

**FISCAL YEAR 2023-2024**  
**AUGUST 15, 2023**



# FAST FACTS

ACADEMIC YEAR 2021-2022

## HEADCOUNT ENROLLMENT \*

**Total 9,063**

Credit: 6,926 (76%)  
ESL: 1,295 (14%)  
Community Education: 2,014 (22%)  
Kentfield Campus: 4,555 (50%)  
Indian Valley Campus: 891 (10%)  
Hybrid: 2,889 (32%)  
Distance Education: 6,515 (72%)  
Off Campus: 455 (5%)

## CLASSES OFFERED\*

**Total 1,714**

Credit: 1,333 (78%)  
Non-credit: 139 (8%)  
ESL: 156 (9%)  
Community Education: 242 (14%)  
Average Class Size: 19  
Kentfield Campus: 465 (30%)  
Indian Valley Campus: 85 (5%)  
Distance Education: 973 (57%)  
Off Campus: 39 (2%)

\* Categories include duplication; totals are unduplicated.

## PROGRAMS OFFERED

**Total 97**

A.A. and A.S. Degrees: 66  
Certificates: 31

## DEGREES AND CERTIFICATES (awarded for 2021-2022)

**Total 479**

A.A. and A.S. Degrees: 416 (including 177 Associate Degrees for Transfer) Certificates: 63

## FACULTY, STAFF, AND ADMINISTRATORS (fall 2022)

**Total Employees 464**

Administrators: 35 Faculty: 249  
Tenured/Tenure Track: 115  
Temporary: 134 Classified: 180  
Gender: Male: 40%; Female: 60%

### Race/Ethnicity:

Asian: 32 (7%) Black/African American: 10 (2%)  
Hispanic: 63 (14%) Multi-racial: 17 (4%)  
Native American: 2 (0.4%) White: 232 (50%)  
Native Hawaiian/Pacific Islander: 1 (0.2%)  
Not Specified: 107 (23%)

## GEOGRAPHIC LOCATION

Location	%
Marin Residents	84%
Central Marin	40%
Novato	18%
South Marin	14%
North San Rafael	10%
West Marin	2%
Outside Marin	17%

## CREDIT STUDENT CHARACTERISTICS

Gender: Male 39%; Female 59%;  
Other/Not Specified 2% Median Age: 23.6

### Race/Ethnicity:

Asian 538 (8%) Black/African American: 219 (3%)  
Hispanic: 2,170 (31%) Multi-racial: 445 (6%)  
Native American: 15 (0.2%) White: 3,377 (49%)  
Native Hawaiian/Pacific Islander: 13 (0.2%)  
Not Specified: 149 (2%)  
Received Disability Services: 560 (8%)  
Veterans/Active Military: 114 (2%)  
First-generation: 1,488 (21%)  
On Financial Aid: 2,031 (29%)  
Athletes: 197 (3%) Enrolled Full-time: (24%)  
(Enrolled in 12+ units in fall 2021 and/or spring 2022)

## EDUCATION GOAL

Degree, Transfer, or Certificate: 48%  
Career Advancement: 16%  
Basic Skills: 11%  
Educational Development: 12%  
Meeting 4-year College Req.: 8%  
Undecided/Uncollected: 5%

## INTERNATIONAL STUDENTS

Total: 56 (Representing 12 countries)  
(Includes credit, noncredit, and community education students)

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

Credit: 89 (7%); Noncredit: 1,242 (93%)  
Gender: Male: 34%; Female: 64%; Not Specified: 2%  
Median Age: 28.7

### Race/Ethnicity:

Asian: 82 (6%) Black/African American: 23 (2%)  
Hispanic: 1,050 (81%) Multi-racial: 5 (0.4%)  
Native Hawaiian/Pacific Islander: 0 (0%)  
Native American: 1 (0.1%)  
White: 64 (5%)  
Not Specified: 70 (6%)

## NUMBER OF STUDENTS WHO TRANSFERRED TO 4-YEAR INSTITUTIONS (2020-2021)

**Total 363**

### Transfers by System:

UC: 144 CSU: 78  
In-State Private: 43 Out of State: 98

### Top Five Transfer Institutions:

UC Davis: 33 UC Santa Cruz: 31  
UC Santa Barbara: 25 San Francisco State: 24  
UC Berkeley: 20

## GEOGRAPHIC LOCATION

Marin Residents: 84%  
Central Marin: 40%  
Novato: 18%  
Southern Marin: 14%  
North San Rafael: 10%  
West Marin: 2%  
Outside Marin: 17%

## 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 Board of Trustees



Top row, left to right: Diana Conti, Suzanne Brown Crow, Philip Kranenburg, Paul da Silva  
Bottom row, left to right: Wanden P. Treanor, Stephanie O'Brien, Crystal Martinez

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**MARIN COMMUNITY COLLEGE DISTRICT  
BOARD OF TRUSTEES**

**Ms. Diana Conti, President**

**Ms. Suzanne Brown Crow, Vice President**

**Mr. Philip Kranenburg, Clerk**

**Dr. Paul da Silva, Trustee**

**Ms. Wanden Treanor, Trustee**

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

**Crystal Martinez, Trustee**

**Saidy Reyes, Student Trustee**

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

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**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

REVENUE ASSUMPTIONS	FY 2023-2024 ESTIMATED ASSUMPTIONS	FY 2024-2025 ESTIMATED ASSUMPTIONS	FY 2025-2026 ESTIMATED ASSUMPTIONS	FY 2026-2027 ESTIMATED ASSUMPTIONS
<b>Secured Property Taxes CCPI</b>	County Estimate	2.0%	2.0%	2.0%
Supplemental Tax Growth	Flat	Flat	Flat	Flat
Unsecured Tax Growth	County Estimate	Flat	Flat	Flat
Prior Year Tax Growth	Flat	Flat	Flat	Flat
<b>Enrollment Fee:</b>				
Resident	\$ 46	\$ 46	\$ 46	\$ 46
Non-Resident Tuition	\$ 280	\$ 281	\$ 282	\$ 283
Non-Resident Capital Outlay Fee	\$ 75	\$ 78	\$ 80	\$ 82
<b>Transportation Fee per FT Student</b>	\$43/semester	\$43/semester	\$43/semester	\$43/semester
<b>Parking Fee:</b>				
Primary Term	\$ 46	\$ 46	\$ 46	\$ 46
Summer	\$ 30	\$ 30	\$ 30	\$ 30
Daily	\$ 4	\$ 4	\$ 4	\$ 4
<b>Health Fee:</b>				
Primary Term	\$ 26	\$ 26	\$ 26	\$ 26
Summer	\$ 22	\$ 22	\$ 22	\$ 22
<b>Technology Fee per semester</b>	\$ 10	\$ 10	\$ 10	\$ 10
<b>Lottery Income/Estimated FTES:</b>				
Prop 20	\$ 67	\$ 67	\$ 67	\$ 67
Non-prop 20	\$ 170	\$ 170	\$ 170	\$ 170
<b>State Allocations (% of prior year amount)</b>	90%-100%	100%	100%	100%
<b>Prop 30 – Educational Protection Act</b>	\$100 per FTE	\$100 per FTE	\$100 per FTE	\$100 per FTE
<b>Bookstore Commission</b>	0	0	0	0

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

EXPENDITURE ASSUMPTIONS	FY 2023-2024 ESTIMATED ASSUMPTIONS	FY 2024-2025 ESTIMATED ASSUMPTIONS	FY 2025-2026 ESTIMATED ASSUMPTIONS	FY 2026-2027 ESTIMATED ASSUMPTIONS
<b>Negotiated Settlements:</b>				
UPM	2-3% depending on property tax revenue effective July 1, 2023	0%	0%	0%
CSEA	6%	5%	4%	0%
SEIU	3% effective 1/1/24 40 hr effective 1/1/24	3% effective 1/1/25	0%	0%
Unrepresented	0%	0%	0%	0%
<b>Salary Schedules:</b>				
UPM	Step/Column	Step/Column	Step/Column	Step/Column
CSEA	Step/Column	Step/Column	Step/Column	Step/Column
SEIU	Step/Column	Step/Column	Step/Column	Step/Column
Unrepresented	Step/Column	Step/Column	Step/Column	Step/Column
<b>Vacant Positions:</b>				
UPM	Column 4, Step 11	Column 4, Step 11	Column 4, Step 11	Column 4, Step 11
CSEA	Step C of range	Step C of range	Step C of range	Step C of range
SEIU	Step C of range	Step C of range	Step C of range	Step C of range
Unrepresented	Middle of range	Middle of range	Middle of range	Middle of range
Medical benefits	Member + 1	Member + 1	Member + 1	Member + 1
<b>Health and Welfare Premiums:</b>				
Medical - CSEA, SEIU, & Unrepresented <small>New FY23/24 Tiered District Contribution Agreement</small>	Up to \$2,700 / mo <small>Emp only: \$1,500 Emp+1 dependent: \$2,200 Emp+2 or more dependents: \$2,700</small>	Up to \$2,800 / mo <small>Emp only: \$1,600 Emp+1 dependent: \$2,300 Emp+2 or more dependents: \$2,800</small>	Up to \$2,900/mo <small>Emp only: \$1,700 Emp+1 dependent: \$2,400 Emp+2 or more dependents: \$2,900</small>	Up to \$2,900 /mo <small>Emp only: \$1,700 Emp+1 dependent: \$2,400 Emp+2 or more dependents: \$2,900</small>
Medical - UPM FT Faculty	\$2,100 for FT faculty	\$2,100 for FT faculty	\$2,100 for FT faculty	\$2,100 for FT faculty
Medical - UPM PT Faculty	\$2,050 for PT faculty	\$2,050 for PT faculty	\$2,050 for PT faculty	\$2,050 for PT faculty
Annual medical increase	9%	15.5%	15.5%	15.5%
Annual dental/vision/other increase	0%	0%	0%	0%

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

<b>EXPENDITURE ASSUMPTIONS</b>	<b>FY 2023-2024 ESTIMATED ASSUMPTIONS</b>	<b>FY 2024-2025 ESTIMATED ASSUMPTIONS</b>	<b>FY 2025-2026 ESTIMATED ASSUMPTIONS</b>	<b>FY 2026-2027 ESTIMATED ASSUMPTIONS</b>
<b>Statutory Employer Benefit Rates:</b>				
STRS	19.10%	18.30%	18.30%	18.30%
PERS CLASSIC – CSEA	26.68%	27.70%	28.30%	28.70%
PERS CLASSIC – SEIU	26.68%	27.70%	28.30%	28.70%
PERS CLASSIC – Unrepresented	26.68%	27.70%	28.30%	28.70%
PERS PEPRA – Non-Safety	25.20%	24.60%	23.70%	22.60%
PERS CLASSIC - Public Safety	22.98%	23.00%	23.00%	23.00%
PERS PEPRA - Public Safety	14.50%	14.50%	14.50%	14.50%
PERS – Public Safety Unfunded Liability	\$105,075	\$105,000	\$101,000	\$98,000
Social Security	6.2%	6.2%	6.2%	6.2%
Medicare	1.45%	1.45%	1.45%	1.45%
Unemployment Insurance	0.5%	0.5%	0.5%	0.5%
Workers’ Compensation	1.21%	1.10%	1.15%	1.20%
<b>Fixed Costs:</b>				
Telephone, Sewer, Pest	8.0%	8.0%	8.0%	8.0%
Water	8.0%	8.0%	8.0%	8.0%
Gas/Electricity	10.0%	10.0%	10.0%	10.0%
Insurance	8.0%	8.0%	8.0%	8.0%
<b>Operating Expenses</b>	7.0%	5.0%	3.0%	3.0%
<b>Elections</b>	No	\$100,000	No	\$100,000
<b>Transportation Expense for FT Student</b>	\$43/semester	\$43/semester	\$43/semester	\$43/semester

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# MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2023-2024

## General Fund Highlights

### Overview

#### Basic Aid Status

The District is a “Basic Aid” district, or, as it is now being called, a “community-supported” district. The District’s core funding is determined by law to be the larger of the State funding formula known as apportionment, which is based on full-time equivalent student (FTES) enrollment, or a fixed percentage of the County of Marin’s property tax revenue. In fiscal year 2022-23, the District received approximately \$42.3 million more as a Basic Aid district – the “Basic Aid increment” – than it would have received from apportionment. In 2023-24, the Basic Aid increment will be approximately \$45.8 million.

#### The State Budget Process

At this time, we cannot predict what impact the State’s fiscal situation will have on the District. Lacking better information, the District has budgeted \$1.5 million for state revenue, excluding any On-Behalf payments.

#### Discussion of the Proposed Budget for Fiscal Year 2023-24

The Adoption Budget for 2023-24 has the following key elements:

- Planned expenditures exceed budgeted revenues resulting in \$7.8 million net decrease to the ending Fund Balance.
- The estimated Ending Fund Balance for 2023-24 is 16.7% of total Unrestricted General Fund expenses compared to 30.4% for 2022-23.
- A positive CPI inflation factor adjustment of 1.02% for secured property taxes is expected to result in an increase of \$3.2 million for 2023-24 secured property taxes.
- Increase in health benefits is approximately \$1.2 million for 2023-24.

## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2023-2024

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

Projected total General Fund Revenue for 2023-24 is \$112.9 million compared to \$93.2 million for 2022-23. This is an increase of \$19.7 million or 21.1%, principally due to an increase in secured property taxes and deferred revenues of categorical programs from prior years. Projected total General Fund Expenditures for 2023-24 are \$120.4 million compared to \$88.7 million for 2022-23. This is an increase of \$31.7 million or 35.7%, due to an increase in salaries and benefits and higher other outgo, as well as an increase in the carry forwards of categorical programs from prior years. The 2023-24 budgeted unrestricted revenues of \$79.1 million increased \$2.7 million or 3.4% over the 2022-23 unrestricted revenues of \$79.1 million; 2023-24 budgeted unrestricted expenditures of \$89.3 million is an increase of \$14.7 million or 19.7% more than the 2022-23 unrestricted expenditures of \$74.6 million.

### **Discussion of Year-end Results for Fiscal Year 2022-23**

Unrestricted revenues are about \$1.5 million higher than budgeted, principally from higher than budgeted secured and RDA property taxes and state apportionment payments.

Unrestricted expenditures are approximately \$5.0 million lower than budgeted, primarily due to lower salaries, benefits, and contract services.

### **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 2023-24 the County of Marin will provide short-term funding not to exceed \$30 million.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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 that were moved to the College of Marin Foundation in 2021-22. The total net assets transferred totaled \$802 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, 2023 is projected to have a fund balance of \$351,964.

**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 that were moved to the College of Marin Foundation in 2021-22. The total net assets transferred totaled \$1.3 million.

**Child Development Fund**

The Child Development Fund is utilized to account for the State and locally supported operation of the Child Study Centers (CSC) which provide child care for student and community parents and instructional lab support to Early Childhood Education, Pediatric Nursing, Child Psychology, Behavioral Science, Drama and related disciplines. Due to construction, the center on the Indian Valley campus has been on hiatus from operations since June 2019 at which time the Indian Valley campus staff was transferred to Kentfield.

## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2023-2024**

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 2022-23 operations are \$306 thousand more in expenditures than externally funded revenue. Approximately 64% supports the costs of instructional lab and administrative services the Centers provide to the College and continues to result in a \$0 fund balance. The 2023-2024 Adoption Budget includes a revenue increase in Parent Fees as a result of anticipated changes in the pandemic and social distancing requirements.

### **IVC Organic Farm Fund**

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

### **Solar Operations Fund**

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

### **Workforce Housing Operations Fund**

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

### **Miwok Center Operations Fund**

The Miwok Center Operations Fund was established in 2021-22 for the purpose of receiving revenue proceeds from the recreational use of the Miwok Center. The funds will be used to pay for costs of maintenance and operations of providing the facilities to the community for recreational use.



## MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2023-2024

### **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.

### **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.

## **MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2023-2024**

### **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.

### **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 2022-23 amounted to \$478 thousand and is projected to be \$488 thousand for 2023-24.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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 2022-23 amounted to \$547 thousand and is projected to be \$547 thousand for 2023-24.

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

This fund will be used for the payment of principal and interest on the certificates of participation financing. Debt service amounted to \$304 thousand for 2022-23 and is projected to be \$302 thousand for 2023-24.

**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 2022-23 for amounted to \$10.1 million and is projected to be \$10.5 million for 2023-24. 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 2023-2024**

**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 2022-23 amounted to \$16.3 million and is projected to be \$16.1 million for 2023-24. 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 2023-24.

**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 did not make any contributions to the trust for 2022-23.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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.

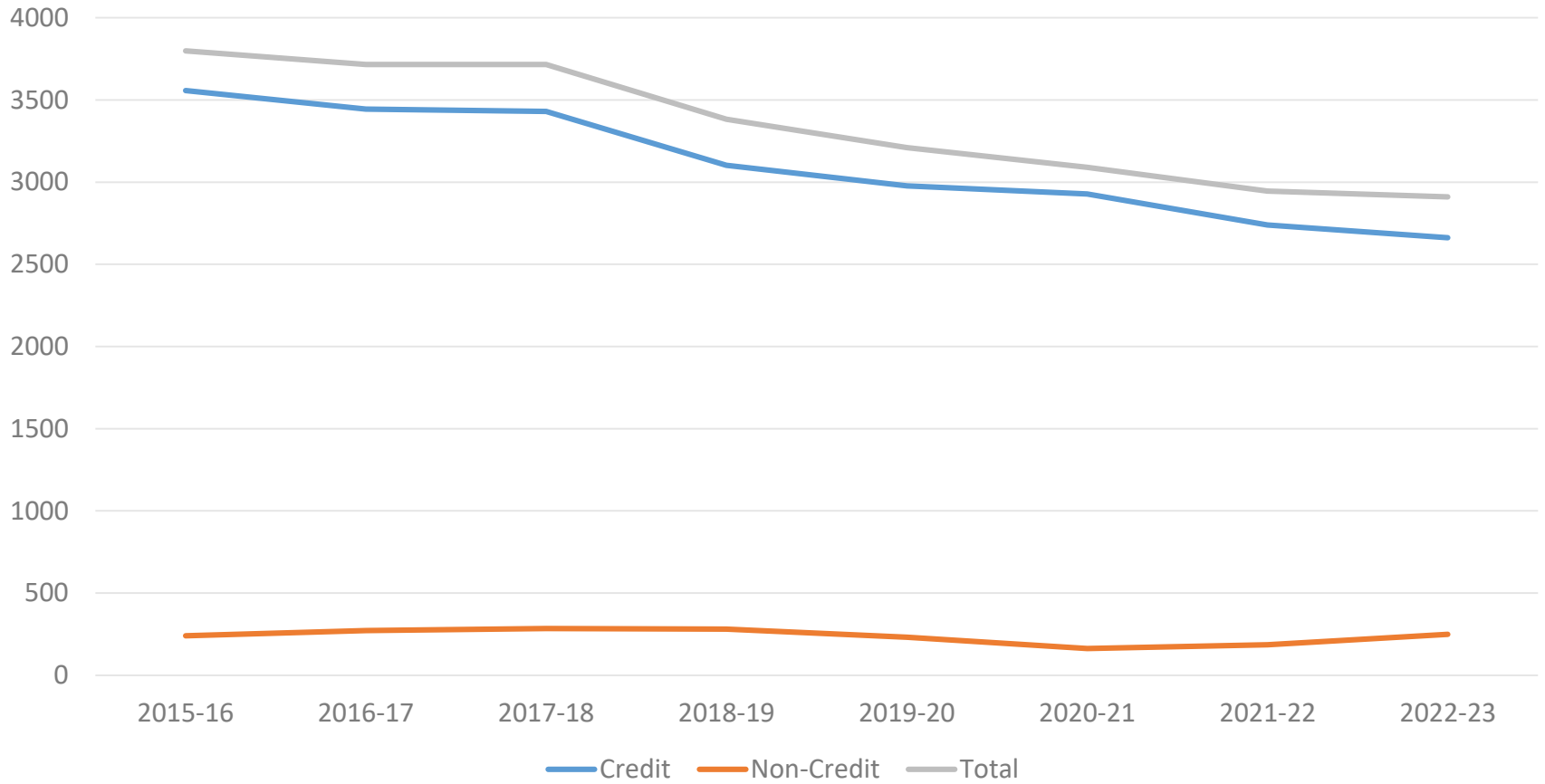
The FY 2022-23 Adoption Budget includes "pay-as-you-go" reimbursements from the trust fund for its retiree medical and dental premium payments.

