

COLLEGE OF  
**MARIN**

**MARIN COMMUNITY COLLEGE DISTRICT**  
**ADOPTION BUDGET**  
**FISCAL YEAR 2019-2020**  
**AUGUST 20, 2019**



# FAST FACTS

ACADEMIC YEAR 2017-2018

## HEADCOUNT ENROLLMENT \*

**Total 13,960**

Credit: 8,278 (59%)  
 ESL: 2,193 (16%)  
 Community Education: 3,610 (26%)  
 Basic Skills (credit only): 1,091 (8%)  
 Kentfield Campus: 11,763 (84%)  
 Indian Valley Campus: 2,131 (15%)

## CLASSES OFFERED \*

**Total 2,446**

Credit: 1,831 (75%)  
 ESL: 203 (8%)  
 Community Education: 443 (18%)  
 Basic Skills (credit only): 117 (5%) Average  
 Class Size: 17  
 Kentfield Campus: 1,901 (78%)  
 Indian Valley Campus: 377 (15%)

\* Categories include duplication  
 Totals are unduplicated

## FACULTY, STAFF, AND ADMINISTRATORS (fall 2017)

**Total Employees 642**

Administrators: 36  
 Faculty: 409 (Tenured/Tenure Track: 131; Temporary: 278)  
 Classified: 197  
 Gender: Male 277 (43%); Female 365 (57%)  
 Race/Ethnicity:  
 Asian 49 (8%) Black/African American 22 (3%)  
 Hispanic 59 (9%) Multi-racial 14 (2%)  
 Native American 4 (1%) White 398 (62%)  
 Not Specified 96 (15%)

## GEOGRAPHIC LOCATION (credit and noncredit)

**Marin Residents 85%**

Location	Students	%
Central Marin	3,950	38%
Novato	2,327	22%
South Marin	1,222	12%
North San Rafael	1,111	11%
West Marin	236	2%
Outside Marin	1,431	14%
Not Specified	116	1%

## DEGREES & CERTIFICATES (awarded for 2017-2018)

A.A. and A.S.: 345 Certificates: 86

Degree	Quantity	%
Associate of Arts	124	29%
Associate of Arts - Transfer	83	19%
Associate of Science	87	20%
Associate of Science - Transfer	51	12%
Certificates	86	20%

Educational Goal (Credit Students)	Students	%
Associate Degree (AA/AS)	2,703	33%
BA/BS Transfer (No AA/AS)	1,072	13%
Certificate of Achievement	197	2%
Advance Career Interest	1,140	14%
Basic Skills/High School Diploma	1,492	18%
Educational Development	772	9%

Educational Goal (Credit Students)	Students	%
Meet 4-year College Requirements	576	7%
Not Specified	326	4%

## CREDIT STUDENTS

Gender: Male 41%, Female 56%, Not Specified 2%  
 Median Age: 23  
 Race/Ethnicity:  
 Asian 639 (8%) Black/African American 292 (4%)  
 Hispanic 2,408 (29%) Multi-racial 479 (6%)  
 Native American 18 (0.2%) White 4,273 (51%)  
 Not Specified 169 (2%)  
 International Students: 98<sup>†</sup> (Representing 29 countries)  
<sup>†</sup> Includes credit, noncredit, and community education students

## COMMUNITY EDUCATION

Median Age: 64

## ENGLISH AS A SECOND LANGUAGE (credit and noncredit)

Enrollment Status: Credit 6%; Noncredit 95%  
 Gender: Male 40%, Female 56%, Not Specified 4%  
 Median Age: 30  
 Race/Ethnicity:  
 Asian 124 (6%) Black/African American 24 (1%)  
 Hispanic 1,414 (65%) Multi-racial 5 (0.2%)  
 Native American 3 (0.1%) White 139 (6%)  
 Not Specified 484 (22%)

## NUMBER OF STUDENTS WHO TRANSFERRED TO 4-YEAR INSTITUTIONS (2016-2017)

**Total 328**



## **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.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**MARIN COMMUNITY COLLEGE DISTRICT  
BOARD OF TRUSTEES**

**Mr. Philip Kranenburg, President**

**Mr. Stuart Tanenberg, Vice President**

**Ms. Wanden Treanor, Clerk**

**Ms. Diana Conti**

**Ms. Suzanne Brown Crow**

**Dr. Eva Long**

**Ms. Stephanie O'Brien**

**Ms. Gabby Hojilla, Student Trustee**

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

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**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**Adoption Budget 2019-2020**

**Message from Fiscal Services**

It is with great pleasure that I present this Adoption Budget for Fiscal Year 2019-2020 that will guide our direction and priorities over the next year and also projections for the following three years. This budget is the culmination of months of presentations and feedback from governance groups, staff, administrators, faculty and students. With these important steps the college has created a budget that ties to the strategic plan, program reviews and other operational milestones.

This tremendous progress demonstrates our commitment and the teamwork required to achieve big goals including a multi-year budget forecast. In this document, we continue our focus on transparency of institutional accounting practices and improving systems and operations, including fiscal sustainability.

Greg Nelson  
Assistant Superintendent / Vice President of Administrative Services

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

<b>REVENUE ASSUMPTIONS</b>	<b>FY 2019-2020 ESTIMATED ASSUMPTIONS</b>	<b>FY 2020-2021 ESTIMATED ASSUMPTIONS</b>	<b>FY 2021-2022 ESTIMATED ASSUMPTIONS</b>	<b>FY 2022-2023 ESTIMATED ASSUMPTIONS</b>
<b>Secured Property Taxes CCPI</b>	County Estimate	2.0%	2.0%	2.0%
Supplemental Tax Growth	(\$40,000)	Flat	Flat	Flat
Unsecured Tax Growth	County Estimate	2.5%	2.5%	2.5%
Prior Year Tax Growth	5.0%	5.0%	5.0%	5.0%
<b>Enrollment Fee:</b>				
Resident	\$ 46	\$ 46	\$ 46	\$ 46
Non-Resident Tuition	\$ 265	\$ 280	\$ 290	\$ 290
Non-Resident Capital Outlay Fee	\$ 60	\$ 75	\$ 80	\$ 80
<b>Transportation Fee per FT Student</b>	\$36/semester	\$36/semester	\$36/semester	\$36/semester
<b>Parking Fee:</b>				
Primary Term	\$ 43	\$ 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	\$ 54	\$ 54	\$ 54	\$ 54
Non-prop 20	\$ 153	\$ 153	\$ 153	\$ 153
<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>	\$100,000	\$100,000	\$100,000	\$100,000
<b>COLA for categorical programs</b>	3.26%	3.00%	2.80%	2.75%

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

EXPENDITURE ASSUMPTIONS	FY 2019-2020 ESTIMATED ASSUMPTIONS	FY 2020-2021 ESTIMATED ASSUMPTIONS	FY 2021-2022 ESTIMATED ASSUMPTIONS	FY 2022-2023 ESTIMATED ASSUMPTIONS
<b>Negotiated Settlements:</b>				
UPM	To be negotiated	To be negotiated	To be negotiated	0%
CSEA	To be negotiated	To be negotiated	To be negotiated	0%
SEIU	To be negotiated	To be negotiated	To be negotiated	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 \$1,785/mo \$1,900/mo for UPM	Up to \$1,785/mo \$1,900/mo for UPM	Up to \$1,785/mo \$1,900/mo for UPM	Up to \$1,785/mo \$1,900/mo for UPM
Annual medical increase	8.0% effective 10/1	6.5% effective 10/1	6.0% effective 10/1	5.5% effective 10/1
Annual dental/vision/other increase	0%	0%	0%	0%

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

<b>EXPENDITURE ASSUMPTIONS</b>	<b>FY 2019-2020 ESTIMATED ASSUMPTIONS</b>	<b>FY 2020-2021 ESTIMATED ASSUMPTIONS</b>	<b>FY 2021-2022 ESTIMATED ASSUMPTIONS</b>	<b>FY 2022-2023 ESTIMATED ASSUMPTIONS</b>
<b>Statutory Employer Benefit Rates:</b>				
STRS	18.13%	19.10%	18.30%	18.30%
PERS CLASSIC – CSEA	19.721%	23.60%	24.90%	25.70%
PERS CLASSIC – SEIU	19.721%	23.60%	24.90%	25.70%
PERS CLASSIC – Unrepresented	19.721%	23.60%	24.90%	25.70%
PERS PEPRA – Non-Safety	19.721%	23.60%	24.90%	25.70%
PERS CLASSIC - Public Safety	19.231%	20.40%	20.40%	20.40%
PERS PEPRA - Public Safety	13.786%	13.90%	13.90%	13.790%
PERS – Public Safety Unfunded Liability	\$122,728	\$80,000	\$91,600	\$102,100
Social Security	6.2%	6.2%	6.2%	6.2%
Medicare	1.45%	1.45%	1.45%	1.45%
Unemployment Insurance	0.05%	0.10%	0.15%	0.15%
Workers' Compensation	0.87%	0.92%	0.96%	1.00%
<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	5.0%	5.0%	5.0%	5.0%
<b>Energy Savings – Tesla</b>	\$100K	\$100K	\$100K	\$100K
<b>Energy Savings – Sunpower</b>	\$300K	\$350K	\$350K	\$350K
<b>Operating Expenses</b>	Budgeted by Depts.	2.5%	2.5%	2.5%
<b>Elections</b>	No	\$200K	No	\$150K
<b>Instructional Units Budgeted</b>	4,827	4,827	4,827	4,827
<b>Cost Per Instructional Unit</b>	\$4,828	\$5,017	\$5,137	\$5,293
<b>Transportation Expense for FT Student</b>	\$36/semester	\$36/semester	\$36/semester	\$36/semester

# MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2019-2020

## General Fund Highlights

### Overview

#### Basic Aid Status

The District is a “Basic Aid” district, or, as it is now being called, a “self-supporting” 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 2018-19, the District received approximately \$33.8 million more as a Basic Aid district – the “Basic Aid increment” – than it would have received from apportionment. In 2019-20, the Basic Aid increment will be approximately \$35.2 million.

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

The most significant element for the District in the State budget process in recent years has been the one-time mandated costs, especially in fiscal year 2016-17. The District received \$104 thousand in fiscal year 2018-19, and expects to receive \$101 thousand for mandated costs reimbursements in 2019-20. The passage of Proposition 30, The Schools and Local Public Safety Protection Act of 2012, also continues to contribute to revenue. The District expects to receive \$100 per FTES annually resulting in \$335 thousand in the Adoption Budget. The Chancellor’s Office has adopted a COLA of 3.26% for its 2019-20 budget.

#### Discussion of the Proposed Budget for Fiscal Year 2019-20

The Adoption Budget for 2019-20 has the following key elements:

- Budgeted expenditures exceed planned revenues resulting in \$2.5 million net decrease to the ending Fund Balance.
- The estimated Ending Fund Balance for 2019-20 is 9.5% of total Unrestricted General Fund expenses compared to 14.3% for 2018-19.
- A positive CPI inflation factor adjustment of 1.02% for secured property taxes is expected to result in an increase of \$1.8 million for 2019-20 secured property taxes. Given the assessed value for Marin County has increased 5.06% for 2019-20 compared to 2018-19, the district may receive more than currently projected by the County of Marin in secured property taxes.
- Increase in health benefits is approximately \$503 thousand for 2019-20.



## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2019-2020

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

Projected total General Fund Revenue for 2019-20 is \$85.5 million compared to \$76.0 million for 2018-19. This is an increase of \$9.5 million or 12.5%, principally due to an increase in secured property taxes and deferred revenues of categorical programs from prior years. Projected total General Fund Expenditures for 2019-20 are \$88.0 million compared to \$74.1 million for 2018-19. This is an increase of \$13.9 million or 18.8%, principally due to an increase in salaries and benefits, partially offset by lower Other Outgo and an increase in the carry forwards of categorical programs from prior years. The 2019-20 budgeted unrestricted revenues of \$66.5 million increased \$1.0 million or 1.5% over the 2018-19 unrestricted revenues of \$65.5 million; 2019-20 budgeted unrestricted expenditures of \$68.5 million is an increase of \$5.4 million or 8.6% more than the 2018-19 unrestricted expenditures of \$63.1 million.

### **Discussion of Year-end Results for Fiscal Year 2018-19**

Unrestricted revenues are about \$2.9 million higher than budgeted, principally from higher secured property tax revenues and state “on-behalf” payments.

Unrestricted expenditures are approximately \$218 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 2019-20 the County of Marin will provide short-term funding not to exceed \$20 million.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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, 2019 is projected at \$533 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, 2019 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, 2019 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 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 will be taking a hiatus from operations starting in June 2019. Thus, for 2019-20, the Kentfield campus staffing will be increased to support additional children in both classrooms.

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 programs and Early Childhood Education program administration. Projected results of 2018-19 operations are \$297 thousand more

## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2019-2020**

in expenditures than externally funded revenue. Approximately 75% or \$217 thousand of the \$297 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 2019-2020 Adoption Budget includes increased Parent Fees, one center located on Kentfield campus and a General Fund transfer of \$341 thousand, of which over 63% continues to support 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.

### **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.

### **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.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2019-2020

### **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 spending is winding down and 2018-19 will be the last year it has any spending activity.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2019-2020

### **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 2019-2020**

### **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 2018-19 amounted to \$125 thousand and is projected to be \$136 thousand for 2019-20.

### **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 2018-19 amounted to \$544 thousand and is projected to be \$547 thousand for 2019-20.

### **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. There was no debt service activity for 2018-19, and debt service is projected to be \$197 thousand for 2019-20.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2018-19 for amounted to \$12.4 million and is projected to be \$11.9 million for 2019-20. 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 2018-19 amounted to \$14.4 million and is projected to be \$19.6 million for 2019-20. 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 does not anticipate a rate change for 2019-20.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2019-2020

### **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 \$600 thousand to the trust for 2018-19.

### **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.

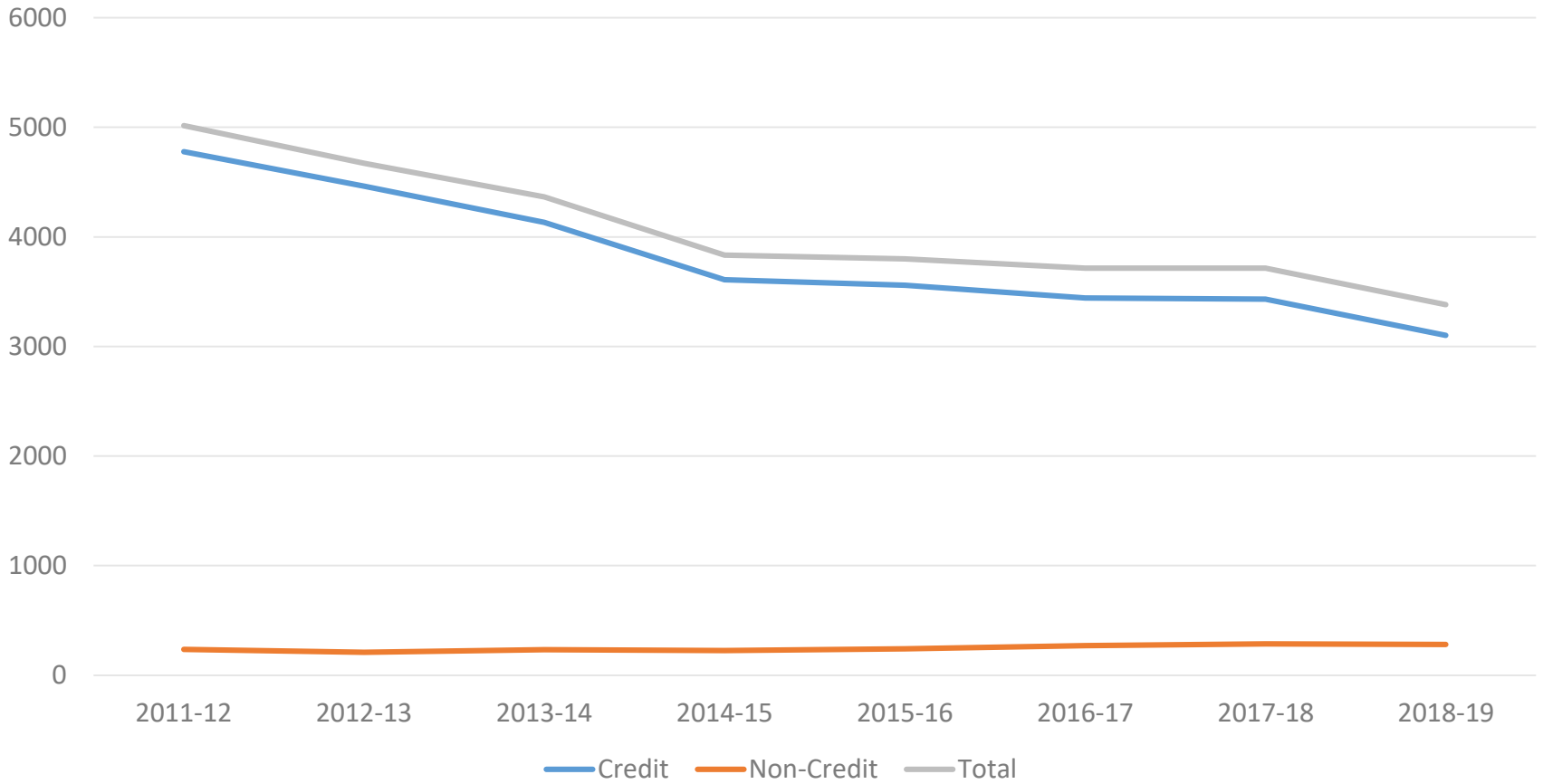
The FY 2019-20 Adoption Budget includes "pay-as-you-go" reimbursements from the trust fund for its retiree medical and dental premium payments.

In 2017-18, an actuarial study was completed under the GASB 75 standards. The report dated November 30, 2017 showed that as of June 30, 2017 valuation date, the District's Total OPEB Liability (TOL) was \$2.1 million and the OPEB trust's Fiduciary Net Position (FNP) was \$3.5 million. This leaves a Net OPEB Liability (NOL) of (\$1.4) 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, 2019 the fund balance is projected to consist of \$4 thousand in interest.

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020  
FTES TREND – FISCAL YEARS 2012-2019



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**PART II - FTES STATISTICS, 2011-12 TO 2018-19**

**FTES DATA**

<b>FTES</b>	<b>2011-12</b>	<b>% CH.</b>	<b>2012-13</b>	<b>% CH.</b>	<b>2013-14</b>	<b>% CH.</b>	<b>2014-15</b>	<b>% CH.</b>
Credit	4,779	-6.3%	4,462	-6.6%	4,134	-7.4%	3,609	-12.7%
Non-Credit	236	-16.9%	209	-11.4%	232	11.0%	225	-3.0%
<b>TOTAL</b>	<b>5,015</b>	<b>-6.9%</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>FTES</b>	<b>2015-16</b>	<b>% CH.</b>	<b>2016-17</b>	<b>% CH.</b>	<b>2017-18</b>	<b>% CH.</b>	<b>(a) 2018-19</b>	<b>% CH.</b>
Credit	3,558	-1.4%	3,444	-3.2%	3,431	-0.4%	3,102	-9.6%
Non-Credit	241	7.1%	271	12.4%	285	5.2%	280	-1.8%
<b>TOTAL</b>	<b>3,799</b>	<b>-0.9%</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>

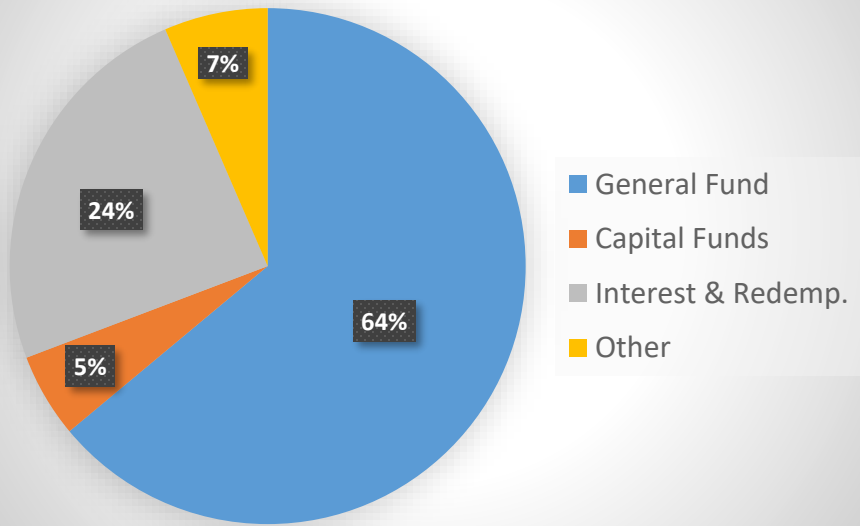
**FTES**

(a) CCFS-320 as of July 29, 2019

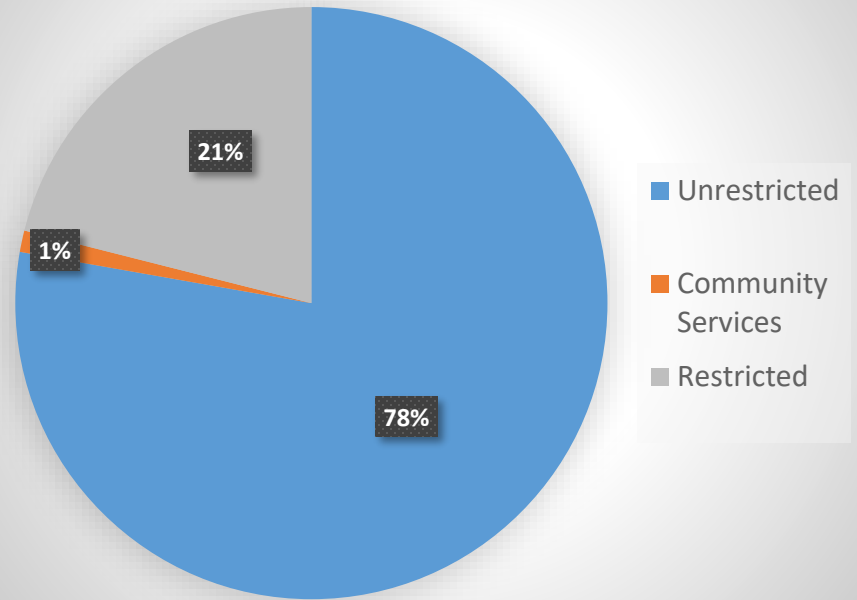


MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020  
SOURCES OF BUDGETED REVENUES

Sources of Revenues – All Funds



Sources of General Fund Revenues



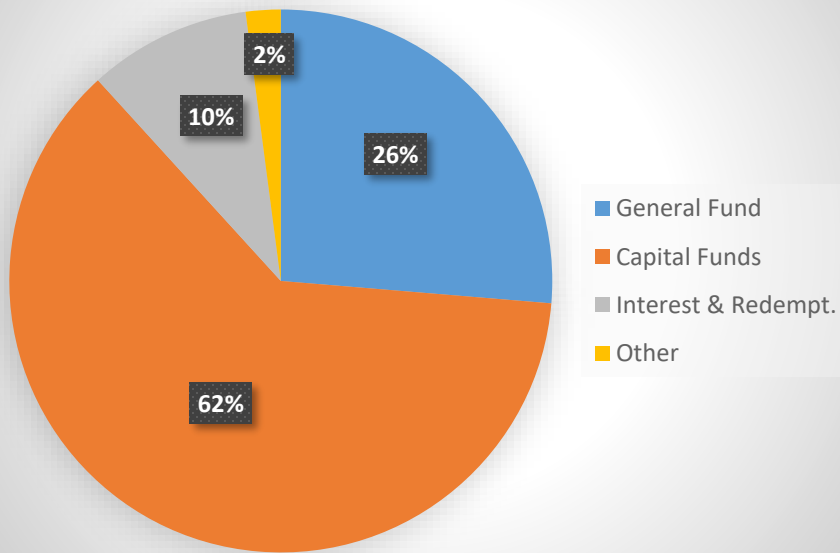
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

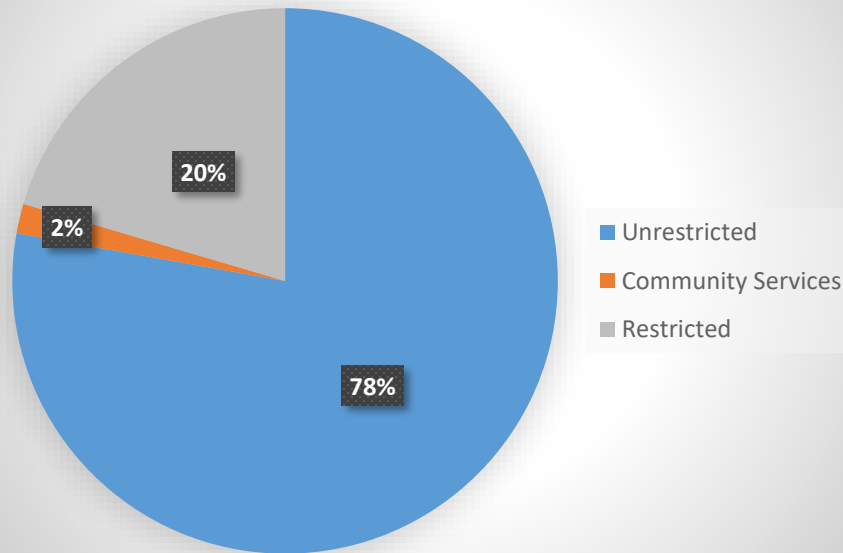
FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020
<b>REVENUE SUMMARY</b>				
FUND TITLE				
UNRESTRICTED GENERAL FUND	\$ 59,035,403	\$ 61,430,139	\$ 65,478,651	\$ 66,467,072
COMMUNITY SERVICES	789,138	903,595	956,840	1,051,274
RESTRICTED GENERAL FUND	12,965,079	10,582,138	9,553,158	17,994,634
<b>TOTAL GENERAL FUND</b>	<b>72,789,620</b>	<b>72,915,872</b>	<b>75,988,649</b>	<b>85,512,980</b>
SCHOLARSHIP AND LOAN TRUST FUND	284,567	220,533	325,333	628,000
STUDENT FINANCIAL AID TRUST FUND	-	4,028,733	3,895,886	4,005,050
INVESTMENT TRUST FUND	67,705	83,394	92,405	143,000
CHILD DEVELOPMENT FUND	803,188	882,633	897,475	895,590
IVC ORGANIC FARM FUND	3,669	234,610	238,748	269,274
WORKFORCE HOUSING OPERATIONS FUND	-	-	49,080	114,100
CAPITAL OUTLAY FUND	481,663	306,415	996,836	5,040,000
LEASE REVENUE BOND (LRBs) PROJECTS FUND	-	7,729,246	8,052	-
CERTIFICATES OF PARTICIPATION (COPs) PROJECTS FUND	-	-	4,196,710	30,000
MEASURE C BUILDING FUND	5,011	1,844	373	-
MEASURE B BUILDING FUND, SERIES A	60,153,932	459,758	414,976	40,000
MEASURE B FUND, SERIES A-1	37,596,823	342,533	547,883	200,000
MEASURE B BUILDING FUND, SERIES B			70,436,675	750,000
MEASURE B FUND, SERIES B-1			98,120,078	1,000,000
HAMILTON REDEVELOPMENT BOND REDEMPTION FUND	491,352	249,051	221,194	185,894
LEASE REVENUE BOND (LRBs) INTEREST & REDEMPTION FUND	-	545,034	556,300	551,000
CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND	-	-	200,000	200,000
MEASURE C INTEREST/REDEMPTION FUND	10,548,787	19,091,607	14,645,816	11,922,600
MEASURE B INTEREST/REDEMPTION FUND	4,235,501	13,268,884	17,866,152	19,584,510
SELF-INSURANCE FUND	672,361	697,278	711,250	703,000
PARS-CCLC PENSION RATE STABILIZATION TRUST FUND	-	4,163,162	908,120	1,780,000
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND	271,379	217,592	117,100	20,000
AGENCY FUND - ADULT EDUCATION BLOCK GRANT	(121,725)	1,244	100	-
ASSOCIATED STUDENTS ORGANIZATIONS	136,361	128,695	125,592	127,325
<b>TOTAL - ALL FUNDS</b>	<b>\$ 188,420,194</b>	<b>\$ 125,568,118</b>	<b>\$ 291,560,783</b>	<b>\$ 133,702,323</b>

MARIN COMMUNITY COLLEGE DISTRICT  
 ADOPTION BUDGET 2019-2020  
 SOURCES OF BUDGETED EXPENDITURES

Sources of Expenditures – All Funds



Sources of General Fund Expenditures

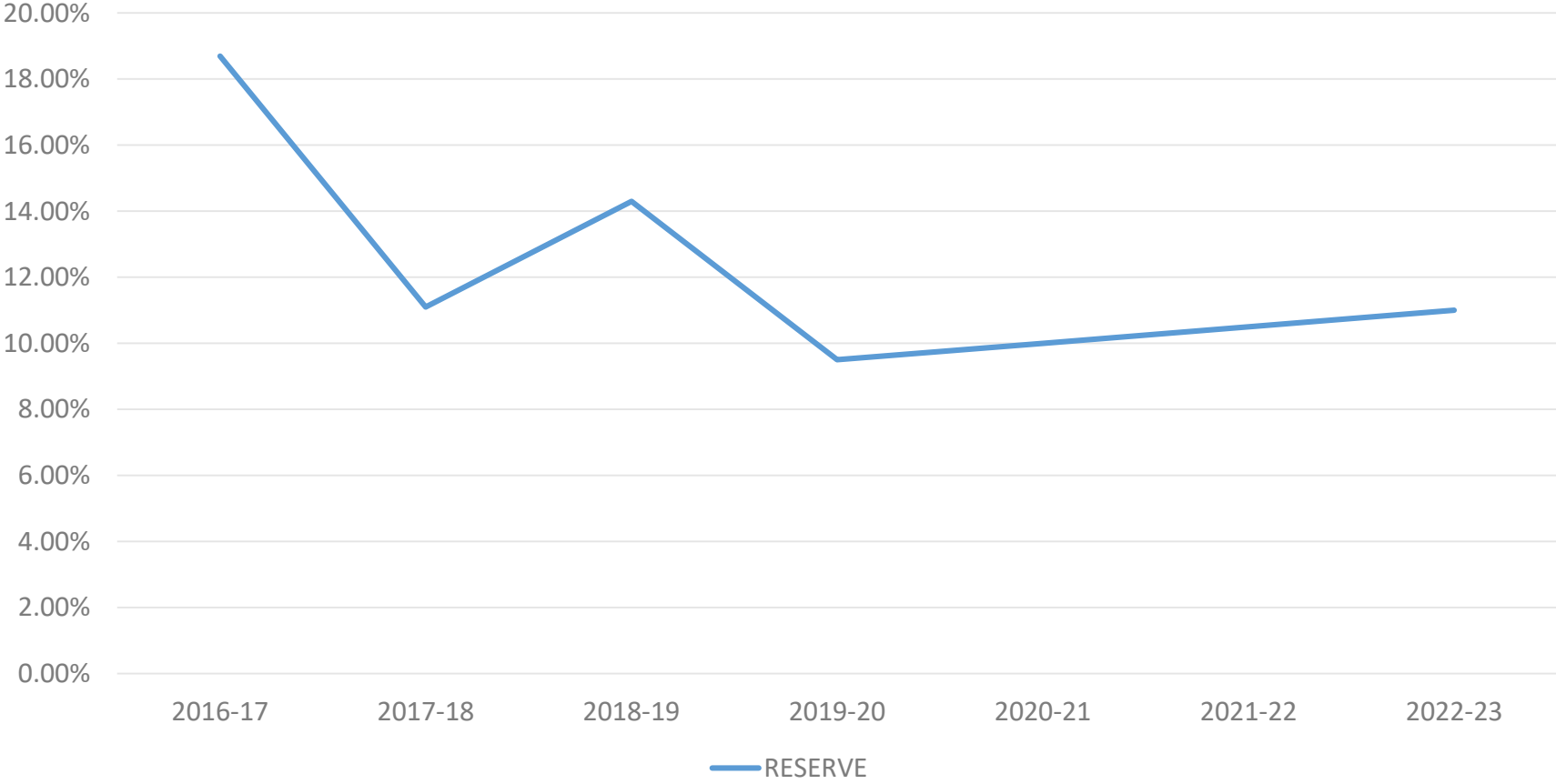


**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

FISCAL YEAR				
EXPENDITURE SUMMARY	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020
FUND TITLE				
UNRESTRICTED GENERAL FUND	\$ 55,107,285	\$ 64,084,132	\$ 63,071,512	\$ 68,496,883
COMMUNITY SERVICES	1,426,070	1,475,513	1,427,576	1,551,274
RESTRICTED GENERAL FUND	12,965,079	10,582,138	9,553,158	17,994,634
<b>TOTAL GENERAL FUND</b>	<b>69,498,434</b>	<b>76,141,783</b>	<b>74,052,246</b>	<b>88,042,791</b>
SCHOLARSHIP AND LOAN TRUST FUND	145,227	192,064	222,729	303,949
STUDENT FINANCIAL AID TRUST FUND	-	4,028,733	3,895,886	4,005,050
INVESTMENT TRUST FUND	64,707	1,503	16,352	203,000
CHILD DEVELOPMENT FUND	803,188	882,633	897,475	895,590
IVC ORGANIC FARM FUND	-	232,292	244,735	269,274
WORKFORCE HOUSING OPERATIONS FUND	-	-	-	10,846
CAPITAL OUTLAY FUND	998,067	63,403	144,533	5,800,000
LEASE REVENUE BOND (LRBs) PROJECTS FUND	-	6,560,589	1,006,968	169,741
CERTIFICATES OF PARTICIPATION (COPs) PROJECTS FUND	-	-	267,737	3,958,973
MEASURE C BUILDING FUND	1,673,125	290,820	321,396	-
MEASURE B BUILDING FUND, SERIES A	4,851,056	25,122,189	24,807,811	6,287,610
MEASURE B FUND, SERIES A-1	670,996	2,239,327	5,123,389	29,585,126
MEASURE B BUILDING FUND, SERIES B	-	-	5,833,085	64,874,693
MEASURE B FUND, SERIES B-1	-	-	230,000	96,512,731
HAMILTON REDEVELOPMENT BOND REDEMPTION FUND	117,951	119,294	127,294	137,894
LEASE REVENUE BOND (LRBs) INTEREST & REDEMPTION FUND	-	-	546,946	549,058
CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND	-	-	-	199,729
MEASURE C INTEREST/REDEMPTION FUND	11,255,789	10,886,566	12,444,251	11,922,600
MEASURE B INTEREST/REDEMPTION FUND	712,060	3,484,555	14,357,367	19,584,510
SELF-INSURANCE FUND	626,542	624,146	643,490	665,500
PARS-CCLC PENSION RATE STABILIZATION TRUST FUND	-	4,307	10,538	11,000
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND	482,240	434,123	385,022	456,145
AGENCY FUND - ADULT EDUCATION BLOCK GRANT	316,339	269,958	-	-
ASSOCIATED STUDENTS ORGANIZATIONS	96,992	105,049	95,385	127,325
<b>TOTAL - ALL FUNDS</b>	<b>\$ 92,312,713</b>	<b>\$ 131,683,334</b>	<b>\$ 145,674,635</b>	<b>\$ 334,573,135</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020  
RESERVE – FISCAL YEARS 2017-2023



