) Office, 415.485.9406.

Individuals seeking special assistance to accommodate a disability may call the Student Activities and Advocacy Office, 415.485.9376.

## **Marin Community College District Policy BP 3410 Nondiscrimination**

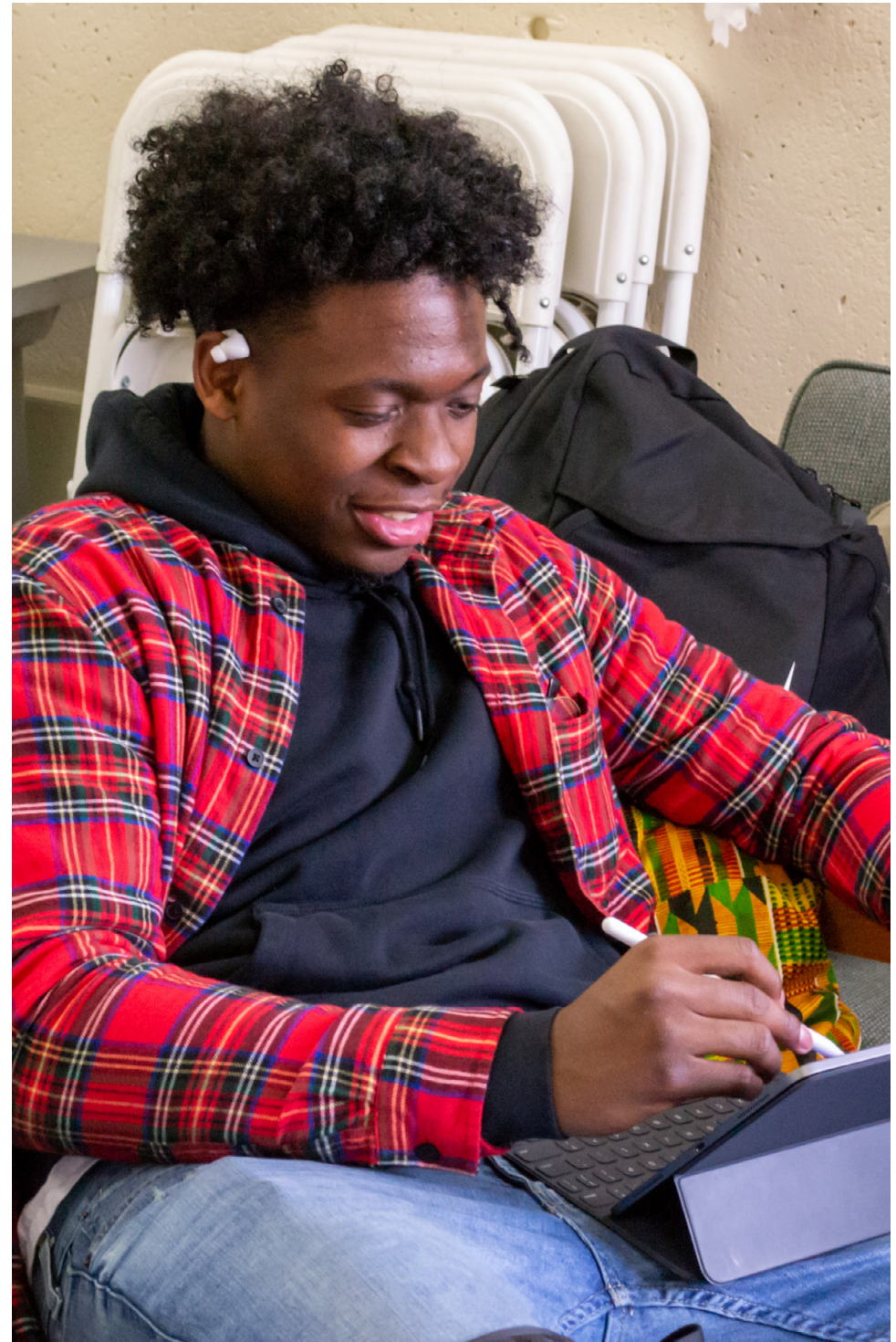
The District is committed to equal opportunity in educational programs, employment, and all access to Institutional programs and activities.

The District, and each individual who represents the District, shall provide access to its services, classes, and programs without regard to national origin, religion, age, gender, race, color, gender identity, gender expression, medical condition, ancestry, sexual orientation, marital status, physical or mental disability, genetic information, or because he/she is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics. For more information on Marin Community College District's Nondiscrimination policy, please see Board Policy BP 3410.

## **Federal Income Tax Exemption IRC 501(c)(3) Public Charity Status**

The Internal Revenue Service has granted Marin Community College District with a 501(c)(3) status, effective April 1, 1926. The Internal Revenue Service has approved the District to be tax-exempt from Federal income tax under the terms of section 501(c)(3) of the Internal Revenue Code. The Internal Revenue Service has classified the District as a public charity under Code 170(b)(1)(A)(ii).

Contributions to the District are deductible under section 170 of the Internal Revenue Code. The District is also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Internal Revenue Code.





*Education is the most powerful weapon which you can use to change the world.*

—NELSON MANDELA

*If you are always trying to be normal, you will never know how amazing you can be.*

—MAYA ANGELOU

*If you can't fly then run, if you can't run then walk, if you can't walk then crawl, but whatever you do you have to keep moving forward.*

—MARTIN LUTHER KING JR.

*We must remember that intelligence is not enough. Intelligence plus character—that is the goal of true education. The complete education gives one not only power of concentration, but worthy objectives upon which to concentrate.*

—MARTIN LUTHER KING JR.

*Believe in yourself and all that you are. Know that there is something inside of you that is greater than any obstacle.*

—CHRISTIAN D. LARSON

*Once social change begins, it cannot be reversed. You cannot un-educate the person who has learned to read. You cannot humiliate the person who feels pride. You cannot oppress the people who are not afraid anymore.*

—CESAR CHAVEZ

*Once you learn to read, you will be forever free.*

—FREDERICK DOUGLASS

*If you want to go fast, go alone. If you want to go far, go together.*

—AFRICAN PROVERB