In 2022-23, an actuarial study was completed under the GASB 74/75 standards. The roll-forward valuation report dated February 6, 2023 showed that as of June 30, 2021 valuation date, the District's Total OPEB Liability (TOL) was \$815 thousand and the OPEB trust's Fiduciary Net Position (FNP) was \$2.5 million. This leaves a Net OPEB Liability (NOL) of (\$1.7) million.

**College of Marin Foundation**

In 2020-21, 167 College of Marin Foundation funds were transferred into the College's ERP system, Ellucian Banner. The total net assets transferred totaled \$7.5 million. In 2021-22, the District Advancement funds were transferred to the College of Marin Foundation. The total net assets transferred totaled \$2.9 million. In 2022-23, the College of Marin Foundation's total net assets is projected to be \$14M as of June 30, 2023.

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024  
FTES TREND – FISCAL YEARS 2016-2023



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**PART II - FTES STATISTICS, 2015-16 TO 2022-23**

**FTES DATA**

<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>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>

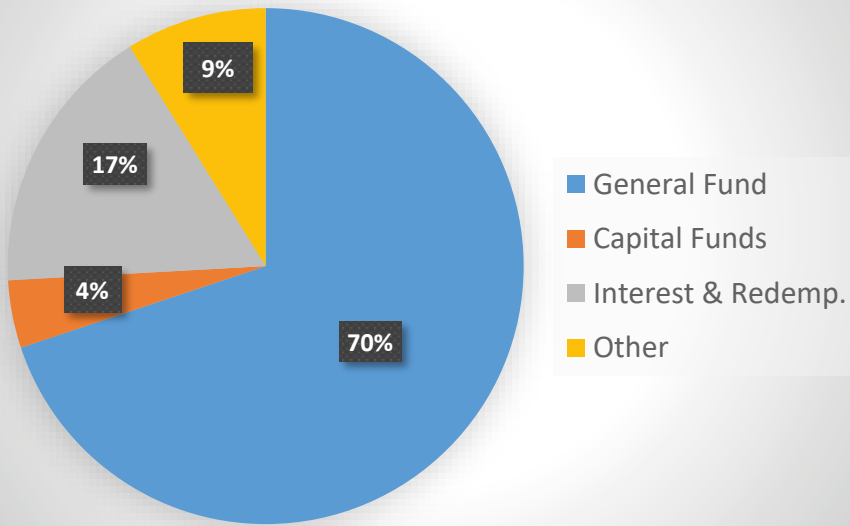
<b>FTES</b>	<b>2019-20</b>	<b>% CH.</b>	<b>2020-21</b>	<b>% CH.</b>	<b>2021-22</b>	<b>% CH.</b>	<b>(a) 2022-23</b>	<b>% CH.</b>
Credit	2,978	-4.0%	2,928	-1.7%	2,739	-6.5%	2,661	-2.8%
Non-Credit	232	-17.1%	162	-30.2%	186	14.8%	249	33.9%
<b>TOTAL</b>	<b>3,210</b>	<b>-5.1%</b>	<b>3,090</b>	<b>-3.7%</b>	<b>2,925</b>	<b>-5.3%</b>	<b>2,910</b>	<b>-0.5%</b>

**FTES**

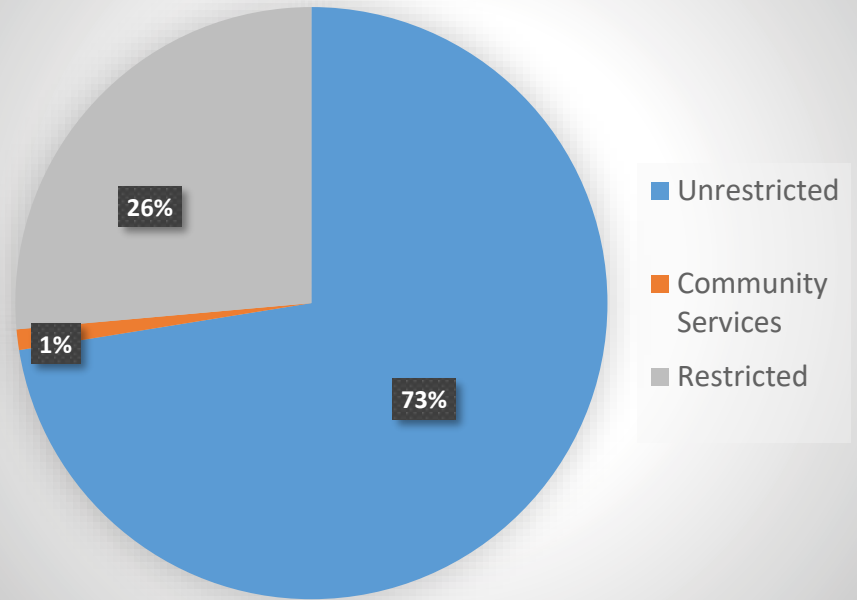
(a) CCFS-320 as of April 22, 2023

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024  
SOURCES OF BUDGETED REVENUES

Sources of Revenues – All Funds



Sources of General Fund Revenues





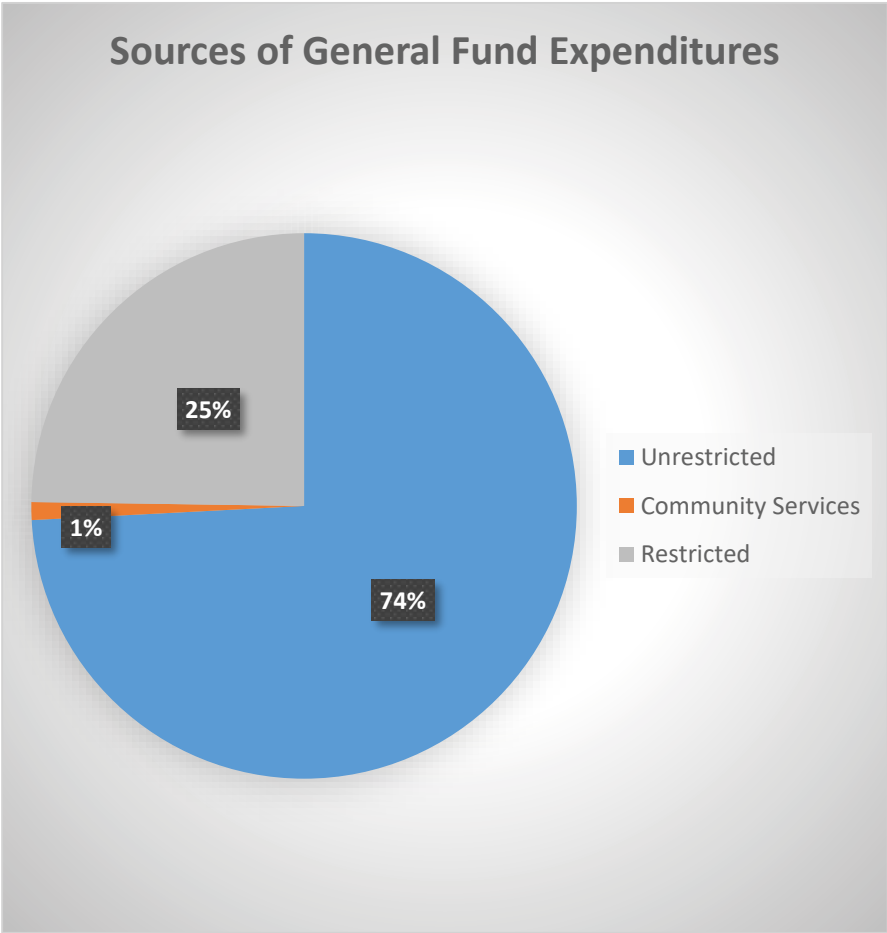
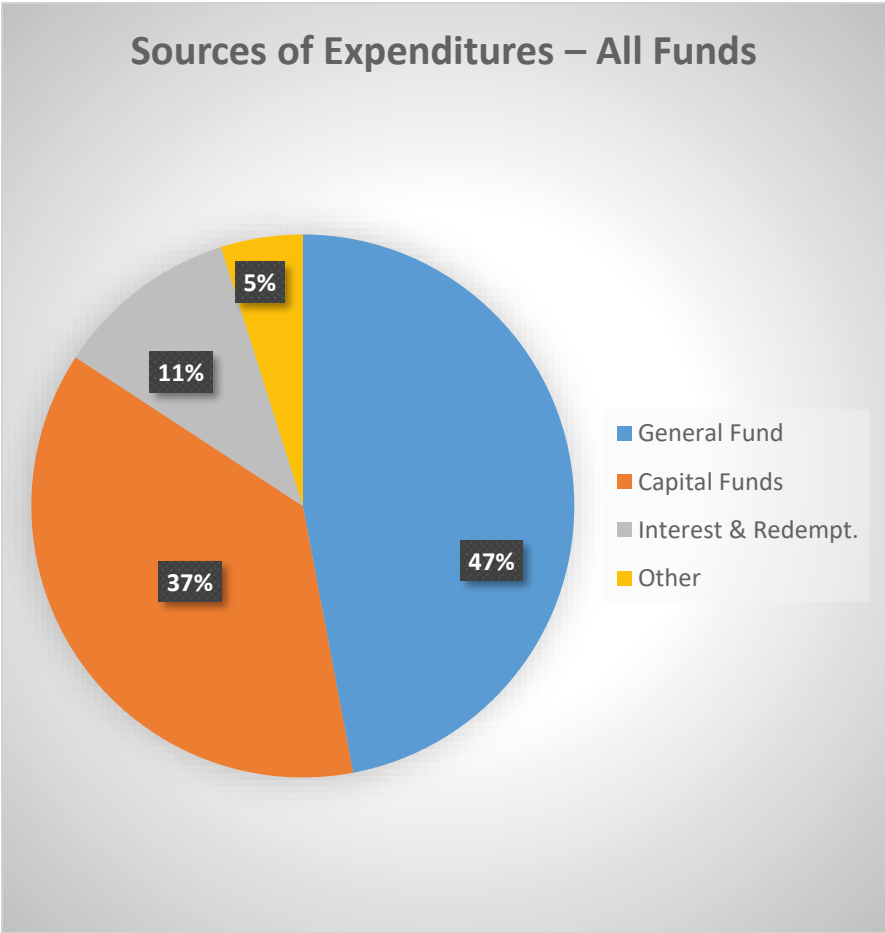
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**PART III - SUMMARY OF FUNDS**

**A. REVENUES**

<b>FISCAL YEAR</b>					
<b>REVENUE SUMMARY</b>	<b>ACTUAL 2019-2020</b>	<b>ACTUAL 2020-2021</b>	<b>ACTUAL 2021-2022</b>	<b>ESTIMATED 2022-2023</b>	<b>ADOPTION BUDGET 2023-2024</b>
<b>FUND TITLE</b>					
UNRESTRICTED GENERAL FUND	\$ 67,325,656	\$ 71,155,952	\$ 73,901,490	\$ 79,130,255	\$ 81,819,744
COMMUNITY SERVICES	1,326,543	837,237	938,643	904,457	1,271,191
RESTRICTED GENERAL FUND	10,814,226	12,778,791	12,404,356	13,193,595	29,824,838
<b>TOTAL GENERAL FUND</b>	<b>79,466,425</b>	<b>84,771,980</b>	<b>87,244,489</b>	<b>93,228,307</b>	<b>112,915,773</b>
SCHOLARSHIP AND LOAN TRUST FUND	263,636	277,726	101	-	-
STUDENT FINANCIAL AID TRUST FUND	4,613,853	4,191,025	6,781,954	6,104,242	4,995,963
INVESTMENT TRUST FUND	104,185	101,262	3,161	-	-
CHILD DEVELOPMENT FUND	816,681	680,712	688,089	700,300	811,491
IVC ORGANIC FARM FUND	274,725	268,316	296,530	324,927	246,536
SOLAR OPERATIONS FUND	359,975	120,847	152,874	107,202	110,500
WORKFORCE HOUSING OPERATIONS FUND	247,826	90,550	101,348	4,786	-
MIWOK CENTER OPERATIONS FUND	-	-	500,185	14,911	-
CAPITAL OUTLAY FUND	7,567,948	9,001,271	3,747,114	3,137,851	6,850,000
MEASURE B BUILDING FUND, SERIES A	46,318	-	-	-	-
MEASURE B FUND, SERIES A-1	590,485	162,392	12,236	90,074	-
MEASURE B BUILDING FUND, SERIES B	1,219,454	268,266	3,760	1,713	-
MEASURE B FUND, SERIES B-1	2,029,401	687,092	64,921	513,694	-
HAMILTON REDEVELOPMENT BOND REDEMPTION FUND	3,238,046	400,732	649,468	472,963	593,941
LEASE REVENUE BOND (LRBs) INTEREST & REDEMPTION FUND	562,247	554,406	544,661	553,517	552,157
CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND	203,076	153,436	304,992	306,488	303,894
MEASURE C INTEREST/REDEMPTION FUND	11,438,764	11,230,818	12,833,904	10,200,361	10,510,000
MEASURE B INTEREST/REDEMPTION FUND	12,400,066	13,102,049	14,073,449	15,686,567	16,075,000
SELF-INSURANCE FUND	704,040	613,543	636,618	639,087	620,000
PARS-CCLC PENSION RATE STABILIZATION TRUST FUND	824,763	3,792,526	(31,659)	563,245	100,000
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND	194,461	224,333	(148,211)	24,042	10,000
COLLEGE OF MARIN FOUNDATION	-	1,871,221	2,499,306	4,616,622	6,750,000
ASSOCIATED STUDENTS ORGANIZATIONS	113,835	105,818	118,920	121,005	132,589
<b>TOTAL - ALL FUNDS</b>	<b>\$ 127,280,210</b>	<b>\$ 132,670,321</b>	<b>\$ 131,078,210</b>	<b>\$ 137,411,904</b>	<b>\$ 161,577,844</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024  
SOURCES OF BUDGETED EXPENDITURES

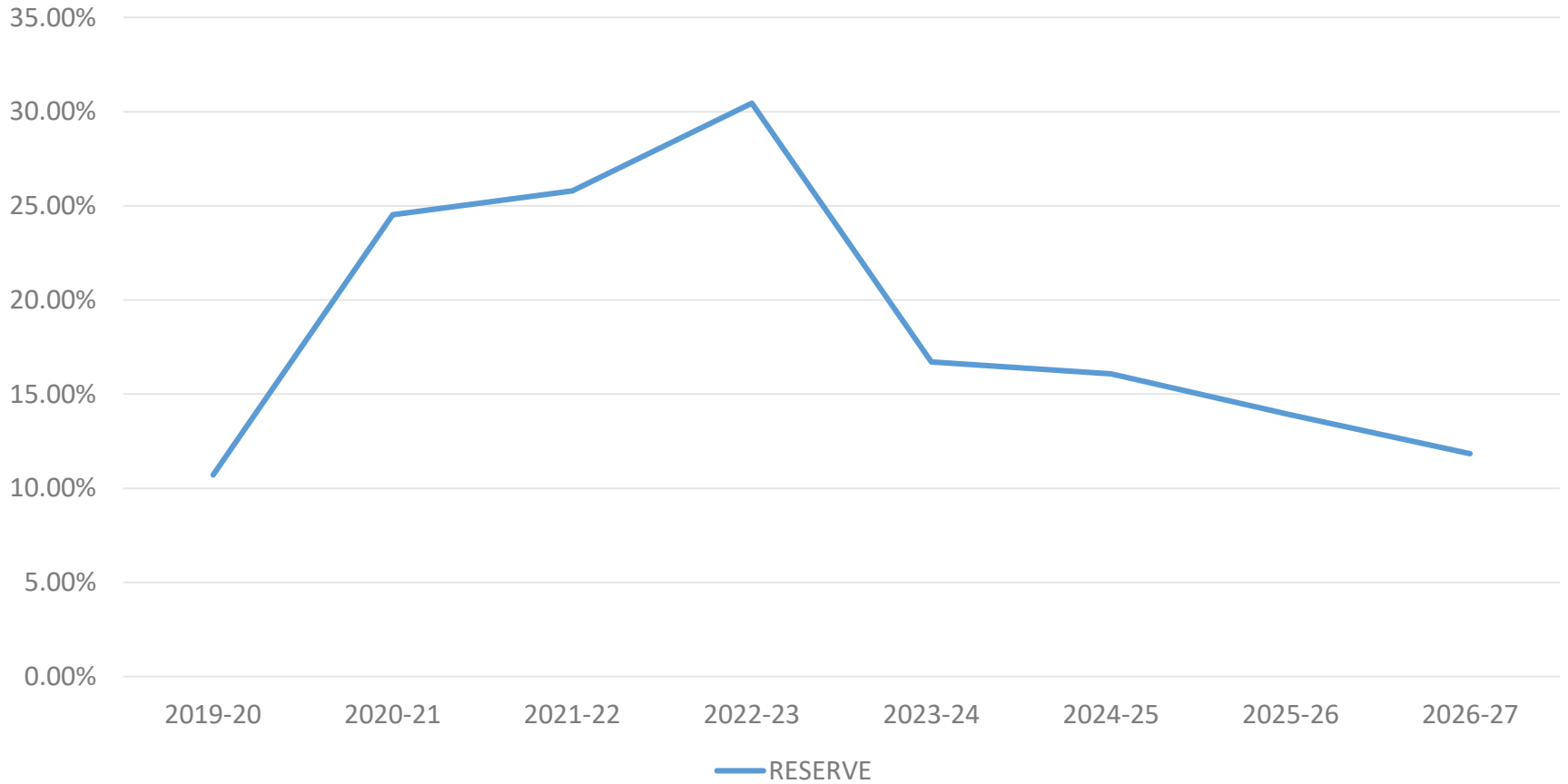


**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR					
EXPENDITURE SUMMARY	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024
FUND TITLE					
UNRESTRICTED GENERAL FUND	\$ 68,469,255	\$ 63,312,591	\$ 70,677,085	\$ 74,637,396	\$ 89,300,611
COMMUNITY SERVICES	1,326,543	837,237	938,643	904,457	1,271,191
RESTRICTED GENERAL FUND	10,814,226	12,778,791	12,404,356	13,193,595	29,824,838
<b>TOTAL GENERAL FUND</b>	<b>80,610,024</b>	<b>76,928,619</b>	<b>84,020,084</b>	<b>88,735,448</b>	<b>120,396,640</b>
SCHOLARSHIP AND LOAN TRUST FUND	157,767	115,046	-	-	-
STUDENT FINANCIAL AID TRUST FUND	4,613,853	4,191,025	6,781,954	5,752,278	4,995,963
INVESTMENT TRUST FUND	30,342	15,301	-	-	-
CHILD DEVELOPMENT FUND	816,681	680,712	688,089	700,300	811,491
IVC ORGANIC FARM FUND	274,725	268,316	296,530	324,927	246,536
SOLAR OPERATIONS FUND	113,258	56,167	57,572	59,796	94,695
WORKFORCE HOUSING OPERATIONS FUND	247,826	-	50,830	(820)	52,000
MIWOK CENTER OPERATIONS FUND	-	-	327	2,090	-
CAPITAL OUTLAY FUND	6,066,341	7,871,649	4,564,401	24,690	5,500,000
MEASURE B BUILDING FUND, SERIES A	656,363	44,437	-	-	-
MEASURE B FUND, SERIES A-1	8,533,746	3,751,864	852,525	4,924,498	10,706,885
MEASURE B BUILDING FUND, SERIES B	33,374,454	24,723,162	13,551,261	104,324	-
MEASURE B FUND, SERIES B-1	144,522	116,670	12,446	5,171,351	79,703,201
HAMILTON REDEVELOPMENT BOND REDEMPTION FUND	137,888	144,934	458,422	470,656	488,341
LEASE REVENUE BOND (LRBs) INTEREST & REDEMPTION FUND	548,756	547,756	544,156	547,356	546,857
CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND	199,428	151,994	304,794	303,594	302,194
MEASURE C INTEREST/REDEMPTION FUND	11,923,033	12,964,572	10,374,928	10,081,157	10,501,201
MEASURE B INTEREST/REDEMPTION FUND	19,572,531	12,868,554	13,317,251	16,268,822	16,072,853
SELF-INSURANCE FUND	476,042	588,713	568,326	535,190	586,650
PARS-CCLC PENSION RATE STABILIZATION TRUST FUND	12,908	21,985	29,158	30,133	30,000
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND	370,799	276,001	200,715	2,000	143,257
COLLEGE OF MARIN FOUNDATION	-	-	815,904	1,070,059	4,656,686
ASSOCIATED STUDENTS ORGANIZATIONS	68,344	38,402	55,024	84,545	132,589
<b>TOTAL - ALL FUNDS</b>	<b>\$ 171,113,709</b>	<b>\$ 146,365,879</b>	<b>\$ 137,544,697</b>	<b>\$ 135,192,394</b>	<b>\$ 255,968,039</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024  
RESERVE – FISCAL YEARS 2020-2027