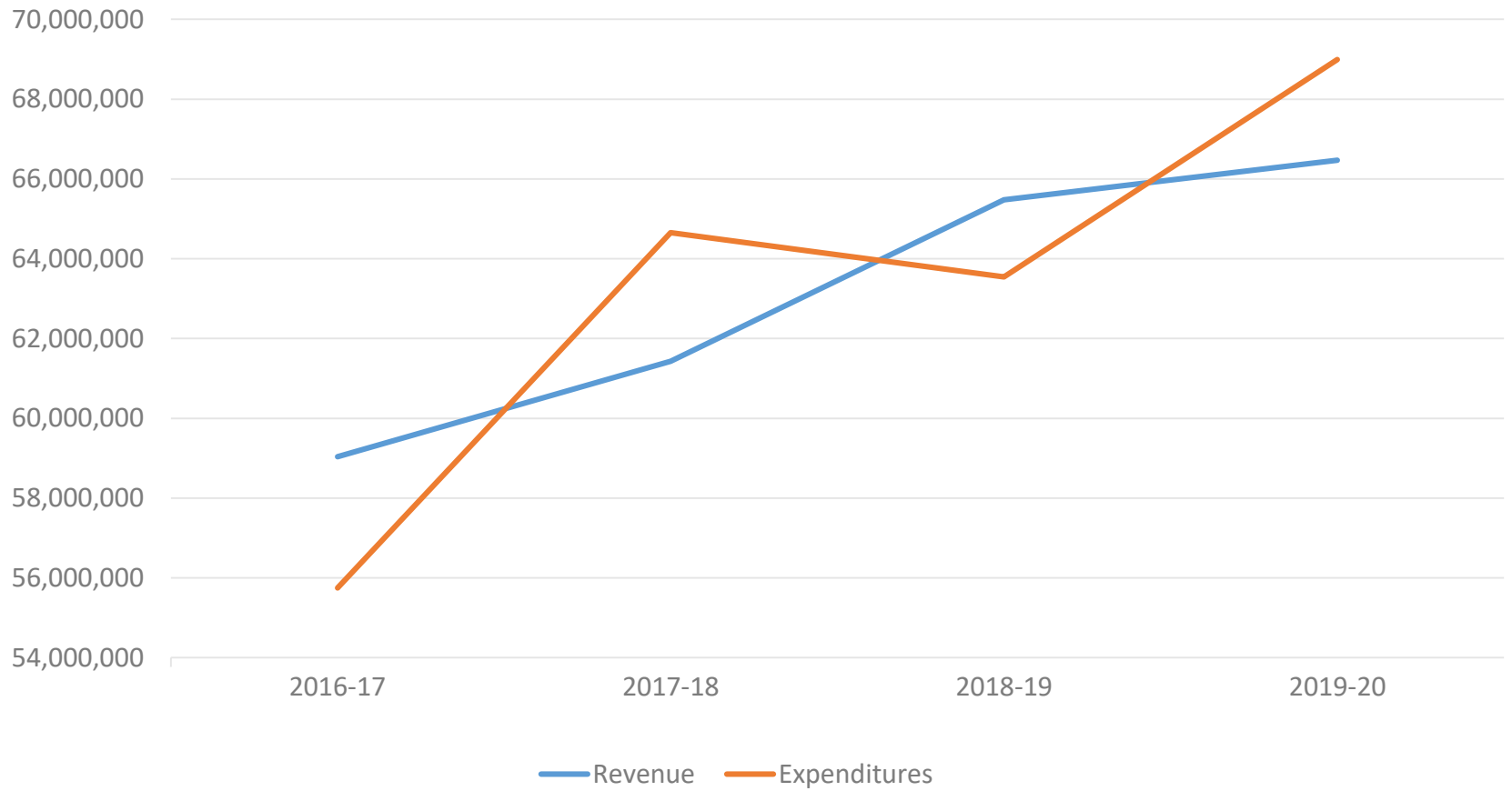


**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	BUDGET FORECAST 2020-2021	BUDGET FORECAST 2021-2022	BUDGET FORECAST 2022-2023
<b>SOURCES OF FUNDS</b>							
<b>BEGINNING FUND BALANCE</b>	<b>\$ 7,105,482</b>	<b>\$ 10,396,668</b>	<b>\$ 7,170,757</b>	<b>\$ 9,107,160</b>	<b>\$ 6,577,349</b>	<b>\$ 7,051,510</b>	<b>\$ 7,642,583</b>
<b>REVENUES</b>							
PROGRAM-BASED FUNDING	54,447,526	56,756,601	60,198,485	61,482,559	63,867,070	66,324,822	68,831,786
FEDERAL	-	252	405	-	-	-	-
OTHER STATE	2,570,597	2,827,924	3,041,356	3,137,425	3,137,425	3,137,425	3,137,425
OTHER LOCAL	1,538,238	1,215,677	1,356,183	1,394,043	1,456,283	1,521,611	1,590,181
OTHER FINANCING SOURCES	479,042	629,685	882,222	453,045	2,302,413	2,296,752	2,346,752
<b>TOTAL REVENUE</b>	<b>59,035,403</b>	<b>61,430,139</b>	<b>65,478,651</b>	<b>66,467,072</b>	<b>70,763,191</b>	<b>73,280,610</b>	<b>75,906,144</b>
<b>TOTAL SOURCES</b>	<b>66,140,885</b>	<b>71,826,807</b>	<b>72,649,408</b>	<b>75,574,232</b>	<b>77,340,540</b>	<b>80,332,120</b>	<b>83,548,727</b>
<b>USE OF FUNDS</b>							
SALARIES	32,282,136	34,265,136	35,766,787	38,453,344	39,697,327	40,980,968	42,278,726
BENEFITS	13,833,983	14,769,245	15,404,631	17,180,655	18,725,929	19,527,828	20,416,910
<b>TOTAL SALARIES &amp; BENEFITS</b>	<b>46,116,119</b>	<b>49,034,381</b>	<b>51,171,418</b>	<b>55,633,999</b>	<b>58,423,256</b>	<b>60,508,796</b>	<b>62,695,636</b>
FIXED EXPENSES	2,342,822	2,262,736	2,256,980	2,245,967	2,339,317	2,437,293	2,540,176
OTHER OPERATING	4,145,855	4,638,310	4,946,819	5,276,582	5,462,107	5,393,660	5,682,253
CAPITAL OUTLAY	411,538	684,919	258,512	364,709	373,827	383,173	392,752
OTHER OUTGO	2,090,951	7,463,786	4,437,783	4,975,626	3,240,523	3,566,615	3,591,615
<b>TOTAL EXPENDITURES</b>	<b>8,991,166</b>	<b>15,049,751</b>	<b>11,900,094</b>	<b>12,862,884</b>	<b>11,415,774</b>	<b>11,780,741</b>	<b>12,206,796</b>
<b>TOTAL USES</b>	<b>55,107,285</b>	<b>64,084,132</b>	<b>63,071,512</b>	<b>68,496,883</b>	<b>69,839,030</b>	<b>72,289,537</b>	<b>74,902,432</b>
<b>SOURCES OVER (UNDER) USES</b>	<b>11,033,600</b>	<b>7,742,675</b>	<b>9,577,896</b>	<b>7,077,349</b>	<b>7,501,510</b>	<b>8,042,583</b>	<b>8,646,295</b>
TRANSFER IN (OUT)	(636,932)	(571,918)	(470,736)	(500,000)	(450,000)	(400,000)	(350,000)
<b>ENDING FUND BALANCE</b>	<b>\$ 10,396,668</b>	<b>\$ 7,170,757</b>	<b>\$ 9,107,160</b>	<b>\$ 6,577,349</b>	<b>\$ 7,051,510</b>	<b>\$ 7,642,583</b>	<b>\$ 8,296,295</b>
<b>RESERVE</b>	<b>18.7%</b>	<b>11.1%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>11.0%</b>
<b>EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES</b>	<b>\$ 3,291,186</b>	<b>\$ (3,225,911)</b>	<b>\$ 1,936,403</b>	<b>\$ (2,529,811)</b>	<b>\$ 474,161</b>	<b>\$ 591,073</b>	<b>\$ 653,712</b>

### MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2019-2020 REVENUE AND EXPENDITURE TRENDS



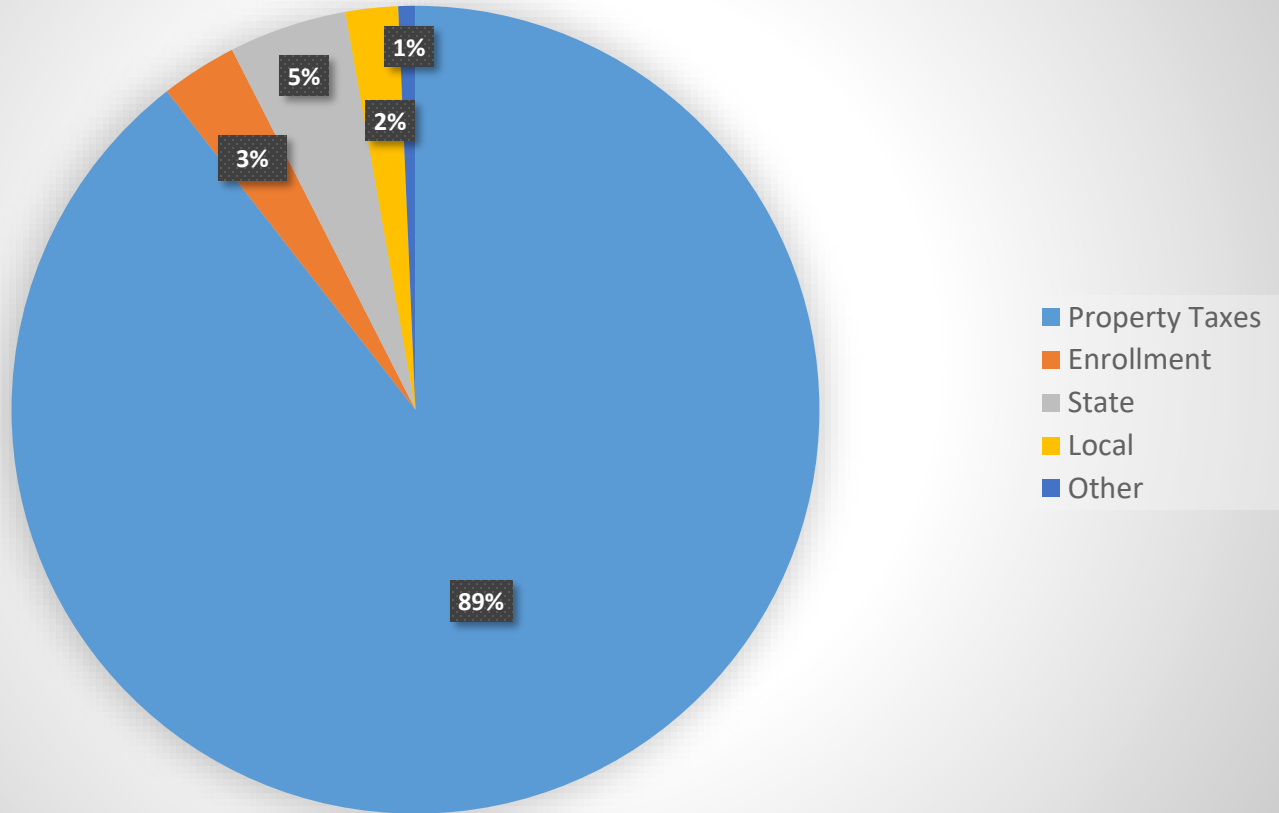
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>SOURCES OF FUNDS</b>					
<b>BEGINNING FUND BALANCE</b>	\$ 7,105,482	\$ 10,396,668	\$ 7,170,757	\$ 9,107,160	27.0%
<b>REVENUES</b>					
PROGRAM-BASED FUNDING	\$ 54,447,526	\$ 56,756,601	\$ 60,198,485	\$ 61,482,559	2.1%
FEDERAL	-	252	405	-	-100.0%
OTHER STATE	2,570,597	2,827,924	3,041,356	3,137,425	3.2%
OTHER LOCAL	1,538,238	1,215,677	1,356,183	1,394,043	2.8%
OTHER FINANCING SOURCES	479,042	629,685	882,222	453,045	-48.6%
<b>TOTAL REVENUE</b>	<b>59,035,403</b>	<b>61,430,139</b>	<b>65,478,651</b>	<b>66,467,072</b>	<b>1.5%</b>
<b>TOTAL SOURCES</b>	<b>66,140,885</b>	<b>71,826,807</b>	<b>72,649,408</b>	<b>75,574,232</b>	<b>4.0%</b>
<b>USE OF FUNDS</b>					
SALARIES	32,282,136	34,265,136	35,766,787	38,453,344	7.5%
BENEFITS	13,833,983	14,769,245	15,404,631	17,180,655	11.5%
<b>TOTAL SALARIES &amp; BENEFITS</b>	<b>46,116,119</b>	<b>49,034,381</b>	<b>51,171,418</b>	<b>55,633,999</b>	<b>8.7%</b>
FIXED EXPENSES	2,342,822	2,262,736	2,256,980	2,245,967	-0.5%
OTHER OPERATING	4,145,855	4,638,310	4,946,819	5,276,582	6.7%
CAPITAL OUTLAY	411,538	684,919	258,512	364,709	41.1%
OTHER OUTGO	2,090,951	7,463,786	4,437,783	4,975,626	12.1%
<b>TOTAL OTHER EXPENSES</b>	<b>8,991,166</b>	<b>15,049,751</b>	<b>11,900,094</b>	<b>12,862,884</b>	<b>8.1%</b>
<b>TOTAL USES</b>	<b>55,107,285</b>	<b>64,084,132</b>	<b>63,071,512</b>	<b>68,496,883</b>	<b>8.6%</b>
<b>SOURCES OVER/(UNDER) USES</b>	<b>11,033,600</b>	<b>7,742,675</b>	<b>9,577,896</b>	<b>7,077,349</b>	<b>-26.1%</b>
TRANSFER IN (OUT)	(636,932)	(571,918)	(470,736)	(500,000)	6.2%
<b>ENDING FUND BALANCE</b>	<b>\$ 10,396,668</b>	<b>\$ 7,170,757</b>	<b>\$ 9,107,160</b>	<b>\$ 6,577,349</b>	<b>-27.8%</b>
<b>RESERVE</b>	<b>18.7%</b>	<b>11.1%</b>	<b>14.3%</b>	<b>9.5%</b>	
<b>EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES</b>	<b>\$ 3,291,186</b>	<b>\$ (3,225,911)</b>	<b>\$ 1,936,403</b>	<b>\$ (2,529,811)</b>	

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020

Unrestricted Fund - Budgeted Revenues



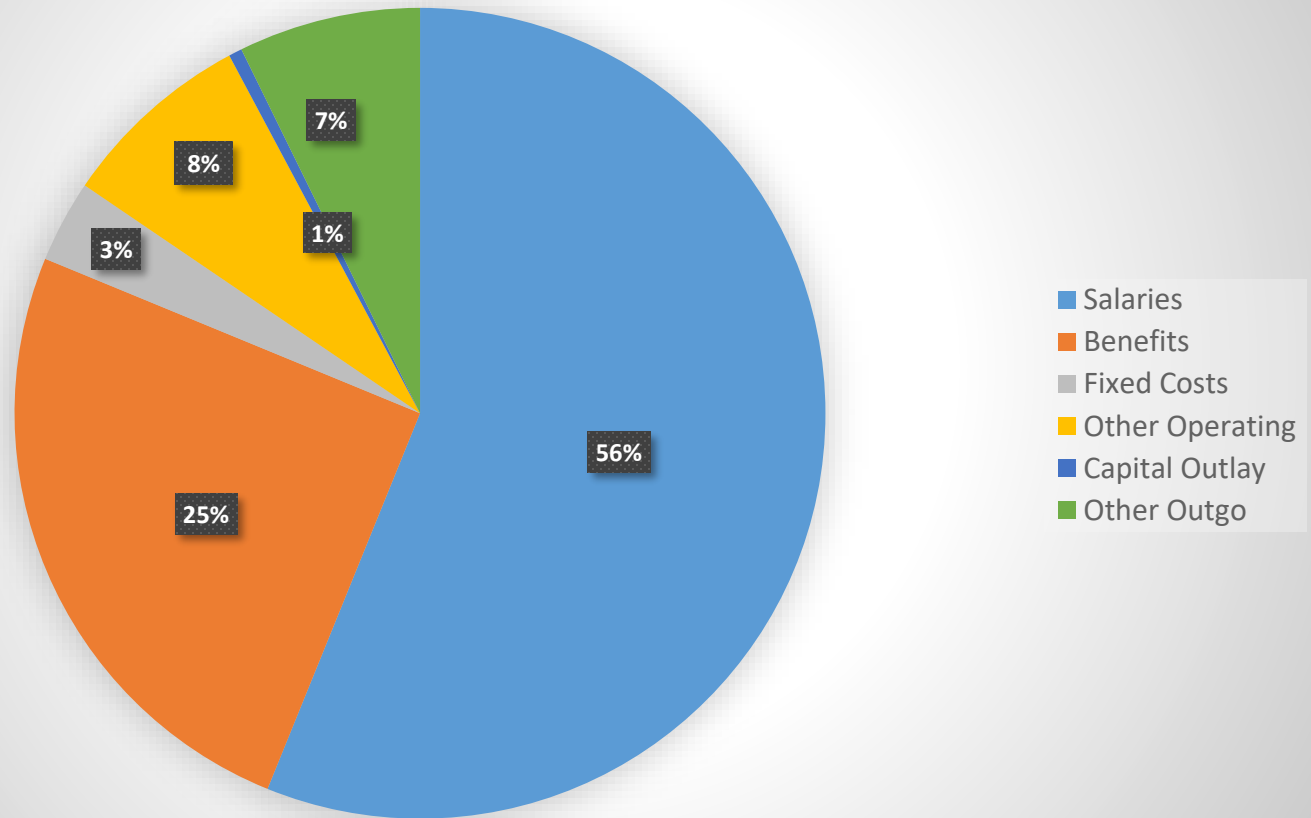
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2016-2017	2017-2018	2018-2019	2019-2020	CHANGE
<b>PROGRAM-BASED FUNDING</b>					
STATE APPORTIONMENT	\$ 440,483	\$ 264,036	\$ 220,374	\$ -	-100.0%
STATE SUBVENTIONS	259,476	261,264	258,505	251,617	-2.7%
<b>TOTAL</b>	699,959	525,300	478,879	251,617	-47.5%
<b>PROPERTY TAXES</b>					
SECURED	48,906,726	51,554,741	54,980,565	56,781,365	3.3%
SUPPLEMENTAL	1,184,805	1,238,242	1,239,551	1,200,000	-3.2%
UNSECURED	970,516	987,406	1,015,258	1,040,754	2.5%
PRIOR-YEAR	85,758	74,302	75,593	81,918	8.4%
RDA	532,059	341,340	401,802	100,000	-75.1%
<b>TOTAL TAXES</b>	51,679,864	54,196,031	57,712,769	59,204,037	2.6%
<b>ENROLLMENT FEES</b>	2,067,703	2,035,270	2,006,837	2,026,905	1.0%
<b>TOTAL PROGRAM-BASED</b>	<b>54,447,526</b>	<b>56,756,601</b>	<b>60,198,485</b>	<b>61,482,559</b>	<b>2.1%</b>
<b>FEDERAL REVENUE</b>	-	252	405	-	-100.0%
<b>STATE REVENUE</b>					
"ON-BEHALF" PAYMENTS	1,055,369	1,505,420	1,603,931	1,700,000	6.0%
OTHER STATE	1,515,228	1,322,504	1,437,425	1,437,425	0.0%
<b>TOTAL STATE</b>	<b>2,570,597</b>	<b>2,827,924</b>	<b>3,041,356</b>	<b>3,137,425</b>	<b>3.2%</b>
<b>LOCAL REVENUE</b>					
INTEREST	52,424	119,582	149,185	125,000	-16.2%
NON-RESIDENCE FEES	712,881	690,440	884,422	928,643	5.0%
OTHER STUDENT CHARGES	42,242	41,238	30,554	40,400	32.2%
NON-RESIDENCE INSURANCE	17,023	12,786	-	-	0.0%
MISCELLANEOUS	713,668	351,631	292,022	300,000	2.7%
<b>TOTAL LOCAL</b>	<b>1,538,238</b>	<b>1,215,677</b>	<b>1,356,183</b>	<b>1,394,043</b>	<b>2.8%</b>
<b>OTHER FINANCING SOURCES</b>	479,042	629,685	882,222	453,045	-48.6%
<b>TOTAL REVENUE</b>	<b>\$ 59,035,403</b>	<b>\$ 61,430,139</b>	<b>\$ 65,478,651</b>	<b>\$ 66,467,072</b>	<b>1.5%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020

Unrestricted Fund - Budgeted Expenditures



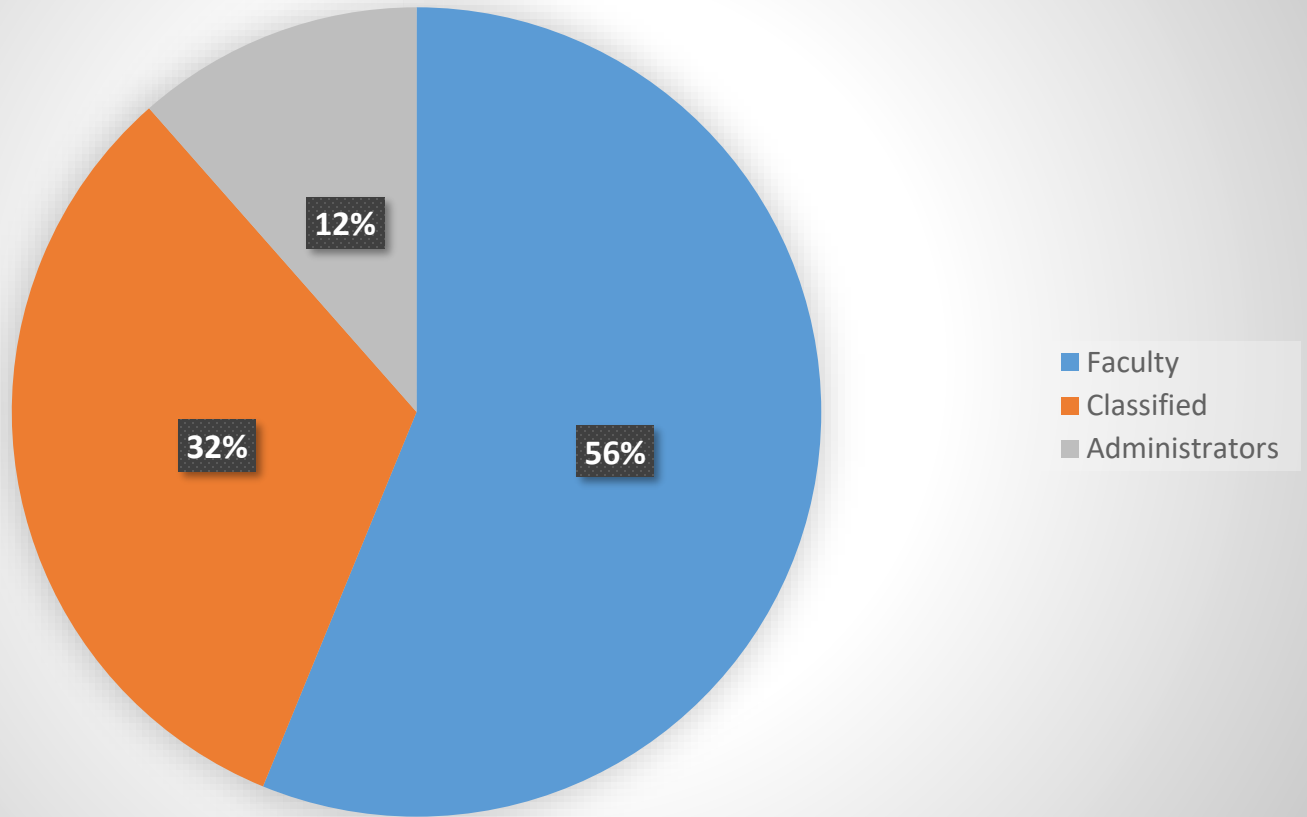
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

FISCAL YEAR	ACTUAL	ACTUAL	PROJECTED	ADOPTION	%
	<u>2016-2017</u>	<u>2017-2018</u>	<u>2018-2019</u>	<u>2019-2020</u>	<u>CHANGE</u>
<b>USE OF FUNDS</b>					
SALARIES	\$ 32,282,136	\$ 34,265,136	\$ 35,766,787	\$ 38,453,344	7.5%
BENEFITS	13,833,983	14,769,245	15,404,631	17,180,655	11.5%
<b>TOTAL SALARIES &amp; BENEFITS</b>	<b>46,116,119</b>	<b>49,034,381</b>	<b>51,171,418</b>	<b>55,633,999</b>	<b>8.7%</b>
FIXED EXPENSES	2,342,822	2,262,736	2,256,980	2,245,967	-0.5%
OTHER OPERATING	4,145,855	4,638,310	4,946,819	5,276,582	6.7%
CAPITAL OUTLAY	411,538	684,919	258,512	364,709	41.1%
OTHER OUTGO	2,090,951	7,463,786	4,437,783	4,975,626	12.1%
<b>TOTAL OTHER EXPENSES</b>	<b>8,991,166</b>	<b>15,049,751</b>	<b>11,900,094</b>	<b>12,862,884</b>	<b>8.1%</b>
<b>TOTAL USES</b>	<b>\$ 55,107,285</b>	<b>\$ 64,084,132</b>	<b>\$ 63,071,512</b>	<b>\$ 68,496,883</b>	<b>8.6%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020

Unrestricted Fund - Budgeted Salaries





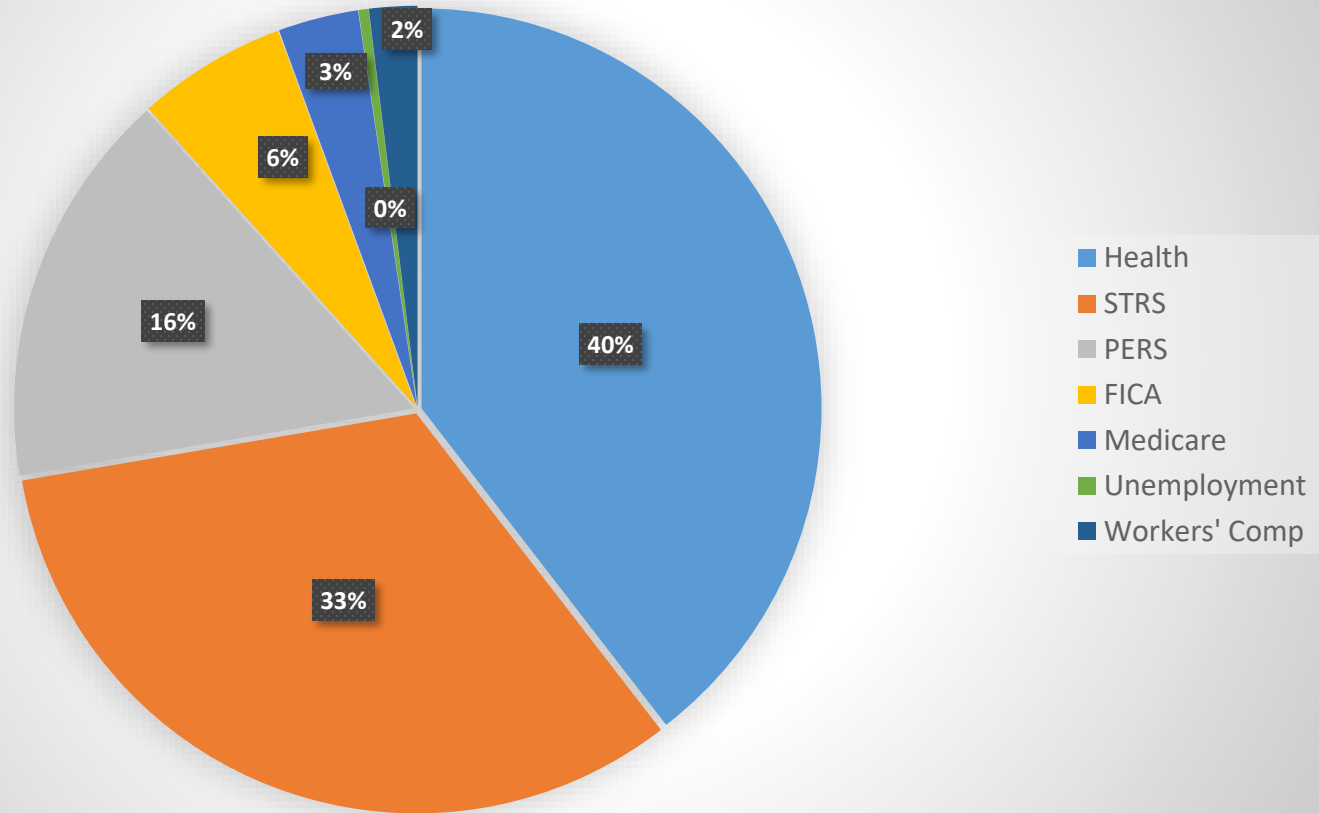
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

<b>FISCAL YEAR</b>			<b>PROJECTED</b>	<b>ADOPTION</b>	
	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>%</b>
	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>CHANGE</b>
<b>SALARIES</b>					
<b>FACULTY</b>					
INSTRUCTORS-REGULAR	\$ 9,217,848	\$ 9,934,481	\$ 10,039,938	\$ 10,492,742	4.5%
INSTRUCTORS-HOURLY	7,435,824	7,888,779	8,390,148	8,795,083	4.8%
NON-INSTRUCTORS-REGULAR	1,498,015	1,454,897	1,426,683	1,571,690	10.2%
NON-INSTRUCTORS-HOURLY	885,457	823,364	795,183	748,948	-5.8%
<b>FACULTY</b>	<b>19,037,144</b>	<b>20,101,521</b>	<b>20,651,952</b>	<b>21,608,463</b>	<b>4.6%</b>
<b>CLASSIFIED</b>					
STAFF - REGULAR	7,889,314	8,816,345	9,447,824	10,492,742	11.1%
INSTRUCTIONAL - REGULAR	1,023,580	952,605	921,909	1,249,426	35.5%
HOURLY INST./NON INST.	742,259	593,011	600,584	576,504	-4.0%
OVERTIME	116,108	111,789	114,041	107,500	-5.7%
<b>CLASSIFIED</b>	<b>9,771,261</b>	<b>10,473,750</b>	<b>11,084,358</b>	<b>12,426,172</b>	<b>12.1%</b>
<b>ADMINISTRATORS</b>					
ACADEMIC	1,782,041	1,959,273	1,995,475	2,184,766	9.5%
CLASSIFIED	1,691,690	1,730,592	2,035,002	2,233,943	9.8%
<b>ADMINISTRATORS</b>	<b>3,473,731</b>	<b>3,689,865</b>	<b>4,030,477</b>	<b>4,418,709</b>	<b>9.6%</b>
<b>TOTAL SALARIES</b>	<b>\$ 32,282,136</b>	<b>\$ 34,265,136</b>	<b>\$ 35,766,787</b>	<b>\$ 38,453,344</b>	<b>7.5%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020

### Unrestricted Fund - Budgeted Benefits



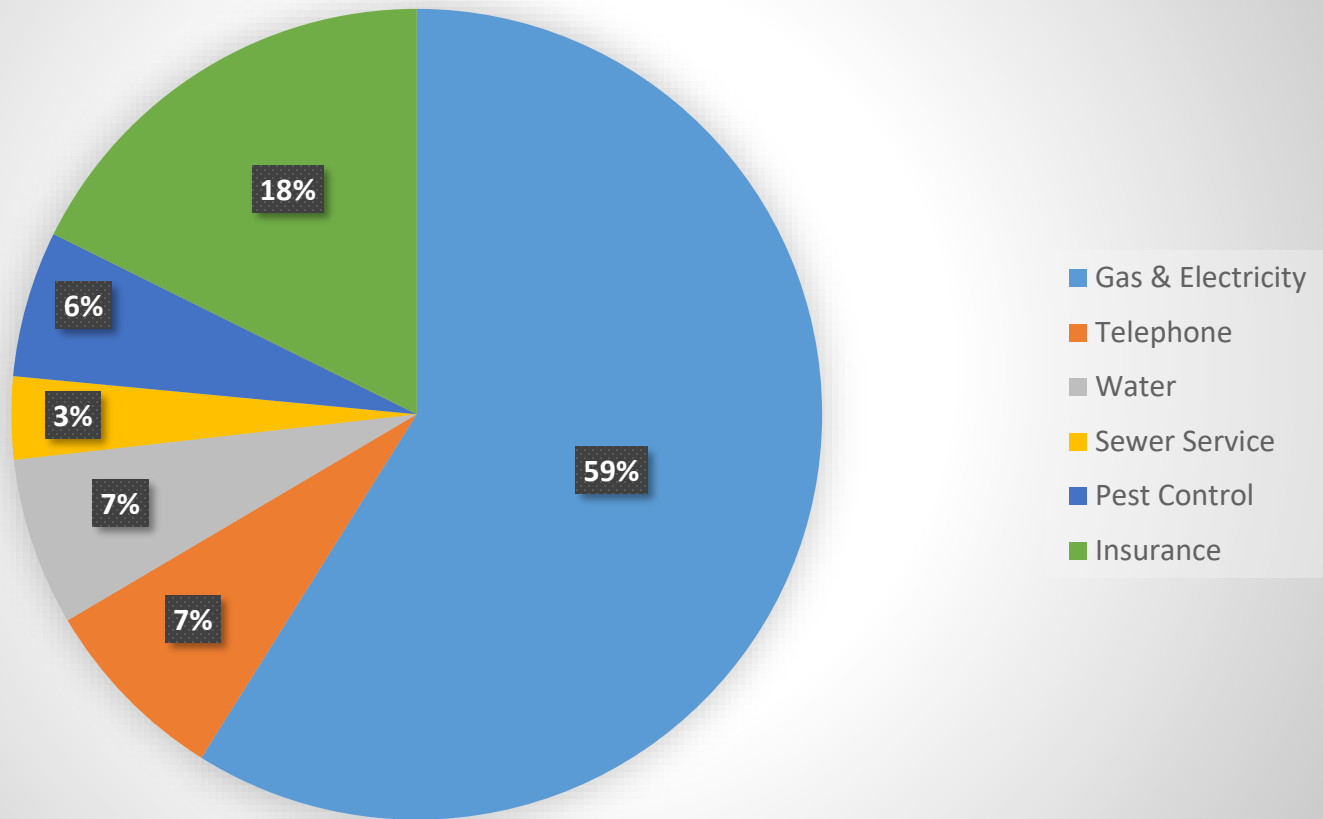
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

<b>FISCAL YEAR</b>	<b>ACTUAL 2016-2017</b>	<b>ACTUAL 2017-2018</b>	<b>PROJECTED ACTUAL 2018-2019</b>	<b>ADOPTION BUDGET 2019-2020</b>	<b>% CHANGE</b>
<b>PUBLIC RETIREMENT</b>					
STRS	\$ 3,361,313	\$ 4,258,186	\$ 4,570,595	\$ 5,633,039	23.2%
PERS	2,097,564	2,230,642	2,471,970	2,756,229	11.5%
FICA	802,927	866,995	950,922	1,039,107	9.3%
MEDICARE	456,455	487,512	505,325	557,575	10.3%
UNEMPLOYMENT	58,360	57,543	49,310	69,226	40.4%
WORKERS COMP. INS.	326,298	307,749	302,175	334,544	10.7%
SERP - FACULTY	306,829	73,210	73,210	-	-100.0%
SERP - CLASSIFIED	330,850	220,448	154,146	-	-100.0%
SERP - ADMINISTRATORS	95,823	65,435	39,075	-	-100.0%
<b>TOTAL</b>	<b>7,836,419</b>	<b>8,567,720</b>	<b>9,116,728</b>	<b>10,389,720</b>	<b>14.0%</b>
 <b>HEALTH PROTECTION</b>	 <b>5,997,564</b>	 <b>6,201,525</b>	 <b>6,287,903</b>	 <b>6,790,935</b>	 <b>8.0%</b>
 <b>TOTAL BENEFITS</b>	 <b>\$ 13,833,983</b>	 <b>\$ 14,769,245</b>	 <b>\$ 15,404,631</b>	 <b>\$ 17,180,655</b>	 <b>11.5%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020

### Unrestricted Fund - Budgeted Fixed Expenses



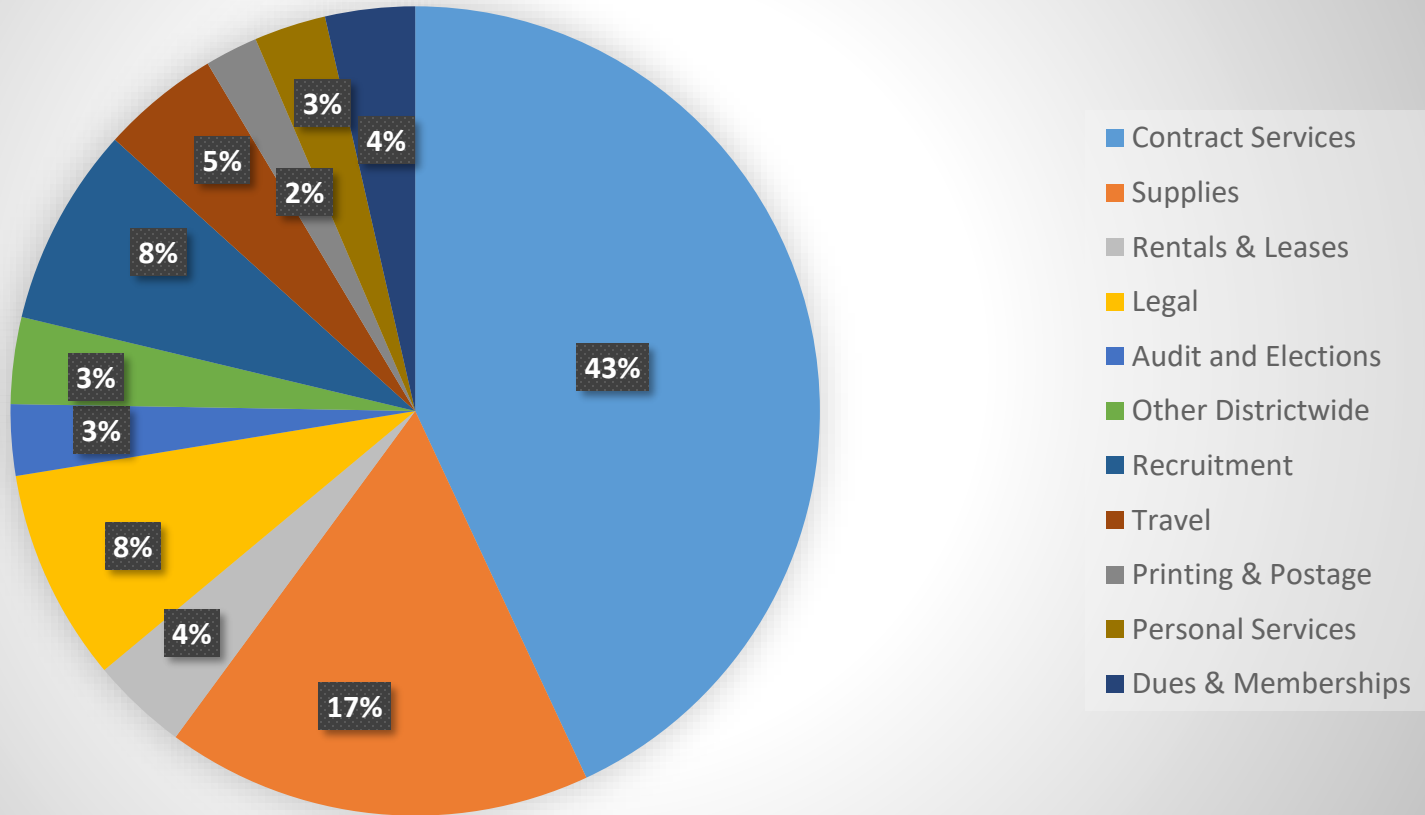
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

<b>FISCAL YEAR</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>PROJECTED</b>	<b>ADOPTION</b>	<b>%</b>
	<b>2016-2017</b>	<b>2017-2018</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>CHANGE</b>
			<b>2018-2019</b>	<b>2019-2020</b>	
<b>FIXED EXPENSES</b>					
<b>UTILITIES</b>					
SEWER SERVICE	\$ 62,243	\$ 69,623	\$ 170,604	\$ 74,134	-56.5%
TELEPHONE	124,558	151,128	162,567	170,695	5.0%
WATER	204,597	113,615	136,602	150,262	10.0%
GAS & ELECTRICITY	1,442,402	1,426,254	1,284,573	1,323,110	3.0%
PEST CONTROL	98,099	101,073	124,698	130,933	5.0%
	<u>1,931,899</u>	<u>1,861,693</u>	<u>1,879,044</u>	<u>1,849,134</u>	<u>-1.6%</u>
<b>INSURANCE</b>	<u>410,923</u>	<u>401,043</u>	<u>377,936</u>	<u>396,833</u>	<u>5.0%</u>
<b>TOTAL</b>	<u><b>\$ 2,342,822</b></u>	<u><b>\$ 2,262,736</b></u>	<u><b>\$ 2,256,980</b></u>	<u><b>\$ 2,245,967</b></u>	<u><b>-0.5%</b></u>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020

### Unrestricted Fund - Budgeted Operating Expenses



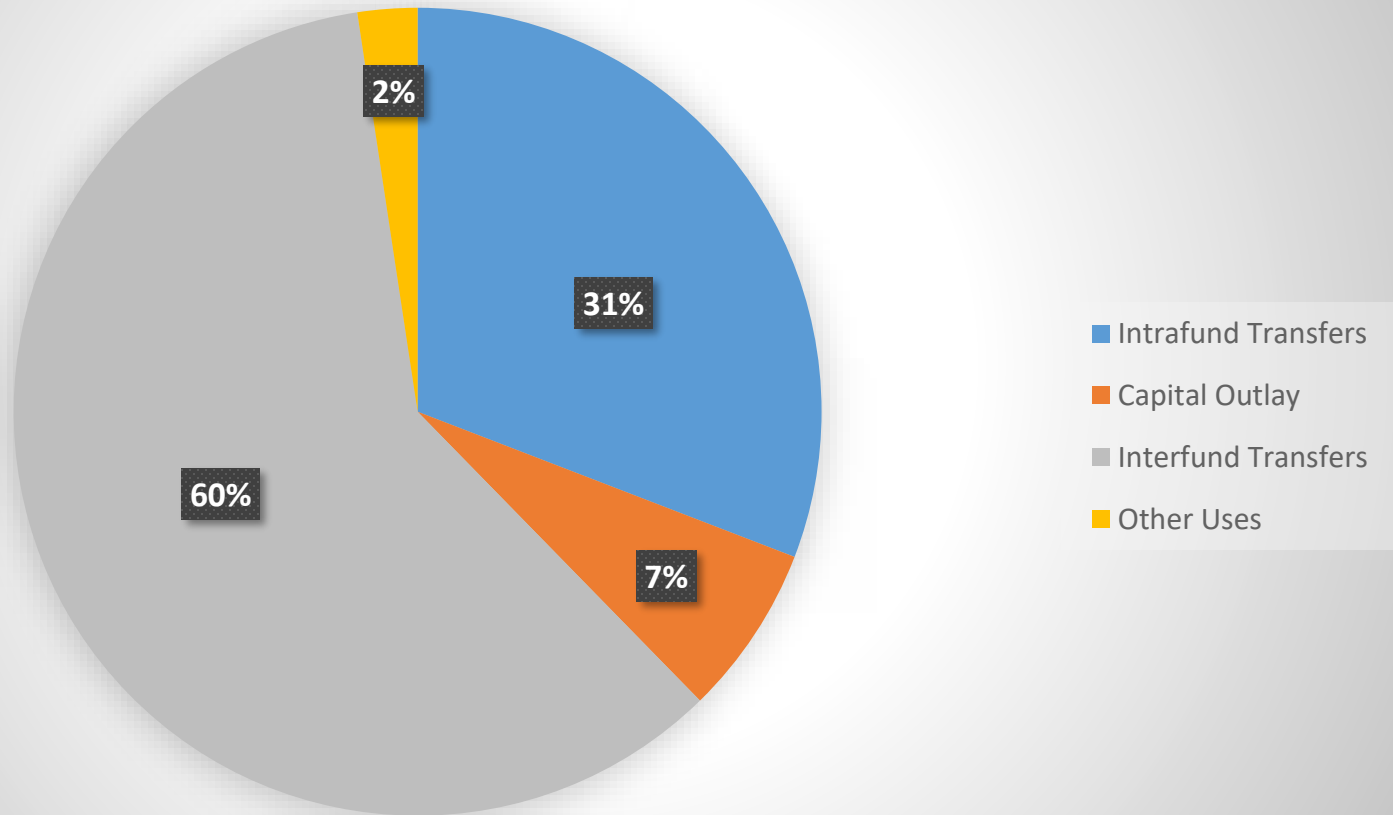
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

<b>FISCAL YEAR</b>			<b>PROJECTED</b>	<b>ADOPTION</b>	
	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>%</b>
	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>CHANGE</b>
<b>OTHER OPERATING EXPENSES</b>					
SUPPLIES & MATERIALS	\$ 748,284	\$ 558,096	\$ 734,606	\$ 899,039	22.4%
PERSONAL SVCE, LECTURE	135,104	153,572	153,584	151,578	-1.3%
TRAVEL & CONFERENCE	182,684	197,484	190,878	249,883	30.9%
DUES & MEMBERSHIP	131,120	138,100	122,699	188,986	54.0%
LEGAL	719,656	623,335	206,440	447,819	116.9%
AUDITS & ELECTION	(232,793)	102,032	133,490	150,000	12.4%
CONTRACTED SERVICES	1,741,456	2,064,893	2,182,468	2,271,473	4.1%
POSTAGE	45,172	49,250	56,439	54,182	-4.0%
PRINTING & PUBLICATION	66,316	58,185	59,955	57,474	-4.1%
RENTAL & LEASES	345,147	228,447	153,279	203,492	32.8%
RECRUITMENT	186,569	171,041	309,837	420,000	35.6%
OTHER DISTRICT-WIDE EXP.	72,874	288,141	637,054	177,761	-72.1%
MISCELLANEOUS	4,266	5,734	6,090	4,895	-19.6%
<b>TOTAL</b>	<b>\$ 4,145,855</b>	<b>\$ 4,638,310</b>	<b>\$ 4,946,819</b>	<b>\$ 5,276,582</b>	<b>6.7%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020

Unrestricted Fund - Budgeted Capital and Other Outgo





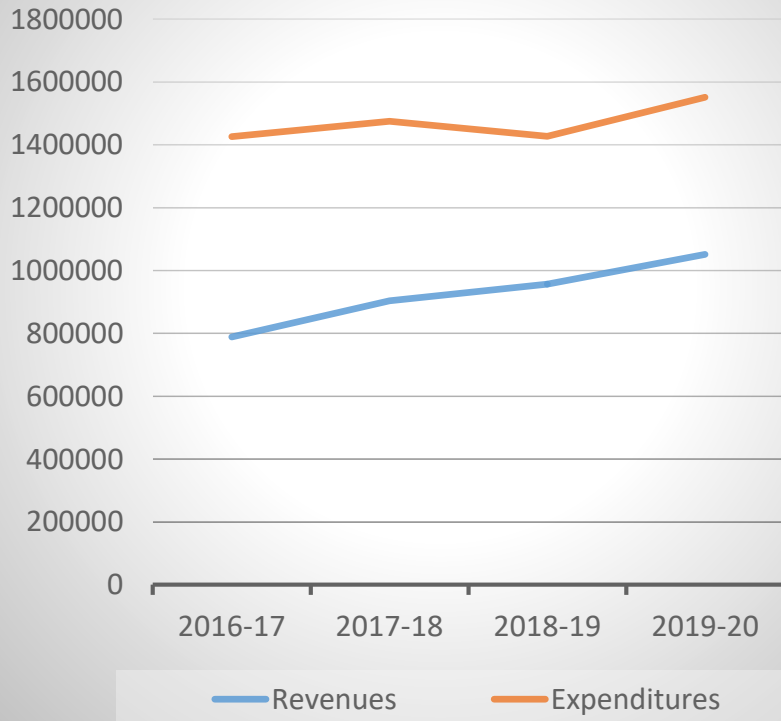
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

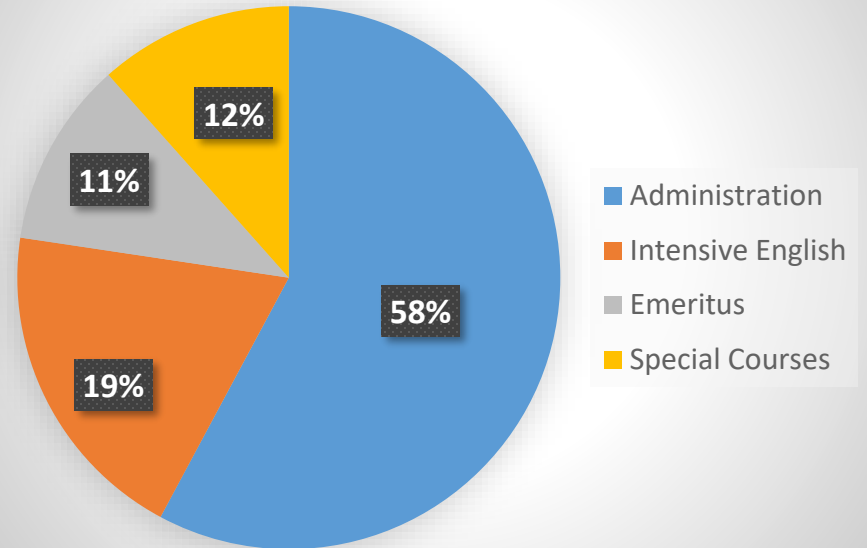
FISCAL YEAR	ACTUAL		PROJECTED	ADOPTION	%
	2016-2017	2017-2018	2018-2019	BUDGET	CHANGE
<b>CAPITAL OUTLAY</b>					
LIBRARY BOOKS/PERIODICALS	\$ 72,191	\$ 69,006	\$ 73,303	\$ 79,877	9.0%
EQUIPMENT NEW & LEASED	339,347	615,913	185,209	284,832	53.8%
<b>TOTAL</b>	<b>\$ 411,538</b>	<b>\$ 684,919</b>	<b>258,512</b>	<b>364,709</b>	<b>41.1%</b>
<b>OTHER OUTGO</b>					
INTERFUND TRANSFERS:					
MAINTENANCE MANAGEMENT FUND	\$ 337,524	\$ 171,151	\$ 1,000,000	-	-100.0%
INSTRUCT. & ADMIN. SUPPORT FOR LAB SCHOOL	192,310	213,504	216,880	\$ 215,723	-0.5%
CHILD DEVELOPMENT FUND	60,771	193,394	79,987	125,229	56.6%
IVC ORGANIC FARM FUND	-	71,006	209,486	223,599	6.7%
HAMILTON REDEV. BOND REDEMPTION	420,459	165,996	125,294	135,894	8.5%
STUDENT FINANCIAL AID TRUST FUND	-	44,724	-	-	0.0%
LEASE REVENUE BOND INTEREST & REDEMPTION	-	545,000	550,000	550,000	0.0%
CERTIFICATES OF PARTICIPATION DEBT SERVICE	-	-	200,000	200,000	0.0%
PARS CONTRIBUTIONS	-	4,200,000	600,000	1,750,000	191.7%
<b>TOTAL INTERFUND TRANSFERS:</b>	<b>\$ 1,011,064</b>	<b>\$ 5,604,775</b>	<b>\$ 2,981,647</b>	<b>\$ 3,200,445</b>	<b>7.3%</b>
INTRAFUND TRANSFERS:					
ADVANCEMENT	\$ 319,591	\$ 346,584	\$ 272,254	\$ 287,238	5.5%
SAS	94,425	531,086	435,445	502,524	15.4%
PUENTE	68,536	82,180	108,555	117,679	8.4%
BFAP/FA	86,861	96,696	135,411	172,813	27.6%
NAPA VALLEY GREEN GRANTS	134,403	-	-	-	0.0%
STUDENT EQUITY & ACHIEVEMENT (SEA)	-	203,296	574	201,920	35077.7%
EOPS/CARE/CALWORKS/TANF	-	4,771	23,209	55,607	139.6%
HEALTH CENTER	-	-	-	-	0.0%
PARKING	226,925	307,528	302,619	307,589	1.6%
BRANSON	-	66,630	-	-	0.0%
MISCELLANEOUS	9,578	30,992	5,182	2,237	-56.8%
<b>TOTAL INTRAFUND TRANSFERS:</b>	<b>\$ 940,319</b>	<b>\$ 1,669,763</b>	<b>\$ 1,283,249</b>	<b>\$ 1,647,607</b>	<b>28.4%</b>
OTHER USES:					
DEBT RETIREMENT	\$ 139,568	\$ 189,248	\$ 172,887	\$ 127,574	-26.2%
STUDENT FINANCIAL AID	-	-	-	-	0.0%
CERBT (OPEB) CONTRIBUTIONS	-	-	-	-	0.0%
<b>TOTAL OTHER USES</b>	<b>\$ 139,568</b>	<b>\$ 189,248</b>	<b>\$ 172,887</b>	<b>\$ 127,574</b>	<b>-26.2%</b>
<b>TOTAL OTHER OUTGO</b>	<b>\$ 2,090,951</b>	<b>\$ 7,463,786</b>	<b>\$ 4,437,783</b>	<b>\$ 4,975,626</b>	<b>12.1%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020  
COMMUNITY SERVICES

### Revenue and Expenditures Trends



### CES Budgeted Expenditures



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

<b>FISCAL YEAR</b>	<b>ACTUAL 2016-2017</b>	<b>ACTUAL 2017-2018</b>	<b>PROJECTED ACTUAL 2018-2019</b>	<b>ADOPTION BUDGET 2019-2020</b>	<b>% CHANGE</b>
<b>REVENUE</b>	\$ 760,711	\$ 841,292	\$ 894,702	\$ 1,001,274	11.9%
Interfund Transfer-In - Haddie Fund	28,427	62,303	\$ 62,138	50,000	-19.5%
<b>Total Revenue</b>	<b>\$ 789,138</b>	<b>\$ 903,595</b>	<b>\$ 956,840</b>	<b>1,051,274</b>	<b>9.9%</b>
<b>EXPENDITURES BY PROGRAM</b>					
PROGRAM ADMINISTRATION	\$ 870,171	\$ 897,384	\$ 851,441	\$ 897,153	5.4%
FACILITIES USE	998	2,579	678	-	-100.0%
INTENSIVE ENGLISH	229,553	235,421	259,942	302,954	16.5%
EMERITUS	162,830	179,253	155,581	171,721	10.4%
SHORT COURSES/WORKSHOPS	161,318	160,876	159,934	179,446	12.2%
MICROCOMPUTER CENTER	1,200	-	-	-	0.0%
<b>Total Expenditures</b>	<b>\$ 1,426,070</b>	<b>\$ 1,475,513</b>	<b>\$ 1,427,576</b>	<b>\$ 1,551,274</b>	<b>8.7%</b>
<b>TRANSFER IN FROM UNRESTRICTED FUND</b>	<b>\$ (636,932)</b>	<b>\$ (571,918)</b>	<b>\$ (470,736)</b>	<b>\$ (500,000)</b>	<b>6.2%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

<b>FISCAL YEAR</b>	<b>ACTUAL 2016-2017</b>	<b>ACTUAL 2017-2018</b>	<b>PROJECTED ACTUAL 2018-2019</b>	<b>ADOPTION BUDGET 2019-2020</b>	<b>% CHANGE</b>
<b>FEDERAL SOURCES</b>					
Child Development Training Consortium	\$ 4,587	\$ 6,513	\$ 7,688	\$ 10,200	32.7%
College Work Study Program	155,647	175,028	189,242	184,193	-2.7%
ECE Mentor Program	1,600	4,784	4,200	3,200	-23.8%
Foster Care Education Program (42% Federal)	30,407	34,730	30,058	30,191	0.4%
Office of Emergency Services – Preparedness Plan Carry Fwd	-	-	-	1,439	0.0%
PELL (Grants & Admin) & Direct Loan Programs	3,106,299	4,970	4,405	6,328	43.7%
Supplemental Education Opportunity Grants	199,639	-	-	-	0.0%
Transitional Assistance to Needy Families (48% Federal)	15,742	15,740	14,847	14,953	0.7%
VTEA - Tech. Prep.	43,748	41,592	41,377	46,195	11.6%
Vocational & Applied Tech. Education	111,669	99,671	92,542	87,072	-5.9%
<b>TOTAL FEDERAL - GENERAL FUND</b>	<b>\$ 3,669,338</b>	<b>\$ 383,028</b>	<b>\$ 384,359</b>	<b>\$ 383,771</b>	<b>-0.2%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

FISCAL YEAR	ACTUAL	ACTUAL	PROJECTED	ADOPTION	%
	2016-2017	2017-2018	2018-2019	BUDGET	CHANGE
<b>STATE SOURCES</b>					
AB 19 CA College Promise	\$ -	\$ -	\$ 25,859	\$ 373,743	1345.3%
AB 19 CA College Promise, Carry Forward	-	-	-	138,190	0.0%
AB 86 Adult Education Planning/Adult Ed Block Grant (AEBG)	118,952	95,327	11,427	-	-100.0%
Adult Ed Block Grant (AEBG) Carry Forward	95,278	95,214	301,237	232,440	-22.8%
Adult Ed Block Grant - Pass Through	1,149,082	1,149,081	-	-	0.0%
Basic Skills	12,998	33,063	-	-	0.0%
Basic Skills Carry Forward	52,021	77,002	105,022	-	-100.0%
Basic Skills Transformation Grant	282,525	458,258	560,718	-	-100.0%
Board Financial Assistance Program Admin. Allowance/R2T4	183,158	174,520	173,972	159,318	-8.4%
CA Ed Learning Lab Grant - Improving Online CTE Pathways	-	-	8,159	200,000	2351.3%
CAL Grants	244,269	-	-	-	0.0%
CALWORKS	147,827	150,205	149,926	145,364	-3.0%
CA Planning & Research (OPR18121) Developing STEM Thinker	-	-	-	411,811	0.0%
Certified Nurse Asst (CNA) Program	-	-	-	57,500	0.0%
Cooperative Agencies Resources for Education	60,391	62,924	70,573	79,199	12.2%
Cooperative Agencies Resources for Education Carry Fwd	143	-	-	46	0.0%
Data & Accountability Grant	48,057	54,920	20,734	-	-100.0%
Disabled Student Programs & Services (Student Accessibility & S	841,477	730,786	779,951	740,953	-5.0%
Enrollment Fee Waiver - 2% Administrative	48,375	34,284	33,897	32,202	-5.0%
Extended Opportunity Programs & Services	568,777	548,779	541,683	514,045	-5.1%
Extended Opportunity Programs & Services-Carry Forward	-	-	-	1,263	0.0%
Faculty and Staff Development-Carry Forward	-	-	-	11,325	0.0%
Faculty and Staff Diversity-Carry Forward	391	-	25,473	24,527	-3.7%
Financial Aid Technology & Carry Forward	-	-	-	162,148	0.0%
Foster Care Education Program (58% State)	40,267	36,731	41,509	41,692	0.4%
Full Time Student Success Grant (FTSSG)	48,881	-	-	-	0.0%
Full Time Student Success Grant (FTSSG)-Carry Fwd	14,818	-	-	-	0.0%
Guided Pathways	-	-	58,776	126,241	114.8%
Guided Pathways Carry Forward	-	-	-	218,955	0.0%
Hazardous Substances Carry Forward	-	-	-	4,880	0.0%
SUB-TOTAL	\$ 3,957,687	\$ 3,701,094	\$ 2,908,916	\$ 3,675,842	<b>26.4%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

	<b>ACTUAL 2016-2017</b>	<b>ACTUAL 2017-2018</b>	<b>PROJECTED ACTUAL 2018-2019</b>	<b>ADOPTION BUDGET 2019-2020</b>	<b>% CHANGE</b>
<b>STATE SOURCES CONTINUED</b>					
SUB-TOTAL (PREVIOUS PAGE)	\$ 3,957,687	\$ 3,701,094	\$ 2,908,916	\$ 3,675,842	26.4%
Hunger Free Campus	-	2,256	5,519	33,760	511.7%
Mental Health Support	-	-	3,178	29,936	842.0%
North Bay - Trades Internship Programs	-	-	181,774	210,098	15.6%
Nursing/Economic Development & Carry Forward	119,800	119,800	109,278	119,458	9.3%
Other State Grants	27,344	62,945	166,685	7,350	-95.6%
Other State Grants Carry Forward	-	-	-	68,772	0.0%
Peace Officers Training	1,288	296	1,029	1,173	14.0%
Physical Plant and Instructional Support	333,788	256,605	381,359	40,725	-89.3%
Physical Plant and Instructional Support Carry Forward	-	-	-	13,364	0.0%
Prop. 20 – Lottery – Instructional Supplies	65,646	117,280	60,817	177,020	191.1%
Prop. 20 – Lottery – Instructional Supplies Carry Forward	-	-	-	1,117,562	0.0%
Scheduled Maintenance Carry-Forward	-	-	-	150,871	0.0%
Strong Workforce (Local) - 19/20	-	-	-	667,456	0.0%
Strong Workforce (Local) - Prior Years/Carry Forward	92,921	624,190	371,242	791,103	113.1%
Strong Workforce (Regional) - 19/20	-	-	-	362,916	0.0%
Strong Workforce (Regional) - Prior Years/Carry Forward	-	189,725	435,686	430,294	-1.2%
Student Equity	270,147	359,705	-	-	0.0%
Student Equity Carry Forward	373,396	114,787	17,530	-	-100.0%
Student Equity and Achievement (SEA) Pogram	-	-	1,464,636	1,594,636	8.9%
Student Success & Support Program (Credit)	882,798	940,787	-	-	0.0%
Student Success & Support Program (Credit) Carry Fwd	248,054	107,504	-	-	0.0%
Student Success & Support Program (Non-Credit)	41,953	62,222	-	-	0.0%
Student Success & Support Program (Non-Credit) Carry Fwd	49,024	77,796	76,307	-	-100.0%
Transitional Assistance to Needy Families (52% State)	15,741	15,741	16,396	15,576	-5.0%
UMOJA, Current and Carry Forward	-	-	8,257	12,093	46.5%
Unlock the Data, Current and Carry Forward	-	23,586	26,414	-	-100.0%
Veterans Resource Center & Carry Forward	-	2,917	1,176	21,135	1697.2%
<b>TOTAL STATE</b>	<b>\$ 6,479,587</b>	<b>\$ 6,779,236</b>	<b>\$ 6,236,199</b>	<b>\$ 9,541,140</b>	<b>53.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>LOCAL SOURCES</b>					
Advancement	\$ 232,298	\$ 201,144	\$ 291,776	550,000	88.5%
Advancement Carry Forward	-	-	-	737,779	0.0%
Annual Fund Drive	115,830	133,325	72,624	150,000	106.5%
Annual Fund Drive Carry Forward	-	-	-	228,654	0.0%
Branson	114,968	48,800	-	-	0.0%
Cabrillo-60% CTE Enhanced & 40% System Building	-	-	-	-	0.0%
Cabrillo-60% CTE Enhanced & 40% System Building Carry Fwd	102,395	1,450	-	-	0.0%
Cafeteria	-	-	-	38,024	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	750	2,261	-	3,197	0.0%
Health Services - Restricted	229,031	256,659	225,299	234,177	3.9%
Health Services, Restricted & Carry Forward	-	-	-	17,480	0.0%
Maintenance Management & Carry Forward	-	-	-	367,441	0.0%
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	55,090	90,730	355,127	364,000	2.5%
MCCD Facility Rentals Carry Forward	-	-	-	532,680	0.0%
Marin County – Crisis Intervention Carry Forward	-	44	-	-	0.0%
Napa Valley - 40% CTE Food Systems	42,989	11	-	-	0.0%
Nor Cal Career Pathways Alliance	81,011	-	-	-	0.0%
Nor Cal Career Pathways Alliance Carry Forward	111,148	86,452	8,859	-	-100.0%
SUB-TOTAL	<u>\$ 1,085,510</u>	<u>\$ 847,162</u>	<u>\$ 953,685</u>	<u>\$ 3,233,054</u>	<u>239.0%</u>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>LOCAL SOURCES CONTINUED</b>					
SUB-TOTAL (PREVIOUS PAGE)	\$ 1,085,510	\$ 847,162	\$ 953,685	\$ 3,233,054	239.0%
Outside Scholarships	71,249	48,054	73,897	90,000	21.8%
Parking	518,554	504,785	597,783	586,178	-1.9%
President's Circle	-	2,520	897	23,343	2502.3%
Risk Margin (RM)/ RM Carry Forward	-	277,495	-	28,941	0.0%
San Mateo CC - CALSTEP	36,356	37,180	-	-	0.0%
San Rafael Redevelopment Carry Fwd	-	-	-	530,521	0.0%
Santa Rosa Multimedia Collaborative	-	3,853	-	-	0.0%
Student Technology	150,976	25,669	21,589	108,000	400.3%
Student Technology Carry Forward	-	-	-	320,579	0.0%
UC Berkeley - Puente Fund	4,500	1,500	1,500	1,500	0.0%
Youth & Entrepreneurship Program (YEP) - Cabrillo	8,690	1,893	-	-	0.0%
<b>TOTAL LOCAL</b>	<b>\$ 1,875,835</b>	<b>\$ 1,750,111</b>	<b>\$ 1,649,351</b>	<b>\$ 4,922,116</b>	<b>198.4%</b>
<b>OTHER FINANCING SOURCES/OUTGO</b>					
Inter/Intrafund Transfers In/(Out)	940,319	1,669,763	1,283,249	1,647,607	28.4%
Contingency for Additional Grants	-	-	-	1,500,000	0.0%
<b>TOTAL RESTRICTED PROGRAMS</b>	<b>\$ 12,965,079</b>	<b>\$ 10,582,138</b>	<b>\$ 9,553,158</b>	<b>\$ 17,994,634</b>	<b>88.4%</b>



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2019-20 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. **Workforce Housing Operations Fund**
7. **Capital Outlay Fund**
8. **Lease Revenue Bond (LRBs) Projects Fund**
9. **Certificates of Participation (COPs) Projects Fund**
10. **Measure C Building Fund**
11. **Measure B Building Fund, Series A**
12. **Measure B Fund, Series A-1**
13. **Measure B Building Fund, Series B**
14. **Measure B Fund, Series B-1**
15. **Hamilton Redevelopment Bond Interest and Redemption Fund**
16. **Lease Revenue Bond (LRBs) Interest and Redemption Fund**
17. **Certificates of Participation (COPs) Debt Service Fund**
18. **Measure C Bond Interest and Redemption Fund**
19. **Measure B Bond Interest and Redemption Fund**
20. **Self-Insurance Fund**
21. **PARS-CCLC Pension Rate Stabilization Trust Fund**
22. **Other Post-Employment Benefits (OPEB) Trust Fund - CERBT**
23. **Other Agency Fund**
24. **Associated Student Organizations**

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 \$61,212 and \$63,364 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 \$270,000 to continue support of the general scholarship fund and free or nominal fee courses for Emeritus students.

Last fiscal year, the College was named the residuary beneficiary of the Robert L. Bilger and Patricia A. Bilger Family Trust receiving \$20,462 over the last two years. This gift is to be held as a permanent endowment with only the income from this gift being paid out for scholarships.

This year, the College received two donations for the establishment of endowed scholarships; One \$30,000 donation to establish the Pamela Cook and Paul Gietzel Charity Fund scholarship 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. These gifts are to be held as permanent endowments with only the income from these gifts being paid out for scholarships.

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, 2019 is projected at \$532,944.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**B. NARRATIVE TEXT AND FINANCIAL STATEMENTS**

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

<b>FISCAL YEAR</b>	<b>ACTUAL 2016-2017</b>	<b>ACTUAL 2017-2018</b>	<b>PROJECTED ACTUAL 2018-2019</b>	<b>ADOPTION BUDGET 2019-2020</b>	<b>% CHANGE</b>
<b>REVENUE</b>					
Interest Income	\$ 2,629	\$ 3,939	\$ 7,388	\$ 15,000	103.0%
Additional Scholarship Income	281,938	216,594	317,945	613,000	92.8%
<b>Total Revenue</b>	<b>284,567</b>	<b>220,533</b>	<b>325,333</b>	<b>628,000</b>	<b>93.0%</b>
<b>EXPENDITURES</b>					
Scholarships/Support	145,227	192,064	222,729	203,949	-8.4%
Contingency	-	-	-	100,000	n/a
<b>Total Expenditures</b>	<b>145,227</b>	<b>192,064</b>	<b>222,729</b>	<b>303,949</b>	<b>36.5%</b>
Excess of Revenue Over Expenditures	139,340	28,469	102,604	324,051	215.8%
Beginning Fund Balance	262,531	401,871	430,340	532,944	23.8%
<b>ENDING FUND BALANCE</b>	<b>\$ 401,871</b>	<b>\$ 430,340</b>	<b>\$ 532,944</b>	<b>\$ 856,995</b>	<b>60.8%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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, 2019 is projected to have a \$0 fund balance.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Interest Income	\$ -	\$ -	\$ 50	\$ 50	0.0%
Federal Student Financial Aid	-	3,600,182	3,444,790	3,565,000	3.5%
State Student Financial Aid	-	383,827	451,046	440,000	-2.4%
Interfund Transfer	-	44,724	-	-	0.0%
<b>Total Revenue</b>	<b>-</b>	<b>4,028,733</b>	<b>3,895,886</b>	<b>4,005,050</b>	<b>2.8%</b>
<b>EXPENDITURES</b>					
CA Student Aid Commission/DOE Repayments	-	44,724	-	-	0.0%
Student Financial Aid	-	3,984,009	3,895,836	4,005,000	2.8%
Supplies	-	-	50	50	0.0%
<b>Total Expenditures</b>	<b>-</b>	<b>4,028,733</b>	<b>3,895,886</b>	<b>4,005,050</b>	<b>2.8%</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 2019-2020**

**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 \$67,397 and \$69,796 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, 2019 is projected at \$1,159,516.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2016-2017	2017-2018	2018-2019	2019-2020	CHANGE
<b>REVENUE</b>					
Interest Income	\$ 4,386	\$ 9,889	\$ 19,609	\$ 20,000	2.0%
Additional Investment Income	63,319	73,505	72,796	123,000	69.0%
<b>Total Revenue</b>	<b>67,705</b>	<b>83,394</b>	<b>92,405</b>	<b>143,000</b>	<b>54.8%</b>
<b>EXPENDITURES</b>					
Scholarships/Support	59,748	(110)	14,874	50,000	n/a
Instructional/College Improvements	4,959	1,613	1,478	103,000	6868.9%
Contingency	-	-	-	50,000	0.0%
<b>Total Expenditures</b>	<b>64,707</b>	<b>1,503</b>	<b>16,352</b>	<b>203,000</b>	<b>1141.4%</b>
Excess of Revenue Over Expenditures	2,998	81,891	76,053	(60,000)	-178.9%
Beginning Fund Balance	998,574	1,001,572	1,083,463	1,159,516	7.0%
<b>ENDING FUND BALANCE</b>	<b>\$ 1,001,572</b>	<b>\$ 1,083,463</b>	<b>\$ 1,159,516</b>	<b>\$ 1,099,516</b>	<b>-5.2%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 and Kentfield campuses.

Federal funding has declined over the last decade and currently includes only the food program. Also as a result of the Tax Bailout funding reduction (\$75,000) during 2009-10 and decreased subsidized child enrollments State funding has also decreased significantly. The 2019-20 Adoption Budget includes State Tax Bailout and decreased Department of Ed preschool contract funding, but does include increased parent fees and enrollment figures as well as significant funding from a local non-profit. Although the State budget picture has improved with the passage of Proposition 30 and the Great Recession recovery, Pre-school funding is still extremely uncertain and dependent upon the level of state certified enrollments. Over the last several years state certified enrollments have decreased while private pay enrollment has increased. It is expected that this will continue. With the Indian Valley Campus center being on hiatus for 2019-20 school year staff will be transferred to the Kentfield center and therefore allow for increased enrollment.

2019-20 staffing expenses are budgeted to increase as a result of step and column as well as retirement and medical insurance cost increases.

The 2018-19 projected deficit is covered by a transfer of \$296,867 from the General Fund. 2019-20's budgeted deficit of \$340,952 will also need to be entirely funded by the General Fund.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**CHILD DEVELOPMENT FUND  
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Interest Income	\$ 1,040	\$ 239	\$ 1,888	\$ 500	73.5%
Federal Income	2,525	12,600	10,380	10,000	-3.7%
State Income	204,249	113,093	161,484	143,820	-10.9%
Other Local Income	194,789	210,799	287,855	296,818	3.1%
Grants/Contributions	147,504	139,004	139,001	103,500	-25.5%
Interfund Transfer-In for Instr'l & Admin. Support	192,310	213,504	216,880	215,723	-0.5%
Interfund Transfer-In - General Fund	60,771	193,394	79,987	125,229	56.6%
<b>Total Revenue</b>	<b>803,188</b>	<b>882,633</b>	<b>897,475</b>	<b>895,590</b>	<b>-0.2%</b>
<b>EXPENDITURES</b>					
Certificated Salaries	415,032	451,362	498,667	449,139	-9.9%
Classified Salaries	105,882	136,065	95,338	115,169	20.8%
Fringe Benefits	248,326	266,588	273,513	298,582	9.2%
Supplies	12,044	10,274	10,511	10,000	-4.9%
Food	14,384	15,577	13,443	13,000	-3.3%
Other Operating Expenses	7,520	2,767	6,003	9,700	61.6%
<b>Total Expenditures</b>	<b>803,188</b>	<b>882,633</b>	<b>897,475</b>	<b>895,590</b>	<b>-0.2%</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 2019-2020**

**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.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Interest Income	\$ -	\$ (264)	\$ (698)	\$ 500	-171.6%
Other Local Income	-	13,868	29,960	44,675	49.1%
Grants/Contributions	3,669	150,000	-	500	0.0%
Interfund Transfer-In - General Fund	-	71,006	209,486	223,599	6.7%
<b>Total Revenue</b>	<b>3,669</b>	<b>234,610</b>	<b>238,748</b>	<b>269,274</b>	<b>12.8%</b>
<b>EXPENDITURES</b>					
Classified Salaries	-	120,224	163,509	178,949	9.4%
Fringe Benefits	-	61,039	76,689	83,575	9.0%
Supplies	-	-	1,848	2,150	16.3%
Other Operating Expenses	-	51,029	2,689	3,150	17.1%
Equipment	-	-	-	1,450	0.0%
<b>Total Expenditures</b>	<b>-</b>	<b>232,292</b>	<b>244,735</b>	<b>269,274</b>	<b>10.0%</b>
Excess of Revenue Over Expenditures	3,669	2,318	(5,987)	-	-100.0%
Beginning Fund Balance	-	3,669	5,987	0	-100.0%
<b>ENDING FUND BALANCE</b>	<b>\$ 3,669</b>	<b>\$ 5,987</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Interest Income	\$ -	\$ -	\$ -	\$ -	0.0%
Other Local Income	-	-	49,080	114,100	132.5%
Interfund Transfer-In - General Fund	-	-	-	-	0.0%
<b>Total Revenue</b>	<b>-</b>	<b>-</b>	<b>49,080</b>	<b>114,100</b>	<b>132.5%</b>
<b>EXPENDITURES</b>					
Supplies	-	-	-	4,000	0.0%
Other Operating Expenses	-	-	-	6,846	0.0%
Equipment	-	-	-	-	0.0%
<b>Total Expenditures</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10,846</b>	<b>0.0%</b>
Excess of Revenue Over Expenditures	-	-	49,080	103,254	110.4%
Beginning Fund Balance	-	-	-	49,080	0.0%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 49,080</b>	<b>\$ 152,334</b>	<b>210.4%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2019-2020**

**CAPITAL OUTLAY FUND  
REVENUE AND EXPENDITURE REPORT**

<b>FISCAL YEAR</b>	<b>ACTUAL 2016-2017</b>	<b>ACTUAL 2017-2018</b>	<b>PROJECTED ACTUAL 2018-2019</b>	<b>ADOPTION BUDGET 2019-2020</b>	<b>% CHANGE</b>
<b>REVENUE</b>					
Interest Income	\$ 7,546	\$ 8,016	\$ 34,252	\$ 40,000	16.8%
Prop 39 CA Clean Energy Jobs Act	136,593	127,248	(37,416)	-	-100.0%
Rotary - Jonas Center	-	-	-	5,000,000	0.0%
Other Local Income	-	-	-	-	0.0%
Interfund Transfers	337,524	171,151	1,000,000	-	-100.0%
<b>Total Revenue</b>	<b>481,663</b>	<b>306,415</b>	<b>996,836</b>	<b>5,040,000</b>	<b>405.6%</b>
<b>EXPENDITURES</b>					
Building Improvements	482,079	-	-	-	0.0%
Prop 39 Projects	386,509	-	55,570	-	-100.0%
Rotary - Jonas Center	-	-	-	5,000,000	0.0%
Other	129,479	63,403	88,963	-	-100.0%
Contingency	-	-	-	800,000	0.0%
<b>Total Expenditures and Transfers</b>	<b>998,067</b>	<b>63,403</b>	<b>144,533</b>	<b>5,800,000</b>	<b>3912.9%</b>
Excess of Revenue Over Expenditures	(516,404)	243,012	852,303	(760,000)	-189.2%
Beginning Fund Balance	2,301,852	1,785,448	2,028,460	2,880,763	42.0%
<b>ENDING FUND BALANCE</b>	<b>\$ 1,785,448</b>	<b>\$ 2,028,460</b>	<b>\$ 2,880,763</b>	<b>\$ 2,120,763</b>	<b>-26.4%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2019-2020**

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

<b>FISCAL YEAR</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>PROJECTED</b>	<b>ADOPTION</b>	<b>%</b>
	<b>2016-2017</b>	<b>2017-2018</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>CHANGE</b>
			<b>2018-2019</b>	<b>2019-2020</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	8,052	-	-100.0%
<b>Total Revenue</b>	<b>-</b>	<b>7,729,246</b>	<b>8,052</b>	<b>-</b>	<b>-100.0%</b>
<b>EXPENDITURES</b>					
Kentfield	-	3,585,260	357,104	60,000	-83.2%
Indian Valley	-	2,763,160	649,864	109,741	-83.1%
Bond Issuance Costs	-	212,169	-	-	0.0%
<b>Total Expenditures</b>	<b>-</b>	<b>6,560,589</b>	<b>1,006,968</b>	<b>169,741</b>	<b>-83.1%</b>
Excess of Revenue Over Expenditures	-	1,168,657	(998,916)	(169,741)	-83.0%
Beginning Fund Balance	-	-	1,168,657	169,741	-85.5%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ 1,168,657</b>	<b>\$ 169,741</b>	<b>\$ -</b>	<b>-100.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2019-2020**

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

<b>FISCAL YEAR</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>PROJECTED</b>	<b>ADOPTION</b>	<b>%</b>
	<b>2016-2017</b>	<b>2017-2018</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>CHANGE</b>
			<b>2018-2019</b>	<b>2019-2020</b>	
<b>REVENUE</b>					
Interest Income	\$ -	\$ -	\$ 23,338	\$ 30,000	28.5%
Other Local Income	-	-	4,173,372	-	-100.0%
Interfund Transfers	-	-	-	-	0.0%
<b>Total Revenue</b>	<b>-</b>	<b>-</b>	<b>4,196,710</b>	<b>30,000</b>	<b>-99.3%</b>
<b>EXPENDITURES</b>					
Bond Issuance	-	-	167,033	-	-100%
Supplies	-	-	-	-	0.0%
Other Operating Expenses	-	-	-	-	0.0%
Capital Outlay	-	-	100,704	3,958,973	3831.3%
<b>Total Expenditures and Transfers</b>	<b>-</b>	<b>-</b>	<b>267,737</b>	<b>3,958,973</b>	<b>1378.7%</b>
Excess of Revenue Over Expenditures	-	-	3,928,973	(3,928,973)	-200.0%
Beginning Fund Balance	-	-	-	3,928,973	0.0%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 3,928,973</b>	<b>\$ -</b>	<b>-100.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 will be the last year with spending activity for Measure C.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

<b>FISCAL YEAR</b>	<b>ACTUAL 2016-2017</b>	<b>ACTUAL 2017-2018</b>	<b>PROJECTED ACTUAL 2018-2019</b>	<b>ADOPTION BUDGET 2019-2020</b>	<b>% CHANGE</b>
<b>REVENUE</b>					
Interest Income	\$ 5,011	\$ 1,844	\$ 373	\$ -	-100.0%
<b>Total Revenue</b>	<b>5,011</b>	<b>1,844</b>	<b>373</b>	<b>-</b>	<b>-100.0%</b>
<b>EXPENDITURES</b>					
<b>PROGRAM LEVEL</b>					
Assessments and Studies	44,304	-	-	-	0.0%
Program Support	428,354	51,319	120,434	-	-100.0%
Program Services and Fees	548	-	-	-	0.0%
Subtotal	<u>473,206</u>	<u>51,319</u>	<u>120,434</u>	<u>-</u>	<u>-100.0%</u>
<b>DISTRICT WIDE</b>					
Information Technology	14,131	20,775	174,930	-	-100.0%
Swing Space	586	-	-	-	0.0%
	<u>14,717</u>	<u>20,775</u>	<u>174,930</u>	<u>-</u>	<u>-100.0%</u>
<b>PROJECTS</b>					
<b>KENTFIELD CAMPUS</b>					
Austin Science Alterations	-	6,609	-	-	0.0%
Modernize Performing Arts Center & Exhibition Space	552,993	-	-	-	0.0%
New Fine Arts	11,626	-	-	-	0.0%
Academic Center	105,779	-	-	-	0.0%
Child Study Center	23,231	1,125	-	-	0.0%
Learning Resource Center	-	(1,729)	-	-	0.0%
Misc. Sitework	29,670	6,008	-	-	0.0%
ADA Upgrades	3,771	-	-	-	0.0%
Fusselman Hall Modernization	242,894	-	-	-	0.0%
Kentfield Campus Expenditures	<u>969,964</u>	<u>12,013</u>	<u>-</u>	<u>-</u>	<u>0.0%</u>
<b>INDIAN VALLEY CAMPUS</b>					
Pool Repairs	93,384	-	-	-	0.0%
Misc IVC	39,000	20,000	-	-	0.0%
Bridges/Pathways	500	136,162	-	-	0.0%
ADA, Roofs and Building Improvements	82,354	50,551	26,032	-	-100.0%
Indian Valley Campus Expenditures	<u>215,238</u>	<u>206,713</u>	<u>26,032</u>	<u>-</u>	<u>-100.0%</u>
<b>Total Expenditures</b>	<b>1,673,125</b>	<b>290,820</b>	<b>321,396</b>	<b>-</b>	<b>-100.0%</b>
Excess of Revenue Over Expenditures	(1,668,114)	(288,976)	(321,023)	-	-100.0%
Beginning Fund Balance	2,278,113	609,999	321,023	-	-100.0%
<b>ENDING FUND BALANCE</b>	<b>\$ 609,999</b>	<b>\$ 321,023</b>	<b>\$ 0</b>	<b>\$ -</b>	<b>-100.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 that are scheduled to be completed in 2018-19 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 will begin on the Miwok & Aquatics Center, Pomo Complex Phase 2 and various site improvements. The planning and design effort will continue during 2019-20 for the building and replacement facilities for the Learning Resource Center & Student Services Building. The District will construct and/or modernize other buildings throughout the District during 2019-20.