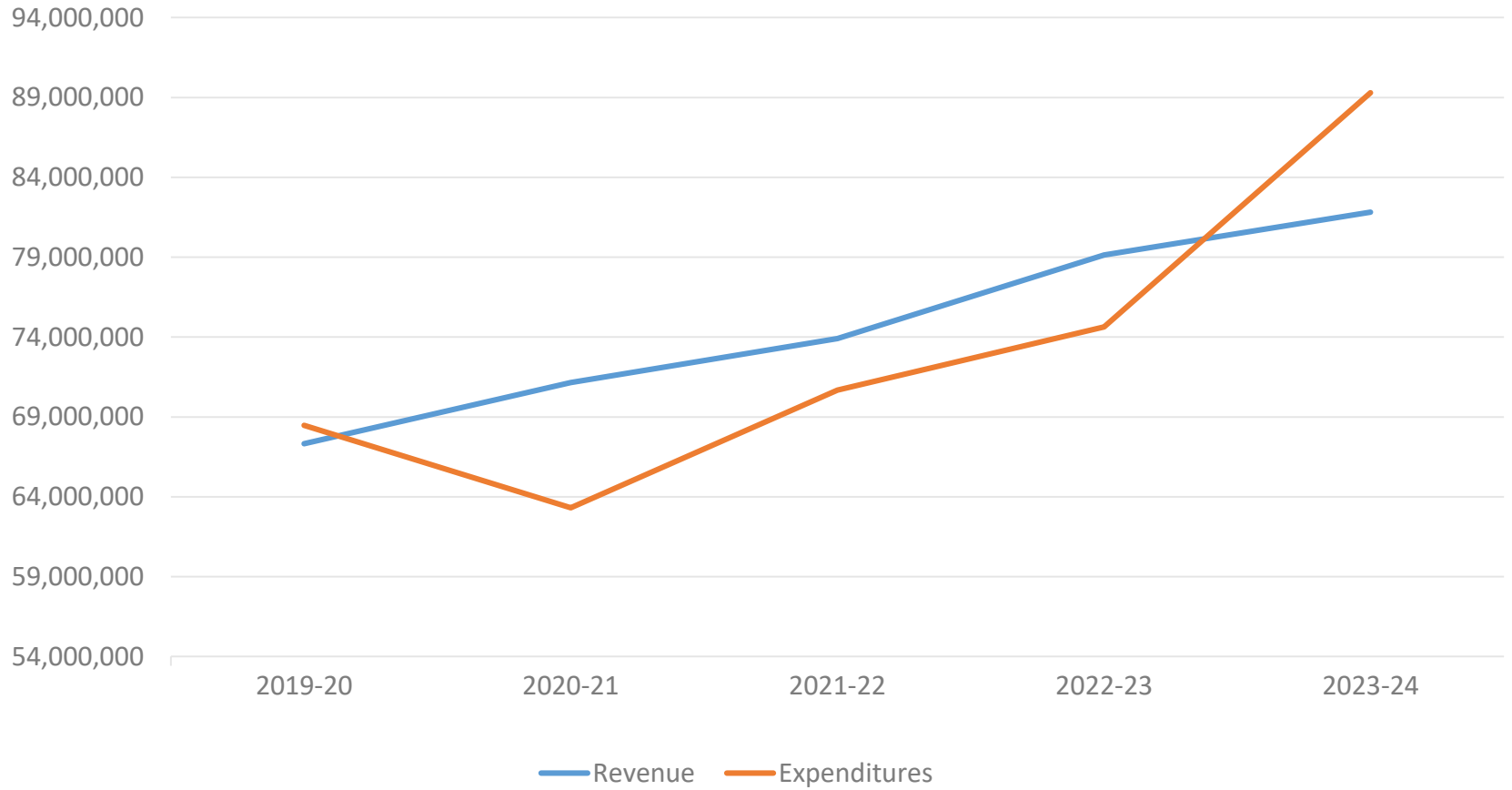


**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	BUDGET FORECAST 2024-2025	BUDGET FORECAST 2025-2026	BUDGET FORECAST 2026-2027
<b>SOURCES OF FUNDS</b>								
<b>BEGINNING FUND BALANCE</b>	\$ 9,141,398	\$ 7,394,613	\$ 15,470,808	\$ 18,328,876	\$ 22,749,161	\$ 14,968,294	\$ 14,025,973	\$ 12,643,029
<b>REVENUES</b>								
PROGRAM-BASED FUNDING	61,891,443	65,122,046	68,611,981	73,348,336	76,193,970	80,003,669	84,003,852	88,204,045
FEDERAL	330	304	240	160	-	-	-	-
OTHER STATE	3,590,185	4,599,194	4,106,718	4,425,458	3,383,463	3,710,676	3,710,676	3,710,676
OTHER LOCAL	1,475,584	992,522	984,974	1,142,516	1,189,375	1,098,265	1,116,827	1,136,291
OTHER FINANCING SOURCES	368,114	441,886	197,577	213,785	1,052,936	1,525,000	750,000	350,000
<b>TOTAL REVENUE</b>	<b>67,325,656</b>	<b>71,155,952</b>	<b>73,901,490</b>	<b>79,130,255</b>	<b>81,819,744</b>	<b>86,337,610</b>	<b>89,581,355</b>	<b>93,401,012</b>
<b>TOTAL SOURCES</b>	<b>76,467,054</b>	<b>78,550,565</b>	<b>89,372,298</b>	<b>97,459,131</b>	<b>104,568,905</b>	<b>101,305,904</b>	<b>103,607,328</b>	<b>106,044,041</b>
<b>USE OF FUNDS</b>								
SALARIES	36,001,422	35,156,113	38,372,838	39,373,023	45,372,708	45,815,551	47,648,173	49,554,099
BENEFITS	16,123,962	16,694,824	17,440,210	18,699,738	22,136,438	23,894,429	24,798,206	25,738,134
<b>TOTAL SALARIES &amp; BENEFITS</b>	<b>52,125,384</b>	<b>51,850,937</b>	<b>55,813,048</b>	<b>58,072,761</b>	<b>67,509,146</b>	<b>69,709,980</b>	<b>72,446,379</b>	<b>75,292,233</b>
FIXED EXPENSES	2,040,305	2,042,501	2,152,243	2,517,656	2,902,003	3,134,162	3,384,895	3,655,687
OTHER OPERATING	3,694,493	3,843,071	4,056,353	5,287,826	7,534,931	7,432,551	7,655,528	7,885,193
CAPITAL OUTLAY	285,500	152,879	646,532	2,361,600	987,321	1,066,307	1,151,611	1,243,740
OTHER OUTGO	10,323,573	5,423,203	8,008,909	6,397,553	10,367,210	5,486,931	5,925,886	6,399,957
<b>TOTAL EXPENDITURES</b>	<b>16,343,871</b>	<b>11,461,654</b>	<b>14,864,037</b>	<b>16,564,635</b>	<b>21,791,465</b>	<b>17,119,951</b>	<b>18,117,920</b>	<b>19,184,577</b>
<b>TOTAL USES</b>	<b>68,469,255</b>	<b>63,312,591</b>	<b>70,677,085</b>	<b>74,637,396</b>	<b>89,300,611</b>	<b>86,829,931</b>	<b>90,564,299</b>	<b>94,476,810</b>
<b>SOURCES OVER (UNDER) USES</b>	<b>7,997,799</b>	<b>15,237,974</b>	<b>18,695,213</b>	<b>22,821,735</b>	<b>15,268,294</b>	<b>14,475,973</b>	<b>13,043,029</b>	<b>11,567,231</b>
TRANSFER IN (OUT)	(603,186)	232,834	(366,337)	(72,574)	(300,000)	(450,000)	(400,000)	(350,000)
<b>ENDING FUND BALANCE</b>	<b>\$ 7,394,613</b>	<b>\$ 15,470,808</b>	<b>\$ 18,328,876</b>	<b>\$ 22,749,161</b>	<b>\$ 14,968,294</b>	<b>\$ 14,025,973</b>	<b>\$ 12,643,029</b>	<b>\$ 11,217,231</b>
<b>RESERVE</b>	<b>10.7%</b>	<b>24.5%</b>	<b>25.8%</b>	<b>30.4%</b>	<b>16.7%</b>	<b>16.1%</b>	<b>13.9%</b>	<b>11.8%</b>
<b>EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES</b>	<b>\$ (1,746,785)</b>	<b>\$ 8,076,195</b>	<b>\$ 2,858,068</b>	<b>\$ 4,420,285</b>	<b>\$ (7,780,867)</b>	<b>\$ (942,321)</b>	<b>\$ (1,382,944)</b>	<b>\$ (1,425,798)</b>
<b>Target Reserve Levels</b>	<b>9.5%</b>	<b>10.0%</b>	<b>10.5%</b>	<b>11.0%</b>	<b>11.5%</b>	<b>12.0%</b>	<b>12.5%</b>	<b>13.0%</b>

### MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2023-2024 REVENUE AND EXPENDITURE TRENDS



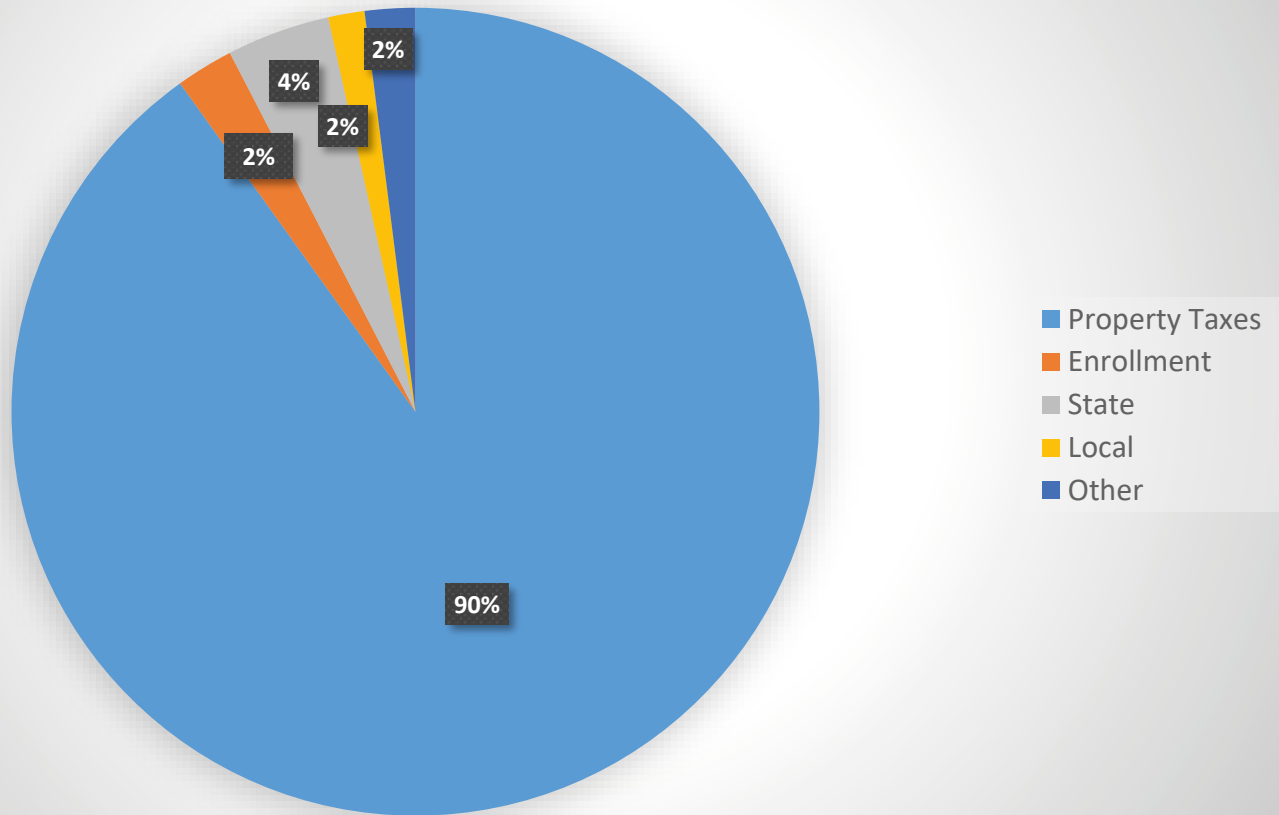
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>SOURCES OF FUNDS</b>						
<b>BEGINNING FUND BALANCE</b>	\$ 9,141,398	\$ 7,394,613	\$ 15,470,808	\$ 18,328,876	\$ 22,749,161	24.1%
<b>REVENUES</b>						
PROGRAM-BASED FUNDING	\$ 61,891,443	\$ 65,122,046	\$ 68,611,981	\$ 73,348,336	\$ 76,193,970	3.9%
FEDERAL	330	304	240	160	-	-100.0%
OTHER STATE	3,590,185	4,599,194	4,106,718	4,425,458	3,383,463	-23.5%
OTHER LOCAL	1,475,584	992,522	984,974	1,142,516	1,189,375	4.1%
OTHER FINANCING SOURCES	368,114	441,886	197,577	213,785	1,052,936	392.5%
<b>TOTAL REVENUE</b>	<b>67,325,656</b>	<b>71,155,952</b>	<b>73,901,490</b>	<b>79,130,255</b>	<b>81,819,744</b>	<b>3.4%</b>
<b>TOTAL SOURCES</b>	<b>76,467,054</b>	<b>78,550,565</b>	<b>89,372,298</b>	<b>97,459,131</b>	<b>104,568,905</b>	<b>7.3%</b>
<b>USE OF FUNDS</b>						
SALARIES	36,001,422	35,156,113	38,372,838	39,373,023	45,372,708	15.2%
BENEFITS	16,123,962	16,694,824	17,440,210	18,699,738	22,136,438	18.4%
<b>TOTAL SALARIES &amp; BENEFITS</b>	<b>52,125,384</b>	<b>51,850,937</b>	<b>55,813,048</b>	<b>58,072,761</b>	<b>67,509,146</b>	<b>16.2%</b>
FIXED EXPENSES	2,040,305	2,042,501	2,152,243	2,517,656	2,902,003	15.3%
OTHER OPERATING	3,694,493	3,843,071	4,056,353	5,287,826	7,534,931	42.5%
CAPITAL OUTLAY	285,500	152,879	646,532	2,361,600	987,321	-58.2%
OTHER OUTGO	10,323,573	5,423,203	8,008,909	6,397,553	10,367,210	62.0%
<b>TOTAL OTHER EXPENSES</b>	<b>16,343,871</b>	<b>11,461,654</b>	<b>14,864,037</b>	<b>16,564,635</b>	<b>21,791,465</b>	<b>31.6%</b>
<b>TOTAL USES</b>	<b>68,469,255</b>	<b>63,312,591</b>	<b>70,677,085</b>	<b>74,637,396</b>	<b>89,300,611</b>	<b>19.6%</b>
<b>SOURCES OVER/(UNDER) USES</b>	<b>7,997,799</b>	<b>15,237,974</b>	<b>18,695,213</b>	<b>22,821,735</b>	<b>15,268,294</b>	<b>-33.1%</b>
TRANSFER IN (OUT)	(603,186)	232,834	(366,337)	(72,574)	(300,000)	313.4%
<b>ENDING FUND BALANCE</b>	<b>\$ 7,394,613</b>	<b>\$ 15,470,808</b>	<b>\$ 18,328,876</b>	<b>\$ 22,749,161</b>	<b>\$ 14,968,294</b>	<b>-34.2%</b>
<b>RESERVE</b>	<b>10.7%</b>	<b>24.5%</b>	<b>25.8%</b>	<b>30.4%</b>	<b>16.7%</b>	
<b>EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES</b>	<b>\$ (1,746,785)</b>	<b>\$ 8,076,195</b>	<b>\$ 2,858,068</b>	<b>\$ 4,420,285</b>	<b>\$ (7,780,867)</b>	