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 2019-2020

MEASURE B BUILDING FUND, SERIES A  
REVENUE AND EXPENDITURE REPORT

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Measure B Bond Proceeds	\$ 60,000,000	\$ -	\$ -	\$ -	0.0%
Interest Income	153,932	459,758	414,976	40,000	-90.4%
<b>Total Revenue</b>	<b>60,153,932</b>	<b>459,758</b>	<b>414,976</b>	<b>40,000</b>	<b>-90.4%</b>
<b>PROJECT EXPENDITURES</b>					
<b>DISTRICT WIDE</b>					
Campus Security	286,084	319,335	89,779	-	-100.0%
Environmental Impact Report	23,804	38,720	3,770	25,000	563.1%
Program Management, District Staff	519,896	(1,480)	1,770,860	418,563	-76.4%
Property Acquisitions	-	-	166,525	120,667	-27.5%
Bolinas	-	-	61,170	30,170	-50.7%
Districtwide Program Contingency	-	-	-	600,000	0.0%
	<u>829,784</u>	<u>356,575</u>	<u>2,092,104</u>	<u>1,194,400</u>	<u>-42.9%</u>
<b>KENTFIELD CAMPUS</b>					
Student Services	112,608	80,675	120,824	25,000	-79.3%
Fusselman Hall	-	20,979	393,081	139,000	-64.6%
Learning Resources Center	271,940	90,218	211,527	-	-100.0%
PE Complex/Pool Renovations	153,465	135,221	37,467	31,873	-14.9%
Site Improvements	268,106	905,951	360,536	-	-100.0%
Athletic Synthetic Turf Fields and Restroom/Storage	236,515	5,675,562	6,716,177	458,881	-93.2%
Corte Madera Creek Mitigation	5,814	-	-	-	0.0%
Child Study Center	-	18,666	37	-	-100.0%
Performing Arts	12,261	173,031	344,071	120,711	-64.9%
Fine Arts	-	11,111	90,768	82,893	-8.7%
Science, Math and Nursing	1,854	47,660	8,287	-	-100.0%
Maintenance & Operations Bldg. & District Warehouse	634,216	638,428	1,527,326	639,753	-58.1%
Village Square Replacement	970	57	-	-	0.0%
Academic Center	-	1,313	3,873	-	-100.0%
Demolition of Kent Ave. Maintenance Facilities	-	320,670	(67,820)	-	-100.0%
Swing Space	-	-	199,916	110,513	-44.7%
Kentfield Campus Expenditures	<u>1,697,749</u>	<u>8,119,542</u>	<u>9,946,070</u>	<u>1,608,624</u>	<u>-83.8%</u>
<b>INDIAN VALLEY CAMPUS</b>					
Jonas Center					
ADA Barrier Removal/Site Improvements	941,930	4,576,484	174,714	692,965	296.6%
Admin Cluster	303,481	3,666,461	937,836	657,000	-29.9%
Outdoor Amphitheater	66,081	28,250	-	-	0.0%
Organic Farm/Garden Enhancements	136,426	1,793,450	2,131,921	90,000	-95.8%
Pomo Cluster	163,410	3,254,088	6,574,736	1,895,000	-71.2%
Building 27	-	-	64,545	-	-100.0%
New Miwok Center	127,361	2,508,458	3,042,081	-	-100.0%
Building 12	-	-	58,141	149,621	157.3%
Demolition Project	577,995	805,286	(218,660)	-	-100.0%
Building 17	6,839	13,595	4,323	-	-100.0%
Indian Valley Campus Expenditures	<u>2,323,523</u>	<u>16,646,072</u>	<u>12,769,637</u>	<u>3,484,586</u>	<u>-72.7%</u>
<b>Total Expenditures</b>	<b>4,851,056</b>	<b>25,122,189</b>	<b>24,807,811</b>	<b>6,287,610</b>	<b>-74.7%</b>
Excess of Revenue Over Expenditures	55,302,876	(24,662,431)	(24,392,835)	(6,247,610)	-74.4%
Beginning Fund Balance	-	55,302,876	30,640,445	6,247,610	-79.6%
<b>ENDING FUND BALANCE</b>	<b>\$ 55,302,876</b>	<b>\$ 30,640,445</b>	<b>\$ 6,247,610</b>	<b>\$ -</b>	<b>-100.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 will be constructing a new joint multipurpose facility with the Rotary Club of Novato. The construction for this facility will start in Spring of 2019. Funds will also be used to purchase and install instructional and other equipment including information technology equipment to equip classrooms.

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 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Measure B Bond Proceeds	\$ 37,500,000	\$ -	\$ -	\$ -	0.0%
Interest Income	96,823	342,533	547,883	200,000	-63.5%
<b>Total Revenue</b>	<b>37,596,823</b>	<b>342,533</b>	<b>547,883</b>	<b>200,000</b>	<b>-63.5%</b>
<b>PROJECT EXPENDITURES</b>					
<b>DISTRICT WIDE</b>					
Program Management, District Staff	286,645	-	-	440,126	0.0%
Information Technology	104,782	949,592	804,781	5,315,000	560.4%
Instructional and Other Equipment	39,458	669,312	821,543	14,880,000	1711.2%
Districtwide Program Contingency	-	-	-	1,000,000	0.0%
Subtotal	430,885	1,618,904	1,626,324	21,635,126	1230.3%
<b>INDIAN VALLEY CAMPUS</b>					
Jonas Center and Building 18	240,111	620,423	3,497,065	7,950,000	127.3%
<b>Total Expenditures</b>	<b>670,996</b>	<b>2,239,327</b>	<b>5,123,389</b>	<b>29,585,126</b>	<b>477.5%</b>
Excess of Revenue Over Expenditures	36,925,827	(1,896,794)	(4,575,506)	(29,385,126)	542.2%
Beginning Fund Balance	-	36,925,827	35,029,033	30,453,527	-13.1%
<b>ENDING FUND BALANCE</b>	<b>\$ 36,925,827</b>	<b>\$ 35,029,033</b>	<b>\$ 30,453,527</b>	<b>\$ 1,068,401</b>	<b>-96.5%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 has been used to acquire real property to expand the District's footprint. It will also be used primarily for the Learning Resources Center and to complete other ongoing bond projects.

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 2019-2020**

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

FISCAL YEAR	ACTUAL	ACTUAL	PROJECTED	ADOPTION	% CHANGE
	2016-2017	2017-2018	ACTUAL 2018-2019	BUDGET 2019-2020	
<b>REVENUE</b>					
Measure B Bond Proceeds	\$ -	\$ -	\$ 70,000,000	\$ -	-100.0%
Interest Income	-	-	436,675	750,000	71.8%
<b>Total Revenue</b>	<b>-</b>	<b>-</b>	<b>70,436,675</b>	<b>750,000</b>	<b>-98.9%</b>
<b>PROJECT EXPENDITURES</b>					
<b>DISTRICT WIDE</b>					
Campus Security	-	-	-	670,184	0.0%
Environmental Impact Report	-	-	-	709,652	0.0%
Program Management, District Staff	-	-	172,000	1,739,180	911.2%
Property Acquisitions	-	-	5,661,085	151,700	-97.3%
Bolinas	-	-	-	8,000	0.0%
Small Capital Repairs	-	-	-	371,727	0.0%
Districtwide Program Contingency	-	-	-	3,500,000	0.0%
	-	-	5,833,085	7,150,443	22.6%
<b>KENTFIELD CAMPUS</b>					
Fusselman Hall	-	-	-	2,497,275	0.0%
Learning Resources Center	-	-	-	22,450,000	0.0%
Site Improvements	-	-	-	800,000	0.0%
Child Study Center	-	-	-	252,338	0.0%
Performing Arts	-	-	-	900,000	0.0%
Fine Arts	-	-	-	200,000	0.0%
Science, Math and Nursing	-	-	-	500,000	0.0%
Maintenance & Operations Bldg. & District Warehouse	-	-	-	3,845,000	0.0%
Swing Space	-	-	-	1,197,959	0.0%
Campus Contingency - Kentfield Campus	-	-	-	1,000,000	0.0%
Kentfield Campus Expenditures	-	-	-	33,642,572	0.0%
<b>INDIAN VALLEY CAMPUS</b>					
Admin Cluster	-	-	-	297,382	0.0%
Building 27	-	-	-	772,364	0.0%
New Miwok Center	-	-	-	22,000,000	0.0%
Building 12	-	-	-	385,666	0.0%
Building 17	-	-	-	126,266	0.0%
Campus Contingency - IVC Campus	-	-	-	500,000	0.0%
Indian Valley Campus Expenditures	-	-	-	24,081,678	0.0%
<b>Total Expenditures</b>	<b>-</b>	<b>-</b>	<b>5,833,085</b>	<b>64,874,693</b>	<b>1012.2%</b>
Excess of Revenue Over Expenditures	-	-	64,603,590	(64,124,693)	-99.3%
Beginning Fund Balance	-	-	-	64,603,590	0.0%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 64,603,590</b>	<b>\$ 478,897</b>	<b>-99.3%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 completion of the Learning Resources Center, the Miwok Center and the Maintenance and Operations facility.

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 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Measure B Bond Proceeds	\$ -	\$ -	\$ 97,500,000	\$ -	-100.0%
Interest Income	-	-	620,078	1,000,000	61.3%
<b>Total Revenue</b>	<b>-</b>	<b>-</b>	<b>98,120,078</b>	<b>1,000,000</b>	<b>-99.0%</b>
<b>PROJECT EXPENDITURES</b>					
<b>DISTRICT WIDE</b>					
Program Management, District Staff	-	-	230,000	155,000	-32.6%
Districtwide Program Contingency	-	-	-	3,024,722	0.0%
	-	-	230,000	3,179,722	1282.5%
<b>KENTFIELD CAMPUS</b>					
Fusselman Hall	-	-	-	2,000,000	0.0%
Learning Resources Center	-	-	-	71,500,000	0.0%
PE Complex/Pool Renovations	-	-	-	400,000	0.0%
Site Improvements	-	-	-	500,000	0.0%
Fine Arts	-	-	-	265,000	0.0%
Science, Math and Nursing	-	-	-	629,000	0.0%
Maintenance & Operations Bldg. & District Warehouse	-	-	-	8,000,000	0.0%
Demolition of Kent Ave. Maintenance Facilities	-	-	-	334,000	0.0%
Swing Space	-	-	-	190,000	0.0%
Campus Contingency - Kentfield Campus	-	-	-	4,915,000	0.0%
Kentfield Campus Expenditures	-	-	-	88,733,000	0.0%
<b>INDIAN VALLEY CAMPUS</b>					
ADA Barrier Removal/Site Improvements	-	-	-	1,000,000	0.0%
Building 12	-	-	-	900,000	0.0%
Building 17	-	-	-	1,100,000	0.0%
Building 21	-	-	-	349,126	0.0%
Campus Contingency - IVC Campus	-	-	-	1,250,883	0.0%
Indian Valley Campus Expenditures	-	-	-	4,600,009	0.0%
<b>Total Expenditures</b>	<b>-</b>	<b>-</b>	<b>230,000</b>	<b>96,512,731</b>	<b>41862.1%</b>
Excess of Revenue Over Expenditures	-	-	97,890,078	(95,512,731)	-97.6%
Beginning Fund Balance	-	-	-	97,890,078	n/a
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 97,890,078</b>	<b>\$ 2,377,347</b>	<b>-97.6%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2018-19 amounted to \$125,294 and is projected to be \$135,894 for 2019-20.

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 2019-2020**

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

FISCAL YEAR	ACTUAL	ACTUAL	PROJECTED	ADOPTION	%
	2016-2017	2017-2018	ACTUAL	BUDGET	CHANGE
			2018-2019	2019-2020	
<b>REVENUE</b>					
Interest	\$ 3,593	\$ 11,223	\$ 20,000	\$ 10,000	-50.0%
Other Local Revenue	67,300	71,832	75,900	40,000	-47.3%
Interfund Transfer In	420,459	165,996	125,294	135,894	8.5%
<b>Total Revenue</b>	<b>491,352</b>	<b>249,051</b>	<b>221,194</b>	<b>185,894</b>	<b>-16.0%</b>
<b>EXPENDITURES</b>					
Loan Payment	95,000	100,000	110,000	125,000	13.6%
Interest	22,951	19,294	15,294	10,894	-28.8%
Transaction fees	-	-	2,000	2,000	0.0%
<b>Total Expenditures</b>	<b>117,951</b>	<b>119,294</b>	<b>127,294</b>	<b>137,894</b>	<b>8.3%</b>
Excess of Revenue Over Expenditures (Other Outgo - Interfund Transfers)	373,401	129,757	93,900 (500,000)	48,000	-48.9%
Beginning Fund Balance	891,443	1,264,844	1,394,601	988,501	-29.1%
<b>ENDING FUND BALANCE</b>	<b>\$ 1,264,844</b>	<b>\$ 1,394,601</b>	<b>\$ 988,501</b>	<b>\$ 1,036,501</b>	<b>4.9%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2018-19 amounted to \$544,446 and is projected to be \$546,558 for 2019-20.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

<b>FISCAL YEAR</b>			<b>PROJECTED</b>	<b>ADOPTION</b>	
	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>%</b>
	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>CHANGE</b>
<b>REVENUE</b>					
Interest	\$ -	\$ 34	\$ 6,300	\$ 1,000	-84.1%
Interfund Transfer In	-	545,000	550,000	550,000	0.0%
<b>Total Revenue</b>	<b>-</b>	<b>545,034</b>	<b>556,300</b>	<b>551,000</b>	<b>-1.0%</b>
<b>EXPENDITURES</b>					
Bond Principal	-	-	200,000	275,000	37.5%
Interest	-	-	344,446	271,558	-21.2%
Miscellaneous Expenses	-	-	2,500	2,500	0.0%
<b>Total Expenditures</b>	<b>-</b>	<b>-</b>	<b>546,946</b>	<b>549,058</b>	<b>0.4%</b>
Excess of Revenue Over Expenditures	-	545,034	9,354	1,942	0.0%
Beginning Fund Balance	-	-	545,034	554,388	1.7%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ 545,034</b>	<b>\$ 554,388</b>	<b>\$ 556,330</b>	<b>0.4%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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. There was no debt service activity for 2018-19, and debt service is projected to be \$197,229 for 2019-20.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

<b>FISCAL YEAR</b>			<b>PROJECTED</b>	<b>ADOPTION</b>	
	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>%</b>
	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>CHANGE</b>
<b>REVENUE</b>					
Interest	\$ -	\$ -	\$ -	\$ -	0.0%
Interfund Transfer In	-	-	200,000	200,000	0.0%
<b>Total Revenue</b>	<b>-</b>	<b>-</b>	<b>200,000</b>	<b>200,000</b>	<b>0.0%</b>
<b>EXPENDITURES</b>					
Principal	-	-	-	-	0.0%
Interest	-	-	-	197,229	0.0%
Miscellaneous Expenses	-	-	-	2,500	0.0%
<b>Total Expenditures</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>199,729</b>	<b>0.0%</b>
Excess of Revenue Over Expenditures	-	-	200,000	271	0.0%
Beginning Fund Balance	-	-	-	200,000	0.0%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 200,000</b>	<b>\$ 200,271</b>	<b>0.1%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2018-19 amounted to \$12,438,351 and is projected to be \$11,915,700 for 2019-20. 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 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Interest	\$ 18,007	\$ 40,696	\$ 55,000	\$ 40,000	-27.3%
Proceeds from Ad Valorem Tax	10,530,780	12,685,829	14,590,816	11,882,600	-18.6%
Measure C Premium		6,365,082	-	-	0.0%
<b>Total Revenue</b>	<b>10,548,787</b>	<b>19,091,607</b>	<b>14,645,816</b>	<b>11,922,600</b>	<b>-18.6%</b>
<b>EXPENDITURES</b>					
Bond - Cost of Issuance	(37,320)	344,618	-	-	0.0%
Bond Principal	2,940,000	3,005,000	4,455,000	4,105,000	-7.9%
Interest	8,343,634	7,530,123	7,983,351	7,810,700	-2.2%
Miscellaneous Expenses	9,475	6,825	5,900	6,900	16.9%
<b>Total Expenditures</b>	<b>11,255,789</b>	<b>10,886,566</b>	<b>12,444,251</b>	<b>11,922,600</b>	<b>-4.2%</b>
Excess of Revenue Over Expenditures	(707,002)	8,205,041	2,201,565	-	-100.0%
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	7,604,907	6,897,905	9,082,482	11,284,047	24.2%
<b>ENDING FUND BALANCE</b>	<b>\$ 6,897,905</b>	<b>\$ 9,082,482</b>	<b>\$ 11,284,047</b>	<b>\$ 11,284,047</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2018-19 for amounted to \$14,355,387 and is projected to be \$19,582,530 for 2019-20. 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 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Interest	\$ 9,584	\$ 64,077	\$ 65,000	\$ 65,000	0.0%
Proceeds from Ad Valorem Tax	-	13,204,807	13,951,220	19,519,510	39.9%
Measure B Premium	4,225,917	-	3,849,932	-	-100.0%
<b>Total Revenue</b>	<b>4,235,501</b>	<b>13,268,884</b>	<b>17,866,152</b>	<b>19,584,510</b>	<b>9.6%</b>
<b>EXPENDITURES</b>					
Bond - Cost of Issuance	180,000	-	-	-	0.0%
Bond Principal	-	-	11,010,000	10,090,000	-8.4%
Interest	532,060	3,482,575	3,345,387	9,492,530	183.7%
Miscellaneous Expenses	-	1,980	1,980	1,980	0.0%
<b>Total Expenditures</b>	<b>712,060</b>	<b>3,484,555</b>	<b>14,357,367</b>	<b>19,584,510</b>	<b>36.4%</b>
Excess of Revenue Over Expenditures	3,523,441	9,784,329	3,508,785	-	-100.0%
Beginning Fund Balance	-	3,523,441	13,307,770	16,816,555	26.4%
<b>ENDING FUND BALANCE</b>	<b>\$ 3,523,441</b>	<b>\$ 13,307,770</b>	<b>\$ 16,816,555</b>	<b>\$ 16,816,555</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2019-20 Adoption Budget has revenue generally flat over the actual revenue for 2018-19.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2016-2017	2017-2018	2018-2019	2019-2020	CHANGE
<b>REVENUE</b>					
Vision Care	\$ 59,809	\$ 61,678	\$ 62,825	\$ 63,000	0.3%
Dental	612,552	635,600	648,425	640,000	-1.3%
Interest Income	-	-	-	-	0.0%
<b>Total Revenue</b>	<b>672,361</b>	<b>697,278</b>	<b>711,250</b>	<b>703,000</b>	<b>-1.2%</b>
<b>EXPENDITURES</b>					
Vision Care:					
Administrative Fees	2,697	2,461	3,935	4,500	14.4%
Claims	41,720	40,648	35,375	45,000	27.2%
Dental:					
Administrative Fees	5,323	5,007	4,980	6,000	20.5%
Claims	576,802	576,030	599,200	610,000	1.8%
<b>Total Expenditures</b>	<b>626,542</b>	<b>624,146</b>	<b>643,490</b>	<b>665,500</b>	<b>3.4%</b>
Excess of Revenue Over Expenditures	45,819	73,132	67,760	37,500	-44.7%
Beginning Fund Balance	213,486	259,305	332,437	400,197	20.4%
<b>ENDING FUND BALANCE</b>	<b>\$ 259,305</b>	<b>\$ 332,437</b>	<b>\$ 400,197</b>	<b>\$ 437,697</b>	<b>9.4%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Investment Income	\$ -	\$ (36,838)	\$ 308,120	\$ 30,000	-90.3%
<b>Total Revenue</b>	<b>-</b>	<b>(36,838)</b>	<b>308,120</b>	<b>30,000</b>	<b>n/a</b>
<b>EXPENDITURES</b>					
Administrative Fees	-	4,307	10,538	11,000	4.4%
<b>Total Expenditures</b>	<b>-</b>	<b>4,307</b>	<b>10,538</b>	<b>11,000</b>	<b>n/a</b>
Excess of Revenue Over Expenditures	-	(41,145)	297,582	19,000	-93.6%
Other Financing Sources - Contributions	-	4,200,000	600,000	1,750,000	191.7%
(Other Outgo - Pension Reimbursements)	-	-	-	-	0.0%
Beginning Fund Balance	-	-	4,158,855	5,056,437	21.6%
<b>ENDING FUND BALANCE</b>		<b>\$ 4,158,855</b>	<b>\$ 5,056,437</b>	<b>\$ 6,825,437</b>	<b>35.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2019-20 Adoption Budget includes “pay-as-you-go” reimbursements from the trust fund for its retiree medical and dental premium payments.

In 2017-18, an actuarial study was completed under the Governmental Accounting Standards Board Statement No. 75. The most recent report dated November 30, 2017 indicates that as of June 30, 2017 valuation date, the District’s Total OPEB Liability was \$2,112,685 and the OPEB trust’s Fiduciary Net Position was \$3,482,761 million. This leaves a Net OPEB Liability of (\$1,370,076).

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

FISCAL YEAR	ACTUAL 2016-2017	ACTUAL 2017-2018	PROJECTED ACTUAL 2018-2019	ADOPTION BUDGET 2019-2020	% CHANGE
<b>REVENUE</b>					
Investment Income	\$ 271,379	\$ 217,592	\$ 117,100	\$ 20,000	-82.9%
<b>Total Revenue</b>	<b>271,379</b>	<b>217,592</b>	<b>117,100</b>	<b>20,000</b>	<b>-82.9%</b>
<b>EXPENDITURES</b>					
Administrative Fees	3,198	3,068	2,800	3,100	10.7%
<b>Total Expenditures</b>	<b>3,198</b>	<b>3,068</b>	<b>2,800</b>	<b>3,100</b>	<b>10.7%</b>
Excess of Revenue Over Expenditures	268,181	214,524	114,300	16,900	-85.2%
Other Financing Sources - Contributions		-	-	-	0.0%
(Other Outgo - "Pay As You Go" Reimbursements)	(479,042)	(431,055)	(382,222)	(453,045)	18.5%
Beginning Fund Balance	3,693,622	3,482,761	3,266,230	2,998,308	-8.2%
<b>ENDING FUND BALANCE</b>	<b>\$ 3,482,761</b>	<b>\$ 3,266,230</b>	<b>\$ 2,998,308</b>	<b>\$ 2,562,163</b>	<b>-14.5%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 of the accounting of AEBG activity.

As of June 30, 2019 the fund balance is projected to be \$4,396.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**OTHER AGENCY FUND  
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	<u>ACTUAL</u> <u>2016-2017</u>	<u>ACTUAL</u> <u>2017-2018</u>	<u>PROJECTED</u> <u>ACTUAL</u> <u>2018-2019</u>	<u>ADOPTION</u> <u>BUDGET</u> <u>2019-2020</u>	<u>%</u> <u>CHANGE</u>
<b>REVENUE</b>					
Interest	\$ 1,986	\$ 1,244	\$ 100	\$ -	-100.0%
State Sources	(123,711)	-	-	-	0.0%
<b>Total Revenue</b>	<b>(121,725)</b>	<b>1,244</b>	<b>100</b>	<b>-</b>	<b>-100.0%</b>
<b>EXPENDITURES</b>					
Contract Services	316,339	269,958	-	-	0.0%
<b>Total Expenditures</b>	<b>316,339</b>	<b>269,958</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>
Excess of Revenue Over Expenditures	(438,064)	(268,714)	100	-	-100.0%
Beginning Fund Balance	711,074	273,010	4,296	4,396	2.3%
<b>ENDING FUND BALANCE</b>	<b>\$ 273,010</b>	<b>\$ 4,296</b>	<b>\$ 4,396</b>	<b>\$ 4,396</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**ASSOCIATED STUDENTS ORGANIZATIONS  
REVENUE AND EXPENDITURE REPORTS**

**Adoption Budget for Fiscal Year 2019-2020**

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 2019-2020**

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2016-2017	2017-2018	2018-2019	2019-2020	CHANGE
<b>REVENUE</b>					
Other Local Income	\$ 102,905	\$ 102,197	\$ 98,140	\$ 87,600	-10.7%
<b>Total Revenue</b>	<b>102,905</b>	<b>102,197</b>	<b>98,140</b>	<b>87,600</b>	<b>-10.7%</b>
<b>EXPENDITURES</b>					
Supplies	24,733	22,089	25,118	20,250	-19.4%
Contracted Services	2,310	2,684	7,526	10,425	38.5%
Travel/Conference	859	257	1,978	2,000	1.1%
Membership & Dues	-	-	-	-	0.0%
Printing	1,127	593	1,232	1,500	21.8%
Other Operating Expense	-	-	-	-	0.0%
Equipment	500	-	-	-	0.0%
Other Outgo:					
Intrafund Transfers-Club Support & Emergency Loan Fund	1,505	11,150	15,924	21,000	31.9%
Interfund Transfers-MCCD	40,600	44,000	19,100	22,000	15.2%
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>73,634</b>	<b>82,773</b>	<b>70,878</b>	<b>87,600</b>	<b>23.6%</b>
Excess of Revenue Over Expenditures	29,271	19,424	27,262	-	-100.0%
Beginning Fund Balance	227,890	257,161	276,585	303,847	9.9%
<b>ENDING FUND BALANCE</b>	<b>\$ 257,161</b>	<b>\$ 276,585</b>	<b>\$ 303,847</b>	<b>\$ 303,847</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 2019-2020**

**ASSOCIATED STUDENTS EMERITUS COLLEGE**

<b>FISCAL YEAR</b>			<b>PROJECTED</b>	<b>ADOPTION</b>	
	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>BUDGET</b>	<b>%</b>
	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>CHANGE</b>
<b>REVENUE</b>					
Other Local Income	\$ 22,199	\$ 16,018	\$ 16,923	\$ 19,225	13.6%
Contingency	-	-	-	8,475	0.0%
<b>Total Revenue</b>	<b>22,199</b>	<b>16,018</b>	<b>16,923</b>	<b>27,700</b>	<b>63.7%</b>
<b>EXPENDITURES</b>					
Supplies	3,845	2,520	2,781	5,650	103.2%
Travel/Conference	-	-	-	200	0.0%
Contracted Services	1,000	2,335	2,922	6,600	125.9%
Postage	1,317	1,496	1,284	1,550	20.7%
Printing	1,323	55	284	1,500	428.2%
Marketing & Advertising	913	1,581	1,249	2,000	60.1%
Equipment	-	136	-	500	0.0%
Other Outgo:					
Lecture Series	-	-	1,619	4,000	147.1%
Grants/Scholarships	4,000	4,100	4,000	4,000	0.0%
Service Awards	241	-	56	700	1150.0%
Contingency	-	-	-	1,000	0.0%
<b>Total Expenditures</b>	<b>12,639</b>	<b>12,223</b>	<b>14,195</b>	<b>27,700</b>	<b>95.1%</b>
Excess of Revenue Over Expenditures	9,560	3,795	2,728	-	-100.0%
Beginning Fund Balance	53,043	62,604	66,399	69,127	4.1%
<b>ENDING FUND BALANCE</b>	<b>\$ 62,604</b>	<b>\$ 66,399</b>	<b>\$ 69,127</b>	<b>\$ 69,127</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**ASSOCIATED STUDENTS REPRESENTATION FEE FUND**

<b>FISCAL YEAR</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>PROJECTED</b>	<b>ADOPTION</b>	<b>%</b>
	<b><u>2016-2017</u></b>	<b><u>2017-2018</u></b>	<b><u>ACTUAL</u></b>	<b><u>BUDGET</u></b>	<b><u>CHANGE</u></b>
			<b><u>2018-2019</u></b>	<b><u>2019-2020</u></b>	
<b>REVENUE</b>					
Other Local Income	\$ 11,257	\$ 10,480	\$ 10,529	\$ 12,025	14.2%
<b>Total Revenue</b>	<b>11,257</b>	<b>10,480</b>	<b>10,529</b>	<b>12,025</b>	<b>14.2%</b>
<b>EXPENDITURES</b>					
Supplies	-	-	-	-	0.0%
Travel / Conference	10,719	10,053	10,312	11,925	15.6%
Membership & Dues	-	-	-	100	0.0%
Postage	-	-	-	-	0.0%
Contingency	-	-	-	-	0.0%
<b>Total Expenditures</b>	<b>10,719</b>	<b>10,053</b>	<b>10,312</b>	<b>12,025</b>	<b>17%</b>
Excess of Revenue Over Expenditures	538	427	217	-	-100.0%
Beginning Fund Balance	97,002	97,540	97,967	98,184	0.2%
<b>ENDING FUND BALANCE</b>	<b>\$ 97,540</b>	<b>\$ 97,967</b>	<b>\$ 98,184</b>	<b>\$ 98,184</b>	<b>0.0%</b>

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**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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.

**2019-20 Authorized Staffing**

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

**2018-19 Actual Gross Earnings, Employer-Paid Benefits and Total Compensation**

Actual fiscal year 2018-2019 gross earnings, employer-paid benefits, and total compensation is provided for permanent District staff. The data is based on payroll batches recorded in the financial system for the 2018-19 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.

**2018-19 Average Employer Benefits Rates**

Average fiscal year 2018-2019 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 2019-2020**

**B. GANN APPROPRIATION LIMIT WORKSHEET**

I. **2019-20** Appropriations Limit:

A. <b>2018-19</b> Appropriations Limit		\$	57,162,321
B. <b>2019-20</b> Price Factor:	1.0385		
C. Population Factor:			
1. <b>2017-18</b> Second Period Actual FTES:	3,567.00		
2. <b>2018-19</b> Second Period Actual FTES:	3,347.00		
3. <b>2019-20</b> Population Change Factor:	0.9383		
(line C.2. divided by line C.1.)			
D. <b>2018-19</b> Limit adjusted by inflation and population factors (line A multiplied by line B and Line C.3.)			55,700,369
E. Adjustments to Increase Limit			
1. Transfers in of financial responsibility		-	
2. Temporary voter approved increases		-	
3. Total adjustment - increase		-	
Subtotal			55,700,369
F. Adjustments to Decrease Limit			
1. Transfers out of financial responsibility		-	
2. Lapses of voter approved increases		-	
3. Total adjustment - decrease		-	
G. <b>2019-20</b> Appropriations Limit		<b>\$</b>	<b><u>55,700,369</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**B. GANN APPROPRIATION LIMIT WORKSHEET**

II. **2019-20** Appropriations Subject to Limit:

A. State Aid (General Apportionment, Apprenticeship Allowance, and Education Protection Account tax revenue)	\$	462,644
B. State Subventions (Home Owners Property Tax Relief, Timber Yield tax, etc.)		251,617
C. Local Property taxes		59,204,037
D. Estimated Excess Debt Service taxes		-
E. Estimated Parcel taxes, Square Foot taxes, etc.		-
F. Interest on proceeds of taxes		125,000
G. Local appropriations from taxes for unreimbursed State, Court and Federal Mandates		-
		<hr/>
H. <b>2019-20</b> Appropriations Subject to Limit	<b>\$</b>	<b><u><u>60,043,298</u></u></b>

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**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. AUTHORIZED STAFFING**

	<b>Faculty</b>	<b>Classified</b>	<b>Administrators</b>	<b>Totals</b>
<b>Unrestricted General Fund</b>	102.91	143.04	26.40	<b>272.35</b>
<b>Community Education and Services</b>	-	4.23	1.75	<b>5.98</b>
<b>Restricted General Fund</b>	11.09	29.06	4.85	<b>45.00</b>
<b>Child Development Fund</b>	6.80	1.00	1.00	<b>8.80</b>
<b>IVC Organic Farm Fund</b>	-	1.00	1.00	<b>2.00</b>
<b>Capital Outlay Fund for Measure B</b>	-	11.50	3.00	<b>14.50</b>
<b>District Totals</b>	<b>120.80</b>	<b>189.83</b>	<b>38.00</b>	<b>348.63</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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	FURUYA	BRUCE	1.00
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	BONANDER	BARBARA	1.00
INSTRUCTOR	BORENSTEIN	BONNIE	1.00
INSTRUCTOR	BOYD	SANDY	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
INSTRUCTOR	COULSON	MARIA	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>FACULTY</u></b>			
INSTRUCTOR	CRAWFORD	YASHICA	1.00
INSTRUCTOR	CROSBY	FRANK	1.00
INSTRUCTOR	CUCCHIARA	ANTONINO	1.00
INSTRUCTOR	DA SILVA	PAUL	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	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
INSTRUCTOR	LANGINGER	JEANNIE	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>FACULTY</u></b>			
INSTRUCTOR	LEFKOWITZ	SARALYN	1.00
INSTRUCTOR	LI	CHRISTINE	1.00
INSTRUCTOR	LUTZ	ARTHUR	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	PIERCE	JANA	1.00
INSTRUCTOR	POMAJULCA	CESAR	1.00
INSTRUCTOR	PURCELL	SHAWN	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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	SANKO	NADIA	1.00
INSTRUCTOR	SCHMITT	FREDERICK	1.00
INSTRUCTOR	SEERY	PATRICIA	1.00
INSTRUCTOR	SERAFIN	SCOTT	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		4.00
INSTRUCTOR	WAGNER	KATHERINE	1.00
INSTRUCTOR	WALSH	WENDY	1.00
INSTRUCTOR	WANG	ANDREA	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>102.91</u></u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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	LOEGERING	TESSA	0.57
ADMINISTRATIVE ASSISTANT II	OLSEN	VIVIAN	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 III	ACKER	EILEEN	1.00
ADMINISTRATIVE ASSISTANT III	BARR	MARIDEL	1.00
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
ADMINISTRATIVE ASSISTANT III	SIEGENTHALER	CONNIE	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
ADMINISTRATIVE ASSISTANT III	YIM	REBECCA	1.00
ADMINISTRATIVE ASSISTANT III	VACANT		0.85
ARTICULATION AND CURRICULUM ANALYST	YUAN	MENGQI (GRACE)	1.00
ARTICULATION SPECIALIST	HAGOS	ALGANESH	1.00
ARTICULATION SPECIALIST	KUROMIYA	JAMES	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	KUDSI	BASHIR	1.00
CUSTODIAL SERVICES SUPERVISOR	VACANT		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 MARROQUIN	ABNER	1.00
CUSTODIAN	DODGE	GEORGE	1.00
CUSTODIAN	GALZAGORRY	MARIE	1.00
CUSTODIAN	KEENER	DANIEL	1.00
CUSTODIAN	KEENER	MARGARITA	1.00
CUSTODIAN	MARTINEZ	MANUEL	1.00
CUSTODIAN	PEREZ	RAMIRO	1.00
CUSTODIAN	SMITH	MICHAEL	1.00
CUSTODIAN	VACANT		1.00
CUSTODIAN	VACANT		1.00
CUSTODIAN	VACANT		1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
DATABASE ADMINISTRATOR	OSHEROFF	AARON	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	0.45
ENROLLMENT SERVICES ASSOCIATE I	SPEASE	JENNIFER	0.60
ENROLLMENT SERVICES ASSOCIATE I	TEER	JOANNE	0.60
ENROLLMENT SERVICES ASSOCIATE I	WEBB	THELMA	0.60
ENROLLMENT SERVICES ASSOCIATE II	BANKS	CECILE	1.00
ENROLLMENT SERVICES ASSOCIATE II	BARNETT	MARIXA	0.60
ENROLLMENT SERVICES ASSOCIATE II	DEO	LEE	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
EXECUTIVE ASSISTANT I	BAUER	KATHERINE	1.00
EXECUTIVE ASSISTANT I	CRUZ	NICOLE	1.00
EXECUTIVE ASSISTANT I	JONES	RHONDA	1.00
EXECUTIVE ASSISTANT I	KLEIN	JESSE	1.00
EXECUTIVE ASSISTANT II	BENET	MICOL	1.00
EVALUATION ANALYST	MARIANO	ELNORE	0.60
GARDENER	ABKE	ASHLEY	1.00
GARDENER	CRAIG	RODNEY	1.00



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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	CALLAHAN	SHAWNA	1.00
HUMAN RESOURCES TECHNICIAN II	HANSEN	CANDICE	1.00
HUMAN RESOURCES TECHNICIAN II	LEE	LESLIE	0.80
INSTRUCTIONAL ASSISTANT - BUS & INFO SYS	BARTHELEMY	LANCE	0.28
INSTRUCTIONAL ASSISTANT - BUS & INFO SYS	WOODS	JULIA	0.67
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 - ENGLISH	VACANT		0.44
INSTRUCTIONAL SPECIALIST - MATHEMATICS	JESTADT	JESSE	0.60
INSTRUCTIONAL SPECIALIST - MATHEMATICS	WALKER	SANTON	0.60
INSTRUCTIONAL SPECIALIST - MEDICAL ASSISTING	WILTEY	ANA	0.38

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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
LABORATORY TECHNICIAN - AUTO TECHNOLOGY	GOOD	LESLIE	1.00
LABORATORY TECHNICIAN - BIOLOGY	ENTY	AFTAB	1.00
LABORATORY TECHNICIAN - CERAMICS	YOUNG	BRIAN	0.49
LABORATORY TECHNICIAN - CHEMISTRY	VACANT		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 CUSTODIAN	LARRE	CHRISTELLE	1.00
LEAD CUSTODIAN	THOMAS	JOSEPH	1.00
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	VACANT		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 2019-2020**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
MAINTENANCE HVAC MECHANIC	YOHANNES	HAILE	1.00
MAINTENANCE MECHANIC	VACANT		0.60
MAINTENANCE PAINTER	OROPEZA	GUADALUPE	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
SAFETY COORDINATOR	VACANT		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 PAYROLL SPECIALIST	TUCKER	DORIS	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

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
SYSTEMS ANALYST	THAYER	DEBRA	1.00
TECHNOLOGY SUPPORT SPECIALIST I	DUNKLE	CHRISTOPHER	1.00
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	ZENG	TIMOTHY	0.50
TRANSFER & CAREER CENTER COORDINATOR	TOTAPUDI	SOFIA	1.00
TUTORING CENTER COORDINATOR	PENSABENE	OKSANA	0.80
<b>TOTAL CLASSIFIED FTE</b>			<b><u>143.04</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>ADMINISTRATORS</u></b>			
<b><u>ACADEMIC:</u></b>			
SUPERINTENDENT/PRESIDENT	COON	DAVID WAIN	1.00
ASST. SUPERINTENDENT/VP OF STUDENT LEARNING & SUCCESS	ELDRIDGE	JONATHAN	0.80
ASSISTANT VICE PRESIDENT FOR INSTRUCTIONAL SUPPORT	TORRES	CARI	1.00
EXEC. DIRECTOR OF PLANNING, RESEARCH & INST. EFFECTIVENESS	LEIMER	CHRISTINA	1.00
DEAN OF ARTS & HUMANITIES	SNYDER	DAVID	1.00
DEAN OF CAREER AND TECHNICAL EDUCATION	VACANT		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 AND SCIENCES	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>12.40</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED:</u></b>			
ASST. SUPERINTENDENT/VP OF ADMINISTRATIVE SERVICES	NELSON	GREGORY	1.00
DISTRICT COUNSEL	ROBERTSHAW	MIA	1.00
CHIEF INFORMATION OFFICER /DIRECTOR OF INFO. TECHNOLOGY	EKOUE TOTOU	PATRICK	1.00
CHIEF OF POLICE/DIRECTOR OF SAFETY	MAROSICK	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 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
PROGRAM ADMINISTRATOR - HEALTH SCIENCE	OLMANSON	ANGELA	1.00
<b>TOTAL CLASSIFIED ADMINISTRATORS</b>			<b><u>14.00</u></b>
<b>TOTAL ADMINISTRATIVE FTE</b>			<b><u>26.40</u></b>
<b>TOTAL UNRESTRICTED FTE</b>			<b><u>272.35</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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.	CARLSON	CHERYL	1.00
COMMUNITY EDUCATION & SERVICES PROG. SPEC.	MARCKWORDT	VALERIE	1.00
ENROLLMENT SERVICES ASSOCIATE II	PEITZ	HEATHER	1.00
INTENSIVE ENGLISH ESL OFFICE TECHNICIAN	VACANT		0.23
<b>TOTAL CLASSIFIED FTE</b>			<b><u>4.23</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 ACADEMIC ADMINISTRATORS</b>			<b><u>0.75</u></b>
<b><u>CLASSIFIED:</u></b>			
PROGRAM ADMIN., COMM. ED., LIFELONG LEARNING & INT'L ED.	VACANT		1.00
<b>TOTAL CLASSIFIED ADMINISTRATORS</b>			<b><u>1.00</u></b>
<b>TOTAL ADMINISTRATIVE FTE</b>			<b><u>1.75</u></b>
<b>TOTAL COMMUNITY EDUCATION AND SERVICES FTE</b>			<b><u>5.98</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. RESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>FACULTY</u></b>			
COUNSELOR	ARBONA	SHAILA	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
COUNSELOR	VACANT		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	VACANT		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
ENROLLMENT SERVICES ASSOCIATE I	LEE	EMMA	0.29



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. RESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
ENROLLMENT SERVICES ASSOCIATE I	SPEASE	JENNIFER	0.40
ENROLLMENT SERVICES ASSOCIATE I	TEER	JOANNE	0.40
ENROLLMENT SERVICES ASSOCIATE I	WEBB	THELMA	0.40
ENROLLMENT SERVICES ASSOCIATE II	BARNETT	MARIXA	0.40
ENROLLMENT SERVICES ASSOCIATE II	DEO	LEE	0.40
EOPS/CARE AND CALWORKS 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
EVENTS/FACILITIES 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	THOMPSON-SMITH	CYNTHIA	0.44
POLICE OFFICER	LANGEVELD	MARTINUS	1.00
POLICE OFFICER	RUIZ	DUSTIN	1.00
POLICE OFFICER	SPEDIACCI	ANTHONY	1.00
POLICE OFFICER	STEWART	PAUL	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

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. RESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
SENIOR RESEARCH AND EVALUATION SPECIALIST	SHAHER	HOLLEY	0.33
TESTING CENTER COORDINATOR	WONG	SALLY	1.00
TESTING TECHNICIAN	GARRETSON	PATRICK	1.00
TESTING TECHNICIAN	MARSHALL	MARY	0.50
TUTORING CENTER COORDINATOR	PENSABENE	OXSANA	0.20
WORKFORCE PROGRAM COORDINATOR	ANTOKHIN	KATHLEEN	1.00
WORKFORCE SPECIALIST	RAHMAN	HEATHER	1.00
<b>TOTAL CLASSIFIED FTE</b>			<b><u>29.06</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. RESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<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	VACANT		1.00
POLICE LIEUTENANT	ADAMS	JOHN	1.00
DIRECTOR OF WORKFORCE PROGRAMS	HORTON	KATHERYN	1.00
<b>TOTAL CLASSIFIED ADMINISTRATORS</b>			<b><u>3.00</u></b>
<b>TOTAL ADMINISTRATIVE FTE</b>			<b><u>4.85</u></b>
<b>TOTAL RESTRICTED FTE</b>			<b><u>45.00</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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	BOWEN	NORA	1.00
INSTRUCTOR	COOKE	INDICA	1.00
INSTRUCTOR	GRUENERT	HONOR	1.00
INSTRUCTOR	MALOUF	JANEATTE	1.00
INSTRUCTOR	MORALES	HELEN	0.80
<b>TOTAL FACULTY FTE</b>			<b><u><u>6.80</u></u></b>
<b><u>CLASSIFIED</u></b>			
ADMINISTRATIVE ASSISTANT II	JACKSON	KAHEA	1.00
<b>TOTAL CLASSIFIED FTE</b>			<b><u><u>1.00</u></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><u>1.00</u></u></b>
<b>TOTAL CHILD DEVELOPMENT FUND FTE</b>			<b><u><u>8.80</u></u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**C. IVC ORGANIC FARM AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
LEAD GARDENER	EVERSHED	DAVID	1.00
<b>TOTAL CLASSIFIED FTE</b>			<b><u>1.00</u></b>
<b><u>ADMINISTRATORS</u></b>			
<b><u>ACADEMIC:</u></b>			
MANAGER, ORGANIC FARM AND 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>2.00</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

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

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
ACCOUNTING SPECIALIST	HARRIS	MARJORIE	1.00
ADMINISTRATIVE ASSISTANT II	RUDOLPH	MONICA	1.00
ADMINISTRATIVE ASSISTANT II	WITTE	IRMGARD	1.00
LEAD GARDENER	GARRETT	STEVEN	1.00
MAINTENANCE CARPENTER	NADING	LAWRENCE	1.00
MAINTENANCE CARPENTER	STAFFEN	RUSSEL	1.00
MAINTENANCE ELECTRICIAN	RODRIGUEZ	NORBERT	1.00
MAINTENANCE ELECTRICIAN	VACANT		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	ZENG	TIMOTHY	0.50
<b>TOTAL CLASSIFIED FTE</b>			<b><u>11.50</u></b>
<b><u>ADMINISTRATORS</u></b>			
<b><u>CLASSIFIED:</u></b>			
DIRECTOR OF CAPITAL PROJECTS	FARIAS	ISIDRO	1.00
PROJECT ENGINEER	VACANT		1.00
PROJECT MANAGER	VACANT		1.00
<b>TOTAL CLASSIFIED ADMINISTRATORS</b>			<b><u>3.00</u></b>
<b>TOTAL ADMINISTRATIVE FTE</b>			<b><u>3.00</u></b>
<b>TOTAL MEASURE B BOND FUND FTE</b>			<b><u>14.50</u></b>
<b>DISTRICT TOTAL</b>			<b><u>348.63</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
2018-19 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>
Abe, Helen	Temporary Faculty	565	48	613
Abellera, Lisa	Admin Asst III	10,074	2,772	12,846
Abke, Ashley	Gardener	47,732	27,224	74,956
Abouaf, Jeffrey	Temporary Faculty	61,610	14,412	76,022
Abu Ghosh, Yuliya	Hourly	20,048	1,711	21,759
Acker, Eileen	Admin Asst III	84,925	46,413	131,338
Adams, Emily	Hourly	10,702	913	11,615
Adams, George	Instructor	80,285	14,816	95,101
Adams, John	Police Lieutenant	120,752	45,177	165,929
Adebanjo, Adewunmi	Laboratory Technician	42,799	20,349	63,148
Agudelo-Silva, Fernando	Instructor	225,057	62,879	287,936
Aguiar, Geoffrey	Hourly	5,008	932	5,940
Aguilar, Jose	Hourly	1,950	16	1,966
Airey-Van Diem, Peggy	Hourly	13,101	1,118	14,219
Alameida, Marshall	Dean of Health Sciences	187,153	57,702	244,855
Alcazar, Amanda	Hourly	18,233	152	18,385
Alexanderson, Jonathan	Hourly	9,428	79	9,507
Allen, Francine	Retiree Instructional	-	5,982	5,982
Allen, Maula	Instructor	156,532	50,837	207,369
Allen, Rebecca	Hourly	28,863	5,373	34,236
Almog, Daniel	Hourly	3,270	27	3,297
Alvarado-Dadin, Azul	Hourly	4,091	34	4,125
Anderson, Stephen	Retiree Non Instructional	-	5,982	5,982
Anderson-Zafir, Dawud	Hourly	2,966	25	2,991
Anjeh, Vincent	Hourly	1,725	14	1,739

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2018-19 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**ALPHABETICAL ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Anthes, Roberta	Temporary Faculty	6,648	1,237	7,885
Antokhin, Kathleen	Workforce- Prog Coordinator	54,792	31,072	85,864
Applegate, Monica	Pool Maintenance Worker IVC	50,863	34,635	85,498
Appleton, Carolyn	Retiree Non Instructional	-	8,402	8,402
Appleton, Guy	Retiree Non Instructional	-	8,402	8,402
Arasnia, Sheherazade	Admin Asst III CES	68,050	33,737	101,787
Arbona, Shaila	Counselor	102,508	44,583	147,091
Argudo Valverde, David	Hourly	1,059	90	1,149
Ariano, Vaughan	Temporary Faculty	12,267	1,047	13,314
Arnold, Chester	UPM Retro Prj./Misc.	1,712	313	2,025
Arrick, Janet	Temporary Faculty	51,018	9,497	60,515
Atkinson, Justin	Instructional Specialist	53,555	36,131	89,686
Aviles, Francisco	Accounting Specialist	74,368	45,008	119,376
Ayan-Eaton, Julianna	Hourly	1,394	119	1,513
Bacigalupi, Lindsay	Facility Rental Supervisor	75,840	38,042	113,882
Bagtas-Carmona, Emy	Asst. Dir Enrollment Services	116,745	54,555	171,300
Bailey, Alvin	Hourly	408	35	443
Bailliere, Alexandra	Temporary Faculty	3,595	307	3,902
Baker, Hursey	Temporary Faculty	5,023	429	5,452
Baleria, Gina	Temporary Faculty	16,847	3,062	19,909
Banks, Cecile	Enrollment Services Assoc II	84,339	46,222	130,561
Banos, Robert	Temporary Faculty	15,794	369	16,163
Baporja, Mubashshera	Hourly	6,135	51	6,186
Barajas, Lilyana	COMPASS Coordinator	74,217	32,197	106,414
Barashkov, Andrei	Instructor	1,530	243	1,773



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Barker, Leslie	Senior Accountant	115,084	54,161	169,245
Barnes, Janine	Hourly	1,648	14	1,662
Barnett, Marixa	Enrollment Services Assoc II	76,699	41,194	117,893
Barnett, Nicole	Temporary Faculty	39,370	7,328	46,698
Barnett, Sharon	Temporary Faculty	5,332	455	5,787
Barr, James	Retiree Non Instructional	-	5,982	5,982
Barr, Maridel	Admin Asst III	73,943	44,758	118,701
Barrall, Mark	Temporary Faculty	61,814	5,275	67,089
Barr-Vickers, Claudia	Temporary Faculty	3,569	2,145	5,714
Barthelemy, Lance	Instructional Specialist	32,704	6,644	39,348
Barzegar, Naghmeh	Staff Accountant	97,719	50,140	147,859
Bauer, Katherine	Executive Assistant I	73,042	32,059	105,101
Bauman, Marcia	Temporary Faculty	9,236	788	10,024
Bawden, Douglas	Temporary Faculty	11,681	1,817	13,498
Beadle, Carole	Temporary Faculty	16,203	2,961	19,164
Beal, Rebecca	Instructor	105,144	31,793	136,937
Beam, Rustin	Hourly	10,525	2,799	13,324
Beattie, Kyle	Temporary Faculty	55,743	14,825	70,568
Belenky, Diana	Hourly	426	79	505
Bell, Clark	Temporary Faculty	642	55	697
Bellisimo, Yolanda	Instructor	139,025	40,179	179,204
Bencich, Lawrence	Temporary Faculty	6,564	560	7,124
Benjamin, Janet	Temporary Faculty	323	28	351
Beraldi, Alessandra	Temporary Faculty	1,400	119	1,519
Berberian, Edward	Temporary Faculty	8,877	1,652	10,529

**MARIN COMMUNITY COLLEGE DISTRICT**  
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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Berkelhammer, Larry	Temporary Faculty	2,303	197	2,500
Berluzconi, Luz Carolina	Hourly	1,961	16	1,977
Bernard, Jean-Michael	Hourly	4,760	40	4,800
Berringer, Steven	Instructor	116,161	53,910	170,071
Bertolli, Laura	Temporary Faculty	14,119	2,628	16,747
Bertuol-Okun, Sueli	Temporary Faculty	65,362	29,090	94,452
Bestmartini, Elizabeth	Temporary Faculty	4,344	371	4,715
Betthausen, Thomas	Temporary Faculty	22,494	4,187	26,681
Bham, Asma	Hourly	8,655	72	8,727
Biederman, Guy	Temporary Faculty	1,234	29	1,263
Bigeagle, Norman	Temporary Faculty	14,416	336	14,752
Biggart, Maureen	Childrens Center Site Supv	60,581	22,844	83,425
Bikaran, Matin	Hourly	281	2	283
Binnings, Celeste	Temporary Faculty	1,226	105	1,331
Bjorklund, Trevor	Instructor	96,031	42,790	138,821
Blotter, Claire	Temporary Faculty	162	4	166
Blumenthal, Susan	Temporary Faculty	32,531	2,776	35,307
Blusseau, Françoise	Temporary Faculty	31,851	5,929	37,780
Bogman, Saskia	Hourly	289	25	314
Bogran Raymundo, Rolando	Hourly	6,379	544	6,923
Bohlke, Wende	Temporary Faculty	19,927	3,635	23,562
Bonander, Barbara	Instructor	118,400	43,043	161,443
Borenstein, Bonnie	Instructor	88,118	36,170	124,288
Borgognoni, Robert	Temporary Faculty	13,695	1,169	14,864
Borisov, Olga	Administrative Asst II	70,434	44,119	114,553

**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>
Bowen, Nora	Children Center Teacher	36,994	21,875	58,869
Bowles, Benjamin	Temporary Faculty	1,016	87	1,103
Bowsher, James	Hourly	335	83	418
Boyce, Sima	Temporary Faculty	46,101	12,255	58,356
Boyd, Sandy	Instructor	146,924	39,086	186,010
Bradley, Kathleen	Temporary Faculty	55,055	4,698	59,753
Brady, Stephen	Temporary Faculty	43,867	6,011	49,878
Braff, Ethan	Hourly	918	78	996
Brannon, Shirleigh	Temporary Faculty	33,018	771	33,789
Breakstone, Julie	Employment Services Coord.	92,025	48,916	140,941
Brear, Sebastian	Hourly	5,033	42	5,075
Briceno-Moreno, Luz	Counselor	140,682	46,916	187,598
Briffa, Jennifer	Temporary Faculty	16,617	2,207	18,824
Broida, David	Temporary Faculty	212	18	230
Brookshire, Guy	Temporary Faculty	25,780	4,642	30,422
Brown, Andrea	Temporary Faculty	830	88	918
Brown, Becky	Instructor	143,939	48,358	192,297
Brown, Roosevelt	Hourly	13,866	1,183	15,049
Brown, Steven	Retiree Non Instructional	-	11,534	11,534
Brown, Teresa	Administrative Asst I	51,850	26,117	77,967
Brown-Carson, Jamelia	Temporary Faculty	31,631	5,676	37,307
Bruce, Robert	Temporary Faculty	50,086	4,274	54,360
Buckley, Bo	Health Services Assistant	30,436	9,174	39,610
Bui, Xuan	Custodian	49,317	28,865	78,182
Bullen, Susan	Hourly	210	18	228

**MARIN COMMUNITY COLLEGE DISTRICT**  
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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Bultman, Elaine	Temporary Faculty	754	64	818
Buquen, Kenny	Temporary Faculty	52,755	19,070	71,825
Burchard, Peter	Hourly	17,090	1,458	18,548
Burke, Thomas	Retiree Non Instructional	-	8,448	8,448
Burkhardt, Dianne	Hourly	1,580	135	1,715
Burnett, Linda	Temporary Faculty	10,836	253	11,089
Byrne, Ryan	Dir SS - Kinesiology & Ath	152,922	52,671	205,593
Cady, Jeffrey	Instnl Spec - College Skills	88,232	36,580	124,812
Cairns, Michael	Hourly	51,559	4,400	55,959
Calica, Corinna	Director of Child Dev & ECE	127,660	57,750	185,410
Callahan, Edward	Hourly	1,000	85	1,085
Callahan, Shawna	Human Resources Technician I	66,913	41,433	108,346
Campbell, John	Mgr. Organic Farm & Garden	87,715	39,277	126,992
Canady-Williams, Kim	Instructional Specialist	22,961	2,208	25,169
Cantarutti, Lido	Temporary Faculty	5,629	480	6,109
Carlisle, Dorian	Administrative Asst II	12,599	1,466	14,065
Carlson, Cheryl	Comm Ed and Svcs Program Spec	88,561	47,448	136,009
Carlson, Sharon	Temporary Faculty	37,645	7,007	44,652
Carnahan, Casey	Temporary Faculty	14,583	1,945	16,528
Carroll, Sheldon	Evaluation Analyst	74,110	33,750	107,860
Casper, Harris	Temporary Faculty	54,964	19,376	74,340
Castellana, Cassidy	Hourly	1,325	113	1,438
Castillo, Nathan	12 = Lab Tech FA-Sculpture	38,604	18,053	56,657
Caudy, William	Temporary Faculty	33,698	6,273	39,971
Centolella, Thomas	Temporary Faculty	9,550	815	10,365

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Chaille, Michael	Temporary Faculty	360	8	368
Chan, Sheila	Temporary Faculty	52,544	9,723	62,267
Chang, Yungching	Temporary Faculty	11,838	1,010	12,848
Chao, Karissa	Hourly	3,570	30	3,600
Charlson, Katherine	Temporary Faculty	16,346	1,395	17,741
Chavez Rodriguez, Luis	Temporary Faculty	43,414	3,705	47,119
Cheney, Paul	Instructor	97,300	43,234	140,534
Cheong, Adrian	Temporary Faculty	8,620	1,605	10,225
Chi, Brian	Network PC Telephone Tech	94,370	47,917	142,287
Chia, Mia	Instructor	123,512	34,201	157,713
Chinn, Jett	Temporary Faculty	43,137	24,415	67,552
Christensen, Anders	Hourly	5,753	491	6,244
Christensen, Tina	Instructor	78,902	36,350	115,252
Christiansen, Klaus	Diir Facilities Pln & M&O	147,305	62,334	209,639
Chung, Shook-Chu	Senior Creative/Lead Web Dsgr.	102,198	40,379	142,577
Clark, Natalie	Hourly	948	81	1,029
Clifford, Patricia	Temporary Faculty	866	74	940
Clothier, Paul	Temporary Faculty	637	54	691
Cohn, Julie	Temporary Faculty	4,319	369	4,688
Cohn, Peter	Hourly	2,051	17	2,068
Coley, William	Counselor	123,575	44,947	168,522
Collins, Thomas	UPM Retro Prj/Misc	1,736	41	1,777
Comings, Willard	Temporary Faculty	9,792	836	10,628
Connolly, Nathan	Temporary Faculty	13,089	1,117	14,206
Conti, Diana	Board of Trustee	4,503	15,748	20,251

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Contini, Victor	Temporary Faculty	52,351	33,256	85,607
Cook, Nicole	Hourly	1,934	337	2,271
Cooke, Indica	Children Center Teacher	42,491	19,223	61,714
Coon, David Wain	Superintendent President	318,536	77,250	395,786
Cooper, Laura	Hourly	3,714	317	4,031
Cooper, Marisa	Hourly	702	60	762
Coss, Craig	Temporary Faculty	27,689	2,363	30,052
Cottle, Windee	Instructor	111,862	46,210	158,072
Coughenour, Colin	Temporary Faculty	22,876	1,952	24,828
Coulson, Maria	Instructor	157,569	52,249	209,818
Craft-Neto, Maria	Hourly	1,804	154	1,958
Craig, Rodney	Gardener	56,242	36,872	93,114
Craver, Yosifah	Hourly	85,954	15,069	101,023
Crawford, Yashica	Instructor	151,924	53,183	205,107
Creel, Melody	Retiree Non Instructional	-	14,782	14,782
Creighton, Heather	Hourly	727	62	789
Crivello, Michael	Hourly	8,310	1,381	9,691
Crosby, Frank	Instructor	148,360	48,123	196,483
Crow, Suzanne	Board of Trustee	2,741	7,337	10,078
Cruse, Nicholas	Hourly	1,573	134	1,707
Cruz Dominguez, Karina	Hourly	6,840	57	6,897
Cruz Viera, Mercedes	Custodian	45,611	33,462	79,073
Cruz, Julio	Custodian	69,074	36,566	105,640
Cruz, Nicole	Executive Assistant I	78,880	44,982	123,862
Cullen, Andrew	Laboratory Technician	500	43	543

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Cullen, Gina	Counselor	174,952	55,011	229,963
Cunningham, James	Hourly	189	35	224
Cunningham, Paula	Hourly	16,203	1,383	17,586
Curtis, Ariel-Judith	Hourly	1,479	126	1,605
da Silva, Paul	Instructor	68,155	44,766	112,921
D'Agostino, Lisa	Temporary Faculty	68,884	20,385	89,269
Danberg, Anne	Temporary Faculty	2,120	181	2,301
Daniel, Deanne	Hourly	9,176	77	9,253
Darawsha, Khaoula	Hourly	11,130	950	12,080
Daubenmire, Paul	Instructor	112,966	42,575	155,541
Davidson, Sophie	Hourly	859	7	866
Davis, Scott	Temporary Faculty	10,949	2,038	12,987
Davison, Jeanette	Instructional Specialist	28,384	3,559	31,943
Day, Christopher	Hourly	1,864	16	1,880
De Leon, Kevin	Hourly	1,005	8	1,013
de Leon, Raysheina	Hourly	12,803	107	12,910
De Robertis, Martina	Hourly	2,993	25	3,018
De Young, Scott	Custodian	64,698	31,357	96,055
Deines, Mark	Instructional Assistant	16,864	1,548	18,412
Deiongh, Kyle	Instructional Assistant	18,130	1,719	19,849
Del Grande, David	Temporary Faculty	38,329	7,135	45,464
DeLeon, Jane Alexandra	Hourly	1,373	11	1,384
Delgado, Mary	Childrens Center Lead Teacher	81,589	15,153	96,742
Deneris, Jamie	UPM Retro Prj./Misc	3,264	483	3,747
Deo, Lee	Enrollment Services Assoc II	75,036	37,252	112,288

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Derbin Jr, Robert	Temporary Faculty	23,018	4,285	27,303
DeVita, Brittany	Hourly	7,457	636	8,093
Di Benedetto, Luz	Temporary Faculty	27,975	2,387	30,362
Diaz de Lopez, Ecxa Roxana	Custodian	26,001	17,047	43,048
Diaz Marroquin, Abner	Custodian	50,773	35,526	86,299
Diaz, Christopher	Maintenance Plumber	77,607	20,184	97,791
Dillman, Petra	Hourly	1,320	11	1,331
Dimopoulos, Eliana	Assistive Tech Specialist	87,142	33,644	120,786
Dodge, George	Custodian	37,862	21,136	58,998
Dodge, Margaret	Instructor	119,969	47,744	167,713
Doermann, Elisabeth	Temporary Faculty	43,732	16,461	60,193
Dominguez, Paul	Lead Gardener	75,119	43,910	119,029
Dormann, Roger	Graphics Design Specialist	68,835	32,214	101,049
Dougherty, Aubrey	Hourly	480	4	484
Douglass, Sandra	Temporary Faculty	40,062	935	40,997
Dreskin, Wendy	Temporary Faculty	11,172	953	12,125
Drisdell, Lucas	Instructional Specialist	73,639	30,468	104,107
Duchamp, Carol	Temporary Faculty	879	75	954
Duisenberg, Karen	Hourly	344	8	352
Dunkle, Christopher	Tech Support Specialist I	75,733	35,521	111,254
Dunlap, Susan	Temporary Faculty	5,082	434	5,516
Dunmire, Erik	Instructor	203,939	55,995	259,934
Dunn, Jason	Instructor	95,828	42,836	138,664
Durtschi, Thomas	Hourly	986	84	1,070
Dutton, Caroline	Temporary Faculty	11,247	2,093	13,340



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Dyer, Nequeshe	Administrative Asst II	34,498	4,337	38,835
Early, Rinetta	Counselor	161,664	40,370	202,034
Edmondson, Chris	Retiree Non Instructional	-	11,534	11,534
Edwards, Michael	Hourly	1,628	139	1,767
Edwards, Shaquam	Instructor	121,729	44,865	166,594
Egbert, Roger	Retiree Non Instructional	-	14,782	14,782
Egert, David	Instructor	131,316	37,161	168,477
Ekoue Totou, Patrick	CIO/Dir of Info. Technology	169,453	65,539	234,992
Eldridge, Jon	Asst. Supr/VP/Stu Lrn&Sucess	217,495	51,126	268,621
Elias, Siham	Hourly	780	18	798
Engell, Katharine	Temporary Faculty	10,680	911	11,591
Engler, Merri	Hourly	1,726	147	1,873
Enty, Aftab	Laboratory Technician	69,194	43,294	112,488
Epperson Beyries, Viona	Hourly	1,245	98	1,343
Erdmann, John	Librarian	161,042	48,399	209,441
Erlenheim, David	Buyer	88,893	38,028	126,921
Escobar, Caitlin	Counselor	90,724	40,335	131,059
Escobar, Linette	Temporary Faculty	9,932	1,849	11,781
Essick, Edward	Temporary Faculty	48,207	1,125	49,332
Everitt, David	Instructor	152,919	52,712	205,631
Evershed, David	Lead Gardener - Organic Farm	54,314	35,579	89,893
Fabian Garcia, Miriam	Hourly	3,495	29	3,524
Fane, Chloe	Hourly	3,137	73	3,210
Fara, Nick	Instructor	79,910	37,039	116,949
Farias, Isidro	Dir. Capital Projects	144,100	58,451	202,551

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Federle, Barbara	Hourly	25,053	4,663	29,716
Feldman, Jared	Hourly	22,625	6,017	28,642
Fernandez, Ana	COMPASS Coordinator	78,097	31,516	109,613
Ferro, Samantha	Temporary Faculty	754	64	818
Fiandaca, Anastasia	Temporary Faculty	12,882	2,398	15,280
Filane, Leonard	Temporary Faculty	52,821	19,810	72,631
Finch, Alison	Hourly	16,321	1,393	17,714
Finlayson, Luna	Counselor	98,165	40,462	138,627
Finley, Cynthia	Temporary Faculty	47,926	18,066	65,992
Fitzpatrick, Mary	Temporary Faculty	14,408	2,688	17,096
Flandreau, Tara	Temporary Faculty	9,449	6,202	15,651
Fletcher, Sandra	Temporary Faculty	58,284	4,974	63,258
Flores, Vilma	Hourly	608	5	613
Fonteno, Amber	Library Technician II	61,153	29,920	91,073
Forsyth, Susan	Temporary Faculty	46,518	8,415	54,933
Foss, Donald	Retiree Instructional	-	15,900	15,900
Foster, Paulette	Retiree Non Instructional	-	6,897	6,897
Foulger, Kim	Administrative Asst II	66,061	40,756	106,817
Fragata, Marilou	Staff Accountant	88,291	46,867	135,158
France, Patricia	Instructor	82,159	26,897	109,056
Frank, Linda	Executive Dir. of Development	170,865	53,935	224,800
Frederick, Gene	Hourly	574	61	635
Fredrick, Dario	Temporary Faculty	23,054	1,967	25,021
Friedman, Carol	Temporary Faculty	1,733	148	1,881
Friedman, Henry	Temporary Faculty	424	36	460

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Friedman, Kamala	Temporary Faculty	440	38	478
Frohman, Jerry	Temporary Faculty	1,682	144	1,826
Frye, Sarah	Librarian	132,251	37,151	169,402
Fuches, Nicole	Hourly	672	57	729
Fuller Innes, Abigail	Temporary Faculty	377	40	417
Furuya, Bruce	Counselor	128,941	36,722	165,663
Fyda, Michael	Hourly	2,355	20	2,375
Gaffney, Keli	Accounting Technician	69,194	35,421	104,615
Gallagher, Kaitlyn	Hourly	3,401	290	3,691
Gallegos, Renee	Temporary Faculty	531	45	576
Galzagorry, Jeanfelix	Custodian	63,671	27,664	91,335
Galzagorry, Marie	Custodian	58,581	28,995	87,576
Gamal, Arif	Temporary Faculty	85,563	15,927	101,490
Gammill, Elwanda	Temporary Faculty	4,967	116	5,083
Gamshad, Mohsen	Temporary Faculty	13,685	1,168	14,853
Gapinski, Thelina	Hourly	7,350	61	7,411
Gardiner, David	Network PC Telephone Tech	104,345	42,312	146,657
Garone, Shelly	Hourly	1,000	23	1,023
Garretson, Candice	Retiree Non Instructional	-	14,964	14,964
Garretson, Patrick	Testing Technician	51,168	27,067	78,235
Garrett, Steven	Lead Gardener-Cap. Projects	70,250	41,332	111,582
Garrison, Greg	Retiree Non Instructional	-	8,402	8,402
Gedrimaite, Birute	Hourly	2,576	220	2,796
Gera, Lisa	Temporary Faculty	51,789	4,420	56,209
Gheith, Muhammed	Temporary Faculty	8,877	1,652	10,529

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2018-19 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**ALPHABETICAL ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Gibson, Dianne	Hourly	9,900	83	9,983
Gill, Clark	Pool Maintenance Worker	48,614	32,994	81,608
Gill, Elizabeth	Temporary Faculty	44,615	3,807	48,422
Gill, Mandeep	Temporary Faculty	5,859	1,091	6,950
Gisle, Kirsten	Employment Services Coord.	80,216	23,156	103,372
Giusti, James	Hourly	2,865	24	2,889
Glostein, Barbara	Temporary Faculty	16,065	1,371	17,436
Glostein, Elisa	Hourly	2,663	22	2,685
Gold, Kathleen	Retiree Non Instructional	-	4,974	4,974
Goldberg, Georgia	Temporary Faculty	70,715	21,484	92,199
Goldberg, Wendy	Hourly	147	12	159
Goldman, Mitchell	Temporary Faculty	28,466	5,299	33,765
Golitzin, George	Instructor	131,316	49,922	181,238
Gonzalez, James	Instructor	146,286	48,174	194,460
Gonzalez, Joseph	Hourly	739	6	745
Gonzalez, Marco	Instructor	159,775	52,275	212,050
Gonzalinajec, Trevor	Temporary Faculty	15,036	2,657	17,693
Good, Lesley	Laboratory Technician	47,789	27,036	74,825
Goodale, Jayme	Temporary Faculty	44,650	8,067	52,717
Goodarzi, Goodarz	Temporary Faculty	6,856	585	7,441
Goodwin, Ross	Temporary Faculty	56,817	10,332	67,149
Gorecki, Laura	Temporary Faculty	27,225	5,068	32,293
Govrin, Dvora	Temporary Faculty	7,182	613	7,795
Graham, Deborah	Temporary Faculty	568	106	674
Gray, Maria	Temporary Faculty	41,662	7,755	49,417

**MARIN COMMUNITY COLLEGE DISTRICT**  
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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Gray, Marijke	Veterans Resource Specialist	4,636	437	5,073
Green, Edward	Temporary Faculty	2,931	250	3,181
Greitzer, Michelle	Senior Accountant	111,534	51,869	163,403
Griffin, Julie	Hourly	8,309	709	9,018
Grist, Gregory	Temporary Faculty	68,491	32,239	100,730
Gruenert, Honor	Children Center Teacher	43,005	32,235	75,240
Guastalla, Lorry	Hourly	683	58	741
Gudmundsson, Jon	Tech Support Specialist I	93,927	38,655	132,582
Guillen, Hugo	EOPS/CalWorks Specialist	59,368	28,188	87,556
Gurka, Constance	Retiree Non Instructional	-	8,402	8,402
Gutierrez, Derry	Childrens Center Site Supv	64,553	19,088	83,641
Gutterman, Tyler	Hourly	663	57	720
Haag, Jon	Maintenance Technician I	1,877	1,486	3,363
Haber, John	Tech Support Specialist I	98,763	40,064	138,827
Hager, Joyce	Hourly	3,313	283	3,596
Haggitt, Brianna	Accountant	83,331	44,233	127,564
Hagos, Alganesh	Inst Support Specialist	75,084	43,503	118,587
Haikins-Appiah, Nigel	Hourly	975	83	1,058
Haiman, Joshua	Temporary Faculty	4,612	394	5,006
Hain, Diane	Temporary Faculty	285	24	309
Haley, Jean	Temporary Faculty	42,284	16,192	58,476
Hall, Quincy	Temporary Faculty	1,254	107	1,361
Halyard, Erica	Hourly	2,295	19	2,314
Hampson, Elizabeth	Prog. Admin. Com Ed, LL, IE	62,236	28,319	90,555
Hansen, Candice	Human Resources Technician II	75,070	35,658	110,728

**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>
Hansen, Dennis	Temporary Faculty	26,754	2,283	29,037
Hansen, Jennifer	Temporary Faculty	293	25	318
Harbison, Jesse	Reprographics Mail Clerk	59,619	39,041	98,660
Harkins, Erika	Temporary Faculty	6,588	562	7,150
Harris, Marjorie	Accounting Specialist	66,433	33,146	99,579
Harris, Nekoda	Dir of HR	146,281	46,353	192,634
Harrison, Eli	Temporary Faculty	754	64	818
Hartman, Rosalind	Retiree Non Instructional	-	8,402	8,402
Hatfield, Miho	Hourly	870	74	944
Hayman, Ildiko	Hourly	9,630	822	10,452
Hayne, Katherine	Temporary Faculty	89,483	16,656	106,139
Healey, Bernard	Temporary Faculty	1,172	100	1,272
Heckman, Shani	Temporary Faculty	15,681	2,919	18,600
Hedemark, Gordon	12 = Instructional Assistant	31,392	17,901	49,293
Height, Jared	Hourly	5,138	43	5,181
Helmer, James	Hourly	1,503	159	1,662
Hemphill, Pamela	Hourly	28,347	2,419	30,766
Henderson, Stefen	Hourly	3,105	265	3,370
Herathpathirana, Deepika	Hourly	8,706	743	9,449
Hernandez, Barbara	Instructional Specialist	24,145	9,892	34,037
Hernandez, Carol	Dean of Math and Sciences	149,986	52,127	202,113
Herrera, Henry	Hourly	23,606	5,614	29,220
Hersch, Tonya	Dean of Educ Success Programs	151,247	62,832	214,079
Hickey, Zoe	Hourly	1,328	11	1,339
Hildebrand, Carol	Dir of Comm Ed, LL, and Int Ed	132,059	46,917	178,976

**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>
Hinds, John	Instructor	1,746	12,045	13,791
Hirschman -de Blanc, Louise	Temporary Faculty	48,091	1,122	49,213
Hoe, Ruan	Hourly	221	2	223
Hoffman, Jesse	Asst Dir M&O	123,692	57,084	180,776
Holub, Karl	Library Technician II	53,922	29,926	83,848
Horinek, Jon	Dean of Enrollment Management	153,425	43,428	196,853
Hornback, Robert	Temporary Faculty	14,728	3,377	18,105
Horton, Katheryn	Dir Workforce Programs	107,503	50,740	158,243
Houghton, Laurel	Temporary Faculty	671	57	728
Houston, Ato	Hourly	510	4	514
Howard, Matthew	Instructional Technology Super	98,746	39,032	137,778
Hritz, George	Retiree Instructional	-	10,408	10,408
Hudgens, Michael	Instuctional Support Coord.	88,688	39,275	127,963
Huff, Kelly	Temporary Faculty	485	41	526
Hug, Elizabeth	Temporary Faculty	6,913	590	7,503
Hui, Julie	Temporary Faculty	39,964	15,760	55,724
Hulin, Patricia	Instructor	109,072	38,512	147,584
Humphreys, Richard	Temporary Faculty	16,899	3,146	20,045
Hunter, Andrea	Enrollment Services Assoc III	93,012	39,159	132,171
Hunter, Carrie	Temporary Faculty	41,381	16,727	58,108
Hurley, John	Hourly	1,425	122	1,547
Ibach, Meichiet	Hourly	2,000	171	2,171
Ilustre-Boatright, Heidi	Temporary Faculty	4,581	391	4,972
Imazumi, Sandra	Laboratory Technician/Museum	25,333	2,263	27,596
Indart, Loretta	Retiree Non Instructional	-	19,346	19,346

**MARIN COMMUNITY COLLEGE DISTRICT  
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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Indi, Ferhat	Systems Engineer	135,343	55,952	191,295
Ingrande-Edwards, Hei-Lee	Hourly	720	6	726
Inman, Briana	Hourly	1,828	156	1,984
Irish, Tamara	Hourly	2,085	178	2,263
Irving, Shae	Hourly	3,342	285	3,627
Isozaki, Margaret	Director of Fiscal Services	168,016	56,884	224,900
Jackson, Kahea	Admin Asst II Child Ctr/ECE	54,503	26,875	81,378
Jacunski, Neal	Temporary Faculty	8,887	758	9,645
James, Patience	Enrollment Services Assoc II	83,329	42,387	125,716
James, Raymond	Hourly	956	8	964
Jarrell, Boyd	Temporary Faculty	57,603	27,107	84,710
Jay, Candace	Hourly	2,643	62	2,705
Jessell, Lori	Temporary Faculty	17,098	1,459	18,557
Jessen, Chloe	Hourly	689	59	748
Jestadt, Jesse	Instructional Specialist	50,381	15,753	66,134
Jeung, Yeun Soon	Hourly	2,791	65	2,856
Johns, Christian	Hourly	6,173	527	6,700
Johnson, Anthony	Temporary Faculty	7,686	179	7,865
Johnson, Carol	Instructor	123,511	43,139	166,650
Johnson, Jill	Hourly	1,205	103	1,308
Johnson, Linda	Hourly	10,525	898	11,423
Johnson, Manny	Hourly	3,030	259	3,289
Johnson, Nancy	Temporary Faculty	4,185	357	4,542
Johnson, Phyllis	Temporary Faculty	14,795	2,567	17,362
Johnson, Sarah	Temporary Faculty	23,573	2,539	26,112