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2024-2025

Unrestricted Fund - Budgeted Revenues





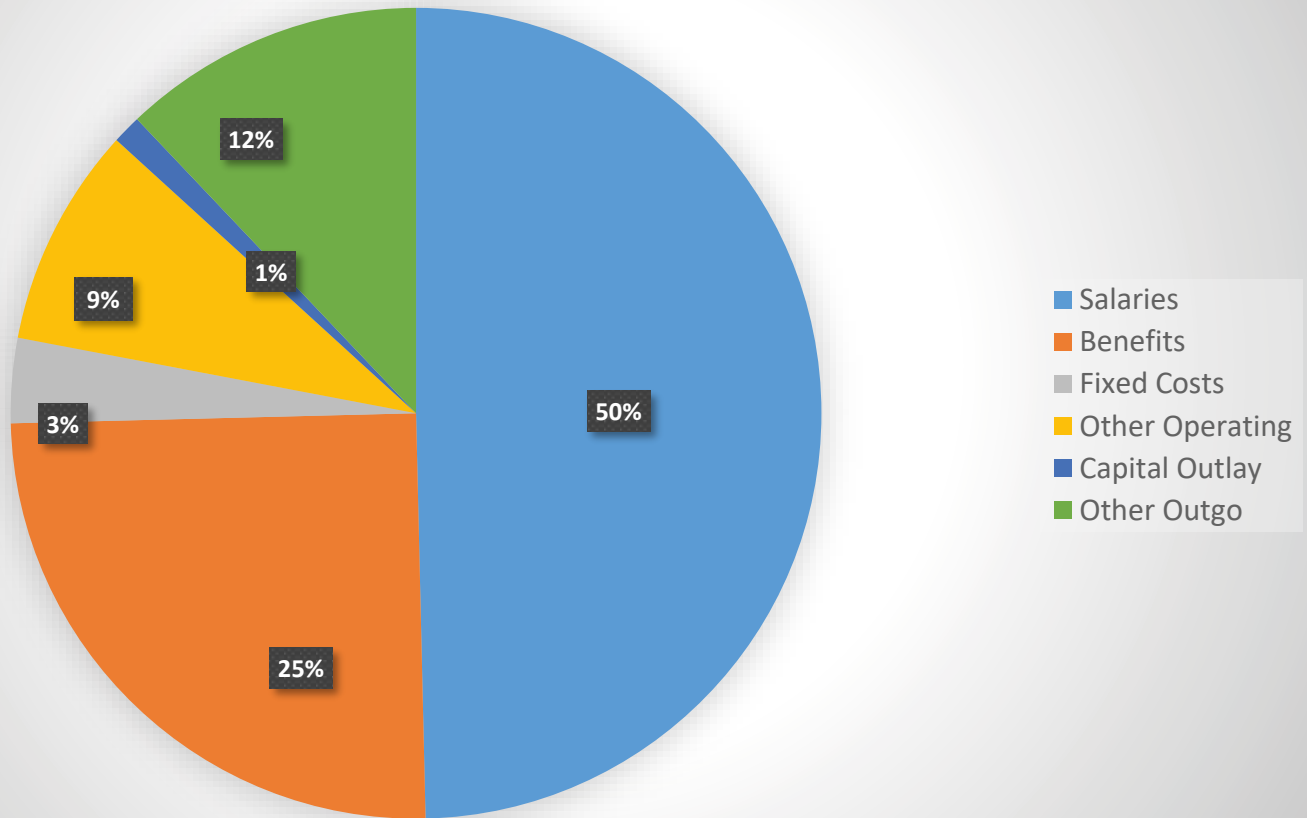
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>PROGRAM-BASED FUNDING</b>						
STATE GENERAL APPORTIONMENT	\$ 137,515	\$ 320,461	\$ 248,439	\$ 255,858	\$ 250,000	-2.3%
STATE SUBVENTIONS	257,184	254,512	252,735	249,278	247,573	-0.7%
<b>TOTAL</b>	<b>394,699</b>	<b>574,973</b>	<b>501,174</b>	<b>505,136</b>	<b>497,573</b>	<b>-1.5%</b>
<b>PROPERTY TAXES</b>						
SECURED	56,639,902	59,686,620	62,295,146	66,515,820	69,734,286	4.8%
SUPPLEMENTAL	1,247,569	1,213,249	2,100,051	2,392,881	2,025,570	-15.4%
UNSECURED	1,126,970	1,146,757	1,179,587	1,232,439	1,279,044	3.8%
PRIOR-YEAR	85,908	73,523	99,374	123,757	111,942	-9.5%
RDA	455,832	462,212	507,121	710,721	658,555	-7.3%
<b>TOTAL TAXES</b>	<b>59,556,181</b>	<b>62,582,361</b>	<b>66,181,279</b>	<b>70,975,618</b>	<b>73,809,397</b>	<b>4.0%</b>
<b>ENROLLMENT FEES</b>	<b>1,940,563</b>	<b>1,964,712</b>	<b>1,929,528</b>	<b>1,867,582</b>	<b>1,887,000</b>	<b>1.0%</b>
<b>TOTAL PROGRAM-BASED</b>	<b>61,891,443</b>	<b>65,122,046</b>	<b>68,611,981</b>	<b>73,348,336</b>	<b>76,193,970</b>	<b>3.9%</b>
<b>FEDERAL REVENUE</b>	<b>330</b>	<b>304</b>	<b>240</b>	<b>160</b>	<b>-</b>	<b>-100.0%</b>
<b>STATE REVENUE</b>						
STRS/PERS "ON-BEHALF" PAYMENTS	2,334,233	2,871,968	2,145,278	1,861,509	1,890,850	1.6%
OTHER STATE	68,790	363,329	355,535	814,912	-	-100.0%
EPA - PROP 30	248,136	412,564	318,174	234,076	290,900	24.3%
FULL-TIME FACULTY HIRING	165,436	165,436	492,194	492,194	467,584	-5.0%
LOTTERY	547,448	567,019	589,588	799,470	514,895	-35.6%
MANDATED COSTS	108,499	99,940	97,910	103,979	102,927	-1.0%
PART-TIME FACULTY COMPENSATION	117,643	118,938	108,039	119,318	116,307	-2.5%
<b>TOTAL STATE</b>	<b>3,590,185</b>	<b>4,599,194</b>	<b>4,106,718</b>	<b>4,425,458</b>	<b>3,383,463</b>	<b>-23.5%</b>
<b>LOCAL REVENUE</b>						
INTEREST	260,074	62,901	12,736	117,660	123,000	4.5%
NON-RESIDENCE FEES	942,900	793,995	831,223	883,212	945,043	7.0%
OTHER STUDENT CHARGES	26,958	24,656	22,392	28,226	19,725	-30.1%
MISCELLANEOUS	245,652	110,970	118,623	113,418	101,607	-10.4%
	<b>1,475,584</b>	<b>992,522</b>	<b>984,974</b>	<b>1,142,516</b>	<b>1,189,375</b>	<b>4.1%</b>
<b>OTHER FINANCING SOURCES</b>	<b>368,114</b>	<b>441,886</b>	<b>197,577</b>	<b>213,785</b>	<b>1,052,936</b>	<b>392.5%</b>
<b>TOTAL REVENUE</b>	<b>\$ 67,325,656</b>	<b>\$ 71,155,952</b>	<b>\$ 73,901,490</b>	<b>\$ 79,130,255</b>	<b>\$ 81,819,744</b>	<b>3.4%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024

Unrestricted Fund - Budgeted Expenditures



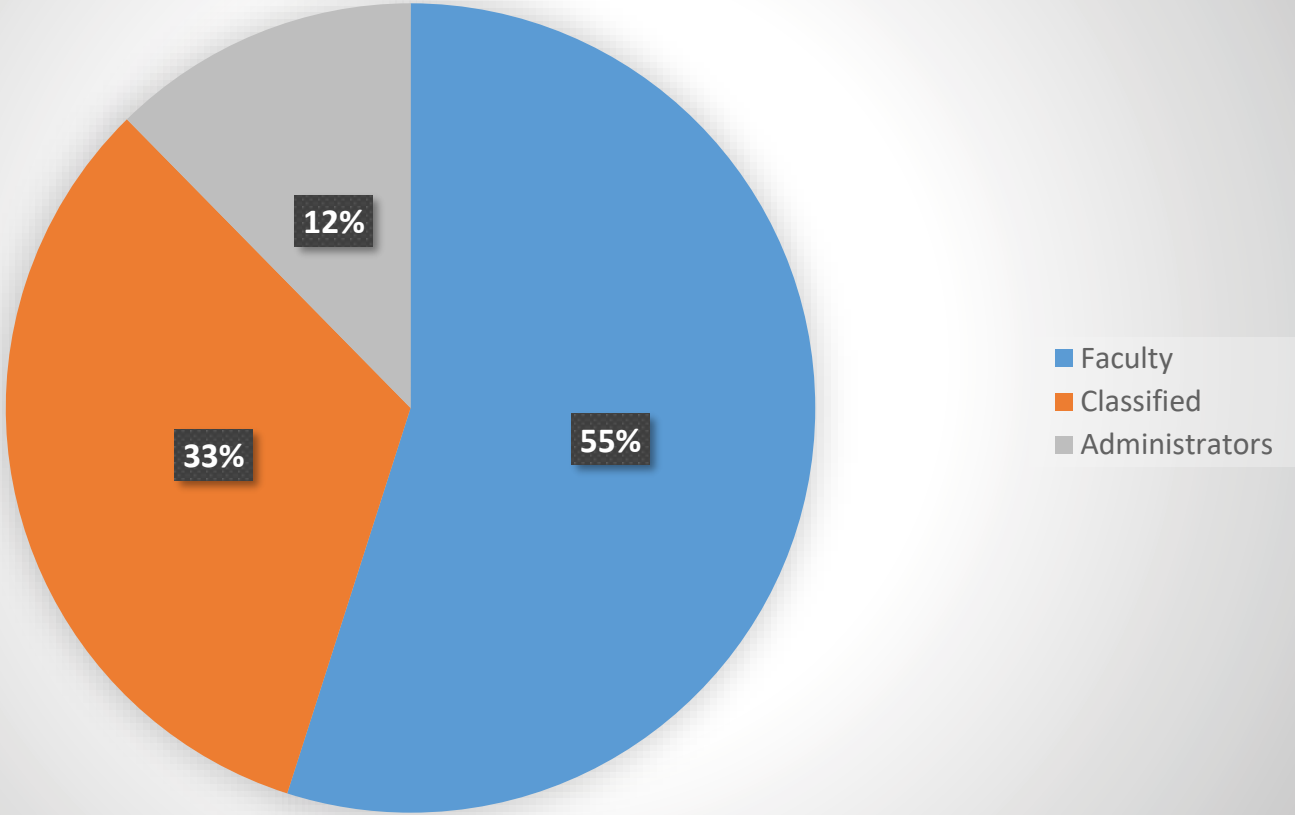
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

<b>FISCAL YEAR</b>	<b>ACTUAL 2019-2020</b>	<b>ACTUAL 2020-2021</b>	<b>ACTUAL 2021-2022</b>	<b>ESTIMATED 2022-2023</b>	<b>ADOPTION BUDGET 2023-2024</b>	<b>% CHANGE</b>
<b>USE OF FUNDS</b>						
SALARIES	\$ 36,001,422	\$ 35,156,113	\$ 38,372,838	\$ 39,373,023	\$ 45,372,708	15.2%
BENEFITS	16,123,962	16,694,824	17,440,210	18,699,738	22,136,438	18.4%
<b>TOTAL SALARIES &amp; BENEFITS</b>	<b>52,125,384</b>	<b>51,850,937</b>	<b>55,813,048</b>	<b>58,072,761</b>	<b>67,509,146</b>	<b>16.2%</b>
FIXED EXPENSES	2,040,305	2,042,501	2,152,243	2,517,656	2,902,003	15.3%
OTHER OPERATING	3,694,493	3,843,071	4,056,353	5,287,826	7,534,931	42.5%
CAPITAL OUTLAY	285,500	152,879	646,532	2,361,600	987,321	-58.2%
OTHER OUTGO	10,323,573	5,423,203	8,008,909	6,397,553	10,367,210	62.0%
<b>TOTAL OTHER EXPENSES</b>	<b>16,343,871</b>	<b>11,461,654</b>	<b>14,864,037</b>	<b>16,564,635</b>	<b>21,791,465</b>	<b>31.6%</b>
<b>TOTAL USES</b>	<b>\$ 68,469,255</b>	<b>\$ 63,312,591</b>	<b>\$ 70,677,085</b>	<b>\$ 74,637,396</b>	<b>\$ 89,300,611</b>	<b>19.6%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2024-2025

Unrestricted Fund - Budgeted Salaries



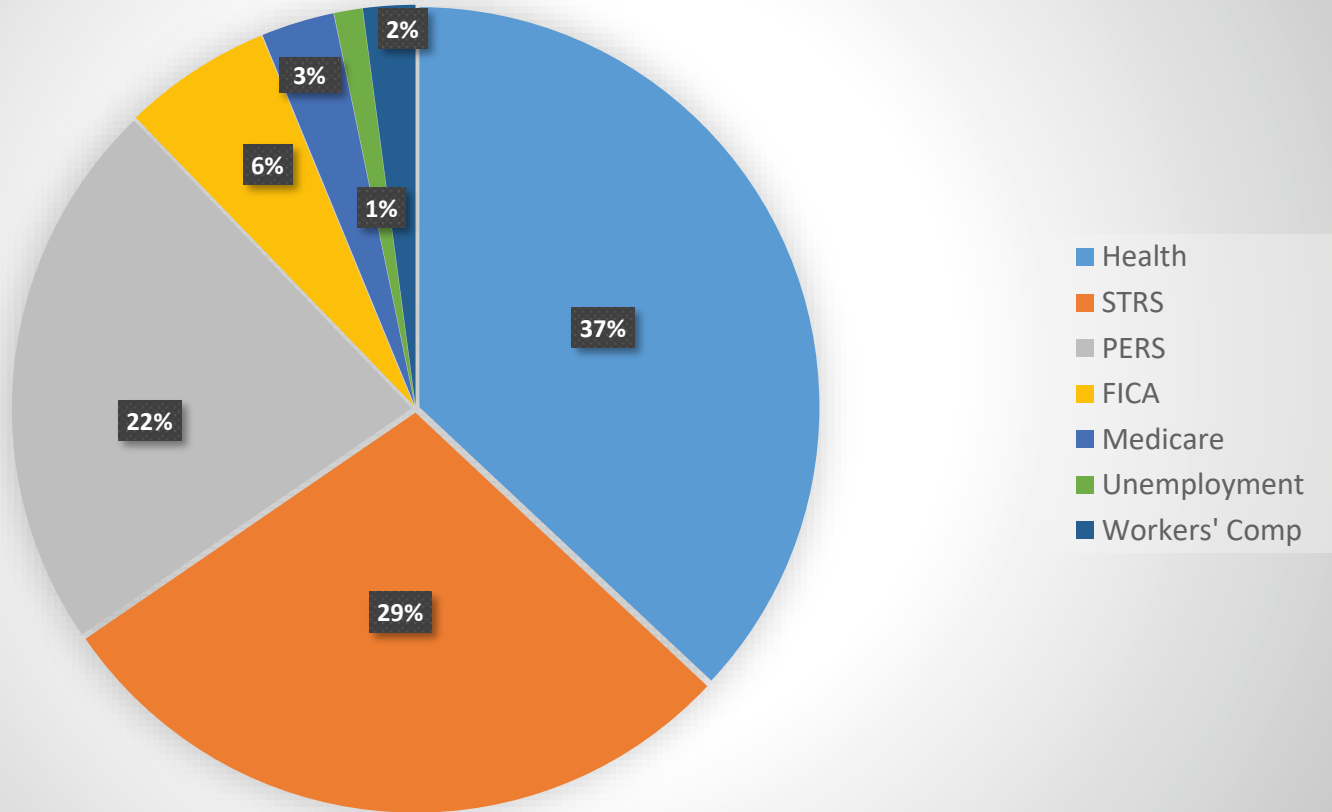
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

<b>FISCAL YEAR</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ESTIMATED</b>	<b>ADOPTION</b>	<b>%</b>
	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>BUDGET</b>	<b>CHANGE</b>
					<b>2023-2024</b>	
<b>SALARIES</b>						
<b>FACULTY</b>						
INSTRUCTORS-REGULAR	\$ 9,842,233	\$ 9,527,890	\$ 10,550,786	\$ 10,301,331	\$ 12,143,128	17.9%
INSTRUCTORS-HOURLY	8,291,487	7,538,565	7,829,742	8,479,212	9,188,709	8.4%
NON-INSTRUCTORS-REGULAR	1,493,689	1,462,641	1,520,763	1,768,853	1,860,927	5.2%
NON-INSTRUCTORS-HOURLY	1,079,391	1,266,761	1,476,440	1,575,836	1,730,117	9.8%
<b>FACULTY</b>	<b>20,706,800</b>	<b>19,795,857</b>	<b>21,377,731</b>	<b>22,125,232</b>	<b>24,922,881</b>	<b>12.6%</b>
<b>CLASSIFIED</b>						
STAFF - REGULAR	9,377,726	9,385,489	10,331,767	10,192,128	13,162,429	29.1%
INSTRUCTIONAL - REGULAR	960,363	931,864	903,509	937,947	1,372,861	46.4%
HOURLY INST./NON INST.	568,086	398,421	481,640	680,544	213,522	-68.6%
OVERTIME	145,934	99,592	124,587	207,632	92,700	-55.4%
<b>CLASSIFIED</b>	<b>11,052,109</b>	<b>10,815,366</b>	<b>11,841,503</b>	<b>12,018,251</b>	<b>14,841,512</b>	<b>23.5%</b>
<b>ADMINISTRATORS</b>						
ACADEMIC	2,149,276	2,093,873	2,359,926	2,486,056	2,480,531	-0.2%
CLASSIFIED	2,093,237	2,451,017	2,793,678	2,743,484	3,127,784	14.0%
<b>ADMINISTRATORS</b>	<b>4,242,513</b>	<b>4,544,890</b>	<b>5,153,604</b>	<b>5,229,540</b>	<b>5,608,315</b>	<b>7.2%</b>
<b>TOTAL SALARIES</b>	<b>\$ 36,001,422</b>	<b>\$ 35,156,113</b>	<b>\$ 38,372,838</b>	<b>\$ 39,373,023</b>	<b>\$ 45,372,708</b>	<b>15.2%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024

Unrestricted Fund - Budgeted Benefits



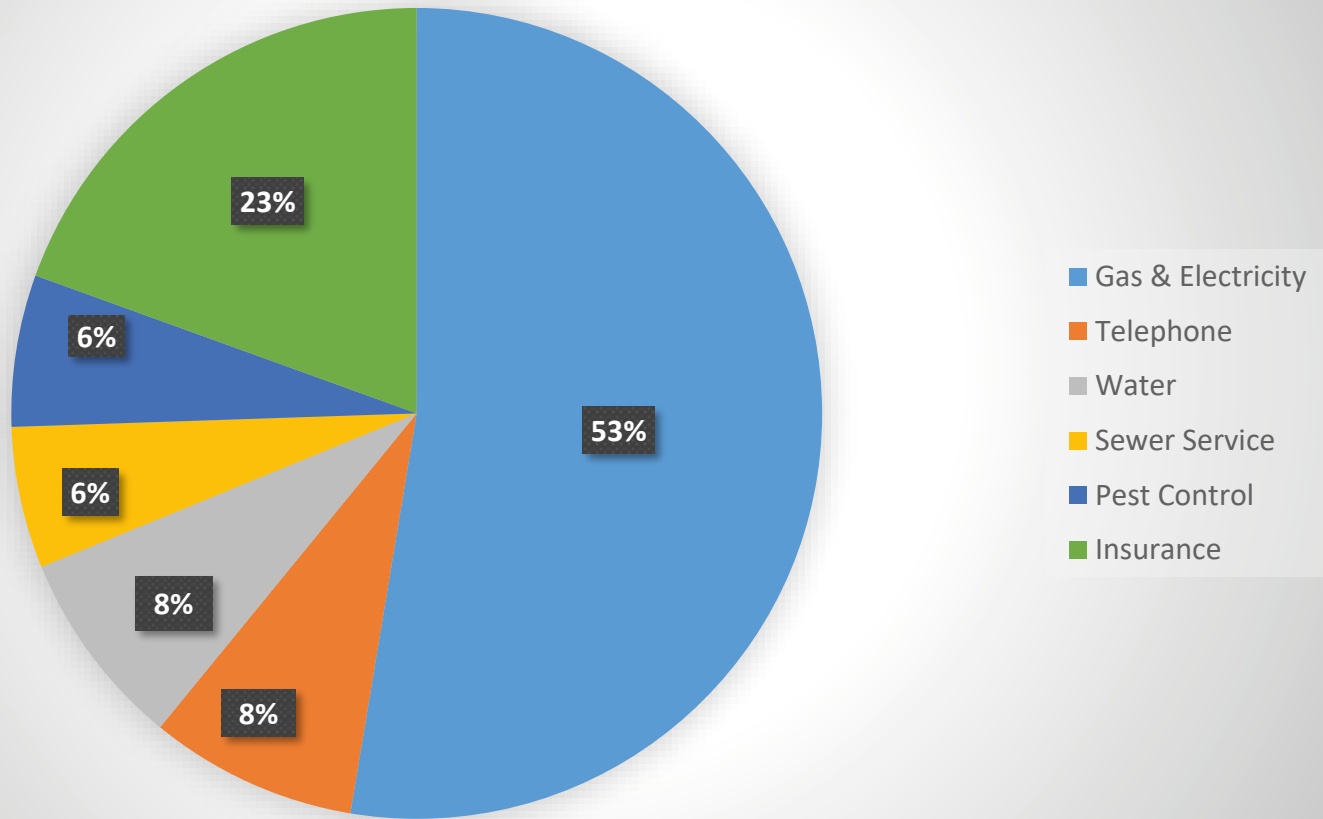
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