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Johnson, Tammera	Administrative Asst II	59,698	36,633	96,331
Jones, Alexander	Car. Intern & Svcs Prog Coord	73,036	35,126	108,162
Jones, Andrew	Temporary Faculty	32,495	15,781	48,276
Jones, David	Instructor	115,891	34,196	150,087
Jones, Eileen	Hourly	195	17	212
Jones, Michieal	Temporary Faculty	23,382	4,352	27,734
Jones, Natalie	Hourly	4,208	35	4,243
Jones, Rhonda	Executive Assistant I	78,880	33,543	112,423
Jones, Suzanne	Temporary Faculty	40,283	19,823	60,106
Jordan, Amy	Hourly	557	48	605
Jordan, Rachel	Hourly	438	37	475
Joseph, Sarah	12 = Lab Tech/Health Sciences	25,393	6,158	31,551
Joyner, Kathleen	Executive Assistant II	100,644	49,881	150,525
Juarez, Kimberly	Temporary Faculty	25,647	2,189	27,836
Jucker, Stephanie	Temporary Faculty	2,898	247	3,145
Kabir, Toos	Hourly	636	54	690
Kahn, Georgia	Hourly	147	12	159
Kambi, Kunta	Hourly	9,803	82	9,885
Kang, Manjit	Hourly	68,663	35,581	104,244
Karel, Ellen	Temporary Faculty	10,650	909	11,559
Karimi, Bijan	Temporary Faculty	392	33	425
Karpman, Joseph	Hourly	5,640	47	5,687
Kaufmann, Michael	Hourly	6,429	680	7,109
Kaur, Harpreet	Hourly	1,778	15	1,793
Kawamura, Caitlin	Hourly	672	57	729

**MARIN COMMUNITY COLLEGE DISTRICT**  
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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Keator, Richard	Hourly	83	7	90
Keener, Daniel	Custodian	56,995	28,106	85,101
Keener, Margarita	Custodian	46,714	24,212	70,926
Kelly, Alex	Temporary Faculty	33,818	2,886	36,704
Kelly, Ingrid	Instructor	188,179	55,087	243,266
Kelly, Patrick	Instructor	144,787	47,013	191,800
Kennedy, Michelle	Hourly	415	35	450
Kent, Matthew	Student Conduct Officer	77,200	33,112	110,312
Keville, Kathleen	Int Mgr EHSR	92,273	35,594	127,867
Khazaeli Parsa, Poupak	Temporary Faculty	62,236	28,653	90,889
Killam, Paul	Temporary Faculty	13,695	1,169	14,864
Kim, Grace	Hourly	2,459	398	2,857
King, Brian	Hourly	32,073	5,739	37,812
King, David	Instructor	73,437	35,821	109,258
King, Olivia	Hourly	465	4	469
Kinka Ruiz, Devon	Mgr HR Academic Personnel	101,941	49,377	151,318
Klein, Jesse Jane	Executive Assistant I	61,888	38,383	100,271
Klein, Michael	Reprographics Mail Clerk	58,622	38,751	97,373
Klein, Rachel	Counselor	115,192	43,638	158,830
Klinger, Alisa	Instructor	136,260	47,481	183,741
Klunk, Michael	Hourly	2,918	249	3,167
Knickerbocker, Katherine	Hourly	14,462	1,234	15,696
Knoop, Michelle	Temporary Faculty	13,281	2,472	15,753
Knott, Philip	Hourly	187	16	203
Koenig, Karen	Instructor	121,765	44,804	166,569

**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>
Konopleva, Elizaveta	Hourly	2,288	19	2,307
Koorhan, Margaret	Temporary Faculty	9,130	213	9,343
Korol, Tatum	Hourly	561	48	609
Kosta, Walter	Temporary Faculty	44,909	8,115	53,024
Kostyrko, Jacek	Temporary Faculty	85,620	10,767	96,387
Kranenburg, Philip	Board of Trustee	4,503	23,983	28,486
Kreit, Cara	Instructor	103,172	21,409	124,581
Krempez, Ronald	Temporary Faculty	74,584	6,365	80,949
Kreuter, Caden	Hourly	5,413	462	5,875
Kreuzer, Susanne	Temporary Faculty	16,202	2,949	19,151
Kudler, Jacqueline	Temporary Faculty	2,762	236	2,998
Kudsi, Bashir	Custodial Services Supervisor	43,637	21,307	64,944
Kuhn, Kristi	Instructor	98,867	43,557	142,424
Kunis, Kathleen	Hourly	3,904	333	4,237
Kuromiya, James	Inst Support Specialist	69,785	41,944	111,729
La Villa, Joseph	Temporary Faculty	13,210	2,459	15,669
Lack, Larry	Temporary Faculty	2,309	197	2,506
Lacke, Suzanne	Temporary Faculty	57,093	19,361	76,454
Lager, Warren	UPM Retro Prj./Misc	1,442	287	1,729
Lambert, Gabriel	Receiving Clerk	53,860	25,541	79,401
Lamke, Victoria	Administrative Asst II	44,877	28,148	73,025
Lane, Barbara	Hourly	1,350	115	1,465
Langeveld, Martinus	Police Officer	98,552	28,707	127,259
Langinger, Jeannie	Instructor	135,123	40,577	175,700
Lansing, Ira	Retiree Instructional	-	1,556	1,556

**MARIN COMMUNITY COLLEGE DISTRICT**  
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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Lantzy, Henry	Temporary Faculty	18,137	11,626	29,763
Lara, Ismael	Temporary Faculty	54,919	10,003	64,922
Larocca, David	Retiree Non Instructional	-	5,982	5,982
Larre, Christelle	Lead Custodian	73,481	33,547	107,028
Laukkanen, Avery	Hourly	7,417	62	7,479
Lavagetto, Lisa	Hourly	1,200	102	1,302
Lavin, Robin	Retiree Instructional	-	8,402	8,402
Lawrence, Barbara	Temporary Faculty	3,586	306	3,892
Laws, Minjae	Temporary Faculty	522	45	567
Lebas, Anne-Marie	Temporary Faculty	5,689	486	6,175
Lee, Emma	Enrollment Services Assoc I	36,855	9,863	46,718
Lee, June	UPM Retro Prj./Misc	574	11,420	11,994
Lee, Leslie	Human Resources Technician II	84,544	24,481	109,025
Lee, Sea	Temporary Faculty	17,303	3,221	20,524
Lee, Wendy	Tech Support Specialist I	106,194	51,870	158,064
Lefkowitz, Carol	Temporary Faculty	75,799	25,959	101,758
Lefkowitz, Saralyn	Instructor	94,862	47,069	141,931
Lehua, Constance	Manager Employee & Labor Rel.	128,918	56,107	185,025
Leibert, Edmund	Hourly	4,785	40	4,825
Leimer, Christina	Executive Director of P.R.I.E.	182,285	28,818	211,103
Lerner-Wright, Anne	Hourly	148	3	151
Leung, Christine	Temporary Faculty	31,531	15,032	46,563
Levin, Cherry	Hourly	2,544	217	2,761
Levin, Magdalena	Temporary Faculty	59,317	29,762	89,079
Li, Christine	Instructor	136,856	45,507	182,363

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Lieberman, Linda	Temporary Faculty	20,663	751	21,414
Linares, Helen	Hourly	16,508	138	16,646
Lince, Stacey	Instructional Designer	100,288	48,158	148,446
Lipson, Rebecca	Temporary Faculty	23,444	2,001	25,445
Littlejohn, Francisco	Maintenance Technician I	43,224	26,400	69,624
Liu, Shuyu	Temporary Faculty	24,385	4,539	28,924
Livie, Ian	Temporary Faculty	11,836	2,203	14,039
Lloyd, Sean	Temporary Faculty	44,061	12,081	56,142
Lo, Lan	Hourly	1,230	29	1,259
Lockerbie, David	Hourly	33,509	2,860	36,369
Loegering, Tessa	Administrative Asst II	31,866	7,863	39,729
Loewen, Amy	Temporary Faculty	21,487	4,000	25,487
Long, Eva	Board of Trustee	4,698	13,572	18,270
Long, Lan-Ling	Library Technician II	73,860	44,158	118,018
Longo, Gina	Admin Asst III	86,871	48,260	135,131
Lopez Gomez, Juana	Hourly	6,236	52	6,288
Lopez Gutierrez, Gloria	Temporary Faculty	24,156	564	24,720
Lopez Puentes, Laura	Hourly	6,435	54	6,489
Lopez, Blanca	Hourly	6,090	51	6,141
Lopez-Mendez, Ana	Hourly	1,463	12	1,475
Love II, Duane	Hourly	8,663	72	8,735
Lucier, Dawn	Administrative Asst II	8,500	1,686	10,186
Luis, Nathaniel	Hourly	599	51	650
Lutz, Arthur	Instructor	145,612	48,227	193,839
Madden, Eileen	Retiree Non Instructional	-	4,394	4,394

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Madril, Edwardo	Temporary Faculty	14,334	1,223	15,557
Magallanes-Rivera, Alexandra	Counselor	117,668	44,120	161,788
Mahmoud, Eiman	Temporary Faculty	26,427	2,255	28,682
Mahoney, David	Graphics Design Specialist	77,439	45,929	123,368
Malouf, Janeatte	Children Center Teacher	36,205	27,983	64,188
Manento, Daudi	Laboratory Technician	53,536	26,614	80,150
Manning, Chanelle	Hourly	2,460	21	2,481
Maoujoudi, Abdelhak	Temporary Faculty	49,835	17,597	67,432
Marckwordt, Valerie	Comm Ed and Svcs Program Spec	69,992	40,568	110,560
Marcum, Jeffrey	Maintenance Electrician	73,961	40,734	114,695
Mariano, Elnore	Evaluation Analyst	68,348	32,048	100,396
Marinko, Vicki	Hourly	3,510	300	3,810
Mark, Julie	Hourly	40,023	3,416	43,439
Marmysz, John	Instructor	158,815	49,808	208,623
Marozick, Jeffrey	Chief of Police/Dir. of Safety	160,831	45,245	206,076
Marshall, Mary	Testing Technician	26,184	2,436	28,620
Martinez, Allyson	EOPS/CARE & CalWorks Coord.	80,639	37,368	118,007
Martinez, Danae	Hourly	726	77	803
Martinez, Manuel	Custodian	61,766	39,305	101,071
Martinisi, Michele	Instructor	170,649	39,613	210,262
Marx, Justin	Hourly	4,088	34	4,122
Massion, Cheo	FT NC Instructor	106,880	32,063	138,943
Mata, Cindy	Hourly	2,003	17	2,020
Matos, Robert	Hourly	795	7	802
Maunupau Robertson, Rhoda	Hourly	313	3	316

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Maxon, Victoria	Hourly	1,800	154	1,954
Mayo, Ruth	12 = DSPS Program Technician	32,134	15,294	47,428
Mazariegos, Evelin	Hourly	1,230	105	1,335
Mazza, Jesse	Hourly	238	20	258
McBride, Christopher	Temporary Faculty	44,243	6,317	50,560
McBurnie-Nicolay, Patrick	Hourly	1,091	93	1,184
McCamman, Anne	Hourly	243	21	264
McCann, Larissa	Hourly	4,335	36	4,371
McClendon, Dosh	Hourly	653	56	709
McCluskey, Katherine	Temporary Faculty	9,212	786	9,998
McCoy, Robert	Instructor	86,947	31,993	118,940
McGee, Padraig	Temporary Faculty	16,022	5,532	21,554
McGoon, Patricia	Hourly	48,420	8,563	56,983
McGovern, Terence	Temporary Faculty	1,901	162	2,063
McGunagle, Cody	Hourly	2,790	23	2,813
McInnes, Nancy	Temporary Faculty	2,740	234	2,974
McIntosh, Corban	Hourly	1,088	93	1,181
McKinnon, Sara	Instructor	131,938	40,429	172,367
McKnight, Sheila	Temporary Faculty	37,902	25,067	62,969
McMillan, Jerry	Temporary Faculty	58,029	14,930	72,959
McSween, Karen	Library Technician III	67,119	32,991	100,110
Mead, Sarah	Hourly	4,215	35	4,250
Meade, Martha	Temporary Faculty	3,892	332	4,224
Meecham, William	Temporary Faculty	2,167	185	2,352
Mehtar, Juweria	Hourly	3,180	27	3,207

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Mendoza, Alonzo	Hourly	810	19	829
Mercado Trujillo, Juan	COMPASS Coordinator	35,930	15,789	51,719
Michelangelo, Lori	Instructor	122,939	38,379	161,318
Micu, Markee Angelo	Hourly	4,500	38	4,538
Middleton, Holly	Temporary Faculty	26,994	2,304	29,298
Mielke, Arthur	Temporary Faculty	9,559	816	10,375
Mihal, Colleen	Instructor	93,707	37,646	131,353
Miller, Joanne	Temporary Faculty	122	10	132
Miller, Julie	Temporary Faculty	53,396	32,739	86,135
Miller, Stormy	Dir SS - Stu Accessibility Svc	141,295	41,842	183,137
Miller, Trine	Instructor	83,535	40,746	124,281
Minoia, Marco	College Police Services Asst	72,797	35,350	108,147
Mitchell, David	Maintenance HVAC Mechanic	89,310	46,300	135,610
Monroe Watts, Lisa	Temporary Faculty	9,958	1,854	11,812
Montoya Olivares, Ricardo	Custodian	20,999	15,928	36,927
Moore, William	Temporary Faculty	8,497	725	9,222
Moraca, Lori	Temporary Faculty	764	136	900
Morales-Orozco, Helen	Children Center Teacher	36,994	31,180	68,174
Morgan Mok, Julia	Temporary Faculty	37,173	19,557	56,730
Morgan, James	Hourly	4,739	404	5,143
Morgan, Vycki	Hourly	15,688	366	16,054
Morin, Thomas	Temporary Faculty	34,735	14,787	49,522
Morse, Atsuko	Temporary Faculty	10,248	1,908	12,156
Morse, Lisa	Instructor	130,091	46,387	176,478
Mortimer, Cheryl	Temporary Faculty	17,101	3,183	20,284



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Mueller, Joseph	Instructor	171,319	41,605	212,924
Mueller-Delia, Faye	Hourly	9,061	773	9,834
Muldowney, Claudette	Retiree Non Instructional	-	15,900	15,900
Mulla, Bushra	Hourly	3,960	33	3,993
Mulla, Mariya	Hourly	11,318	94	11,412
Muller, Kevin	Instructor	112,915	46,491	159,406
Murillo, Shirley	Temporary Faculty	6,234	1,658	7,892
Murphy, Roseanne	Temporary Faculty	17,828	1,521	19,349
Murray, Heather	Hourly	114	21	135
Murrin, Isabel	Hourly	1,928	16	1,944
Musante, Danila	Counselor	102,542	34,104	136,646
Myers, Lyza	Temporary Faculty	20,848	1,779	22,627
Myers, Nicole	Temporary Faculty	7,072	1,316	8,388
Nading, Lawrence	Maintenance Carpenter	24,465	11,172	35,637
Nakhuda, Amina	Hourly	4,260	36	4,296
Namvar, Mina	Admin Asst III	87,109	46,871	133,980
Nardo, Maryann	Temporary Faculty	1,117	95	1,212
Naythons, Jessica	Retiree Instructional	-	10,408	10,408
Negus, Sean	Hourly	17	1	18
Nelson, Gregory	Asst. Superintendent/Vice Pres	223,695	66,421	290,116
Nelson, Lori	Hourly	51,172	18,679	69,851
Newton, Steven	Instructor	135,027	37,611	172,638
Ng-Jung, Bessie	Retiree Non Instructional	-	10,408	10,408
Nguyen, Dong	Systems Analyst	140,721	59,621	200,342
Nguyen, Hien	Instructor	108,365	31,791	140,156

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Nguyen, Thuy Trang	Library Technician 11	75,608	33,492	109,100
Noble Brown, Linda	Temporary Faculty	54,888	26,602	81,490
Noble, Mary	Temporary Faculty	40,661	3,470	44,131
Norman, Kelly	Hourly	3,428	29	3,457
Numaguchi, Vivian	Hourly	36,208	5,557	41,765
O'Brien, Karla	Hourly	675	58	733
O'Brien, Stephanie	Board of Trustee	4,698	21,988	26,686
Ochoa, Jasmine	Hourly	308	3	311
O'Connor, Brian	Temporary Faculty	51,889	27,677	79,566
Odom, Zamaria	Hourly	2,265	19	2,284
O'Donnelle, Dianne	Admin Asst III	84,925	46,413	131,338
Oh, Seunghyup	Hourly	8,093	68	8,161
Ojeda, Kristylea	Temporary Faculty	29,213	5,438	34,651
O'Keefe, Patricia	Instructor	107,907	44,752	152,659
Oldendick, Nicole	Admin Asst III	3,349	747	4,096
Oliver, Don	Hourly	1,335	31	1,366
Olmanson, Angela	Program Admin. Health Science	97,247	37,942	135,189
Olsen, Vivian	Administrative Asst II	78,296	34,970	113,266
Olson, Janis	Instructional Specialist	21,380	2,569	23,949
Opong Mensah, Kofi	Temporary Faculty	57,006	19,765	76,771
Ordin, Laurie	Instructor	136,812	39,357	176,169
Orellana, Marlen	Hourly	1,890	16	1,906
Oropeza, Guadalupe	Maintenance Painter	71,916	31,939	103,855
Oropeza, Miguel	Temporary Faculty	16,488	3,069	19,557
Ortiz, Cesar	Hourly	5,811	48	5,859

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Ortiz, Yvonne	Temporary Faculty	52,657	26,055	78,712
Oser, Sara Louise	Temporary Faculty	26,239	2,239	28,478
Osheroff, Aaron	Database Administrator	141,144	62,620	203,764
Ostojic-Portello, Radica	Temporary Faculty	57,181	26,723	83,904
Ovetz, Robert	Temporary Faculty	3,229	600	3,829
Owen, Ron	Senior Benefits Analyst	88,263	39,385	127,648
Owens, Jim	Temporary Faculty	6,835	583	7,418
Pacula, Norman	Instructor	191,495	50,873	242,368
Padron, Thomas	Temporary Faculty	28,905	2,467	31,372
Padula, Carlo Domenico	Temporary Faculty	26,063	2,224	28,287
Pagani, Rossana	Instructor	174,335	45,174	219,509
Palmer, Ronald	Instructor	235,264	59,422	294,686
Palomino, Melanie	Admin Asst III	59,407	31,386	90,793
Pantenkova, Svetlana	Hourly	9,565	816	10,381
Park, Jessica	Instructor	138,083	45,151	183,234
Pasquel, Alicia	Instructor	204,144	61,205	265,349
Passer, Joyce	Instructor	125,919	39,143	165,062
Pate, Billy	Interim Asst. Dir M&O	9,380	800	10,180
Patel, Beth	Instructor	132,632	46,841	179,473
Patlolla, Sandhyarani	Temporary Faculty	10,607	905	11,512
Patterson, David	Librarian	116,724	24,141	140,865
Paul, Jeffrey	12 = Accompanist	24,200	2,165	26,365
Paulino, Joan	Enrollment Services Assoc II	78,089	45,794	123,883
Peck, Jeffery	Retiree Non Instructional	-	21,046	21,046
Peitz, Heather	Enrollment Services II - CES	74,046	43,242	117,288

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Peng, Emily	Temporary Faculty	2,217	189	2,406
Pennisi, Laurie	Hourly	5,115	43	5,158
Pensabene, Oksana	Tutoring/Learning Ctr. Coord.	82,607	42,861	125,468
Perales, Teresa	Equity & Activities Prog Coord	73,324	31,956	105,280
Peraza Vda De Rodriguez, Emma	Hourly	3,908	1,039	4,947
Perez, Alexio	Locksmith Carpenter	70,054	39,943	109,997
Perez, Chelsey	Administrative Asst II	62,915	38,563	101,478
Perez, Ramiro	Custodian	49,988	25,674	75,662
Perrone, Kristin	Counselor	112,599	45,195	157,794
Petersen, Tyler	Hourly	6,975	58	7,033
Peterson, Stephen	Temporary Faculty	45,247	20,246	65,493
Petrovsky, John	Temporary Faculty	43,479	1,015	44,494
Piccinini, Banks	Hourly	5,678	485	6,163
Piccinini, Odaclet	Hourly	16,121	134	16,255
Piccioni, Richard	Temporary Faculty	42,402	7,893	50,295
Pierce, Jana	Instructor	50,209	17,322	67,531
Pilloton, Anna	Dir School & Comm Partnerships	133,952	57,186	191,138
Pinckney, Joanna	Administrative Asst II	74,976	44,435	119,411
Poehlmann, Lisa	Hourly	4,174	1,079	5,253
Polson, Claire	Hourly	5,258	44	5,302
Pomajulca, Cesar	Instructor	120,563	43,215	163,778
Pometta, Michael	Temporary Faculty	732	62	794
Pomogov, Yan	Hourly	7,455	62	7,517
Ponte Cordova, Lourdes	Hourly	375	3	378
Portela Parra, Eduardo	Hourly	90	1	91

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Potter, Malia	Hourly	1,245	106	1,351
Powers, Anthony	Hourly	3,563	30	3,593
Pratt, Elizabeth	Dean of Career and Tech Svcs	108,084	40,135	148,219
Pratt, Michael	Hourly	4,725	39	4,764
Prince, Kuniko	Temporary Faculty	46,524	8,660	55,184
Privitt, Karen	Temporary Faculty	66,870	22,425	89,295
Proctor, Robert	Hourly	227	42	269
Prodromou, Constance	Temporary Faculty	646	55	701
Psomas, Nikolas	Temporary Faculty	24,645	4,587	29,232
Purcell, Shawn	Instructor	123,384	43,792	167,176
Quick, Dayna	Instructor	110,304	42,166	152,470
Quince, Adrian	Hourly	375	32	407
Rachelson, Howard	Temporary Faculty	747	64	811
Raggio, Michelle	Hourly	1,620	138	1,758
Rahmadianty, Fitry	Hourly	8,475	71	8,546
Rahman, Heather	Workforce Prog. Spclst	52,799	29,646	82,445
Rahman, Susan	Instructor	128,828	45,684	174,512
Ramey, Byron	Counselor	93,748	29,959	123,707
Ramirez, Mayra	Buyer - Bond B	18,422	12,195	30,617
Rapko, John	Temporary Faculty	37,327	6,948	44,275
Rappaport, Betty	Temporary Faculty	222	19	241
Reed, Davance	Hourly	735	6	741
Reetz, Becky	Director of EOPS CARE CalWorks	133,135	59,235	192,370
Reetz, Wayne	Hourly	540	46	586
Regelous, Megan	Hourly	3,113	26	3,139

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Reilly, Sheila	Temporary Faculty	76,938	16,544	93,482
Reinhard, Holly	UPM Retro Prj./Misc	2,311	251	2,562
Reisinger, Caitlin	Hourly	3,109	26	3,135
Reubens, Max	Hourly	7,124	59	7,183
Reyes, Ruby	Enrollment Services Assoc III	65,198	29,762	94,960
Ricafrente, Joshua	Hourly	13,425	1,146	14,571
Ricciuti, Anna	Dir of College Svcs	106,906	51,284	158,190
Richardson, Kate	Hourly	503	43	546
Rilla, Paul	Hourly	1,998	171	2,169
Rios-Merwin, Skylar	Hourly	1,253	10	1,263
Riswold, Erik	Temporary Faculty	2,257	193	2,450
Ritchie, Alan	Instructor	141,176	30,346	171,522
Rivera, Eloise	Temporary Faculty	51,633	1,205	52,838
Roberts, Michelle	Hourly	13,879	1,184	15,063
Robertshaw, Mia	General Counsel	194,608	72,250	266,858
Robertson, Noel	Temporary Faculty	49,817	20,504	70,321
Robinson, Karen	Counselor	140,542	47,309	187,851
Robinson, Mark	Laboratory Technician	68,694	32,133	100,827
Rocky, Alice	Temporary Faculty	33,875	9,112	42,987
Roderick, Irina	Instructor	204,451	59,079	263,530
Rodrigues, Norbert	Maintenance Electrician Bond B	14,335	7,585	21,920
Rodriguez, Elena	Temporary Faculty	6,614	154	6,768
Rodriguez, Juan	Receiving Clerk	38,079	24,201	62,280
Rodriguez, Kareli	Hourly	5,178	442	5,620
Rodriguez, Kenny	Hourly	4,048	345	4,393

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Rollins, Corina	Temporary Faculty	34,178	14,683	48,861
Rolston, Caitlin	Instructional Specialist	97,484	30,458	127,942
Rolston, Katherine	Temporary Faculty	4,261	364	4,625
Romanowsky, Hannah	Temporary Faculty	821	70	891
Romo Padilla, Guadalupe	Administrative Asst II	72,646	32,869	105,515
Rooney, Kathleen	Instructor	131,323	35,442	166,765
Rosas, Cynthia	Hourly	3,145	26	3,171
Rosas, Stephen	Hourly	3,600	307	3,907
Rosenblatt, Kelly Jane	Temporary Faculty	43,378	8,074	51,452
Ross, William	Hourly	7,238	60	7,298
Rothbart, George	Hourly	17,091	1,459	18,550
Rowe, Eric	Hourly	213	18	231
Rowell, Kelly	Hourly	4,358	372	4,730
Ruddle, Joanna	Instructor	134,053	50,293	184,346
Rudolph, Monica	Admin Asst II - Cap Proj	68,825	42,880	111,705
Ruiz, Dustin	Police Officer	108,157	44,029	152,186
Rullen, Jeaneffe	Custodian	3,166	590	3,756
Rupers, Katherine	Hourly	750	6	756
Russakovskii, Yevgeniy	Temporary Faculty	33,377	6,213	39,590
Russell, Marian	Hourly	47,714	20,325	68,039
Ryan, William	Hourly	3,105	265	3,370
Sadava, Dana	Hourly	370	32	402
Sage, Mary	DSPE Text Assistant	15,173	4,745	19,918
Salazar, Dolores	Hourly	11,025	92	11,117
Saldana, Tristan	Temporary Faculty	53,725	10,000	63,725

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Sampiere-Prochnow, Noah	Hourly	459	39	498
Samuels, Michele	Hourly	705	6	711
Sanchez Vasquez, Marta	Hourly	1,074	200	1,274
Sandri, David	Temporary Faculty	1,449	124	1,573
Sanko, Nadia	Instructor	104,806	41,575	146,381
Santos, Ricardo	Athletic PE Ed Equip Manager	53,189	25,751	78,940
Satariano, Jenifer	Accounting Technician	45,995	33,967	79,962
Saunders, Lisa	Temporary Faculty	1,151	98	1,249
Saura, Rhea	Hourly	1,579	135	1,714
Scarcella, Joseph	Athletic Trainer	72,521	41,621	114,142
Schacherl, Jenna	Hourly	405	35	440
Schaefer, Emily	Hourly	5,836	498	6,334
Schane, Burton	Senior Systems Analyst	148,263	42,842	191,105
Schiff, Cynthia	Temporary Faculty	58,343	10,860	69,203
Schmitt, Frederick	Instructor	128,941	44,314	173,255
Schmitz, Patrick	Hourly	2,205	188	2,393
Schwappach, Lisa	Temporary Faculty	34,227	6,371	40,598
Schwartz, Carol	DSPS Specialist	33,360	10,593	43,953
Schwartz, Maureen	Temporary Faculty	634	54	688
Schwartz, Peter	Hourly	810	7	817
Scialli, Carol	Hourly	4,818	411	5,229
Scofield, Alan	Temporary Faculty	28,229	13,505	41,734
Scott, John	Temporary Faculty	1,245	132	1,377
Scott, Wendy	Hourly	840	7	847
Scranton, Diana	Temporary Faculty	32,166	2,745	34,911



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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Scruton, Matthew	Hourly	578	49	627
Sedie, Theo	Accounting Specialist	72,209	44,543	116,752
Seery, Patricia	FT NC Instructor	120,539	44,401	164,940
Seitz, Jadon	Board of Trustee	6,869	57	6,926
Sennhenn, Alexander	Hourly	165	1	166
Serafin, Scott	Instructor	123,138	47,669	170,807
Sereno, Prartho	Temporary Faculty	3,583	306	3,889
Shafer, Holley	Sr Research & Eval. Specialist	104,594	51,662	156,256
Shahi, Jessica	College Police Services Asst	63,119	35,201	98,320
Shamamian, Armen	Hourly	990	84	1,074
Sharp, Leah	Temporary Faculty	143	27	170
Shaw, Brianna	Temporary Faculty	11,381	2,118	13,499
Shaw, Ellen	Accounting Technician	76,864	34,035	110,899
Sheofsky, Elizabeth	Instructional Specialist	62,875	12,622	75,497
Shimizu, Masako	Hourly	277	6	283
Shore, Stephen	Temporary Faculty	29,891	2,551	32,442
Shrestha, Devendra	Accounting Technician	63,902	38,924	102,826
Siar, Ahmad	Hourly	11,592	97	11,689
Siegel, Linda	Temporary Faculty	1,528	130	1,658
Siegenthaler, Connie	Admin Asst III	71,716	34,759	106,475
Sigaran, Hellen	Hourly	2,516	21	2,537
Simmons, Michael	Hourly	199	17	216
Singh, Lakhvir	Hourly	13,616	114	13,730
Sinkevych, Mykhaylo	Hourly	379	71	450
Sirianni, Patricia	Temporary Faculty	44,206	16,549	60,755

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Sklove, Brett	Temporary Faculty	10,645	1,333	11,978
Skolnick, David	Temporary Faculty	21,487	4,000	25,487
Smith, David	Hourly	2,540	217	2,757
Smith, Gregory	Instructional Specialist	59,086	29,400	88,486
Smith, Malaika	Hourly	1,275	11	1,286
Smith, Michael	Custodian	49,175	35,034	84,209
Smith, Paul	Temporary Faculty	24,630	10,678	35,308
Smith, Rion	Instructional Specialist	68,668	27,035	95,703
Smith, Sarah	Enrollment Svcs I - CES	5,680	1,137	6,817
Smith, Shelley	Temporary Faculty	34,372	7,711	42,083
Smith, Victor	Temporary Faculty	45,175	23,345	68,520
Smyth, Kathleen	Instructor	180,595	43,486	224,081
Smyth, Trevor	Hourly	13,943	1,190	15,133
Snyder, David	Dean of Arts and Humanities	160,518	42,743	203,261
So, Albert	Print Production Specialist	67,059	31,697	98,756
Solis, Julian	Sch. & Comm. Partnr Prog Coord	81,166	34,073	115,239
Solorzano, Leah	Hourly	810	7	817
Song, Ho Shin	Technology Support Splst II	2,573	337	2,910
Southard, Rowena	Temporary Faculty	59,536	24,155	83,691
Sparrow, Neil	Gardener	46,826	24,499	71,325
Spease, Jennifer	Enrollment Services Assoc I	76,362	45,004	121,366
Spediacci, Anthony	Police Officer	84,674	23,917	108,591
Spindler, Douglas	Temporary Faculty	22,787	11,445	34,232
Squeri Jr, Richard	Hourly	4,463	653	5,116
St Clair, Mary	Hourly	9,990	83	10,073

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Staffen, Russel	Maint. Carpenter - Bond B	71,365	33,688	105,053
Stahl-Haven, Gina	Temporary Faculty	623	66	689
Stavig, Victoria	Hourly	12,683	1,082	13,765
Steinberg, Ella	Temporary Faculty	8,642	1,609	10,251
Steinberg, Steven	Temporary Faculty	17,683	2,428	20,111
Steinmetz, Polly	Instructor	117,668	47,343	165,011
Stevenson, Troy	Counselor	101,451	30,412	131,863
Stewart, Paul	Police Officer	88,879	23,974	112,853
Stewart, Susan	Temporary Faculty	4,120	352	4,472
Stockmann, Kevin	Hourly	385	33	418
Stopher, James	Instructor	102,038	42,639	144,677
Streur, Jacqueline	Hourly	3,780	323	4,103
Stubbs, Gregory	Temporary Faculty	4,982	425	5,407
Stubbs, Stephanie	Temporary Faculty	61,964	5,288	67,252
Stupp, Salomon	Hourly	5,194	443	5,637
Suarez Maldonado, Alejandro	Instructional Support Analyst	90,008	46,760	136,768
Subramanian, N	Temporary Faculty	46,791	1,174	47,965
Sukoski, Martha	Temporary Faculty	13,493	4,615	18,108
Sulaiman Hara, Sadika	Dir SS - Activities & Advocacy	143,699	50,807	194,506
Sullivan, Paula Denise Margare	Hourly	2,629	22	2,651
Sunshine, Matteus	Hourly	264	22	286
Sutherland, John	Instructor	133,638	29,317	162,955
Sywulak, Daria	Temporary Faculty	23,307	4,245	27,552
Tachihara, Sandra	Hourly	12,081	22,077	34,158
Tanenberg, Lonnie	Hourly	2,209	189	2,398

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Tanenberg, Stuart	Board of Trustee	4,698	2,532	7,230
Tanner Mack, Sandra	Temporary Faculty	4,089	761	4,850
Taylor, Cosmo	Hourly	2,438	20	2,458
Taylor, Laurie	Hourly	2,045	216	2,261
Taylor, Sean	Temporary Faculty	711	61	772
Teagarden, Garrett	Hourly	356	30	386
Teer, Joann	Enrollment Services Assoc I	76,362	34,332	110,694
Tenison-Scott, Joetta	Temporary Faculty	803	19	822
Tercero Lopez, Luis	Hourly	11,188	955	12,143
Terhune, Jamine	Temporary Faculty	66,216	22,303	88,519
Terry, Linda	Payroll Specialist	84,142	46,149	130,291
Tesfay, Yonas	Custodian	31,241	19,604	50,845
Tesler, Patrick	Hourly	2,025	173	2,198
Thach, Andrea	Hourly	5,265	44	5,309
Thaler, Reid	Temporary Faculty	3,501	299	3,800
Thayer, Debra	Systems Analyst	123,176	46,369	169,545
Theologis, Alexander	Hourly	1,000	85	1,085
Thom, Scott	Temporary Faculty	63,970	31,397	95,367
Thomas, Craig	Temporary Faculty	135	11	146
Thomas, Joseph	Lead Custodian	51,218	35,669	86,887
Thompson Smith, Cynthia	Instructional Assistant	18,816	1,760	20,576
Thompson, Rose	Retiree Non Instructional	-	12,256	12,256
Thunstrom, Paul	Temporary Faculty	4,579	841	5,420
Tiernan, Peter	Hourly	1,066	91	1,157
Timmel, Michael	Retiree Instructional	-	12,268	12,268

**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>
Timpane, Shannon	Health Services Assistant	21,062	2,739	23,801
Tipton, James	Instructor	164,975	52,886	217,861
Torres-Benavides, Cari	Assistant Vice President	153,178	60,594	213,772
Tostenson, Lisa	Health Center Nurse	109,788	32,510	142,298
Totapudi, Sofia	Transfer& Career Ctr Coord.	76,401	41,384	117,785
Treanor, Wanden	Board of Trustee	4,698	15,808	20,506
Tucker, Doris	Senior Payroll Specialist	120,846	46,291	167,137
Tudor, Connie	Temporary Faculty	25,148	2,146	27,294
Turner, Walter	Instructor	171,348	51,498	222,846
Tweedie, Yolanda	Temporary Faculty	9,272	1,726	10,998
Unterberger, Richard	Temporary Faculty	2,759	235	2,994
Urban, Olivia	Hourly	3,975	339	4,314
Urena, Jose	Counselor	102,380	52,734	155,114
Urrutia Garcia, Gerson	Hourly	6,432	54	6,486
Valenzuela, John	Temporary Faculty	235	20	255
Van Dorn, Eric	Temporary Faculty	50,178	18,494	68,672
Van Kriedt, Karen	Retiree Non Instructional	-	10,408	10,408
Vartanian, Sharon	Hourly	111	21	132
Varzaghani, Kasra	Research Analyst	33,150	15,291	48,441
Vaughan, Michele	Temporary Faculty	68,091	31,439	99,530
Vaughn, Desiree	Hourly	4,084	349	4,433
Vavrek, Karl	Temporary Faculty	888	76	964
Velazquez-Cortes, Samantha	Hourly	7,736	65	7,801
Vetter, Melanie	Temporary Faculty	3,396	290	3,686
Villanueva, Edward	Temporary Faculty	14,346	2,670	17,016

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Villareal, Amanda	Hourly	1,245	10	1,255
Villarreal, Seanna	Enrollment Services Assoc II	83,129	47,409	130,538
Villatoro, Erick	Hourly	7,676	64	7,740
Virgo, Abigail	Hourly	4,605	38	4,643
Vogel, David	Hourly	1,110	9	1,119
Vogt, Mary	Temporary Faculty	565	48	613
Wadenius, Adam	Temporary Faculty	7,271	1,353	8,624
Wadsworth, William	Gardener	61,581	29,028	90,609
Wagner, Katherine	Instructor	112,945	39,618	152,563
Wait, Emma	Hourly	1,411	120	1,531
Waldman, Leslie	Temporary Faculty	605	113	718
Wales, Victor	Hourly	24,981	4,650	29,631
Walker, Santon	Instructional Specialist	40,437	12,158	52,595
Walsh, Wendy	Instructor	117,668	47,410	165,078
Wang, Andrea	Instructor	111,290	43,567	154,857
Warren, Deborah	Instructional Specialist	37,187	11,176	48,363
Webb, Thelma	Enrollment Services Assoc I	72,442	42,601	115,043
Weiland, Michael	Hourly	753	6	759
Welch, Alison	International Student Advisor	65,559	29,860	95,419
Weldon, Sandra	Instructor	183,057	40,908	223,965
Wells, Stephanie	Instructor	133,607	38,975	172,582
Wenck-Reilly, Brennan	Temporary Faculty	39,270	7,310	46,580
Werlin, Rebecca	Temporary Faculty	49,559	4,229	53,788
West, Kevin	Tech Support Specialist I	34,432	17,889	52,321
West, Walter	Temporary Faculty	82,652	25,363	108,015