<b>FISCAL YEAR</b>	<b>ACTUAL 2019-2020</b>	<b>ACTUAL 2020-2021</b>	<b>ACTUAL 2021-2022</b>	<b>ESTIMATED 2022-2023</b>	<b>ADOPTION BUDGET 2023-2024</b>	<b>% CHANGE</b>
<b>PUBLIC RETIREMENT</b>						
STRS	\$ 5,428,142	\$ 4,930,706	\$ 5,492,028	\$ 5,841,861	\$ 6,298,217	7.8%
PERS	2,576,739	3,532,413	3,285,113	3,676,257	4,946,441	34.6%
FICA	960,658	906,188	1,012,510	1,051,946	1,330,184	26.4%
MEDICARE	509,971	502,273	549,975	561,581	655,042	16.6%
UNEMPLOYMENT	58,861	59,379	152,885	212,680	253,504	19.2%
WORKERS COMP. INS.	286,522	263,976	320,032	399,647	466,410	16.7%
<b>TOTAL</b>	<b>9,820,893</b>	<b>10,194,935</b>	<b>10,812,543</b>	<b>11,743,972</b>	<b>13,949,798</b>	<b>18.8%</b>
<b>HEALTH PROTECTION</b>	<b>6,303,069</b>	<b>6,499,889</b>	<b>6,627,667</b>	<b>6,955,766</b>	<b>8,186,640</b>	<b>17.7%</b>
<b>TOTAL BENEFITS</b>	<b>\$ 16,123,962</b>	<b>\$ 16,694,824</b>	<b>\$ 17,440,210</b>	<b>\$ 18,699,738</b>	<b>\$ 22,136,438</b>	<b>18.4%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024

### Unrestricted Fund - Budgeted Fixed Expenses





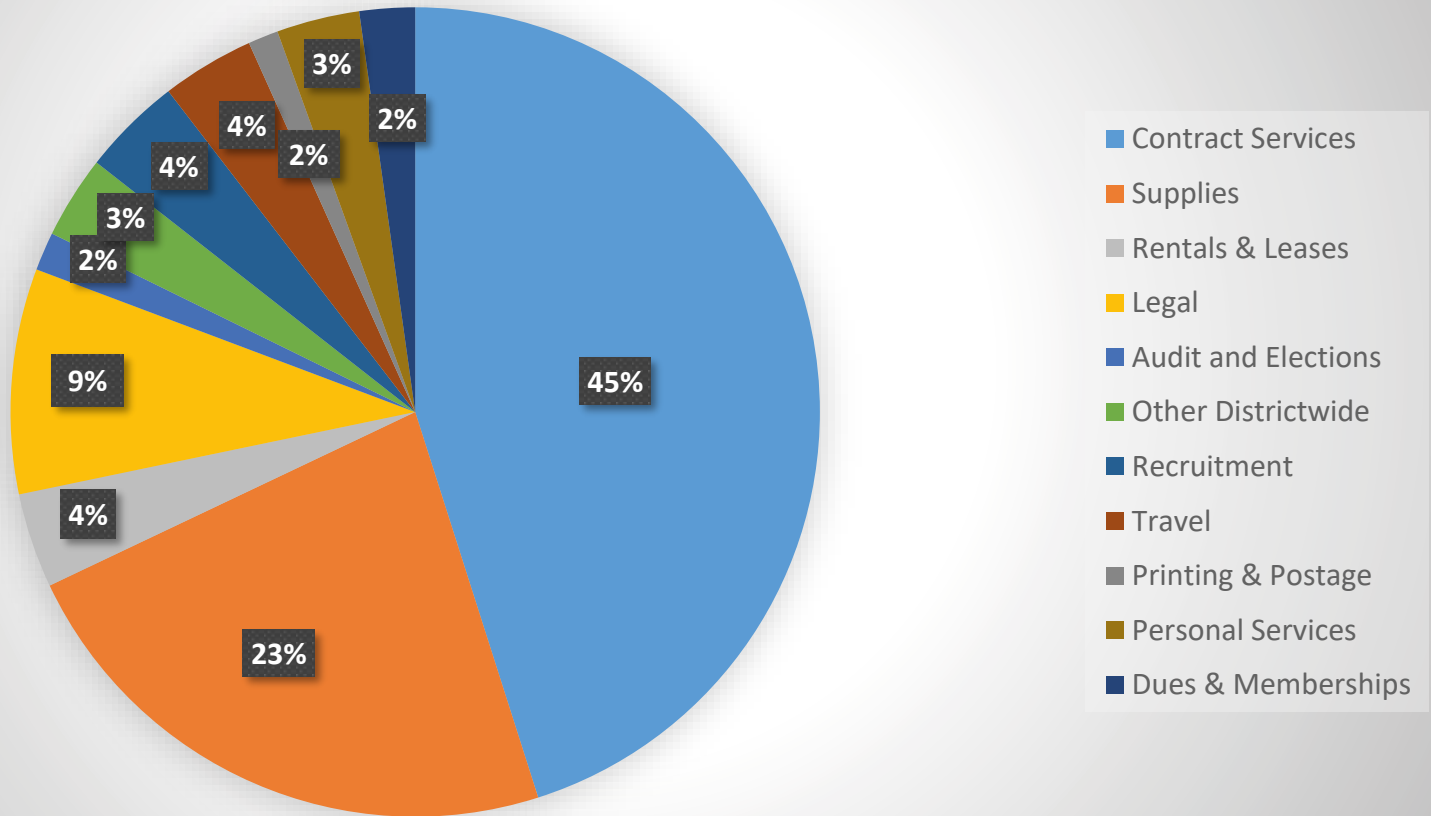
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

<b>FISCAL YEAR</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ESTIMATED</b>	<b>ADOPTION</b>	<b>%</b>
	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>BUDGET</b>	<b>CHANGE</b>
					<b>2023-2024</b>	
<b>FIXED EXPENSES</b>						
<b>UTILITIES</b>						
SEWER SERVICE	\$ 124,372	\$ 137,823	\$ 169,844	\$ 131,885	\$ 164,036	24.4%
TELEPHONE	165,650	180,475	177,066	214,791	240,608	12.0%
WATER	210,023	290,422	172,181	203,788	229,516	12.6%
GAS & ELECTRICITY	990,236	878,263	1,061,766	1,324,249	1,526,931	15.3%
PEST CONTROL	149,071	112,833	113,971	159,412	175,724	10.2%
	<u>1,639,352</u>	<u>1,599,816</u>	<u>1,694,828</u>	<u>2,034,125</u>	<u>2,336,815</u>	<u>14.9%</u>
<b>INSURANCE</b>	<u>400,953</u>	<u>442,685</u>	<u>457,415</u>	<u>483,531</u>	<u>565,188</u>	<u>16.9%</u>
<b>TOTAL</b>	<u><u>\$ 2,040,305</u></u>	<u><u>\$ 2,042,501</u></u>	<u><u>\$ 2,152,243</u></u>	<u><u>\$ 2,517,656</u></u>	<u><u>\$ 2,902,003</u></u>	<u><u>15.3%</u></u>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024

### Unrestricted Fund - Budgeted Operating Expenses



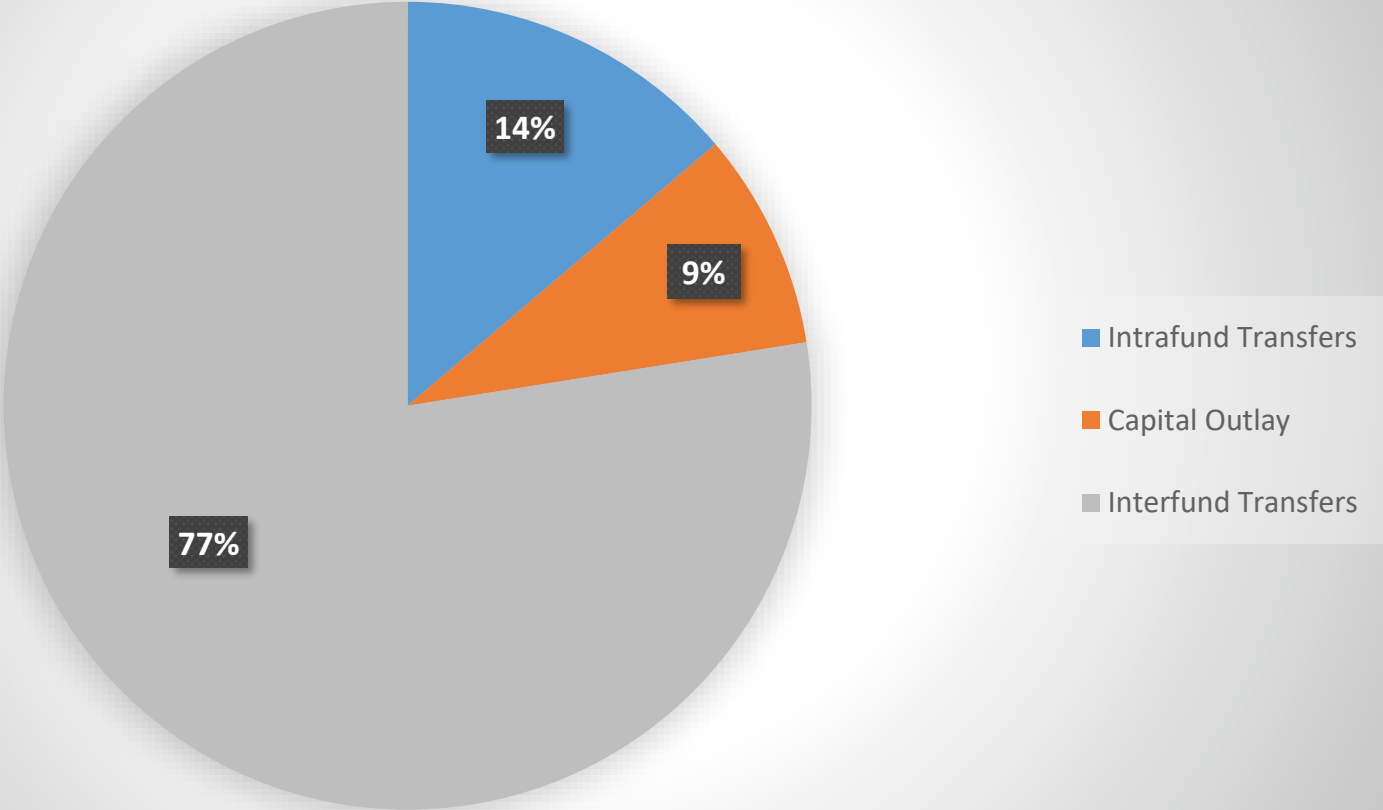
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	<u>ACTUAL</u> <u>2019-2020</u>	<u>ACTUAL</u> <u>2020-2021</u>	<u>ACTUAL</u> <u>2021-2022</u>	<u>ESTIMATED</u> <u>2022-2023</u>	<u>ADOPTION</u> <u>BUDGET</u> <u>2023-2024</u>	<u>%</u> <u>CHANGE</u>
<b>OTHER OPERATING EXPENSES</b>						
SUPPLIES & MATERIALS	\$ 666,674	\$ 443,267	\$ 855,703	\$ 1,332,014	\$ 1,722,488	29.3%
PERSONAL SVCE, LECTURE	58,140	111,386	86,835	112,132	249,815	122.8%
TRAVEL & CONFERENCE	112,289	33,096	121,675	159,658	278,940	74.7%
DUES & MEMBERSHIP	131,384	120,819	105,955	102,968	166,812	62.0%
LEGAL	407,329	220,478	313,146	565,153	678,000	20.0%
AUDITS & ELECTION	108,640	262,520	68,980	71,230	115,741	62.5%
CONTRACTED SERVICES	1,509,611	2,092,398	2,024,580	2,235,261	3,397,062	52.0%
POSTAGE	33,323	59,526	34,930	33,936	54,246	59.8%
PRINTING & PUBLICATION	34,590	2,014	56,977	10,580	36,750	247.4%
RENTAL & LEASES	242,788	242,343	242,318	272,084	285,448	4.9%
RECRUITMENT	288,005	192,392	287,013	172,718	300,568	74.0%
OTHER DISTRICT-WIDE EXP.	101,268	62,355	(141,759)	219,706	248,761	13.2%
MISCELLANEOUS	452	477	-	386	300	-22.3%
<b>TOTAL</b>	<b>\$ 3,694,493</b>	<b>\$ 3,843,071</b>	<b>\$ 4,056,353</b>	<b>\$ 5,287,826</b>	<b>\$ 7,534,931</b>	<b>42.5%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2027

**Unrestricted Fund - Budgeted Capital and Other Outgo**



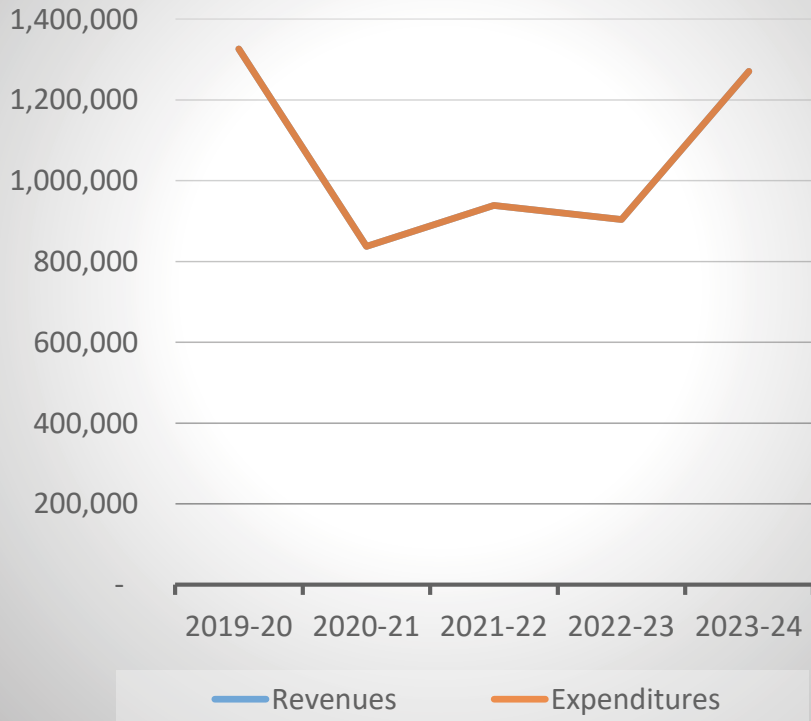
**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

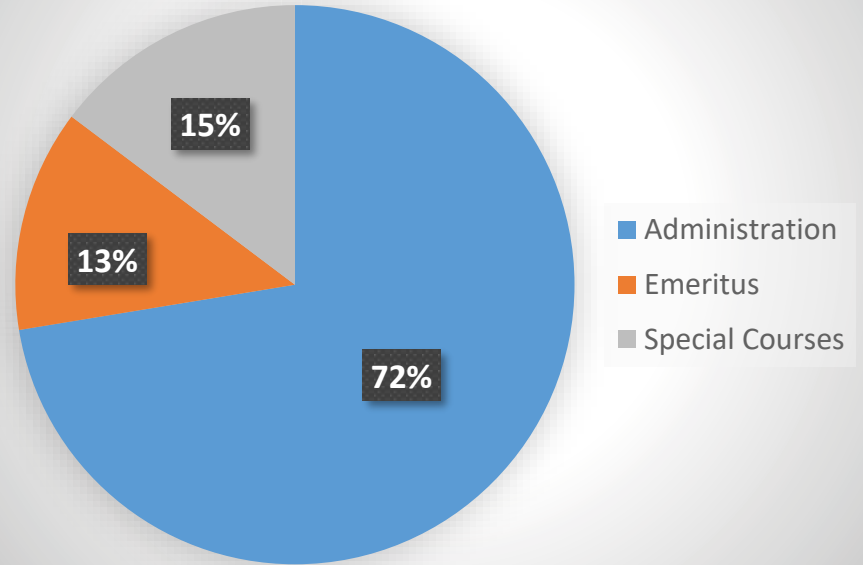
FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>CAPITAL OUTLAY</b>						
LIBRARY BOOKS/PERIODICALS	\$ 88,674	\$ 95,192	\$ 97,938	\$ 121,562	\$ 129,117	6.2%
EQUIPMENT NEW & LEASED	196,826	57,687	548,594	2,240,038	858,204	-61.7%
<b>TOTAL</b>	<b>\$ 285,500</b>	<b>\$ 152,879</b>	<b>\$ 646,532</b>	<b>\$ 2,361,600</b>	<b>\$ 987,321</b>	<b>-58.2%</b>
<b>OTHER OUTGO</b>						
INTERFUND TRANSFERS:						
MAINTENANCE MANAGEMENT FUND	\$ 2,482,374	\$ 149,105	\$ -	\$ 1,000,000	\$ 6,800,000	580.0%
INSTRUCT. & ADMIN. SUPPORT FOR LAB SCHOOL	195,082	35,785	101,804	171,608	196,961	14.8%
CHILD DEVELOPMENT FUND	271,141	35,784	39,150	134,633	226,530	68.3%
IVC ORGANIC FARM FUND	209,082	194,866	237,894	185,416	145,308	-21.6%
WORKFORCE HOUSING OPERATIONS FUND	118,256	-	-	-	-	0.0%
MIWOK CENTER OPERATIONS FUND	-	-	500,000	-	-	0.0%
TECHNOLOGY FUND	-	-	1,000,000	500,000	-	-100.0%
BOLINAS SITE	-	-	-	1,000,000	-	-100.0%
STUDENT FINANCIAL AID TRUST FUND	38,090	-	19,040	-	-	0.0%
RDA FUND	-	258,794	421,151	592,331	-	-100.0%
HAMILTON REDEV. BOND REDEMPTION	3,135,894	297,171	546,757	334,387	488,341	46.0%
LEASE REVENUE BOND INTEREST & REDEMPTION	550,000	550,000	544,157	547,356	546,857	-0.1%
CERTIFICATES OF PARTICIPATION DEBT SERVICE	200,000	152,000	304,794	303,594	302,194	-0.5%
SOLAR OPERATIONS FUND	360,000	120,000	120,000	90,000	95,000	5.6%
CATASTROPHIC RESERVE FUND	-	-	1,500,000	-	-	0.0%
PARS CONTRIBUTIONS	500,000	2,700,000	1,250,000	-	-	0.0%
<b>TOTAL INTERFUND TRANSFERS:</b>	<b>\$ 8,059,919</b>	<b>\$ 4,493,505</b>	<b>\$ 6,584,747</b>	<b>\$ 4,859,325</b>	<b>\$ 8,801,191</b>	<b>81.1%</b>
INTRAFUND TRANSFERS:						
ADVANCEMENT	\$ 194,480	\$ 271,762	\$ -	\$ -	\$ -	0.0%
COVID-19 FUND	1,074,828	-	-	-	-	0.0%
MARIN EQUITY FUND	-	16,519	50,521	18,151	164,809	808.0%
PRESIDENT'S RESERVED CONTINGENCY FUND	-	-	198,824	407,021	500,000	22.8%
SAS	263,446	245,416	267,194	281,701	279,146	-0.9%
PUENTE	84,727	78,834	83,209	68,863	98,262	42.7%
BFAP/FA	108,180	46,972	34,399	39,359	89,461	127.3%
STUDENT EQUITY & ACHIEVEMENT (SEA)	206,156	-	-	-	-	0.0%
EOPS/CARE/CALWORKS/TANF	43,350	58,461	60,162	18,620	-	-100.0%
HEALTH CENTER	15,233	-	-	36,075	74,133	105.5%
PARKING	144,256	85,097	625,245	606,724	350,000	-42.3%
MISCELLANEOUS	1,424	6,603	57,689	6,521	10,208	56.5%
<b>TOTAL INTRAFUND TRANSFERS:</b>	<b>\$ 2,136,080</b>	<b>\$ 809,664</b>	<b>\$ 1,377,243</b>	<b>\$ 1,483,035</b>	<b>\$ 1,566,019</b>	<b>5.6%</b>
OTHER USES:						
DEBT RETIREMENT	\$ 127,574	\$ 120,034	\$ 46,919	\$ -	\$ -	0.0%
STUDENT FINANCIAL AID	-	-	-	55,193	-	-100.0%
<b>TOTAL OTHER USES</b>	<b>\$ 127,574</b>	<b>\$ 120,034</b>	<b>\$ 46,919</b>	<b>\$ 55,193</b>	<b>\$ -</b>	<b>-100.0%</b>
<b>TOTAL OTHER OUTGO</b>	<b>\$ 10,323,573</b>	<b>\$ 5,423,203</b>	<b>\$ 8,008,909</b>	<b>\$ 6,397,553</b>	<b>\$ 10,367,210</b>	<b>62.0%</b>

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024  
COMMUNITY SERVICES

### Revenue and Expenditures Trends



### CES Budgeted Expenditures



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

<b>FISCAL YEAR</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ESTIMATED</b>	<b>ADOPTION</b>	<b>%</b>
	<b><u>2019-2020</u></b>	<b><u>2020-2021</u></b>	<b><u>2021-2022</u></b>	<b><u>2022-2023</u></b>	<b><u>BUDGET</u></b>	<b><u>CHANGE</u></b>
					<b><u>2023-2024</u></b>	
<b>REVENUE</b>						
Program Revenue	\$ 680,763	\$ 332,566	\$ 508,616	\$ 743,736	\$ 893,921	20.2%
Contributions	-	-	63,690	88,147	77,270	-12.3%
Interfund Transfer In - Haddie Fund	42,594	54,323	-	-	-	0.0%
Intrafund Transfer In - HEERF	-	683,182	-	-	-	0.0%
Intrafund Transfer In (Out) - Unrestricted GF	603,186	(232,834)	366,337	72,574	300,000	313.4%
<b>Total Revenue</b>	<b>\$ 1,326,543</b>	<b>837,237</b>	<b>938,643</b>	<b>904,457</b>	<b>1,271,191</b>	<b>40.5%</b>
<b>EXPENDITURES BY PROGRAM</b>						
Program Administration	\$ 788,402	\$ 702,425	\$ 762,929	\$ 596,093	\$ 920,457	54.4%
Intensive English	264,229	1,410	-	-	-	0.0%
Emeritus	123,115	64,798	76,145	116,567	163,478	40.2%
Short Courses/Workshops	150,797	68,604	99,569	191,797	187,256	-2.4%
<b>Total Expenditures</b>	<b>\$ 1,326,543</b>	<b>\$ 837,237</b>	<b>\$ 938,643</b>	<b>\$ 904,457</b>	<b>\$ 1,271,191</b>	<b>40.5%</b>
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

FISCAL YEAR	<u>ACTUAL</u> <u>2019-2020</u>	<u>ACTUAL</u> <u>2020-2021</u>	<u>ACTUAL</u> <u>2021-2022</u>	<u>ESTIMATED</u> <u>2022-2023</u>	<u>ADOPTION</u> <u>BUDGET</u> <u>2023-2024</u>	<u>%</u> <u>CHANGE</u>
<b>FEDERAL SOURCES</b>						
Child Development Training Consortium	\$ 11,214	\$ 6,821	\$ 1,850	\$ 4,600	\$ 4,600	0.0%
College Work Study Program	172,666	162,109	210,947	148,674	249,924	68.1%
COVID-19 Response Block Grant	-	166,767	-	-	-	0.0%
DOE - Open Textbook Pilot Program	-	17,747	167,376	246,426	383,750	55.7%
ECE Mentor Program	5,138	1,600	2,806	4,390	4,390	0.0%
Foster Care Education Program (39% Federal)	25,709	24,092	20,299	23,322	-	-100.0%
HEERF I - CARES Relief Act	117,168	556,804	-	-	-	0.0%
HEERF II - Coronavirus Response - CRRSAA	-	2,852,756	-	-	-	0.0%
HEERF III - American Rescue Plan	-	394,925	2,503,339	183,822	55,037	-70.1%
Office of Emergency Services – Preparedness Plan Carry Fwd	-	-	-	-	1,439	0.0%
PELL (Grants & Admin) & Direct Loan Programs	1,538	-	482	16,518	4,240	-74.3%
Transitional Assistance to Needy Families (48% Federal)	14,924	20,748	15,082	15,852	15,059	-5.0%
VTEA - Tech. Prep.	46,195	-	-	-	-	0.0%
Vocational & Applied Tech. Education	87,072	95,667	92,885	113,741	110,264	-3.1%
<b>TOTAL FEDERAL - GENERAL FUND</b>	<b>\$ 481,624</b>	<b>\$ 4,300,036</b>	<b>\$ 3,015,066</b>	<b>\$ 757,345</b>	<b>\$ 828,703</b>	<b>9.4%</b>



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

<b>FISCAL YEAR</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ESTIMATED</b>	<b>ADOPTION</b>	<b>%</b>
	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>BUDGET</b>	<b>CHANGE</b>
					<b>2023-2024</b>	
<b>STATE SOURCES</b>						
AB 19 CA College Promise	\$ 178,280	264,127	261,608	209,508	421,040	101.0%
AB 19 CA College Promise, Carry Forward	-	59,691	68,956	74,194	514,955	594.1%
AB 86 Adult Education Planning/Adult Ed Block Grant (AEBG)	186,243	267,554	192,180	314,616	230,824	-26.6%
Adult Ed Block Grant (AEBG) Carry Forward	-	-	-	-	71,853	0.0%
Basic Needs Centers	-	-	1,175	116,671	895,695	667.7%
Board Financial Assistance Program Admin. Allowance/R2T4	160,132	152,820	150,307	174,212	175,826	0.9%
CA Ed Learning Lab Grant - Improving Online CTE Pathways	105,472	83,790	-	-	-	0.0%
Cal Fresh Outreach (SB85)	-	-	-	-	27,920	0.0%
CALWORKS	171,087	153,498	153,896	170,435	237,062	39.1%
CA Planning & Research (OPR18121) Developing STEM Thinkers	226,857	275,005	589,061	89,503	119,477	33.5%
Certified Nurse Asst (CNA) Program	-	12,760	43,897	-	842	0.0%
Cooperative Agencies Resources for Education (CARE)	79,199	87,284	101,200	172,264	202,657	17.6%
COVID-19 Recovery Block Grant	-	-	-	69,174	2,093,789	2926.8%
COVID-19 Response Block Grant	-	16,682	117,662	-	-	0.0%
Culturally Responsive Pedagogy & Practices (CRPP)	-	-	-	-	299,500	0.0%
Disabled Student Programs & Services (Student Accessibility & Services)	808,547	771,485	746,915	910,126	925,551	1.7%
Enrollment Fee Waiver - 2% Administrative	28,686	28,731	29,364	25,031	22,808	-8.9%
Extended Opportunity Programs & Services	530,825	526,460	611,761	771,905	917,669	18.9%
Extended Opportunity Programs & Services-Carry Forward	1,263	-	-	1,224	36,435	2876.7%
Faculty and Staff Development-Carry Forward	11,202	-	-	-	123	0.0%
Faculty and Staff Diversity-Carry Forward	23,970	42,819	41,568	82,303	520,409	532.3%
Financial Aid Account	-	8,190	-	-	18,578	0.0%
Financial Aid Technology & Carry Forward	43,623	65,526	56,567	46,706	168,073	259.9%
Foster Care Education Program (61% State)	40,541	38,080	31,750	36,478	-	-100.0%
Guided Pathways	168,270	141,903	136,015	79,617	-	-100.0%
Guided Pathways Carry Forward	-	-	-	-	90,095	0.0%
Hazardous Substances Carry Forward	-	-	-	-	4,880	0.0%
<b>SUB-TOTAL</b>	<b>\$ 2,764,197</b>	<b>\$ 2,996,405</b>	<b>\$ 3,333,882</b>	<b>\$ 3,343,967</b>	<b>\$ 7,996,061</b>	<b>139.1%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

FISCAL YEAR	ACTUAL	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2019-2020	2020-2021	2021-2022	2022-2023	BUDGET	CHANGE
					2023-2024	
<b>STATE SOURCES CONTINUED</b>						
SUB-TOTAL (PREVIOUS PAGE)	\$ 2,764,197	\$ 2,996,405	\$ 3,333,882	\$ 3,343,967	\$ 7,996,061	139.1%
Hunger Free Campus	13,346	15,900	-	292	16,675	5610.6%
Learning Aligned Employment Program (LAEP)	-	-	-	1,237	527,529	42545.8%
Mental Health Support	20,739	1,285	3,000	209,936	249,950	19.1%
MESA	-	-	-	147,773	564,265	281.8%
Next Up	-	-	-	-	554,518	0.0%
North Bay - Trades Internship Programs (CAI)	210,098	-	-	15,053	484,947	3121.6%
Nursing/Economic Development & Carry Forward	102,039	98,474	106,720	109,819	210,494	91.7%
Other State Grants	34,484	4,093	-	-	-	0.0%
Other State Grants Carry Forward	-	-	-	-	37,545	0.0%
Peace Officers Training	489	1,505	-	1,209	2,225	84.0%
Physical Plant and Instructional Support	54,089	-	95,552	2,563,585	1,419,310	-44.6%
Prop. 20 – Lottery – Instructional Supplies	173,043	58,069	84,773	86,757	96,359	11.1%
Prop. 20 – Lottery – Instructional Supplies Carry Forward	-	-	-	-	1,829,729	0.0%
Regional Equity & Recovery Partnerships (RERP)	-	-	-	-	50,738	0.0%
Retention and Enrollment Outreach (SB85)	-	-	42,246	114,859	1,022,295	790.0%
Rising Scholars	-	-	-	-	229,500	0.0%
Scheduled Maintenance Carry-Forward	-	-	-	-	150,871	0.0%
STEM Scale Up	-	-	-	12,421	637,579	0.0%
Strong Workforce (Local) - 23/24	-	-	-	-	504,014	0.0%
Strong Workforce (Local) - 22/23	-	-	-	638	529,903	0.0%
Strong Workforce (Local) - 21/22	-	-	18,104	650,316	-	0.0%
Strong Workforce (Local) - 20/21	-	33,124	445,210	54,021	9,000	0.0%
Strong Workforce (Local) - 19/20	4,912	450,278	106,367	-	-	0.0%
Strong Workforce (Local) - Prior Years/Carry Forward	468,273	238,126	90,705	-	-	0.0%
Strong Workforce (Regional) - 23/24	-	-	-	-	248,707	0.0%
Strong Workforce (Regional) - 22/23	-	-	-	539	261,258	48370.9%
Strong Workforce (Regional) - 21/22	-	-	4,435	230,864	104,000	0.0%
Strong Workforce (Regional) - 20/21	-	-	272,746	-	-	0.0%
Strong Workforce (Regional) - 19/20	3,131	213,930	80,744	-	-	0.0%
Strong Workforce (Regional) - Prior Years/Carry Forward	274,986	147,918	19,877	-	-	0.0%
Student Equity and Achievement (SEA) Pogram	1,594,636	1,594,636	1,594,279	1,520,890	2,032,265	0.0%
Student Success & Support Program (Non-Credit) Carry Fwc	1,226	-	-	-	-	0.0%
Systemwide Technology & Data Security	-	-	-	12,040	237,960	0.0%
Transitional Assistance to Needy Families (52% State)	15,546	20,748	16,338	17,172	16,313	-5.0%
UMOJA, Current and Carry Forward	10,081	17,208	800	4	217,196	5429800.0%
Undocumented Resources Liaisons	-	-	18,947	97,542	126,441	29.6%
Veterans Resource Center & Carry Forward	2,687	-	677	1,672	139,051	8216.4%
<b>TOTAL STATE</b>	<b>\$ 5,748,002</b>	<b>\$ 5,891,699</b>	<b>\$ 6,335,402</b>	<b>\$ 9,192,606</b>	<b>\$ 20,506,698</b>	<b>123.1%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

<b>FISCAL YEAR</b>	<b>ACTUAL 2019-2020</b>	<b>ACTUAL 2020-2021</b>	<b>ACTUAL 2021-2022</b>	<b>ESTIMATED 2022-2023</b>	<b>ADOPTION BUDGET 2023-2024</b>	<b>% CHANGE</b>
<b>LOCAL SOURCES</b>						
Advancement	678,794	216,858	594,755	-	-	0.0%
Annual Fund Drive	79,973	96,829	223,751	-	-	0.0%
Cafeteria	-	-	21,891	14,308	19,642	37.3%
COM Foundation:						
Donations Carry Forward	-	-	5,485	-	-	0.0%
Scholarships & Carry Forward	-	-	4,137	-	-	0.0%
COMPASS	-	-	7,246	27,688	51,259	85.1%
Faculty Entrepreneur Champions	1,387	181	-	-	1,629	0.0%
Health Services - Restricted	209,271	240,155	250,764	257,537	240,000	-6.8%
Health Services, Restricted & Carry Forward	17,480	-	-	-	-	0.0%
Maintenance Management & Carry Forward	328,928	38,513	-	-	-	0.0%
MCCD Facility Rentals	404,017	272,578	279,747	967,486	1,500,000	55.0%
MCCD Facility Rentals Carry Forward	-	-	-	-	597,689	0.0%
SUB-TOTAL	<b>\$ 1,719,850</b>	<b>\$ 865,114</b>	<b>\$ 1,387,776</b>	<b>\$ 1,267,019</b>	<b>\$ 2,410,219</b>	<b>90.2%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**F. GENERAL FUND - RESTRICTED PROGRAMS**

**REVENUE AND EXPENDITURE BUDGET**

<b>FISCAL YEAR</b>	<b>ACTUAL 2019-2020</b>	<b>ACTUAL 2020-2021</b>	<b>ACTUAL 2021-2022</b>	<b>ESTIMATED 2022-2023</b>	<b>ADOPTION BUDGET 2023-2024</b>	<b>% CHANGE</b>
<b>LOCAL SOURCES CONTINUED</b>						
SUB-TOTAL (PREVIOUS PAGE)	\$ 1,719,850	\$ 865,114	\$ 1,387,776	\$ 1,267,019	\$ 2,410,219	90.2%
Outside Scholarships	100,794	101,290	65,099	131,784	150,000	13.8%
Parking	553,138	583,931	116,389	277,376	484,773	74.8%
President's Circle	-	20,988	2,355	-	-	0.0%
Risk Margin (RM)/ RM Carry Forward	-	-	-	-	130,033	0.0%
San Rafael Redevelopment Carry Fwd	-	-	-	-	530,521	0.0%
Ethel Seiderman Institute	-	-	-	2,128	5,396	153.6%
Summer Bridge	-	-	10,537	48,088	165,766	244.7%
Summer Camps	-	285	2,390	-	-	0.0%
Student Technology	73,238	197,223	89,992	17,999	115,000	538.9%
Student Technology Carry Forward	-	-	-	-	387,086	0.0%
UC Berkeley - Puente Fund	1,500	2,500	1,500	1,500	11,500	666.7%
UC Berkeley - Puente Augmentation Fund	-	-	-	1,876	33,124	1665.7%
UCLA - Teagle Grant	-	6,061	607	12,839	-	-100%
<b>TOTAL LOCAL</b>	<b>\$ 2,448,520</b>	<b>\$ 1,777,392</b>	<b>\$ 1,676,645</b>	<b>\$ 1,760,609</b>	<b>\$ 4,423,418</b>	<b>151.2%</b>
<b>OTHER FINANCING SOURCES/OUTGO</b>						
Inter/Intrafund Transfers In/(Out)	2,136,080	809,664	1,377,243	1,483,035	1,566,019	5.6%
Contingency for Additional Grants	-	-	-	-	2,500,000	0.0%
<b>TOTAL RESTRICTED PROGRAMS</b>	<b>\$ 10,814,226</b>	<b>\$ 12,778,791</b>	<b>\$ 12,404,356</b>	<b>\$ 13,193,595</b>	<b>\$ 29,824,838</b>	<b>126.1%</b>

# MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2023-2024

## 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 2022-23 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**
4. **Child Development Fund**
5. **IVC Organic Farm Fund**
6. **Solar Operations Fund**
7. **Workforce Housing Operations Fund**
8. **Miwok Center Operations Fund**
9. **Capital Outlay Fund**
10. **Measure B Building Fund, Series A**
11. **Measure B Fund, Series A-1**
12. **Measure B Building Fund, Series B**
13. **Measure B Fund, Series B-1**
14. **Hamilton Redevelopment Bond Interest and Redemption Fund**
15. **Lease Revenue Bond (LRBs) Interest and Redemption Fund**
16. **Certificates of Participation (COPs) Debt Service Fund**
17. **Measure C Bond Interest and Redemption Fund**
18. **Measure B Bond Interest and Redemption Fund**
19. **Self-Insurance Fund**
20. **PARS-CCLC Pension Rate Stabilization Trust Fund**
21. **Other Post-Employment Benefits (OPEB) Trust Fund - CERBT**
22. **College of Marin Foundation**
23. **Associated Student Organizations**

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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. There are eleven scholarships and grants coordinated through this fund that were moved to the College of Marin Foundation in 2021-22. The total net assets transferred totaled \$802,399.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024  
B. NARRATIVE TEXT AND FINANCIAL STATEMENTS**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>REVENUE</b>						
Interest Income	\$ 13,195	\$ 4,710	\$ 101	\$ -	\$ -	0.0%
Additional Scholarship Income	250,441	273,016	-	-	-	0.0%
<b>Total Revenue</b>	<b>263,636</b>	<b>277,726</b>	<b>101</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>
<b>EXPENDITURES</b>						
Scholarships/Support	157,767	115,046	-	-	-	0.0%
<b>Total Expenditures</b>	<b>157,767</b>	<b>115,046</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>
Excess of Revenue Over Expenditures	105,869	162,680	101	-	-	0.0%
Other Outgo - Transfer to Foundation	-	-	(802,399)	-	-	0.0%
Beginning Fund Balance	533,749	639,618	802,298	-	-	0.0%
<b>ENDING FUND BALANCE</b>	<b>\$ 639,618</b>	<b>\$ 802,298</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>

**NOTE:** Funds transferred to the College of Marin Foundation in 2021-22.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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, 2023 is projected to have a fund balance of \$351,964.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

<b>FISCAL YEAR</b>	<b>ACTUAL 2019-2020</b>	<b>ACTUAL 2020-2021</b>	<b>ACTUAL 2021-2022</b>	<b>ESTIMATED 2022-2023</b>	<b>ADOPTION BUDGET 2023-2024</b>	<b>% CHANGE</b>
<b>REVENUE</b>						
Interest Income	\$ 15,766	\$ 6,061	\$ 1,052	\$ -	\$ -	0.0%
Federal Student Financial Aid	3,919,956	3,470,109	5,880,580	4,644,795	4,565,580	-1.7%
State Student Financial Aid	640,041	684,855	870,763	1,459,447	430,383	-70.5%
Interfund Transfer	38,090	30,000	29,559	-	-	0.0%
<b>Total Revenue</b>	<b>4,613,853</b>	<b>4,191,025</b>	<b>6,781,954</b>	<b>6,104,242</b>	<b>4,995,963</b>	<b>-18.2%</b>
<b>EXPENDITURES</b>						
CA Student Aid Commission/DOE/R2T4 Repayments	15,766	6,061	-	-	-	0.0%
Student Financial Aid	4,598,087	4,184,964	6,781,954	5,752,278	4,995,963	-13.1%
<b>Total Expenditures</b>	<b>4,613,853</b>	<b>4,191,025</b>	<b>6,781,954</b>	<b>5,752,278</b>	<b>4,995,963</b>	<b>-13.1%</b>
Excess of Revenue Over Expenditures	-	-	-	351,964	-	-100.0%
Beginning Fund Balance	-	-	-	-	351,964	0.0%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 351,964</b>	<b>\$ 351,964</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

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 that were moved to the College of Marin Foundation in 2021-22. The total net assets transferred totaled \$1,322,541.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	<u>ACTUAL</u> <u>2019-2020</u>	<u>ACTUAL</u> <u>2020-2021</u>	<u>ACTUAL</u> <u>2021-2022</u>	<u>ESTIMATED</u> <u>2022-2023</u>	<u>ADOPTION</u> <u>BUDGET</u> <u>2023-2024</u>	<u>%</u> <u>CHANGE</u>
<b>REVENUE</b>						
Interest Income	\$ 24,186	\$ 8,800	\$ 161	\$ -	\$ -	0.0%
Additional Investment Income	79,999	92,462	3,000	-	-	0.0%
<b>Total Revenue</b>	<b>104,185</b>	<b>101,262</b>	<b>3,161</b>	-	-	<b>0.0%</b>
<b>EXPENDITURES</b>						
Scholarships/Support	28,751	15,301	-	-	-	0.0%
Instructional/College Improvements	1,591	-	-	-	-	0.0%
<b>Total Expenditures</b>	<b>30,342</b>	<b>15,301</b>	-	-	-	<b>0.0%</b>
Excess of Revenue Over Expenditures	73,843	85,961	3,161	-	-	0.0%
Other Outgo - Transfer to Foundation	-	-	(1,322,541)	-	-	
Beginning Fund Balance	1,159,576	1,233,419	1,319,380	-	-	0.0%
<b>ENDING FUND BALANCE</b>	<b>\$ 1,233,419</b>	<b>\$ 1,319,380</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>

**NOTE:** Funds transferred to the College of Marin Foundation in 2021-22.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**CHILD DEVELOPMENT FUND  
REVENUE AND EXPENDITURE REPORT**

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

Federal funding has declined over the last decade and currently includes only the food program. Operational revenue is projected to increase post-COVID. The 2023-24 Adoption Budget includes a slight decrease to State funding offset by an increase in parent fees as well as the continued funding from a local non-profit.