**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>
Westbrook, Michelle	Instructional Specialist	47,525	24,671	72,196
White, David	Designer Stage Technician	79,688	45,870	125,558
White, Rakia	Hourly	128	1	129
White, Victoria	Hourly	1,485	12	1,497
Whittingslow, Robert	Hourly	12,470	104	12,574
Widenhofer, Allan	Temporary Faculty	40,056	17,320	57,376
Widger, Daniel	Hourly	11,354	265	11,619
Wiebers, Deborah	Retiree Non Instructional	-	14,524	14,524
Wilder, Arron	Hourly	28,318	5,151	33,469
Willet, Nancy	Instructor	115,708	34,107	149,815
Williams, Jeannine	Temporary Faculty	75,789	24,085	99,874
Williams, Sita	Hourly	25,253	6,709	31,962
Willits, Ronald	Temporary Faculty	46,841	8,475	55,316
Wilson, Benjamin	Hourly	8,520	727	9,247
Wilson, Derek	Instructor	141,998	48,297	190,295
Wilson, Paul	Maintenance Electrician	73,933	40,933	114,866
Wiltey, Ana Flavia	Instructional Specialist	21,859	2,044	23,903
Winer, Christopher	Hourly	2,916	249	3,165
Winograd, Carol	Temporary Faculty	1,061	91	1,152
Witte, Irmgard	Administrative Asst II	2,537	1,768	4,305
Wittenmeier, Toni	UPM Retro Prj/Misc	3,190	423	3,613
Wong, Bailey	Hourly	3,458	29	3,487
Wong, Sally	Testing Center Coordinator	70,399	41,934	112,333
Wood, Hazel	Temporary Faculty	2,918	249	3,167
Wood, Robyn	Temporary Faculty	115,323	43,686	159,009

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2018-19 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Wood, Scott	Temporary Faculty	53,954	9,799	63,753
Woodlief, Blaze	Instructor	132,051	49,661	181,712
Woods, Julia	12 = Instructional Assistant	42,128	13,861	55,989
Worrell, Jasmine	Temporary Faculty	440	38	478
Wright, Keri	Temporary Faculty	5,833	498	6,331
Wu, Christopher	Hourly	1,196	223	1,419
Wuterich, Gabriele	Hourly	90	1	91
Yafa, Stephen	Hourly	200	17	217
Yah, Vicky	Hourly	5,393	45	5,438
Yan, Tao	Hourly	5,625	47	5,672
Yates, Jeffrey	Temporary Faculty	24,256	2,070	26,326
Yee, Gloria	Hourly	321	60	381
Yim, Rebecca	Admin Asst III	62,439	29,017	91,456
Yohannes, Haile	Maintenance HVAC Mechanic	90,169	47,935	138,104
Yokell, June	Temporary Faculty	4,039	345	4,384
Young, Brian	12 = Laboratory Technician	31,128	8,503	39,631
Yuan, Mengqi	Admin Asst III	61,023	38,090	99,113
Zabihi, Farhad	Instructor	160,020	44,362	204,382
Zaffran, Dan	Instructor	169,088	46,346	215,434
Zarrehparvar, Xenia	SAS Support Svcs. Coord	80,881	45,235	126,116
Zeise, Tanja-Maria	Temporary Faculty	1,592	136	1,728
Zeller, Brent	Temporary Faculty	4,323	369	4,692
Zerrudo, Mark	Hourly	5,093	42	5,135
Ziedrich, Cheryl	Temporary Faculty	36,319	15,081	51,400
Zuniga Saa, Luis	Temporary Faculty	7,514	916	8,430



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Coon, David Wain	Superintendent President	318,536	77,250	395,786
Palmer, Ronald	Instructor	235,264	59,422	294,686
Nelson, Gregory	Asst. Superintendent/Vice Pres	223,695	66,421	290,116
Agudelo-Silva, Fernando	Instructor	225,057	62,879	287,936
Eldridge, Jon	Asst. Supr/VP/Stu Lrn&Sucess	217,495	51,126	268,621
Robertshaw, Mia	General Counsel	194,608	72,250	266,858
Pasquel, Alicia	Instructor	204,144	61,205	265,349
Roderick, Irina	Instructor	204,451	59,079	263,530
Dunmire, Erik	Instructor	203,939	55,995	259,934
Alameida, Marshall	Dean of Health Sciences	187,153	57,702	244,855
Kelly, Ingrid	Instructor	188,179	55,087	243,266
Pacula, Norman	Instructor	191,495	50,873	242,368
Ekoue Totou, Patrick	CIO/Dir of Info. Technology	169,453	65,539	234,992
Cullen, Gina	Counselor	174,952	55,011	229,963
Isozaki, Margaret	Director of Fiscal Services	168,016	56,884	224,900
Frank, Linda	Executive Dir. of Development	170,865	53,935	224,800
Smyth, Kathleen	Instructor	180,595	43,486	224,081
Weldon, Sandra	Instructor	183,057	40,908	223,965
Turner, Walter	Instructor	171,348	51,498	222,846
Pagani, Rossana	Instructor	174,335	45,174	219,509
Tipton, James	Instructor	164,975	52,886	217,861
Zaffran, Dan	Instructor	169,088	46,346	215,434
Hersch, Tonya	Dean of Educ Success Programs	151,247	62,832	214,079
Torres-Benavides, Cari	Assistant Vice President	153,178	60,594	213,772
Mueller, Joseph	Instructor	171,319	41,605	212,924

**MARIN COMMUNITY COLLEGE DISTRICT**  
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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Gonzalez, Marco	Instructor	159,775	52,275	212,050
Leimer, Christina	Executive Director of P.R.I.E.	182,285	28,818	211,103
Martinisi, Michele	Instructor	170,649	39,613	210,262
Coulson, Maria	Instructor	157,569	52,249	209,818
Christiansen, Klaus	Diir Facilities Pln & M&O	147,305	62,334	209,639
Erdmann, John	Librarian	161,042	48,399	209,441
Marmysz, John	Instructor	158,815	49,808	208,623
Allen, Maula	Instructor	156,532	50,837	207,369
Marozick, Jeffrey	Chief of Police/Dir. of Safety	160,831	45,245	206,076
Everitt, David	Instructor	152,919	52,712	205,631
Byrne, Ryan	Dir SS - Kinesiology & Ath	152,922	52,671	205,593
Crawford, Yashica	Instructor	151,924	53,183	205,107
Zabihi, Farhad	Instructor	160,020	44,362	204,382
Osheroff, Aaron	Database Administrator	141,144	62,620	203,764
Snyder, David	Dean of Arts and Humanities	160,518	42,743	203,261
Farias, Isidro	Dir. Capital Projects	144,100	58,451	202,551
Hernandez, Carol	Dean of Math and Sciences	149,986	52,127	202,113
Early, Rinetta	Counselor	161,664	40,370	202,034
Nguyen, Dong	Systems Analyst	140,721	59,621	200,342
Horinek, Jon	Dean of Enrollment Management	153,425	43,428	196,853
Crosby, Frank	Instructor	148,360	48,123	196,483
Sulaiman Hara, Sadika	Dir SS - Activities & Advocacy	143,699	50,807	194,506
Gonzalez, James	Instructor	146,286	48,174	194,460
Lutz, Arthur	Instructor	145,612	48,227	193,839
Harris, Nekoda	Dir of HR	146,281	46,353	192,634

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Reetz, Becky	Director of EOPS CARE CalWorks	133,135	59,235	192,370
Brown, Becky	Instructor	143,939	48,358	192,297
Kelly, Patrick	Instructor	144,787	47,013	191,800
Indi, Ferhat	Systems Engineer	135,343	55,952	191,295
Pilloton, Anna	Dir School & Comm Partnerships	133,952	57,186	191,138
Schane, Burton	Senior Systems Analyst	148,263	42,842	191,105
Wilson, Derek	Instructor	141,998	48,297	190,295
Robinson, Karen	Counselor	140,542	47,309	187,851
Briceno-Moreno, Luz	Counselor	140,682	46,916	187,598
Boyd, Sandy	Instructor	146,924	39,086	186,010
Calica, Corinna	Director of Child Dev & ECE	127,660	57,750	185,410
Lehua, Constance	Manager Employee & Labor Rel.	128,918	56,107	185,025
Ruddle, Joanna	Instructor	134,053	50,293	184,346
Klinger, Alisa	Instructor	136,260	47,481	183,741
Park, Jessica	Instructor	138,083	45,151	183,234
Miller, Stormy	Dir SS - Stu Accessibility Svc	141,295	41,842	183,137
Li, Christine	Instructor	136,856	45,507	182,363
Woodlief, Blaze	Instructor	132,051	49,661	181,712
Golitzin, George	Instructor	131,316	49,922	181,238
Hoffman, Jesse	Asst Dir M&O	123,692	57,084	180,776
Patel, Beth	Instructor	132,632	46,841	179,473
Bellisimo, Yolanda	Instructor	139,025	40,179	179,204
Hildebrand, Carol	Dir of Comm Ed, LL, and Int Ed	132,059	46,917	178,976
Morse, Lisa	Instructor	130,091	46,387	176,478
Ordin, Laurie	Instructor	136,812	39,357	176,169

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Langinger, Jeannie	Instructor	135,123	40,577	175,700
Rahman, Susan	Instructor	128,828	45,684	174,512
Schmitt, Frederick	Instructor	128,941	44,314	173,255
Newton, Steven	Instructor	135,027	37,611	172,638
Wells, Stephanie	Instructor	133,607	38,975	172,582
McKinnon, Sara	Instructor	131,938	40,429	172,367
Ritchie, Alan	Instructor	141,176	30,346	171,522
Bagtas-Carmona, Emy	Asst. Dir Enrollment Services	116,745	54,555	171,300
Serafin, Scott	Instructor	123,138	47,669	170,807
Berringer, Steven	Instructor	116,161	53,910	170,071
Thayer, Debra	Systems Analyst	123,176	46,369	169,545
Frye, Sarah	Librarian	132,251	37,151	169,402
Barker, Leslie	Senior Accountant	115,084	54,161	169,245
Coley, William	Counselor	123,575	44,947	168,522
Egert, David	Instructor	131,316	37,161	168,477
Dodge, Margaret	Instructor	119,969	47,744	167,713
Purcell, Shawn	Instructor	123,384	43,792	167,176
Tucker, Doris	Senior Payroll Specialist	120,846	46,291	167,137
Rooney, Kathleen	Instructor	131,323	35,442	166,765
Johnson, Carol	Instructor	123,511	43,139	166,650
Edwards, Shaquam	Instructor	121,729	44,865	166,594
Koenig, Karen	Instructor	121,765	44,804	166,569
Adams, John	Police Lieutenant	120,752	45,177	165,929
Furuya, Bruce	Counselor	128,941	36,722	165,663
Walsh, Wendy	Instructor	117,668	47,410	165,078

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Passer, Joyce	Instructor	125,919	39,143	165,062
Steinmetz, Polly	Instructor	117,668	47,343	165,011
Seery, Patricia	FT NC Instructor	120,539	44,401	164,940
Pomajulca, Cesar	Instructor	120,563	43,215	163,778
Greitzer, Michelle	Senior Accountant	111,534	51,869	163,403
Sutherland, John	Instructor	133,638	29,317	162,955
Magallanes-Rivera, Alexandra	Counselor	117,668	44,120	161,788
Bonander, Barbara	Instructor	118,400	43,043	161,443
Michelangelo, Lori	Instructor	122,939	38,379	161,318
Muller, Kevin	Instructor	112,915	46,491	159,406
Wood, Robyn	Temporary Faculty	115,323	43,686	159,009
Klein, Rachel	Counselor	115,192	43,638	158,830
Horton, Katheryn	Dir Workforce Programs	107,503	50,740	158,243
Ricciuti, Anna	Dir of College Svcs	106,906	51,284	158,190
Cottle, Windee	Instructor	111,862	46,210	158,072
Lee, Wendy	Tech Support Specialist I	106,194	51,870	158,064
Perrone, Kristin	Counselor	112,599	45,195	157,794
Chia, Mia	Instructor	123,512	34,201	157,713
Shafer, Holley	Sr Research & Eval. Specialist	104,594	51,662	156,256
Daubenmire, Paul	Instructor	112,966	42,575	155,541
Urena, Jose	Counselor	102,380	52,734	155,114
Wang, Andrea	Instructor	111,290	43,567	154,857
O'Keefe, Patricia	Instructor	107,907	44,752	152,659
Wagner, Katherine	Instructor	112,945	39,618	152,563
Quick, Dayna	Instructor	110,304	42,166	152,470

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Ruiz, Dustin	Police Officer	108,157	44,029	152,186
Kinka Ruiz, Devon	Mgr HR Academic Personnel	101,941	49,377	151,318
Joyner, Kathleen	Executive Assistant II	100,644	49,881	150,525
Jones, David	Instructor	115,891	34,196	150,087
Willet, Nancy	Instructor	115,708	34,107	149,815
Lince, Stacey	Instructional Designer	100,288	48,158	148,446
Pratt, Elizabeth	Dean of Career and Tech Svcs	108,084	40,135	148,219
Barzegar, Naghmeh	Staff Accountant	97,719	50,140	147,859
Hulin, Patricia	Instructor	109,072	38,512	147,584
Arbona, Shaila	Counselor	102,508	44,583	147,091
Gardiner, David	Network PC Telephone Tech	104,345	42,312	146,657
Sanko, Nadia	Instructor	104,806	41,575	146,381
Stopher, James	Instructor	102,038	42,639	144,677
Chung, Shook-Chu	Senior Creative/Lead Web Dsgr.	102,198	40,379	142,577
Kuhn, Kristi	Instructor	98,867	43,557	142,424
Tostenson, Lisa	Health Center Nurse	109,788	32,510	142,298
Chi, Brian	Network PC Telephone Tech	94,370	47,917	142,287
Lefkowitz, Saralyn	Instructor	94,862	47,069	141,931
Breakstone, Julie	Employment Services Coord.	92,025	48,916	140,941
Patterson, David	Librarian	116,724	24,141	140,865
Cheney, Paul	Instructor	97,300	43,234	140,534
Nguyen, Hien	Instructor	108,365	31,791	140,156
Massion, Cheo	FT NC Instructor	106,880	32,063	138,943
Haber, John	Tech Support Specialist I	98,763	40,064	138,827
Bjorklund, Trevor	Instructor	96,031	42,790	138,821

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Dunn, Jason	Instructor	95,828	42,836	138,664
Finlayson, Luna	Counselor	98,165	40,462	138,627
Yohannes, Haile	Maintenance HVAC Mechanic	90,169	47,935	138,104
Howard, Matthew	Instructional Technology Super	98,746	39,032	137,778
Beal, Rebecca	Instructor	105,144	31,793	136,937
Suarez Maldonado, Alejandro	Instructional Support Analyst	90,008	46,760	136,768
Musante, Danila	Counselor	102,542	34,104	136,646
Carlson, Cheryl	Comm Ed and Svcs Program Spec	88,561	47,448	136,009
Mitchell, David	Maintenance HVAC Mechanic	89,310	46,300	135,610
Olmanson, Angela	Program Admin. Health Science	97,247	37,942	135,189
Fragata, Marilou	Staff Accountant	88,291	46,867	135,158
Longo, Gina	Admin Asst III	86,871	48,260	135,131
Namvar, Mina	Admin Asst III	87,109	46,871	133,980
Gudmundsson, Jon	Tech Support Specialist I	93,927	38,655	132,582
Hunter, Andrea	Enrollment Services Assoc III	93,012	39,159	132,171
Stevenson, Troy	Counselor	101,451	30,412	131,863
Mihal, Colleen	Instructor	93,707	37,646	131,353
Acker, Eileen	Admin Asst III	84,925	46,413	131,338
O'Donnelley, Dianne	Admin Asst III	84,925	46,413	131,338
Escobar, Caitlin	Counselor	90,724	40,335	131,059
Banks, Cecile	Enrollment Services Assoc II	84,339	46,222	130,561
Villarreal, Seanna	Enrollment Services Assoc II	83,129	47,409	130,538
Terry, Linda	Payroll Specialist	84,142	46,149	130,291
Hudgens, Michael	Instuctional Support Coord.	88,688	39,275	127,963
Rolston, Caitlin	Instructional Specialist	97,484	30,458	127,942

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Keville, Kathleen	Int Mgr EHSR	92,273	35,594	127,867
Owen, Ron	Senior Benefits Analyst	88,263	39,385	127,648
Haggitt, Brianna	Accountant	83,331	44,233	127,564
Langeveld, Martinus	Police Officer	98,552	28,707	127,259
Campbell, John	Mgr. Organic Farm & Garden	87,715	39,277	126,992
Erlenheim, David	Buyer	88,893	38,028	126,921
Zarrehparvar, Xenia	SAS Support Svcs. Coord	80,881	45,235	126,116
James, Patience	Enrollment Services Assoc II	83,329	42,387	125,716
White, David	Designer Stage Technician	79,688	45,870	125,558
Pensabene, Oksana	Tutoring/Learning Ctr. Coord.	82,607	42,861	125,468
Cady, Jeffrey	Instrl Spec - College Skills	88,232	36,580	124,812
Kreit, Cara	Instructor	103,172	21,409	124,581
Borenstein, Bonnie	Instructor	88,118	36,170	124,288
Miller, Trine	Instructor	83,535	40,746	124,281
Paulino, Joan	Enrollment Services Assoc II	78,089	45,794	123,883
Cruz, Nicole	Executive Assistant I	78,880	44,982	123,862
Ramey, Byron	Counselor	93,748	29,959	123,707
Mahoney, David	Graphics Design Specialist	77,439	45,929	123,368
Spease, Jennifer	Enrollment Services Assoc I	76,362	45,004	121,366
Dimopoulos, Eliana	Assistive Tech Specialist	87,142	33,644	120,786
Pinckney, Joanna	Administrative Asst II	74,976	44,435	119,411
Aviles, Francisco	Accounting Specialist	74,368	45,008	119,376
Dominguez, Paul	Lead Gardener	75,119	43,910	119,029
McCoy, Robert	Instructor	86,947	31,993	118,940
Barr, Maridel	Admin Asst III	73,943	44,758	118,701



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Hagos, Alganesh	Inst Support Specialist	75,084	43,503	118,587
Long, Lan-Ling	Library Technician II	73,860	44,158	118,018
Martinez, Allyson	EOPS/CARE & CalWorks Coord.	80,639	37,368	118,007
Barnett, Marixa	Enrollment Services Assoc II	76,699	41,194	117,893
Totapudi, Sofia	Transfer& Career Ctr Coord.	76,401	41,384	117,785
Peitz, Heather	Enrollment Services II - CES	74,046	43,242	117,288
Fara, Nick	Instructor	79,910	37,039	116,949
Sedie, Theo	Accounting Specialist	72,209	44,543	116,752
Christensen, Tina	Instructor	78,902	36,350	115,252
Solis, Julian	Sch. & Comm. Partnr Prog Coord	81,166	34,073	115,239
Webb, Thelma	Enrollment Services Assoc I	72,442	42,601	115,043
Wilson, Paul	Maintenance Electrician	73,933	40,933	114,866
Marcum, Jeffrey	Maintenance Electrician	73,961	40,734	114,695
Borisov, Olga	Administrative Asst II	70,434	44,119	114,553
Scarcella, Joseph	Athletic Trainer	72,521	41,621	114,142
Bacigalupi, Lindsay	Facility Rental Supervisor	75,840	38,042	113,882
Olsen, Vivian	Administrative Asst II	78,296	34,970	113,266
da Silva, Paul	Instructor	68,155	44,766	112,921
Stewart, Paul	Police Officer	88,879	23,974	112,853
Enty, Aftab	Laboratory Technician	69,194	43,294	112,488
Jones, Rhonda	Executive Assistant I	78,880	33,543	112,423
Wong, Sally	Testing Center Coordinator	70,399	41,934	112,333
Deo, Lee	Enrollment Services Assoc II	75,036	37,252	112,288
Kuromiya, James	Inst Support Specialist	69,785	41,944	111,729
Rudolph, Monica	Admin Asst II - Cap Proj	68,825	42,880	111,705

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Garrett, Steven	Lead Gardener-Cap. Projects	70,250	41,332	111,582
Dunkle, Christopher	Tech Support Specialist I	75,733	35,521	111,254
Shaw, Ellen	Accounting Technician	76,864	34,035	110,899
Hansen, Candice	Human Resources Technician II	75,070	35,658	110,728
Teer, Joann	Enrollment Services Assoc I	76,362	34,332	110,694
Marckwordt, Valerie	Comm Ed and Svcs Program Spec	69,992	40,568	110,560
Kent, Matthew	Student Conduct Officer	77,200	33,112	110,312
Perez, Alexio	Locksmith Carpenter	70,054	39,943	109,997
Fernandez, Ana	COMPASS Coordinator	78,097	31,516	109,613
King, David	Instructor	73,437	35,821	109,258
Nguyen, Thuy Trang	Library Technician 11	75,608	33,492	109,100
France, Patricia	Instructor	82,159	26,897	109,056
Lee, Leslie	Human Resources Technician II	84,544	24,481	109,025
Spediacci, Anthony	Police Officer	84,674	23,917	108,591
Callahan, Shawna	Human Resources Technician I	66,913	41,433	108,346
Jones, Alexander	Car. Intern & Svcs Prog Coord	73,036	35,126	108,162
Minoia, Marco	College Police Services Asst	72,797	35,350	108,147
West, Walter	Temporary Faculty	82,652	25,363	108,015
Carroll, Sheldon	Evaluation Analyst	74,110	33,750	107,860
Larre, Christelle	Lead Custodian	73,481	33,547	107,028
Foulger, Kim	Administrative Asst II	66,061	40,756	106,817
Siegenthaler, Connie	Admin Asst III	71,716	34,759	106,475
Barajas, Lilyana	COMPASS Coordinator	74,217	32,197	106,414
Hayne, Katherine	Temporary Faculty	89,483	16,656	106,139
Cruz, Julio	Custodian	69,074	36,566	105,640

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Romo Padilla, Guadalupe	Administrative Asst II	72,646	32,869	105,515
Perales, Teresa	Equity & Activities Prog Coord	73,324	31,956	105,280
Bauer, Katherine	Executive Assistant I	73,042	32,059	105,101
Staffen, Russel	Maint. Carpenter - Bond B	71,365	33,688	105,053
Gaffney, Keli	Accounting Technician	69,194	35,421	104,615
Kang, Manjit	Hourly	68,663	35,581	104,244
Drisdell, Lucas	Instructional Specialist	73,639	30,468	104,107
Oropeza, Guadalupe	Maintenance Painter	71,916	31,939	103,855
Gisle, Kirsten	Employment Services Coord.	80,216	23,156	103,372
Shrestha, Devendra	Accounting Technician	63,902	38,924	102,826
Arasnia, Sheherazade	Admin Asst III CES	68,050	33,737	101,787
Lefkowitz, Carol	Temporary Faculty	75,799	25,959	101,758
Gamal, Arif	Temporary Faculty	85,563	15,927	101,490
Perez, Chelsey	Administrative Asst II	62,915	38,563	101,478
Martinez, Manuel	Custodian	61,766	39,305	101,071
Dormann, Roger	Graphics Design Specialist	68,835	32,214	101,049
Craver, Yosifah	Hourly	85,954	15,069	101,023
Robinson, Mark	Laboratory Technician	68,694	32,133	100,827
Grist, Gregory	Temporary Faculty	68,491	32,239	100,730
Mariano, Elnore	Evaluation Analyst	68,348	32,048	100,396
Klein, Jesse Jane	Executive Assistant I	61,888	38,383	100,271
McSween, Karen	Library Technician III	67,119	32,991	100,110
Williams, Jeannine	Temporary Faculty	75,789	24,085	99,874
Harris, Marjorie	Accounting Specialist	66,433	33,146	99,579
Vaughan, Michele	Temporary Faculty	68,091	31,439	99,530

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Yuan, Mengqi	Admin Asst III	61,023	38,090	99,113
So, Albert	Print Production Specialist	67,059	31,697	98,756
Harbison, Jesse	Reprographics Mail Clerk	59,619	39,041	98,660
Shahi, Jessica	College Police Services Asst	63,119	35,201	98,320
Diaz, Christopher	Maintenance Plumber	77,607	20,184	97,791
Klein, Michael	Reprographics Mail Clerk	58,622	38,751	97,373
Delgado, Mary	Childrens Center Lead Teacher	81,589	15,153	96,742
Kostyrko, Jacek	Temporary Faculty	85,620	10,767	96,387
Johnson, Tammera	Administrative Asst II	59,698	36,633	96,331
De Young, Scott	Custodian	64,698	31,357	96,055
Smith, Rion	Instructional Specialist	68,668	27,035	95,703
Welch, Alison	International Student Advisor	65,559	29,860	95,419
Thom, Scott	Temporary Faculty	63,970	31,397	95,367
Adams, George	Instructor	80,285	14,816	95,101
Reyes, Ruby	Enrollment Services Assoc III	65,198	29,762	94,960
Bertuol-Okun, Sueli	Temporary Faculty	65,362	29,090	94,452
Reilly, Sheila	Temporary Faculty	76,938	16,544	93,482
Craig, Rodney	Gardener	56,242	36,872	93,114
Goldberg, Georgia	Temporary Faculty	70,715	21,484	92,199
Yim, Rebecca	Admin Asst III	62,439	29,017	91,456
Galzagorry, Jeanfelix	Custodian	63,671	27,664	91,335
Fonteno, Amber	Library Technician II	61,153	29,920	91,073
Khazaeli Parsa, Poupak	Temporary Faculty	62,236	28,653	90,889
Palomino, Melanie	Admin Asst III	59,407	31,386	90,793
Wadsworth, William	Gardener	61,581	29,028	90,609

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Hampson, Elizabeth	Prog. Admin. Com Ed, LL, IE	62,236	28,319	90,555
Evershed, David	Lead Gardener - Organic Farm	54,314	35,579	89,893
Atkinson, Justin	Instructional Specialist	53,555	36,131	89,686
Privitt, Karen	Temporary Faculty	66,870	22,425	89,295
D'Agostino, Lisa	Temporary Faculty	68,884	20,385	89,269
Levin, Magdalena	Temporary Faculty	59,317	29,762	89,079
Terhune, Jamine	Temporary Faculty	66,216	22,303	88,519
Smith, Gregory	Instructional Specialist	59,086	29,400	88,486
Galzagorry, Marie	Custodian	58,581	28,995	87,576
Guillen, Hugo	EOPS/CalWorks Specialist	59,368	28,188	87,556
Thomas, Joseph	Lead Custodian	51,218	35,669	86,887
Diaz Marroquin, Abner	Custodian	50,773	35,526	86,299
Miller, Julie	Temporary Faculty	53,396	32,739	86,135
Antokhin, Kathleen	Workforce- Prog Coordinator	54,792	31,072	85,864
Contini, Victor	Temporary Faculty	52,351	33,256	85,607
Applegate, Monica	Pool Maintenance Worker IVC	50,863	34,635	85,498
Keener, Daniel	Custodian	56,995	28,106	85,101
Jarrell, Boyd	Temporary Faculty	57,603	27,107	84,710
Smith, Michael	Custodian	49,175	35,034	84,209
Ostojic-Portello, Radica	Temporary Faculty	57,181	26,723	83,904
Holub, Karl	Library Technician II	53,922	29,926	83,848
Southard, Rowena	Temporary Faculty	59,536	24,155	83,691
Gutierrez, Derry	Childrens Center Site Supv	64,553	19,088	83,641
Biggart, Maureen	Childrens Center Site Supv	60,581	22,844	83,425
Rahman, Heather	Workforce Prog. Spclst	52,799	29,646	82,445

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Gill, Clark	Pool Maintenance Worker	48,614	32,994	81,608
Noble Brown, Linda	Temporary Faculty	54,888	26,602	81,490
Jackson, Kahea	Admin Asst II Child Ctr/ECE	54,503	26,875	81,378
Krempez, Ronald	Temporary Faculty	74,584	6,365	80,949
Manento, Daudi	Laboratory Technician	53,536	26,614	80,150
Satariano, Jenifer	Accounting Technician	45,995	33,967	79,962
O'Connor, Brian	Temporary Faculty	51,889	27,677	79,566
Lambert, Gabriel	Receiving Clerk	53,860	25,541	79,401
Cruz Viera, Mercedes	Custodian	45,611	33,462	79,073
Santos, Ricardo	Athletic PE Ed Equip Manager	53,189	25,751	78,940
Ortiz, Yvonne	Temporary Faculty	52,657	26,055	78,712
Garretson, Patrick	Testing Technician	51,168	27,067	78,235
Bui, Xuan	Custodian	49,317	28,865	78,182
Brown, Teresa	Administrative Asst I	51,850	26,117	77,967
Opong Mensah, Kofi	Temporary Faculty	57,006	19,765	76,771
Lacke, Suzanne	Temporary Faculty	57,093	19,361	76,454
Abouaf, Jeffrey	Temporary Faculty	61,610	14,412	76,022
Perez, Ramiro	Custodian	49,988	25,674	75,662
Sheofsky, Elizabeth	Instructional Specialist	62,875	12,622	75,497
Gruenert, Honor	Children Center Teacher	43,005	32,235	75,240
Abke, Ashley	Gardener	47,732	27,224	74,956
Good, Lesley	Laboratory Technician	47,789	27,036	74,825
Casper, Harris	Temporary Faculty	54,964	19,376	74,340
Lamke, Victoria	Administrative Asst II	44,877	28,148	73,025
McMillan, Jerry	Temporary Faculty	58,029	14,930	72,959

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Filane, Leonard	Temporary Faculty	52,821	19,810	72,631
Westbrook, Michelle	Instructional Specialist	47,525	24,671	72,196
Buquen, Kenny	Temporary Faculty	52,755	19,070	71,825
Sparrow, Neil	Gardener	46,826	24,499	71,325
Keener, Margarita	Custodian	46,714	24,212	70,926
Beattie, Kyle	Temporary Faculty	55,743	14,825	70,568
Robertson, Noel	Temporary Faculty	49,817	20,504	70,321
Nelson, Lori	Hourly	51,172	18,679	69,851
Littlejohn, Francisco	Maintenance Technician I	43,224	26,400	69,624
Schiff, Cynthia	Temporary Faculty	58,343	10,860	69,203
Van Dorn, Eric	Temporary Faculty	50,178	18,494	68,672
Smith, Victor	Temporary Faculty	45,175	23,345	68,520
Morales-Orozco, Helen	Children Center Teacher	36,994	31,180	68,174
Russell, Marian	Hourly	47,714	20,325	68,039
Chinn, Jett	Temporary Faculty	43,137	24,415	67,552
Pierce, Jana	Instructor	50,209	17,322	67,531
Maoujoudi, Abdelhak	Temporary Faculty	49,835	17,597	67,432
Stubbs, Stephanie	Temporary Faculty	61,964	5,288	67,252
Goodwin, Ross	Temporary Faculty	56,817	10,332	67,149
Barrall, Mark	Temporary Faculty	61,814	5,275	67,089
Jestadt, Jesse	Instructional Specialist	50,381	15,753	66,134
Finley, Cynthia	Temporary Faculty	47,926	18,066	65,992
Peterson, Stephen	Temporary Faculty	45,247	20,246	65,493
Kudsi, Bashir	Custodial Services Supervisor	43,637	21,307	64,944
Lara, Ismael	Temporary Faculty	54,919	10,003	64,922

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Malouf, Janeatte	Children Center Teacher	36,205	27,983	64,188
Wood, Scott	Temporary Faculty	53,954	9,799	63,753
Saldana, Tristan	Temporary Faculty	53,725	10,000	63,725
Fletcher, Sandra	Temporary Faculty	58,284	4,974	63,258
Adebanjo, Adewunmi	Laboratory Technician	42,799	20,349	63,148
McKnight, Sheila	Temporary Faculty	37,902	25,067	62,969
Rodriguez, Juan	Receiving Clerk	38,079	24,201	62,280
Chan, Sheila	Temporary Faculty	52,544	9,723	62,267
Cooke, Indica	Children Center Teacher	42,491	19,223	61,714
Sirianni, Patricia	Temporary Faculty	44,206	16,549	60,755
Arrick, Janet	Temporary Faculty	51,018	9,497	60,515
Doermann, Elisabeth	Temporary Faculty	43,732	16,461	60,193
Jones, Suzanne	Temporary Faculty	40,283	19,823	60,106
Bradley, Kathleen	Temporary Faculty	55,055	4,698	59,753
Dodge, George	Custodian	37,862	21,136	58,998
Bowen, Nora	Children Center Teacher	36,994	21,875	58,869
Haley, Jean	Temporary Faculty	42,284	16,192	58,476
Boyce, Sima	Temporary Faculty	46,101	12,255	58,356
Hunter, Carrie	Temporary Faculty	41,381	16,727	58,108
Widenhofer, Allan	Temporary Faculty	40,056	17,320	57,376
McGoan, Patricia	Hourly	48,420	8,563	56,983
Morgan Mok, Julia	Temporary Faculty	37,173	19,557	56,730
Castillo, Nathan	12 = Lab Tech FA-Sculpture	38,604	18,053	56,657
Gera, Lisa	Temporary Faculty	51,789	4,420	56,209
Lloyd, Sean	Temporary Faculty	44,061	12,081	56,142



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Woods, Julia	12 = Instructional Assistant	42,128	13,861	55,989
Cairns, Michael	Hourly	51,559	4,400	55,959
Hui, Julie	Temporary Faculty	39,964	15,760	55,724
Willits, Ronald	Temporary Faculty	46,841	8,475	55,316
Prince, Kuniko	Temporary Faculty	46,524	8,660	55,184
Forsyth, Susan	Temporary Faculty	46,518	8,415	54,933
Bruce, Robert	Temporary Faculty	50,086	4,274	54,360
Werlin, Rebecca	Temporary Faculty	49,559	4,229	53,788
Kosta, Walter	Temporary Faculty	44,909	8,115	53,024
Rivera, Eloise	Temporary Faculty	51,633	1,205	52,838
Goodale, Jayme	Temporary Faculty	44,650	8,067	52,717
Walker, Santon	Instructional Specialist	40,437	12,158	52,595
West, Kevin	Tech Support Specialist I	34,432	17,889	52,321
Mercado Trujillo, Juan	COMPASS Coordinator	35,930	15,789	51,719
Rosenblatt, Kelly Jane	Temporary Faculty	43,378	8,074	51,452
Ziedrich, Cheryl	Temporary Faculty	36,319	15,081	51,400
Tesfay, Yonas	Custodian	31,241	19,604	50,845
McBride, Christopher	Temporary Faculty	44,243	6,317	50,560
Piccioni, Richard	Temporary Faculty	42,402	7,893	50,295
Brady, Stephen	Temporary Faculty	43,867	6,011	49,878
Morin, Thomas	Temporary Faculty	34,735	14,787	49,522
Gray, Maria	Temporary Faculty	41,662	7,755	49,417
Essick, Edward	Temporary Faculty	48,207	1,125	49,332
Hedemark, Gordon	12 = Instructional Assistant	31,392	17,901	49,293
Hirschman -de Blanc, Louise	Temporary Faculty	48,091	1,122	49,213

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Rollins, Corina	Temporary Faculty	34,178	14,683	48,861
Varzaghani, Kasra	Research Analyst	33,150	15,291	48,441
Gill, Elizabeth	Temporary Faculty	44,615	3,807	48,422
Warren, Deborah	Instructional Specialist	37,187	11,176	48,363
Jones, Andrew	Temporary Faculty	32,495	15,781	48,276
Subramanian, N	Temporary Faculty	46,791	1,174	47,965
Mayo, Ruth	12 = DSPS Program Technician	32,134	15,294	47,428
Chavez Rodriguez, Luis	Temporary Faculty	43,414	3,705	47,119
Lee, Emma	Enrollment Services Assoc I	36,855	9,863	46,718
Barnett, Nicole	Temporary Faculty	39,370	7,328	46,698
Wenck-Reilly, Brennan	Temporary Faculty	39,270	7,310	46,580
Leung, Christine	Temporary Faculty	31,531	15,032	46,563
Del Grande, David	Temporary Faculty	38,329	7,135	45,464
Carlson, Sharon	Temporary Faculty	37,645	7,007	44,652
Petrovsky, John	Temporary Faculty	43,479	1,015	44,494
Rapko, John	Temporary Faculty	37,327	6,948	44,275
Noble, Mary	Temporary Faculty	40,661	3,470	44,131
Schwartz, Carol	DSPS Specialist	33,360	10,593	43,953
Mark, Julie	Hourly	40,023	3,416	43,439
Diaz de Lopez, Ecxa Roxana	Custodian	26,001	17,047	43,048
Rocky, Alice	Temporary Faculty	33,875	9,112	42,987
Smith, Shelley	Temporary Faculty	34,372	7,711	42,083
Numaguchi, Vivian	Hourly	36,208	5,557	41,765
Scofield, Alan	Temporary Faculty	28,229	13,505	41,734
Douglass, Sandra	Temporary Faculty	40,062	935	40,997

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Schwappach, Lisa	Temporary Faculty	34,227	6,371	40,598
Caudy, William	Temporary Faculty	33,698	6,273	39,971
Loeering, Tessa	Administrative Asst II	31,866	7,863	39,729
Young, Brian	12 = Laboratory Technician	31,128	8,503	39,631
Buckley, Bo	Health Services Assistant	30,436	9,174	39,610
Russakovskii, Yevgeniy	Temporary Faculty	33,377	6,213	39,590
Barthelemy, Lance	Instructional Specialist	32,704	6,644	39,348
Dyer, Nequeshe	Administrative Asst II	34,498	4,337	38,835
King, Brian	Hourly	32,073	5,739	37,812
Blusseau, Francoise	Temporary Faculty	31,851	5,929	37,780
Brown-Carson, Jamelia	Temporary Faculty	31,631	5,676	37,307
Montoya Olivares, Ricardo	Custodian	20,999	15,928	36,927
Kelly, Alex	Temporary Faculty	33,818	2,886	36,704
Lockerbie, David	Hourly	33,509	2,860	36,369
Nading, Lawrence	Maintenance Carpenter	24,465	11,172	35,637
Smith, Paul	Temporary Faculty	24,630	10,678	35,308
Blumenthal, Susan	Temporary Faculty	32,531	2,776	35,307
Scranton, Diana	Temporary Faculty	32,166	2,745	34,911
Ojeda, Kristylea	Temporary Faculty	29,213	5,438	34,651
Allen, Rebecca	Hourly	28,863	5,373	34,236
Spindler, Douglas	Temporary Faculty	22,787	11,445	34,232
Tachihara, Sandra	Hourly	12,081	22,077	34,158
Hernandez, Barbara	Instructional Specialist	24,145	9,892	34,037
Brannon, Shirleigh	Temporary Faculty	33,018	771	33,789
Goldman, Mitchell	Temporary Faculty	28,466	5,299	33,765

**MARIN COMMUNITY COLLEGE DISTRICT**  
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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Wilder, Arron	Hourly	28,318	5,151	33,469
Shore, Stephen	Temporary Faculty	29,891	2,551	32,442
Gorecki, Laura	Temporary Faculty	27,225	5,068	32,293
Williams, Sita	Hourly	25,253	6,709	31,962
Davison, Jeanette	Instructional Specialist	28,384	3,559	31,943
Joseph, Sarah	12 = Lab Tech/Health Sciences	25,393	6,158	31,551
Padron, Thomas	Temporary Faculty	28,905	2,467	31,372
Hemphill, Pamela	Hourly	28,347	2,419	30,766
Ramirez, Mayra	Buyer - Bond B	18,422	12,195	30,617
Brookshire, Guy	Temporary Faculty	25,780	4,642	30,422
Di Benedetto, Luz	Temporary Faculty	27,975	2,387	30,362
Coss, Craig	Temporary Faculty	27,689	2,363	30,052
Lantzy, Henry	Temporary Faculty	18,137	11,626	29,763
Federle, Barbara	Hourly	25,053	4,663	29,716
Wales, Victor	Hourly	24,981	4,650	29,631
Middleton, Holly	Temporary Faculty	26,994	2,304	29,298
Psomias, Nikolas	Temporary Faculty	24,645	4,587	29,232
Herrera, Henry	Hourly	23,606	5,614	29,220
Hansen, Dennis	Temporary Faculty	26,754	2,283	29,037
Liu, Shuyu	Temporary Faculty	24,385	4,539	28,924
Mahmoud, Eiman	Temporary Faculty	26,427	2,255	28,682
Feldman, Jared	Hourly	22,625	6,017	28,642
Marshall, Mary	Testing Technician	26,184	2,436	28,620
Kranenburg, Philip	Board of Trustee	4,503	23,983	28,486
Oser, Sara Louise	Temporary Faculty	26,239	2,239	28,478