The 2023-24 projected deficit is covered by a transfer of \$423,491 from the General Fund.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**CHILD DEVELOPMENT FUND  
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>REVENUE</b>						
Interest Income	\$ 1,138	\$ 1,417	\$ 111	\$ 1,446	\$ 1,000	-30.8%
Federal Income	5,050	7,810	7,126	8,543	7,000	-18.1%
State Income	107,646	256,461	359,737	250,878	200,000	-20.3%
Other Local Income	176,623	126,567	120,161	73,192	120,000	64.0%
Grants/Contributions	60,001	60,000	60,000	60,000	60,000	0.0%
Interfund Transfer In - HEERF	-	156,888	-	-	-	0.0%
Interfund Transfer In for Instr'l & Admin. Support	195,082	35,785	101,804	171,608	196,961	14.8%
Interfund Transfer In - General Fund	271,141	35,784	39,150	134,633	226,530	68.3%
<b>Total Revenue</b>	<b>816,681</b>	<b>680,712</b>	<b>688,089</b>	<b>700,300</b>	<b>811,491</b>	<b>15.9%</b>
<b>EXPENDITURES</b>						
Certificated Salaries	444,664	332,375	347,911	350,449	413,189	17.9%
Classified Salaries	75,295	85,675	77,637	72,860	67,447	-7.4%
Benefits	260,368	254,129	253,146	263,122	307,208	16.8%
Supplies	3,519	3,712	1,341	5,657	8,025	41.9%
Food	14,203	4,035	4,043	6,263	7,490	19.6%
Other Operating Expenses	18,632	786	4,011	1,949	7,597	289.8%
Equipment				-	535	0.0%
<b>Total Expenditures</b>	<b>816,681</b>	<b>680,712</b>	<b>688,089</b>	<b>700,300</b>	<b>811,491</b>	<b>15.9%</b>
Excess of Revenue Over Expenditures	-	-	-	-	-	0.0%
Beginning Fund Balance	-	-	-	-	-	0.0%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

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

The 2022-23 projected deficit is covered by a transfer of \$185,416 from the General Fund. The 2023-24 budgeted deficit funded by the General fund is projected to be \$145,308.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	<u>ACTUAL</u> <u>2019-2020</u>	<u>ACTUAL</u> <u>2020-2021</u>	<u>ACTUAL</u> <u>2021-2022</u>	<u>ESTIMATED</u> <u>2022-2023</u>	<u>ADOPTION</u> <u>BUDGET</u> <u>2023-2024</u>	<u>%</u> <u>CHANGE</u>
<b>REVENUE</b>						
Interest Income	\$ (918)	\$ 45	\$ 31	\$ 500	\$ 500	0.0%
Other Local Income	66,561	53,405	58,605	37,561	45,000	19.8%
Grants/Contributions	-	20,000	-	101,450	55,728	-45.1%
Interfund Transfer In - General Fund	209,082	194,866	237,894	185,416	145,308	-21.6%
<b>Total Revenue</b>	<b>274,725</b>	<b>268,316</b>	<b>296,530</b>	<b>324,927</b>	<b>246,536</b>	<b>-24.1%</b>
<b>EXPENDITURES</b>						
Classified Salaries	181,838	172,842	196,278	206,704	159,471	-22.9%
Fringe Benefits	85,110	74,775	88,659	106,979	74,985	-29.9%
Supplies	2,533	16,547	7,465	4,724	6,695	41.7%
Other Operating Expenses	3,761	2,894	3,658	5,624	4,332	-23.0%
Equipment	1,483	1,258	470	896	1,053	17.5%
<b>Total Expenditures</b>	<b>274,725</b>	<b>268,316</b>	<b>296,530</b>	<b>324,927</b>	<b>246,536</b>	<b>-24.1%</b>
Excess of Revenue Over Expenditures	-	-	-	-	-	0.0%
Beginning Fund Balance	-	-	-	-	-	0.0%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**SOLAR OPERATIONS FUND  
REVENUE AND EXPENDITURE REPORT**

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



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**SOLAR OPERATIONS FUND  
REVENUE AND EXPENDITURE REPORT**

<b>FISCAL YEAR</b>	<u>ACTUAL 2019-2020</u>	<u>ACTUAL 2020-2021</u>	<u>ACTUAL 2021-2022</u>	<u>ESTIMATED 2022-2023</u>	<u>ADOPTION BUDGET 2023-2024</u>	<u>% CHANGE</u>
<b>REVENUE</b>						
Interest Income	\$ (25)	\$ 847	\$ 247	\$ 2,529	\$ 1,500	-40.7%
Other Local Income	-	-	32,627	14,673	14,000	-4.6%
Interfund Transfer-In - General Fund	360,000	120,000	120,000	90,000	95,000	5.6%
<b>Total Revenue</b>	<b>359,975</b>	<b>120,847</b>	<b>152,874</b>	<b>107,202</b>	<b>110,500</b>	<b>3.1%</b>
<b>EXPENDITURES</b>						
Other Operating Expenses	113,258	56,167	57,572	59,796	94,695	58.4%
<b>Total Expenditures</b>	<b>113,258</b>	<b>56,167</b>	<b>57,572</b>	<b>59,796</b>	<b>94,695</b>	<b>58.4%</b>
Excess of Revenue Over Expenditures	246,717	64,680	95,302	47,406	15,805	-66.7%
Beginning Fund Balance	-	246,717	311,397	406,699	454,105	11.7%
<b>ENDING FUND BALANCE</b>	<b>\$ 246,717</b>	<b>\$ 311,397</b>	<b>\$ 406,699</b>	<b>\$ 454,105</b>	<b>\$ 469,910</b>	<b>3.5%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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 2023-2024**

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

FISCAL YEAR	<u>ACTUAL</u> <u>2019-2020</u>	<u>ACTUAL</u> <u>2020-2021</u>	<u>ACTUAL</u> <u>2021-2022</u>	<u>ESTIMATED</u> <u>2022-2023</u>	<u>ADOPTION</u> <u>BUDGET</u> <u>2023-2024</u>	<u>%</u> <u>CHANGE</u>
<b>REVENUE</b>						
Interest Income	\$ 1,663	\$ 755	\$ 80	\$ 1,026	\$ -	-100.0%
Other Local Income	127,907	89,795	101,268	3,760	-	-100.0%
Interfund Transfer In - General Fund	118,256	-	-	-	-	0.0%
<b>Total Revenue</b>	<b>247,826</b>	<b>90,550</b>	<b>101,348</b>	<b>4,786</b>	<b>-</b>	<b>-100.0%</b>
<b>EXPENDITURES</b>						
Supplies	-	-	-	-	2,000	0.0%
Other Operating Expenses	247,826	-	50,830	(820)	50,000	-6197.6%
<b>Total Expenditures</b>	<b>247,826</b>	<b>-</b>	<b>50,830</b>	<b>(820)</b>	<b>52,000</b>	<b>-6441.5%</b>
Excess of Revenue Over Expenditures	-	90,550	50,518	5,606	(52,000)	-1027.6%
Beginning Fund Balance	49,080	49,080	139,630	190,148	195,754	2.9%
<b>ENDING FUND BALANCE</b>	<b>\$ 49,080</b>	<b>\$ 139,630</b>	<b>\$ 190,148</b>	<b>\$ 195,754</b>	<b>\$ 143,754</b>	<b>-26.6%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**MIWOK CENTER OPERATIONS FUND  
REVENUE AND EXPENDITURE REPORT**

The Miwok Center Operations Fund was established in 2021-22 for the purpose of receiving revenue proceeds from the recreational use of the Miwok Center. The funds will be used to pay for costs of maintenance and operations of providing the facilities to the community for recreational use. The fund balance will be transferred to the Unrestricted General Fund for future operations.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**MIWOK CENTER OPERATIONS FUND  
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	<u>ACTUAL</u> <u>2019-2020</u>	<u>ACTUAL</u> <u>2020-2021</u>	<u>ACTUAL</u> <u>2021-2022</u>	<u>ESTIMATED</u> <u>2022-2023</u>	<u>ADOPTION</u> <u>BUDGET</u> <u>2023-2024</u>	<u>%</u> <u>CHANGE</u>
<b>REVENUE</b>						
Interest Income	\$ -	\$ -	\$ 185	\$ 2,561	\$ -	-100.0%
Other Local Income	-	-	-	12,350	-	-100.0%
Interfund Transfer In - General Fund	-	-	500,000	-	-	0.0%
<b>Total Revenue</b>	<b>-</b>	<b>-</b>	<b>500,185</b>	<b>14,911</b>	<b>-</b>	<b>-100.0%</b>
<b>EXPENDITURES</b>						
Classified Salaries	-	-	-	-	-	0.0%
Benefits	-	-	-	-	-	0.0%
Supplies	-	-	327	-	-	0.0%
Other Operating Expenses	-	-	-	2,090	-	-100.0%
Capital Outlay	-	-	-	-	-	0.0%
<b>Total Expenditures</b>	<b>-</b>	<b>-</b>	<b>327</b>	<b>2,090</b>	<b>-</b>	<b>-100.0%</b>
Excess of Revenue Over Expenditures (Other Outgo - Interfund Transfers)	-	-	499,858	12,821	- (512,679)	-100.0%
Beginning Fund Balance	-	-	-	499,858	512,679	2.6%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 499,858</b>	<b>\$ 512,679</b>	<b>\$ -</b>	<b>-100.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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.

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.

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 2023-2024**

**CAPITAL OUTLAY FUND  
REVENUE AND EXPENDITURE REPORT**

<b>FISCAL YEAR</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ESTIMATED</b>	<b>ADOPTION</b>	<b>%</b>
	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>BUDGET</b>	<b>CHANGE</b>
					<b>2023-2024</b>	
<b>REVENUE</b>						
Interest Income	\$ 71,922	\$ 29,756	\$ 6,160	\$ 45,519	\$ 50,000	9.8%
Prop 39 CA Clean Energy Jobs Act	-	63,616	-	-	-	0.0%
Rotary - Jonas Center	5,000,000	-	-	-	-	0.0%
Miwok Dive Tower	-	8,500,000	300,000	-	-	0.0%
Other Local Income	13,652	-	519,803	-	-	0.0%
Interfund Transfers In	2,482,374	407,899	2,921,151	3,092,332	6,800,000	119.9%
<b>Total Revenue</b>	<b>7,567,948</b>	<b>9,001,271</b>	<b>3,747,114</b>	<b>3,137,851</b>	<b>6,850,000</b>	<b>118.3%</b>
<b>EXPENDITURES</b>						
COPS Projects	10,183	2,496,604	1,464,932	-	-	0.0%
Prop 39 Projects	-	63,446	-	-	-	0.0%
Rotary - Jonas Center	3,840,020	-	-	-	-	0.0%
LRB Projects	100,972	11,185	-	-	-	0.0%
Miwok Dive Tower	886,436	5,223,611	2,689,953	-	-	0.0%
Tech Fund	-	-	-	-	1,500,000	0.0%
Bolinas Site	-	-	-	-	1,000,000	0.0%
Other	1,228,730	76,803	409,516	24,690	-	-100.0%
Contingency	-	-	-	-	3,000,000	0.0%
<b>Total Expenditures and Transfers</b>	<b>6,066,341</b>	<b>7,871,649</b>	<b>4,564,401</b>	<b>24,690</b>	<b>5,500,000</b>	<b>22176.2%</b>
Excess of Revenue Over Expenditures	1,501,607	1,129,622	(817,287)	3,113,161	1,350,000	-56.6%
Beginning Fund Balance	5,825,015	7,326,622	8,456,244	7,638,957	10,752,118	40.8%
<b>ENDING FUND BALANCE</b>	<b>\$ 7,326,622</b>	<b>\$ 8,456,244</b>	<b>\$ 7,638,957</b>	<b>\$ 10,752,118</b>	<b>\$ 12,102,118</b>	<b>12.6%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

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

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

With the bond, the District will be able to modernize classrooms, labs and other academic spaces; upgrade fire safety, campus security, disabled access, energy conservation systems; and repair facilities. Additionally, projects include the construction of new recreational facilities including rehabilitation of current athletic fields, construction of facilities for the Organic Farm & Garden, modernization of existing administration buildings at Indian Valley Campus, construction of a new Maintenance & Operations building in Kentfield and construction on the New Miwok Center is nearly complete, Pomo Complex Phase 2 and various site improvements have been completed.

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 2023-2024**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>REVENUE</b>						
Interest Income	\$ 46,318	\$ -	\$ -	\$ -	\$ -	0.0%
<b>Total Revenue</b>	<b>46,318</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>
<b>PROJECT EXPENDITURES</b>						
<b>DISTRICT WIDE</b>						
35111 Environmental Impact Report	(3,770)	-	-	-	-	0.0%
35114 Property Acquisitions	29,327	-	-	-	-	0.0%
35115 Bolinas Site	21,794	-	-	-	-	0.0%
35510 Program Management, District Staff	11,596	-	-	-	-	0.0%
Districtwide Expenditures	<u>58,947</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>0.0%</u>
<b>KENTFIELD CAMPUS</b>						
35711 Fusselman Hall	-	26,983	-	-	-	0.0%
35712 Learning Resources Center	922	-	-	-	-	0.0%
35714 Site Improvements	(38,284)	-	-	-	-	0.0%
35715 Athletic Synthetic Turf Fields and Restroom/Storage	58,467	-	-	-	-	0.0%
35718 Performing Arts	8,350	-	-	-	-	0.0%
35719 Fine Arts	1,318	-	-	-	-	0.0%
35720 Science, Math and Nursing	53,512	-	-	-	-	0.0%
35721 Maintenance & Operations Bldg. & District Warehouse	121,761	-	-	-	-	0.0%
35726 Swing Space	(1,000)	-	-	-	-	0.0%
Kentfield Campus Expenditures	<u>205,046</u>	<u>26,983</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>0.0%</u>
<b>INDIAN VALLEY CAMPUS</b>						
35612 ADA Barrier Removal/Site Improvements	(12,132)	-	-	-	-	0.0%
35613 Admin Cluster	82,723	-	-	-	-	0.0%
35617 Organic Farm/Garden Enhancements	4,269	(4,561)	-	-	-	0.0%
35618 Pomo Cluster	236,974	-	(43,607)	-	-	0.0%
35619 Building 27	3,749	-	-	-	-	0.0%
35620 New Miwok Center	7,375	22,015	43,607	-	-	0.0%
35622 Building 12	69,412	-	-	-	-	0.0%
Indian Valley Campus Expenditures	<u>392,370</u>	<u>17,454</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>0.0%</u>
<b>Total Expenditures</b>	<b>656,363</b>	<b>44,437</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>
Excess of Revenue Over Expenditures	(610,045)	(44,437)	-	-	-	0.0%
Beginning Fund Balance	654,482	44,437	-	-	-	0.0%
<b>ENDING FUND BALANCE</b>	<b>\$ 44,437</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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 constructed a new joint multipurpose facility with the Rotary Club of Novato. This facility started construction in Spring of 2019 and completed in the Fall of 2020. Funds have also been 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 2023-2024**

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

FISCAL YEAR	ACTUAL	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2019-2020	2020-2021	2021-2022	2022-2023	BUDGET 2023-2024	CHANGE
<b>REVENUE</b>						
Interest Income	\$ 590,485	\$ 162,392	\$ 12,236	\$ 90,074	\$ -	-100.0%
<b>Total Revenue</b>	<b>590,485</b>	<b>162,392</b>	<b>12,236</b>	<b>90,074</b>	<b>-</b>	<b>-100.0%</b>
<b>PROJECT EXPENDITURES</b>						
<b>DISTRICT WIDE</b>						
35110 Campus Security	-	-	-	-	9,501	0.0%
35112 Information Technology	435,262	455,054	157,035	244,318	-	-100.0%
35113 Instructional and Other Equipment	380,494	54,643	55,876	171,039	2,273,354	1229.1%
35114 Property Acquisitions	114,402	122,186	39,510	228,113	103,842	-54.5%
35115 Bolinas Site	-	242,987	4,478	97,580	1,983,127	1932.3%
35116 Small Capital Repairs	978	-	-	-	1,999,906	0.0%
35120 Signage and Wayfinding	-	-	-	41,248	347,316	742.0%
35510 Program Management, District Staff	-	-	61,074	658,295	713,947	8.5%
35599 Districtwide Contingency	-	-	-	-	284,352	0.0%
Districtwide Expenditures	931,136	874,870	317,973	1,440,593	7,715,345	435.6%
<b>KENTFIELD CAMPUS</b>						
35710 Student Services	-	-	-	-	496,584	0.0%
35711 Fusselman Hall	535	-	-	-	-	0.0%
35712 Learning Resources Center	11,141	-	406,396	2,529,408	628,547	-75.2%
35713 PE Complex/Pool Renovations	-	4,820	-	103,811	74,525	-28.2%
35714 Site Improvements	42,330	166,419	-	-	1,256	0.0%
35715 Athletic Synthetic Turf Fields and Restro	2,982	-	-	-	-	0.0%
35720 Science, Math and Nursing	3,995	-	-	-	-	0.0%
35721 Maintenance & Operations Bldg. & Distri	-	-	-	-	864	0.0%
35726 Swing Space	12,295	-	-	-	137	0.0%
35727 Waterline and Mapping	-	-	-	70,600	226,400	220.7%
Kentfield Campus Expenditures	73,278	171,239	406,396	2,703,819	1,428,313	-47.2%
<b>INDIAN VALLEY CAMPUS</b>						
35610 Jonas Center and Building 18	7,508,401	2,679,354	73,100	1,955	165,331	8356.8%
35612 ADA Barrier Removal/Site Improvements	13,462	25,735	10,690	-	-	0.0%
35617 IVC Organic Farm	-	-	-	-	249,903	0.0%
35618 Pomo Cluster	7,010	666	27,751	13,829	279,701	1922.6%
35620 Miwok Center	459	-	16,615	65,997	-	-100.0%
35624 Building 17	-	-	-	127,360	868,292	581.8%
35625 Building 21 - Child Care Cntr & Labs	-	-	-	570,945	-	-100.0%
Indian Valley Campus Expenditur	7,529,332	2,705,755	128,156	780,086	1,563,227	100.4%
<b>Total Expenditures</b>	<b>8,533,746</b>	<b>3,751,864</b>	<b>852,525</b>	<b>4,924,498</b>	<b>10,706,885</b>	<b>117.4%</b>
Excess of Revenue Over Expenditures	(7,943,261)	(3,589,472)	(840,289)	(4,834,424)	(10,706,885)	121.5%
Beginning Fund Balance	31,738,635	23,795,374	20,205,902	19,365,613	14,531,189	-25.0%
<b>ENDING FUND BALANCE</b>	<b>\$ 23,795,374</b>	<b>\$ 20,205,902</b>	<b>\$ 19,365,613</b>	<b>\$ 14,531,189</b>	<b>\$ 3,824,304</b>	<b>-73.7%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