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Padula, Carlo Domenico	Temporary Faculty	26,063	2,224	28,287
Juarez, Kimberly	Temporary Faculty	25,647	2,189	27,836
Jones, Michieal	Temporary Faculty	23,382	4,352	27,734
Imazumi, Sandra	Laboratory Technician/Museum	25,333	2,263	27,596
Sywulak, Daria	Temporary Faculty	23,307	4,245	27,552
Derbin Jr, Robert	Temporary Faculty	23,018	4,285	27,303
Tudor, Connie	Temporary Faculty	25,148	2,146	27,294
O'Brien, Stephanie	Board of Trustee	4,698	21,988	26,686
Betthausen, Thomas	Temporary Faculty	22,494	4,187	26,681
Paul, Jeffrey	12 = Accompanist	24,200	2,165	26,365
Yates, Jeffrey	Temporary Faculty	24,256	2,070	26,326
Johnson, Sarah	Temporary Faculty	23,573	2,539	26,112
Skolnick, David	Temporary Faculty	21,487	4,000	25,487
Loewen, Amy	Temporary Faculty	21,487	4,000	25,487
Lipson, Rebecca	Temporary Faculty	23,444	2,001	25,445
Canady-Williams, Kim	Instructional Specialist	22,961	2,208	25,169
Fredrick, Dario	Temporary Faculty	23,054	1,967	25,021
Coughenour, Colin	Temporary Faculty	22,876	1,952	24,828
Lopez Gutierrez, Gloria	Temporary Faculty	24,156	564	24,720
Olson, Janis	Instructional Specialist	21,380	2,569	23,949
Wiltey, Ana Flavia	Instructional Specialist	21,859	2,044	23,903
Timpane, Shannon	Health Services Assistant	21,062	2,739	23,801
Bohlke, Wende	Temporary Faculty	19,927	3,635	23,562
Myers, Lyza	Temporary Faculty	20,848	1,779	22,627
Rodrigues, Norbert	Maintenance Electrician Bond B	14,335	7,585	21,920

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Abu Ghosh, Yuliya	Hourly	20,048	1,711	21,759
McGee, Padraig	Temporary Faculty	16,022	5,532	21,554
Lieberman, Linda	Temporary Faculty	20,663	751	21,414
Peck, Jeffery	Retiree Non Instructional	-	21,046	21,046
Thompson Smith, Cynthia	Instructional Assistant	18,816	1,760	20,576
Lee, Sea	Temporary Faculty	17,303	3,221	20,524
Treanor, Wanden	Board of Trustee	4,698	15,808	20,506
Mortimer, Cheryl	Temporary Faculty	17,101	3,183	20,284
Conti, Diana	Board of Trustee	4,503	15,748	20,251
Steinberg, Steven	Temporary Faculty	17,683	2,428	20,111
Humphreys, Richard	Temporary Faculty	16,899	3,146	20,045
Sage, Mary	DSPS E Text Assistant	15,173	4,745	19,918
Baleria, Gina	Temporary Faculty	16,847	3,062	19,909
Deiongh, Kyle	Instructional Assistant	18,130	1,719	19,849
Oropeza, Miguel	Temporary Faculty	16,488	3,069	19,557
Murphy, Roseanne	Temporary Faculty	17,828	1,521	19,349
Indart, Loretta	Retiree Non Instructional	-	19,346	19,346
Beadle, Carole	Temporary Faculty	16,203	2,961	19,164
Kreuzer, Susanne	Temporary Faculty	16,202	2,949	19,151
Briffa, Jennifer	Temporary Faculty	16,617	2,207	18,824
Heckman, Shani	Temporary Faculty	15,681	2,919	18,600
Jessell, Lori	Temporary Faculty	17,098	1,459	18,557
Rothbart, George	Hourly	17,091	1,459	18,550
Burchard, Peter	Hourly	17,090	1,458	18,548
Deines, Mark	Instructional Assistant	16,864	1,548	18,412

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Alcazar, Amanda	Hourly	18,233	152	18,385
Long, Eva	Board of Trustee	4,698	13,572	18,270
Sukoski, Martha	Temporary Faculty	13,493	4,615	18,108
Hornback, Robert	Temporary Faculty	14,728	3,377	18,105
Charlson, Katherine	Temporary Faculty	16,346	1,395	17,741
Finch, Alison	Hourly	16,321	1,393	17,714
Gonzalinajec, Trevor	Temporary Faculty	15,036	2,657	17,693
Cunningham, Paula	Hourly	16,203	1,383	17,586
Gloistein, Barbara	Temporary Faculty	16,065	1,371	17,436
Johnson, Phyllis	Temporary Faculty	14,795	2,567	17,362
Fitzpatrick, Mary	Temporary Faculty	14,408	2,688	17,096
Villanueva, Edward	Temporary Faculty	14,346	2,670	17,016
Bertolli, Laura	Temporary Faculty	14,119	2,628	16,747
Linares, Helen	Hourly	16,508	138	16,646
Carnahan, Casey	Temporary Faculty	14,583	1,945	16,528
Piccinini, Odaclet	Hourly	16,121	134	16,255
Banos, Robert	Temporary Faculty	15,794	369	16,163
Morgan, Vykki	Hourly	15,688	366	16,054
Foss, Donald	Retiree Instructional	-	15,900	15,900
Muldowney, Claudette	Retiree Non Instructional	-	15,900	15,900
Knoop, Michelle	Temporary Faculty	13,281	2,472	15,753
Knickerbocker, Katherine	Hourly	14,462	1,234	15,696
La Villa, Joseph	Temporary Faculty	13,210	2,459	15,669
Flandreau, Tara	Temporary Faculty	9,449	6,202	15,651
Madril, Edwardo	Temporary Faculty	14,334	1,223	15,557

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Fiandaca, Anastasia	Temporary Faculty	12,882	2,398	15,280
Smyth, Trevor	Hourly	13,943	1,190	15,133
Roberts, Michelle	Hourly	13,879	1,184	15,063
Brown, Roosevelt	Hourly	13,866	1,183	15,049
Garretson, Candice	Retiree Non Instructional	-	14,964	14,964
Killam, Paul	Temporary Faculty	13,695	1,169	14,864
Borgognoni, Robert	Temporary Faculty	13,695	1,169	14,864
Gamshad, Mohsen	Temporary Faculty	13,685	1,168	14,853
Creel, Melody	Retiree Non Instructional	-	14,782	14,782
Egbert, Roger	Retiree Non Instructional	-	14,782	14,782
Bigeagle, Norman	Temporary Faculty	14,416	336	14,752
Ricafrente, Joshua	Hourly	13,425	1,146	14,571
Wiebers, Deborah	Retiree Non Instructional	-	14,524	14,524
Airey-Van Diem, Peggy	Hourly	13,101	1,118	14,219
Connolly, Nathan	Temporary Faculty	13,089	1,117	14,206
Carlisle, Dorian	Administrative Asst II	12,599	1,466	14,065
Livie, Ian	Temporary Faculty	11,836	2,203	14,039
Hinds, John	Instructor	1,746	12,045	13,791
Stavig, Victoria	Hourly	12,683	1,082	13,765
Singh, Lakhvir	Hourly	13,616	114	13,730
Shaw, Brianna	Temporary Faculty	11,381	2,118	13,499
Bawden, Douglas	Temporary Faculty	11,681	1,817	13,498
Dutton, Caroline	Temporary Faculty	11,247	2,093	13,340
Beam, Rustin	Hourly	10,525	2,799	13,324
Ariano, Vaughan	Temporary Faculty	12,267	1,047	13,314



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Davis, Scott	Temporary Faculty	10,949	2,038	12,987
de Leon, Raysheina	Hourly	12,803	107	12,910
Chang, Yungching	Temporary Faculty	11,838	1,010	12,848
Abellera, Lisa	Admin Asst III	10,074	2,772	12,846
Whittingslow, Robert	Hourly	12,470	104	12,574
Timmel, Michael	Retiree Instructional	-	12,268	12,268
Thompson, Rose	Retiree Non Instructional	-	12,256	12,256
Morse, Atsuko	Temporary Faculty	10,248	1,908	12,156
Tercero Lopez, Luis	Hourly	11,188	955	12,143
Dreskin, Wendy	Temporary Faculty	11,172	953	12,125
Darawsha, Khaoula	Hourly	11,130	950	12,080
Lee, June	UPM Retro Prj./Misc	574	11,420	11,994
Sklove, Brett	Temporary Faculty	10,645	1,333	11,978
Monroe Watts, Lisa	Temporary Faculty	9,958	1,854	11,812
Escobar, Linette	Temporary Faculty	9,932	1,849	11,781
Siar, Ahmad	Hourly	11,592	97	11,689
Widger, Daniel	Hourly	11,354	265	11,619
Adams, Emily	Hourly	10,702	913	11,615
Engell, Katharine	Temporary Faculty	10,680	911	11,591
Karel, Ellen	Temporary Faculty	10,650	909	11,559
Brown, Steven	Retiree Non Instructional	-	11,534	11,534
Edmondson, Chris	Retiree Non Instructional	-	11,534	11,534
Patlolla, Sandhyarani	Temporary Faculty	10,607	905	11,512
Johnson, Linda	Hourly	10,525	898	11,423
Mulla, Mariya	Hourly	11,318	94	11,412

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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Salazar, Dolores	Hourly	11,025	92	11,117
Burnett, Linda	Temporary Faculty	10,836	253	11,089
Tweedie, Yolanda	Temporary Faculty	9,272	1,726	10,998
Comings, Willard	Temporary Faculty	9,792	836	10,628
Gheith, Muhammed	Temporary Faculty	8,877	1,652	10,529
Berberian, Edward	Temporary Faculty	8,877	1,652	10,529
Hayman, Ildiko	Hourly	9,630	822	10,452
Hritz, George	Retiree Instructional	-	10,408	10,408
Naythons, Jessica	Retiree Instructional	-	10,408	10,408
Ng-Jung, Bessie	Retiree Non Instructional	-	10,408	10,408
Van Kriedt, Karen	Retiree Non Instructional	-	10,408	10,408
Pantenkova, Svetlana	Hourly	9,565	816	10,381
Mielke, Arthur	Temporary Faculty	9,559	816	10,375
Centolella, Thomas	Temporary Faculty	9,550	815	10,365
Steinberg, Ella	Temporary Faculty	8,642	1,609	10,251
Cheong, Adrian	Temporary Faculty	8,620	1,605	10,225
Lucier, Dawn	Administrative Asst II	8,500	1,686	10,186
Pate, Billy	Interim Asst. Dir M&O	9,380	800	10,180
Crow, Suzanne	Board of Trustee	2,741	7,337	10,078
St Clair, Mary	Hourly	9,990	83	10,073
Bauman, Marcia	Temporary Faculty	9,236	788	10,024
McCluskey, Katherine	Temporary Faculty	9,212	786	9,998
Gibson, Dianne	Hourly	9,900	83	9,983
Kambi, Kunta	Hourly	9,803	82	9,885
Mueller-Delia, Faye	Hourly	9,061	773	9,834

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Crivello, Michael	Hourly	8,310	1,381	9,691
Jacunski, Neal	Temporary Faculty	8,887	758	9,645
Alexanderson, Jonathan	Hourly	9,428	79	9,507
Herathpathirana, Deepika	Hourly	8,706	743	9,449
Koorhan, Margaret	Temporary Faculty	9,130	213	9,343
Daniel, Deanne	Hourly	9,176	77	9,253
Wilson, Benjamin	Hourly	8,520	727	9,247
Moore, William	Temporary Faculty	8,497	725	9,222
Griffin, Julie	Hourly	8,309	709	9,018
Love II, Duane	Hourly	8,663	72	8,735
Bham, Asma	Hourly	8,655	72	8,727
Wadenius, Adam	Temporary Faculty	7,271	1,353	8,624
Rahmadianty, Fitry	Hourly	8,475	71	8,546
Burke, Thomas	Retiree Non Instructional	-	8,448	8,448
Zuniga Saa, Luis	Temporary Faculty	7,514	916	8,430
Lavin, Robin	Retiree Instructional	-	8,402	8,402
Appleton, Carolyn	Retiree Non Instructional	-	8,402	8,402
Appleton, Guy	Retiree Non Instructional	-	8,402	8,402
Garrison, Greg	Retiree Non Instructional	-	8,402	8,402
Gurka, Constance	Retiree Non Instructional	-	8,402	8,402
Hartman, Rosalind	Retiree Non Instructional	-	8,402	8,402
Myers, Nicole	Temporary Faculty	7,072	1,316	8,388
Oh, Seunghyup	Hourly	8,093	68	8,161
DeVita, Brittany	Hourly	7,457	636	8,093
Murillo, Shirley	Temporary Faculty	6,234	1,658	7,892

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Anthes, Roberta	Temporary Faculty	6,648	1,237	7,885
Johnson, Anthony	Temporary Faculty	7,686	179	7,865
Velazquez-Cortes, Samantha	Hourly	7,736	65	7,801
Govrin, Dvora	Temporary Faculty	7,182	613	7,795
Villatoro, Erick	Hourly	7,676	64	7,740
Pomogov, Yan	Hourly	7,455	62	7,517
Hug, Elizabeth	Temporary Faculty	6,913	590	7,503
Laukkanen, Avery	Hourly	7,417	62	7,479
Goodarzi, Goodarz	Temporary Faculty	6,856	585	7,441
Owens, Jim	Temporary Faculty	6,835	583	7,418
Gapinski, Thelina	Hourly	7,350	61	7,411
Ross, William	Hourly	7,238	60	7,298
Tanenberg, Stuart	Board of Trustee	4,698	2,532	7,230
Reubens, Max	Hourly	7,124	59	7,183
Harkins, Erika	Temporary Faculty	6,588	562	7,150
Bencich, Lawrence	Temporary Faculty	6,564	560	7,124
Kaufmann, Michael	Hourly	6,429	680	7,109
Petersen, Tyler	Hourly	6,975	58	7,033
Gill, Mandeep	Temporary Faculty	5,859	1,091	6,950
Seitz, Jadon	Board of Trustee	6,869	57	6,926
Bogran Raymundo, Rolando	Hourly	6,379	544	6,923
Cruz Dominguez, Karina	Hourly	6,840	57	6,897
Foster, Paulette	Retiree Non Instructional	-	6,897	6,897
Smith, Sarah	Enrollment Svcs I - CES	5,680	1,137	6,817
Rodriguez, Elena	Temporary Faculty	6,614	154	6,768

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Johns, Christian	Hourly	6,173	527	6,700
Lopez Puentes, Laura	Hourly	6,435	54	6,489
Urrutia Garcia, Gerson	Hourly	6,432	54	6,486
Schaefer, Emily	Hourly	5,836	498	6,334
Wright, Keri	Temporary Faculty	5,833	498	6,331
Lopez Gomez, Juana	Hourly	6,236	52	6,288
Christensen, Anders	Hourly	5,753	491	6,244
Baporia, Mubashshera	Hourly	6,135	51	6,186
Lebas, Anne-Marie	Temporary Faculty	5,689	486	6,175
Piccinini, Banks	Hourly	5,678	485	6,163
Lopez, Blanca	Hourly	6,090	51	6,141
Cantarutti, Lido	Temporary Faculty	5,629	480	6,109
Allen, Francine	Retiree Instructional	-	5,982	5,982
Anderson, Stephen	Retiree Non Instructional	-	5,982	5,982
Barr, James	Retiree Non Instructional	-	5,982	5,982
Larocca, David	Retiree Non Instructional	-	5,982	5,982
Aguiar, Geoffrey	Hourly	5,008	932	5,940
Kreuter, Caden	Hourly	5,413	462	5,875
Ortiz, Cesar	Hourly	5,811	48	5,859
Barnett, Sharon	Temporary Faculty	5,332	455	5,787
Barr-Vickers, Claudia	Temporary Faculty	3,569	2,145	5,714
Karpman, Joseph	Hourly	5,640	47	5,687
Yan, Tao	Hourly	5,625	47	5,672
Stupp, Salomon	Hourly	5,194	443	5,637
Rodriguez, Kareli	Hourly	5,178	442	5,620

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Dunlap, Susan	Temporary Faculty	5,082	434	5,516
Baker, Hursey	Temporary Faculty	5,023	429	5,452
Yah, Vicky	Hourly	5,393	45	5,438
Thunstrom, Paul	Temporary Faculty	4,579	841	5,420
Stubbs, Gregory	Temporary Faculty	4,982	425	5,407
Thach, Andrea	Hourly	5,265	44	5,309
Polson, Claire	Hourly	5,258	44	5,302
Poehlmann, Lisa	Hourly	4,174	1,079	5,253
Scialli, Carol	Hourly	4,818	411	5,229
Height, Jared	Hourly	5,138	43	5,181
Pennisi, Laurie	Hourly	5,115	43	5,158
Morgan, James	Hourly	4,739	404	5,143
Zerrudo, Mark	Hourly	5,093	42	5,135
Squeri Jr, Richard	Hourly	4,463	653	5,116
Gammill, Elwanda	Temporary Faculty	4,967	116	5,083
Brear, Sebastian	Hourly	5,033	42	5,075
Gray, Marijke	Veterans Resource Specialist	4,636	437	5,073
Haiman, Joshua	Temporary Faculty	4,612	394	5,006
Gold, Kathleen	Retiree Non Instructional	-	4,974	4,974
Illustre-Boatright, Heidi	Temporary Faculty	4,581	391	4,972
Peraza Vda De Rodriguez, Emma	Hourly	3,908	1,039	4,947
Tanner Mack, Sandra	Temporary Faculty	4,089	761	4,850
Leibert, Edmund	Hourly	4,785	40	4,825
Bernard, Jean-Michael	Hourly	4,760	40	4,800
Pratt, Michael	Hourly	4,725	39	4,764

**MARIN COMMUNITY COLLEGE DISTRICT  
2018-19 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>
Rowell, Kelly	Hourly	4,358	372	4,730
Bestmartini, Elizabeth	Temporary Faculty	4,344	371	4,715
Zeller, Brent	Temporary Faculty	4,323	369	4,692
Cohn, Julie	Temporary Faculty	4,319	369	4,688
Virgo, Abigail	Hourly	4,605	38	4,643
Rolston, Katherine	Temporary Faculty	4,261	364	4,625
Johnson, Nancy	Temporary Faculty	4,185	357	4,542
Micu, Markee Angelo	Hourly	4,500	38	4,538
Stewart, Susan	Temporary Faculty	4,120	352	4,472
Vaughn, Desiree	Hourly	4,084	349	4,433
Madden, Eileen	Retiree Non Instructional	-	4,394	4,394
Rodriguez, Kenny	Hourly	4,048	345	4,393
Yokell, June	Temporary Faculty	4,039	345	4,384
McCann, Larissa	Hourly	4,335	36	4,371
Urban, Olivia	Hourly	3,975	339	4,314
Witte, Irmgard	Administrative Asst II	2,537	1,768	4,305
Nakhuda, Amina	Hourly	4,260	36	4,296
Mead, Sarah	Hourly	4,215	35	4,250
Jones, Natalie	Hourly	4,208	35	4,243
Kunis, Kathleen	Hourly	3,904	333	4,237
Meade, Martha	Temporary Faculty	3,892	332	4,224
Alvarado-Dadin, Azul	Hourly	4,091	34	4,125
Marx, Justin	Hourly	4,088	34	4,122
Streur, Jacqueline	Hourly	3,780	323	4,103
Oldendick, Nicole	Admin Asst III	3,349	747	4,096

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2018-19 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Cooper, Laura	Hourly	3,714	317	4,031
Mulla, Bushra	Hourly	3,960	33	3,993
Rosas, Stephen	Hourly	3,600	307	3,907
Bailliere, Alexandra	Temporary Faculty	3,595	307	3,902
Lawrence, Barbara	Temporary Faculty	3,586	306	3,892
Sereno, Prartho	Temporary Faculty	3,583	306	3,889
Ovetz, Robert	Temporary Faculty	3,229	600	3,829
Marinko, Vicki	Hourly	3,510	300	3,810
Thaler, Reid	Temporary Faculty	3,501	299	3,800
Rullen, Jeaneffe	Custodian	3,166	590	3,756
Deneris, Jamie	UPM Retro Prj./Misc	3,264	483	3,747
Gallagher, Kaitlyn	Hourly	3,401	290	3,691
Vetter, Melanie	Temporary Faculty	3,396	290	3,686
Irving, Shae	Hourly	3,342	285	3,627
Wittenmeier, Toni	UPM Retro Prj/Misc	3,190	423	3,613
Chao, Karissa	Hourly	3,570	30	3,600
Hager, Joyce	Hourly	3,313	283	3,596
Powers, Anthony	Hourly	3,563	30	3,593
Fabian Garcia, Miriam	Hourly	3,495	29	3,524
Wong, Bailey	Hourly	3,458	29	3,487
Norman, Kelly	Hourly	3,428	29	3,457
Ryan, William	Hourly	3,105	265	3,370
Henderson, Stefen	Hourly	3,105	265	3,370
Haag, Jon	Maintenance Technician I	1,877	1,486	3,363
Almog, Daniel	Hourly	3,270	27	3,297



**MARIN COMMUNITY COLLEGE DISTRICT  
2018-19 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>
Johnson, Manny	Hourly	3,030	259	3,289
Fane, Chloe	Hourly	3,137	73	3,210
Mehtar, Juweria	Hourly	3,180	27	3,207
Green, Edward	Temporary Faculty	2,931	250	3,181
Rosas, Cynthia	Hourly	3,145	26	3,171
Wood, Hazel	Temporary Faculty	2,918	249	3,167
Klunk, Michael	Hourly	2,918	249	3,167
Winer, Christopher	Hourly	2,916	249	3,165
Jucker, Stephanie	Temporary Faculty	2,898	247	3,145
Regelous, Megan	Hourly	3,113	26	3,139
Reisinger, Caitlin	Hourly	3,109	26	3,135
De Robertis, Martina	Hourly	2,993	25	3,018
Kudler, Jacqueline	Temporary Faculty	2,762	236	2,998
Unterberger, Richard	Temporary Faculty	2,759	235	2,994
Anderson-Zafir, Dawud	Hourly	2,966	25	2,991
McInnes, Nancy	Temporary Faculty	2,740	234	2,974
Song, Ho Shin	Technology Support Splst II	2,573	337	2,910
Giusti, James	Hourly	2,865	24	2,889
Kim, Grace	Hourly	2,459	398	2,857
Jeung, Yeun Soon	Hourly	2,791	65	2,856
McGunagle, Cody	Hourly	2,790	23	2,813
Gedrimaite, Birute	Hourly	2,576	220	2,796
Levin, Cherry	Hourly	2,544	217	2,761
Smith, David	Hourly	2,540	217	2,757
Jay, Candace	Hourly	2,643	62	2,705

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2018-19 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Gloistein, Elisa	Hourly	2,663	22	2,685
Sullivan, Paula Denise Margare	Hourly	2,629	22	2,651
Reinhard, Holly	UPM Retro Prj./Misc	2,311	251	2,562
Sigaran, Hellen	Hourly	2,516	21	2,537
Lack, Larry	Temporary Faculty	2,309	197	2,506
Berkelhammer, Larry	Temporary Faculty	2,303	197	2,500
Manning, Chanelle	Hourly	2,460	21	2,481
Taylor, Cosmo	Hourly	2,438	20	2,458
Riswold, Erik	Temporary Faculty	2,257	193	2,450
Peng, Emily	Temporary Faculty	2,217	189	2,406
Tanenberg, Lonnie	Hourly	2,209	189	2,398
Schmitz, Patrick	Hourly	2,205	188	2,393
Fyda, Michael	Hourly	2,355	20	2,375
Meecham, William	Temporary Faculty	2,167	185	2,352
Halyard, Erica	Hourly	2,295	19	2,314
Konopleva, Elizaveta	Hourly	2,288	19	2,307
Danberg, Anne	Temporary Faculty	2,120	181	2,301
Odom, Zamaria	Hourly	2,265	19	2,284
Cook, Nicole	Hourly	1,934	337	2,271
Irish, Tamara	Hourly	2,085	178	2,263
Taylor, Laurie	Hourly	2,045	216	2,261
Tesler, Patrick	Hourly	2,025	173	2,198
Ibach, Meichiet	Hourly	2,000	171	2,171
Rilla, Paul	Hourly	1,998	171	2,169
Cohn, Peter	Hourly	2,051	17	2,068

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2018-19 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>
McGovern, Terence	Temporary Faculty	1,901	162	2,063
Arnold, Chester	UPM Retro Prj./Misc.	1,712	313	2,025
Mata, Cindy	Hourly	2,003	17	2,020
Inman, Briana	Hourly	1,828	156	1,984
Berluzconi, Luz Carolina	Hourly	1,961	16	1,977
Aguilar, Jose	Hourly	1,950	16	1,966
Craft-Neto, Maria	Hourly	1,804	154	1,958
Maxon, Victoria	Hourly	1,800	154	1,954
Murrin, Isabel	Hourly	1,928	16	1,944
Orellana, Marlen	Hourly	1,890	16	1,906
Friedman, Carol	Temporary Faculty	1,733	148	1,881
Day, Christopher	Hourly	1,864	16	1,880
Engler, Merri	Hourly	1,726	147	1,873
Frohmadar, Jerry	Temporary Faculty	1,682	144	1,826
Kaur, Harpreet	Hourly	1,778	15	1,793
Collins, Thomas	UPM Retro Prj./Misc	1,736	41	1,777
Barashkov, Andrei	Instructor	1,530	243	1,773
Edwards, Michael	Hourly	1,628	139	1,767
Raggio, Michelle	Hourly	1,620	138	1,758
Anjeh, Vincent	Hourly	1,725	14	1,739
Lager, Warren	UPM Retro Prj./Misc	1,442	287	1,729
Zeise, Tanja-Maria	Temporary Faculty	1,592	136	1,728
Burkhardt, Dianne	Hourly	1,580	135	1,715
Saura, Rhea	Hourly	1,579	135	1,714
Cruse, Nicholas	Hourly	1,573	134	1,707

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2018-19 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Helmer, James	Hourly	1,503	159	1,662
Barnes, Janine	Hourly	1,648	14	1,662
Siegel, Linda	Temporary Faculty	1,528	130	1,658
Curtis, Ariel-Judith	Hourly	1,479	126	1,605
Sandri, David	Temporary Faculty	1,449	124	1,573
Lansing, Ira	Retiree Instructional	-	1,556	1,556
Hurley, John	Hourly	1,425	122	1,547
Wait, Emma	Hourly	1,411	120	1,531
Beraldi, Alessandra	Temporary Faculty	1,400	119	1,519
Ayan-Eaton, Julianna	Hourly	1,394	119	1,513
White, Victoria	Hourly	1,485	12	1,497
Lopez-Mendez, Ana	Hourly	1,463	12	1,475
Lane, Barbara	Hourly	1,350	115	1,465
Castellana, Cassidy	Hourly	1,325	113	1,438
Wu, Christopher	Hourly	1,196	223	1,419
DeLeon, Jane Alexandra	Hourly	1,373	11	1,384
Scott, John	Temporary Faculty	1,245	132	1,377
Oliver, Don	Hourly	1,335	31	1,366
Hall, Quincy	Temporary Faculty	1,254	107	1,361
Potter, Malia	Hourly	1,245	106	1,351
Epperson Beyries, Viona	Hourly	1,245	98	1,343
Hickey, Zoe	Hourly	1,328	11	1,339
Mazariegos, Evelin	Hourly	1,230	105	1,335
Dillman, Petra	Hourly	1,320	11	1,331
Binnings, Celeste	Temporary Faculty	1,226	105	1,331

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2018-19 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Johnson, Jill	Hourly	1,205	103	1,308
Lavagetto, Lisa	Hourly	1,200	102	1,302
Smith, Malaika	Hourly	1,275	11	1,286
Sanchez Vasquez, Marta	Hourly	1,074	200	1,274
Healey, Bernard	Temporary Faculty	1,172	100	1,272
Rios-Merwin, Skylar	Hourly	1,253	10	1,263
Biederman, Guy	Temporary Faculty	1,234	29	1,263
Lo, Lan	Hourly	1,230	29	1,259
Villareal, Amanda	Hourly	1,245	10	1,255
Saunders, Lisa	Temporary Faculty	1,151	98	1,249
Nardo, Maryann	Temporary Faculty	1,117	95	1,212
McBurnie-Nicolay, Patrick	Hourly	1,091	93	1,184
McIntosh, Corban	Hourly	1,088	93	1,181
Tiernan, Peter	Hourly	1,066	91	1,157
Winograd, Carol	Temporary Faculty	1,061	91	1,152
Argudo Valverde, David	Hourly	1,059	90	1,149
Vogel, David	Hourly	1,110	9	1,119
Bowles, Benjamin	Temporary Faculty	1,016	87	1,103
Theologis, Alexander	Hourly	1,000	85	1,085
Callahan, Edward	Hourly	1,000	85	1,085
Shamamian, Armen	Hourly	990	84	1,074
Durtschi, Thomas	Hourly	986	84	1,070
Haikins-Appiah, Nigel	Hourly	975	83	1,058
Clark, Natalie	Hourly	948	81	1,029
Garone, Shelly	Hourly	1,000	23	1,023

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2018-19 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
De Leon, Kevin	Hourly	1,005	8	1,013
Braff, Ethan	Hourly	918	78	996
James, Raymond	Hourly	956	8	964
Vavrek, Karl	Temporary Faculty	888	76	964
Duchamp, Carol	Temporary Faculty	879	75	954
Hatfield, Miho	Hourly	870	74	944
Clifford, Patricia	Temporary Faculty	866	74	940
Brown, Andrea	Temporary Faculty	830	88	918
Moraca, Lori	Temporary Faculty	764	136	900
Romanowsky, Hannah	Temporary Faculty	821	70	891
Davidson, Sophie	Hourly	859	7	866
Scott, Wendy	Hourly	840	7	847
Mendoza, Alonzo	Hourly	810	19	829
Tenison-Scott, Joetta	Temporary Faculty	803	19	822
Ferro, Samantha	Temporary Faculty	754	64	818
Bultman, Elaine	Temporary Faculty	754	64	818
Harrison, Eli	Temporary Faculty	754	64	818
Schwartz, Peter	Hourly	810	7	817
Solorzano, Leah	Hourly	810	7	817
Rachelson, Howard	Temporary Faculty	747	64	811
Martinez, Danae	Hourly	726	77	803
Matos, Robert	Hourly	795	7	802
Elias, Siham	Hourly	780	18	798
Pometta, Michael	Temporary Faculty	732	62	794
Creighton, Heather	Hourly	727	62	789

**MARIN COMMUNITY COLLEGE DISTRICT  
2018-19 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>
Taylor, Sean	Temporary Faculty	711	61	772
Cooper, Marisa	Hourly	702	60	762
Weiland, Michael	Hourly	753	6	759
Rupers, Katherine	Hourly	750	6	756
Jessen, Chloe	Hourly	689	59	748
Gonzalez, Joseph	Hourly	739	6	745
Reed, Davance	Hourly	735	6	741
Guastalla, Lorry	Hourly	683	58	741
O'Brien, Karla	Hourly	675	58	733
Kawamura, Caitlin	Hourly	672	57	729
Fuches, Nicole	Hourly	672	57	729
Houghton, Laurel	Temporary Faculty	671	57	728
Ingrande-Edwards, Hei-Lee	Hourly	720	6	726
Gutterman, Tyler	Hourly	663	57	720
Waldman, Leslie	Temporary Faculty	605	113	718
Samuels, Michele	Hourly	705	6	711
McClendon, Dosh	Hourly	653	56	709
Prodromou, Constance	Temporary Faculty	646	55	701
Bell, Clark	Temporary Faculty	642	55	697
Clothier, Paul	Temporary Faculty	637	54	691
Kabir, Toos	Hourly	636	54	690
Stahl-Haven, Gina	Temporary Faculty	623	66	689
Schwartz, Maureen	Temporary Faculty	634	54	688
Graham, Deborah	Temporary Faculty	568	106	674
Luis, Nathaniel	Hourly	599	51	650

**MARIN COMMUNITY COLLEGE DISTRICT  
2018-19 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION  
DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Frederick, Gene	Hourly	574	61	635
Scruton, Matthew	Hourly	578	49	627
Abe, Helen	Temporary Faculty	565	48	613
Vogt, Mary	Temporary Faculty	565	48	613
Flores, Vilma	Hourly	608	5	613
Korol, Tatum	Hourly	561	48	609
Jordan, Amy	Hourly	557	48	605
Reetz, Wayne	Hourly	540	46	586
Gallegos, Renee	Temporary Faculty	531	45	576
Laws, Minjae	Temporary Faculty	522	45	567
Richardson, Kate	Hourly	503	43	546
Cullen, Andrew	Laboratory Technician	500	43	543
Huff, Kelly	Temporary Faculty	485	41	526
Houston, Ato	Hourly	510	4	514
Belenky, Diana	Hourly	426	79	505
Sampiere-Prochnow, Noah	Hourly	459	39	498
Dougherty, Aubrey	Hourly	480	4	484
Friedman, Kamala	Temporary Faculty	440	38	478
Worrell, Jasmine	Temporary Faculty	440	38	478
Jordan, Rachel	Hourly	438	37	475
King, Olivia	Hourly	465	4	469
Friedman, Henry	Temporary Faculty	424	36	460
Kennedy, Michelle	Hourly	415	35	450
Sinkevych, Mykhaylo	Hourly	379	71	450
Bailey, Alvin	Hourly	408	35	443



**MARIN COMMUNITY COLLEGE DISTRICT  
2018-19 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>
Schacherl, Jenna	Hourly	405	35	440
Karimi, Bijan	Temporary Faculty	392	33	425
Stockmann, Kevin	Hourly	385	33	418
Bowsher, James	Hourly	335	83	418
Fuller Innes, Abigail	Temporary Faculty	377	40	417
Quince, Adrian	Hourly	375	32	407
Sadava, Dana	Hourly	370	32	402
Teagarden, Garrett	Hourly	356	30	386
Yee, Gloria	Hourly	321	60	381
Ponte Cordova, Lourdes	Hourly	375	3	378
Chaille, Michael	Temporary Faculty	360	8	368
Duisenberg, Karen	Hourly	344	8	352
Benjamin, Janet	Temporary Faculty	323	28	351
Hansen, Jennifer	Temporary Faculty	293	25	318
Maunupau Robertson, Rhoda	Hourly	313	3	316
Bogman, Saskia	Hourly	289	25	314
Ochoa, Jasmine	Hourly	308	3	311
Hain, Diane	Temporary Faculty	285	24	309
Sunshine, Matteus	Hourly	264	22	286
Bikaran, Matin	Hourly	281	2	283
Shimizu, Masako	Hourly	277	6	283
Proctor, Robert	Hourly	227	42	269
McCamman, Anne	Hourly	243	21	264
Mazza, Jesse	Hourly	238	20	258
Valenzuela, John	Temporary Faculty	235	20	255

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2018-19 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Rappaport, Betty	Temporary Faculty	222	19	241
Rowe, Eric	Hourly	213	18	231
Broida, David	Temporary Faculty	212	18	230
Bullen, Susan	Hourly	210	18	228
Cunningham, James	Hourly	189	35	224
Hoe, Ruan	Hourly	221	2	223
Yafa, Stephen	Hourly	200	17	217
Simmons, Michael	Hourly	199	17	216
Jones, Eileen	Hourly	195	17	212
Knott, Philip	Hourly	187	16	203
Sharp, Leah	Temporary Faculty	143	27	170
Sennhenn, Alexander	Hourly	165	1	166
Blotter, Claire	Temporary Faculty	162	4	166
Kahn, Georgia	Hourly	147	12	159
Goldberg, Wendy	Hourly	147	12	159
Lerner-Wright, Anne	Hourly	148	3	151
Thomas, Craig	Temporary Faculty	135	11	146
Murray, Heather	Hourly	114	21	135
Miller, Joanne	Temporary Faculty	122	10	132
Vartanian, Sharon	Hourly	111	21	132
White, Rakia	Hourly	128	1	129
Portela Parra, Eduardo	Hourly	90	1	91
Wuterich, Gabriele	Hourly	90	1	91
Keator, Richard	Hourly	83	7	90
Negus, Sean	Hourly	17	1	18

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**E. Average FY 2018-2019 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 (Police)</b>	<b>Permanent Faculty</b>	<b>Children Center Faculty</b>	<b>Temporary Faculty</b>	<b>Confidential Staff</b>	<b>Supervisory Staff</b>	<b>Mgmt., Academic</b>	<b>Mgmt., Classified</b>	<b>Supt./Pres.</b>	<b>Grand Total</b>
SOCIAL SECURITY	5.96%	6.11%	0.00%	0.15%	1.13%	2.06%	6.17%	5.43%	2.30%	4.61%	0.00%	2.72%
MEDICARE	1.43%	1.43%	1.44%	1.40%	1.45%	1.45%	1.44%	1.41%	1.42%	1.43%	1.49%	1.42%
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.	0.83%	0.83%	0.83%	0.83%	0.83%	0.83%	0.83%	0.83%	0.83%	0.83%	0.83%	0.85%
STRS	0.36%	0.00%	0.00%	15.06%	11.72%	9.51%	0.00%	1.73%	8.73%	0.81%	14.09%	7.42%
PERS	17.50%	18.12%	13.61%	0.40%	1.66%	0.15%	18.06%	16.09%	7.15%	16.05%	0.00%	7.09%
HEALTH & WELFARE	20.88%	27.65%	15.79%	15.38%	30.27%	10.43%	21.99%	21.78%	13.04%	14.07%	7.78%	17.51%
<b>TOTAL</b>	<b>47.01%</b>	<b>54.19%</b>	<b>31.72%</b>	<b>33.27%</b>	<b>47.11%</b>	<b>24.48%</b>	<b>48.54%</b>	<b>47.32%</b>	<b>33.52%</b>	<b>37.85%</b>	<b>24.24%</b>	<b>37.06%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2019-2020**

**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 2019-2020**

### **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 2019-2020

### **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 2019-2020**

### **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 2019-2020

### **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 2019-2020

### **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 2019-2020

### **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 2019-2020

### **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 2019-2020

### **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 2019-2020**

### **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 2019-2020

### **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 2019-2020

### **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 2019-2020

### **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 2019-2020**

**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 2019-2020

### **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 2019-2020

### **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 2019-2020

### **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 2019-2020

### **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 2019-2020

### **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 2019-2020**

### **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 2019-2020

### **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 2019-2020**

**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.

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50 years EOPS

MAPS  
MAPPING ACADEMIC PATHWAYS FOR SUCCESS

SPARKPOINT

CalFresh



umojaja  
community



CENTER FOR DOMESTIC PEACE

COM CARE

P U E N T E

Emeritus Students College of Marin

COMPASS

COLLEGE OF  
MARIN