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

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

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

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

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

<b>FISCAL YEAR</b>		<b>ACTUAL 2019-2020</b>	<b>ACTUAL 2020-2021</b>	<b>ACTUAL 2021-2022</b>	<b>ESTIMATED 2022-2023</b>	<b>ADOPTION BUDGET 2023-2024</b>	<b>% CHANGE</b>
<b>REVENUE</b>							
Interest Income		\$ 1,219,454	\$ 237,332	\$ 3,760	\$ 1,713	\$ -	-100.0%
STRS/PERS "On-Behalf" Payments		-	30,934	-	-	-	0.0%
<b>Total Revenue</b>		<b>1,219,454</b>	<b>268,266</b>	<b>3,760</b>	<b>1,713</b>	<b>-</b>	<b>-100.0%</b>
<b>PROJECT EXPENDITURES</b>							
<b>DISTRICT WIDE</b>							
35110	Campus Security	1,824	19	(2)	-	-	0.0%
35111	Environmental Impact Report	54,205	(7,974)	(46,416)	-	-	0.0%
35112	Information Technology	123,748	309,948	469,008	-	-	0.0%
35113	Equipment	4,324	4,722	4,472	-	-	0.0%
35114	Property Acquisitions	523,110	2,333,215	476,017	-	-	0.0%
35115	Bolinas	58,837	65,847	344,662	-	-	0.0%
35116	Small Capital Repairs	933	860	94	-	-	0.0%
35510	Program Management, District Staff	(140,004)	294,743	(225,219)	-	-	0.0%
	Districtwide Expenditures	626,977	3,001,380	1,022,616	-	-	0.0%
<b>KENTFIELD CAMPUS</b>							
35710	Student Services	10,118	-	3,417	-	-	0.0%
35711	Fusselman Hall	3,397,324	291,331	(5,212)	-	-	0.0%
35712	Learning Resources Center	4,046,601	5,659,660	5,924,877	106,574	-	-100.0%
35713	PE Complex/Pool Renovations	(25,556)	5,104	387	-	-	0.0%
35714	Site Improvements	(58,628)	16,919	9,486	-	-	0.0%
35715	Athletic Synthetic Turf Fields and Restroom/Storage	279,714	2,332	(252)	-	-	0.0%
35717	Child Study Center	182	4	-	-	-	0.0%
35718	Performing Arts	1,311,600	188,975	(2,320)	-	-	0.0%
35719	Fine Arts	12,760	9	(1)	-	-	0.0%
35720	Science, Math and Nursing	101,710	2,950	(30)	-	-	0.0%
35721	Maintenance & Operations Bldg. & District Warehouse	10,738,656	1,194,360	52,684	-	-	0.0%
35723	Academic Center	(169)	-	-	-	-	0.0%
35725	Demolition of Kent Ave. Maintenance Facilities	(2,235)	121,868	(633)	-	-	0.0%
35726	Swing Space	1,418,567	11,751	(229)	-	-	0.0%
	Kentfield Campus Expenditures	21,230,644	7,495,263	5,982,174	106,574	-	-100.0%
<b>INDIAN VALLEY CAMPUS</b>							
35610	Jonas Center	-	3,050	(17,784)	-	-	0.0%
35612	ADA Barrier Removal/Site Improvements	(34,587)	161,764	19,506	-	-	0.0%
35613	Admin Cluster	324,720	1,038	(112)	-	-	0.0%
35617	Organic Farm/Garden Enhancements	66,759	(171)	19	(2,250)	-	-100.0%
35618	Pomo Cluster	1,455,266	129,612	134,622	-	-	0.0%
35619	Building 27	60,352	679	496	-	-	0.0%
35620	New Miwok Center	9,363,411	13,895,159	6,384,748	-	-	0.0%
35622	Building 12	247,458	35,347	(185)	-	-	0.0%
35623	Demolition Project	(48,634)	19	(2)	-	-	0.0%
35624	Building 17	81,992	17	6,130	-	-	0.0%
35625	Building 21	96	5	19,033	-	-	0.0%
	Indian Valley Campus Expenditures	11,516,833	14,226,519	6,546,471	(2,250)	-	-100.0%
<b>Total Expenditures</b>		<b>33,374,454</b>	<b>24,723,162</b>	<b>13,551,261</b>	<b>104,324</b>	<b>-</b>	<b>-100.0%</b>
Excess of Revenue Over Expenditures		(32,155,000)	(24,454,896)	(13,547,501)	(102,611)	-	-100.0%
Beginning Fund Balance		70,264,675	38,109,675	13,654,779	107,278	4,667	-95.6%
<b>ENDING FUND BALANCE</b>		<b>\$ 38,109,675</b>	<b>\$ 13,654,779</b>	<b>\$ 107,278</b>	<b>\$ 4,667</b>	<b>\$ 4,667</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

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

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

The bond will be used primarily for the Learning Resources Center and to complete other ongoing construction projects at both the Kentfield Campus and IVC Campus.

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

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>REVENUE</b>						
Interest Income	\$ 2,029,401	\$ 687,092	\$ 64,921	\$ 513,694	\$ -	-100.0%
<b>Total Revenue</b>	<b>2,029,401</b>	<b>687,092</b>	<b>64,921</b>	<b>513,694</b>	<b>-</b>	<b>-100.0%</b>
<b>PROJECT EXPENDITURES</b>						
<b>DISTRICT WIDE</b>						
35116 Small Capital Repairs	-	-	-	37,000	-	-100.0%
35599 Districtwide Program Contingency	-	-	-	-	4,051,477	0.0%
Districtwide Expenditures	-	-	-	37,000	4,051,477	10849.9%
<b>KENTFIELD CAMPUS</b>						
35712 Learning Resources Center	-	-	-	5,134,351	75,651,724	1373.4%
Kentfield Campus Expenditures	-	-	-	5,134,351	75,651,724	1373.4%
<b>INDIAN VALLEY CAMPUS</b>						
35612 ADA Barrier Removal/Site Improvements	144,522	116,670	12,446	-	-	0.0%
Indian Valley Campus Expenditures	144,522	116,670	12,446	-	-	0.0%
<b>Total Expenditures</b>	<b>144,522</b>	<b>116,670</b>	<b>12,446</b>	<b>5,171,351</b>	<b>79,703,201</b>	<b>1441.2%</b>
Excess of Revenue Over Expenditures	1,884,879	570,422	52,475	(4,657,657)	(79,703,201)	n/a
Beginning Fund Balance	97,890,078	99,774,957	100,345,379	100,397,854	95,740,197	-4.6%
<b>ENDING FUND BALANCE</b>	<b>\$ 99,774,957</b>	<b>\$ 100,345,379</b>	<b>\$ 100,397,854</b>	<b>\$ 95,740,197</b>	<b>\$ 16,036,996</b>	<b>-83.2%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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 2022-23 amounted to \$470,656 and is projected to be \$488,341 for 2023-24.

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 2023-2024**

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

FISCAL YEAR	<u>ACTUAL</u> <u>2019-2020</u>	<u>ACTUAL</u> <u>2020-2021</u>	<u>ACTUAL</u> <u>2021-2022</u>	<u>ESTIMATED</u> <u>2022-2023</u>	<u>ADOPTION</u> <u>BUDGET</u> <u>2023-2024</u>	<u>%</u> <u>CHANGE</u>
<b>REVENUE</b>						
Interest	\$ 18,761	\$ 14,987	\$ 2,871	\$ 28,771	\$ 15,000	-47.9%
Other Local Revenue	83,391	88,574	99,840	109,805	90,600	-17.5%
Interfund Transfer In	3,135,894	297,171	546,757	334,387	488,341	46.0%
<b>Total Revenue</b>	<b>3,238,046</b>	<b>400,732</b>	<b>649,468</b>	<b>472,963</b>	<b>593,941</b>	<b>25.6%</b>
<b>EXPENDITURES</b>						
Loan Payment	125,000	135,000	177,656	174,282	172,033	-1.3%
Interest	10,891	5,738	278,770	296,374	316,308	6.7%
Transaction fees	1,997	4,196	1,996	-	-	0.0%
<b>Total Expenditures</b>	<b>137,888</b>	<b>144,934</b>	<b>458,422</b>	<b>470,656</b>	<b>488,341</b>	<b>3.8%</b>
Excess of Revenue Over Expenditures	3,100,158	255,798	191,046	2,307	105,600	4477.4%
(Other Outgo - Interfund Transfers)	-	-	-	-	(400,000)	0.0%
Beginning Fund Balance	994,635	4,094,793	4,350,591	4,541,637	4,543,944	0.1%
<b>ENDING FUND BALANCE</b>	<b>\$ 4,094,793</b>	<b>\$ 4,350,591</b>	<b>\$ 4,541,637</b>	<b>\$ 4,543,944</b>	<b>\$ 4,249,544</b>	<b>-6.5%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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 2022-23 amounted to \$547,356 and is projected to be \$546,857 for 2023-24.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>REVENUE</b>						
Interest	\$ 12,247	\$ 4,406	\$ 504	\$ 6,161	\$ 5,300	-14.0%
Interfund Transfer In	550,000	550,000	544,157	547,356	546,857	-0.1%
<b>Total Revenue</b>	<b>562,247</b>	<b>554,406</b>	<b>544,661</b>	<b>553,517</b>	<b>552,157</b>	<b>-0.2%</b>
<b>EXPENDITURES</b>						
Bond Principal	275,000	285,000	295,000	310,000	325,000	4.8%
Interest	271,556	260,556	249,156	237,356	221,857	-6.5%
Miscellaneous Expenses	2,200	2,200	-	-	-	0.0%
<b>Total Expenditures</b>	<b>548,756</b>	<b>547,756</b>	<b>544,156</b>	<b>547,356</b>	<b>546,857</b>	<b>-0.1%</b>
Excess of Revenue Over Expenditures	13,491	6,650	505	6,161	5,300	0.0%
Beginning Fund Balance	565,638	579,129	585,779	586,284	592,445	1.1%
<b>ENDING FUND BALANCE</b>	<b>\$ 579,129</b>	<b>\$ 585,779</b>	<b>\$ 586,284</b>	<b>\$ 592,445</b>	<b>\$ 597,745</b>	<b>0.9%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

This fund will be used for the payment of principal and interest on the certificates of participation financing. Debt service for 2022-23 amounted to \$303,594 and is projected to be \$302,194 for 2023-24.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>REVENUE</b>						
Interest	\$ 3,076	\$ 1,436	\$ 198	\$ 2,894	\$ 1,700	-41.3%
Interfund Transfer In	200,000	152,000	304,794	303,594	302,194	-0.5%
<b>Total Revenue</b>	<b>203,076</b>	<b>153,436</b>	<b>304,992</b>	<b>306,488</b>	<b>303,894</b>	<b>-0.8%</b>
<b>EXPENDITURES</b>						
Principal	-	-	155,000	160,000	165,000	3.1%
Interest	197,228	149,794	149,794	143,594	137,194	-4.5%
Miscellaneous Expenses	2,200	2,200	-	-	-	0.0%
<b>Total Expenditures</b>	<b>199,428</b>	<b>151,994</b>	<b>304,794</b>	<b>303,594</b>	<b>302,194</b>	<b>-0.5%</b>
Excess of Revenue Over Expenditures	3,648	1,442	198	2,894	1,700	0.0%
Beginning Fund Balance	200,000	203,648	205,090	205,288	208,182	1.4%
<b>ENDING FUND BALANCE</b>	<b>\$ 203,648</b>	<b>\$ 205,090</b>	<b>\$ 205,288</b>	<b>\$ 208,182</b>	<b>\$ 209,882</b>	<b>0.8%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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.

The District took advantage of low interest rates and refinanced previously-issued general obligation bonds. This refinancing is also known as “refunding.” The District previously closed four bond refundings in December 2012, June 2015, March 2016, and December 2017 which saved taxpayers approximately \$6.36 million, \$1.91 million, \$4.29 million, and \$5.09 million, respectively, over of the life of the refunded bonds.

Debt service for 2022-23 amounted to \$10,081,157 and is projected to be \$10,501,201 for 2023-24. 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 2023-2024**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>REVENUE</b>						
Interest	\$ 133,733	\$ 33,985	\$ 4,263	\$ 23,310	\$ 10,000	-57.1%
Proceeds from Ad Valorem Tax	11,305,031	11,196,833	12,829,641	10,177,051	10,500,000	3.2%
<b>Total Revenue</b>	<b>11,438,764</b>	<b>11,230,818</b>	<b>12,833,904</b>	<b>10,200,361</b>	<b>10,510,000</b>	<b>3.0%</b>
<b>EXPENDITURES</b>						
Bond - Cost of Issuance	-	629,556	(8,928)	-	-	0.0%
Bond Principal	4,105,000	4,700,000	6,630,000	7,565,000	8,185,000	8.2%
Interest	7,810,700	7,629,150	3,753,856	2,516,157	2,316,201	-7.9%
Miscellaneous Expenses	7,333	5,866	-	-	-	0.0%
<b>Total Expenditures</b>	<b>11,923,033</b>	<b>12,964,572</b>	<b>10,374,928</b>	<b>10,081,157</b>	<b>10,501,201</b>	<b>4.2%</b>
Excess of Revenue Over Expenditures	(484,269)	(1,733,754)	2,458,976	119,204	8,799	-92.6%
Other Financing Sources - Refunding Bond Proceeds	-	127,665,000	-	-	-	0.0%
(Other Outgo - Payment to Refunded Bonds Escrow Agent)	-	(127,035,444)	-	-	-	0.0%
(Other Outgo - Intra-Fund Transfer-Matured Debt Service)	-	-	-	(2,238,816)	-	-100.0%
Beginning Fund Balance	11,324,005	10,839,736	9,735,538	12,194,514	10,074,902	-17.4%
<b>ENDING FUND BALANCE</b>	<b>\$ 10,839,736</b>	<b>\$ 9,735,538</b>	<b>\$ 12,194,514</b>	<b>\$ 10,074,902</b>	<b>\$ 10,083,701</b>	<b>0.1%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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.

In September 2021, 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 recorded refunding bond proceeds of \$202,535,000 into the Measure B Bond Redemption Fund. In addition, the District placed \$201,595,764 into a refunded bond escrow trust account to pay for the refunded bonds. The refunding bond transaction incurred \$607,605 underwriting costs and \$331,631 issuance costs. In total, the 2021-22 bond refinancing transaction represents a net present value savings to the taxpayers of \$8.6 million over the life of the bonds.

Debt service for 2022-23 for amounted to \$16,268,822 and is projected to be \$16,072,853 for 2023-24. 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 2023-2024**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>REVENUE</b>						
Interest	\$ 110,318	\$ 25,243	\$ 7,201	\$ 32,509	\$ 15,000	-53.9%
Proceeds from Ad Valorem Tax	12,289,748	13,076,806	14,066,248	15,654,058	16,060,000	2.6%
Measure B Premium	-	-	-	-	-	0.0%
<b>Total Revenue</b>	<b>12,400,066</b>	<b>13,102,049</b>	<b>14,073,449</b>	<b>15,686,567</b>	<b>16,075,000</b>	<b>2.5%</b>
<b>EXPENDITURES</b>						
Bond - Cost of Issuance	(10,985)	-	931,150	-	-	0.0%
Bond Principal	10,090,000	3,430,000	3,825,000	7,590,000	7,530,000	-0.8%
Interest	9,492,526	9,435,584	8,561,101	8,678,822	8,542,853	-1.6%
Miscellaneous Expenses	990	2,970	-	-	-	0.0%
<b>Total Expenditures</b>	<b>19,572,531</b>	<b>12,868,554</b>	<b>13,317,251</b>	<b>16,268,822</b>	<b>16,072,853</b>	<b>-1.2%</b>
Excess of Revenue Over Expenditures	(7,172,465)	233,495	756,198	(582,255)	2,147	-100.4%
Other Financing Sources - Refunding Bond Proceeds	-	-	202,535,000	-	-	0.0%
Other Financing Sources - Intra-Fund Transfer-Matured Debt Service (Other Outgo - Payment to Refunded Bonds Escrow Agent)	-	-	-	2,238,816	-	-100.0%
Beginning Fund Balance	16,373,379	9,200,914	9,434,409	11,129,843	12,786,404	14.9%
<b>ENDING FUND BALANCE</b>	<b>\$ 9,200,914</b>	<b>\$ 9,434,409</b>	<b>\$ 11,129,843</b>	<b>\$ 12,786,404</b>	<b>\$ 12,788,551</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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 2023-24 Adoption Budget has revenue flat compared to the actual revenue for 2022-23.

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	<u>ACTUAL</u> <u>2019-2020</u>	<u>ACTUAL</u> <u>2020-2021</u>	<u>ACTUAL</u> <u>2021-2022</u>	<u>ESTIMATED</u> <u>2022-2023</u>	<u>ADOPTION</u> <u>BUDGET</u> <u>2023-2024</u>	<u>%</u> <u>CHANGE</u>
<b>REVENUE</b>						
Vision Care	\$ 63,028	\$ 44,039	\$ 41,678	\$ 41,726	\$ 40,000	-4.1%
Dental	641,012	569,504	594,940	593,873	580,000	-2.3%
Interest Income	-	-	-	3,488	-	-100.0%
<b>Total Revenue</b>	<b>704,040</b>	<b>613,543</b>	<b>636,618</b>	<b>639,087</b>	<b>620,000</b>	<b>-3.0%</b>
<b>EXPENDITURES</b>						
Vision Care:						
Administrative Fees	869	278	326	325	350	7.7%
Claims	37,191	40,469	38,283	34,792	41,000	17.8%
Dental:						
Administrative Fees	4,934	4,742	4,796	4,718	5,000	6.0%
Claims	433,048	543,224	524,921	495,355	540,300	9.1%
<b>Total Expenditures</b>	<b>476,042</b>	<b>588,713</b>	<b>568,326</b>	<b>535,190</b>	<b>586,650</b>	<b>9.6%</b>
Excess of Revenue Over Expenditures	227,998	24,830	68,292	103,897	33,350	-67.9%
Other Outgo	-	-	-	-	-	0.0%
Beginning Fund Balance	400,377	628,375	653,205	721,497	825,394	14.4%
<b>ENDING FUND BALANCE</b>	<b>\$ 628,375</b>	<b>\$ 653,205</b>	<b>\$ 721,497</b>	<b>\$ 825,394</b>	<b>\$ 858,744</b>	<b>4.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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 2023-2024**

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

<b>FISCAL YEAR</b>	<b>ACTUAL 2019-2020</b>	<b>ACTUAL 2020-2021</b>	<b>ACTUAL 2021-2022</b>	<b>ESTIMATED 2022-2023</b>	<b>ADOPTION BUDGET 2023-2024</b>	<b>% CHANGE</b>
<b>REVENUE</b>						
Investment Income	\$ 324,763	\$ 1,092,526	\$ (1,281,659)	\$ 563,245	\$ 100,000	-82.2%
<b>Total Revenue</b>	<b>324,763</b>	<b>1,092,526</b>	<b>(1,281,659)</b>	<b>563,245</b>	<b>100,000</b>	<b>-82.2%</b>
<b>EXPENDITURES</b>						
Administrative Fees	12,908	21,985	29,158	30,133	30,000	-0.4%
<b>Total Expenditures</b>	<b>12,908</b>	<b>21,985</b>	<b>29,158</b>	<b>30,133</b>	<b>30,000</b>	<b>-0.4%</b>
Excess of Revenue Over Expenditures	311,855	1,070,541	(1,310,817)	533,112	70,000	-86.9%
Other Financing Sources - Contributions	500,000	2,700,000	1,250,000	-	-	0.0%
(Other Outgo - Pension Reimbursements)	-	-	-	-	-	0.0%
Beginning Fund Balance	5,056,437	5,868,292	9,638,833	9,578,016	10,111,128	5.6%
<b>ENDING FUND BALANCE</b>	<b>\$ 5,868,292</b>	<b>\$ 9,638,833</b>	<b>\$ 9,578,016</b>	<b>\$ 10,111,128</b>	<b>\$ 10,181,128</b>	<b>0.7%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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 2023-24 Adoption Budget includes “pay-as-you-go” reimbursements from the trust fund for its retiree medical and dental premium payments.

In 2022-23, an actuarial study was completed under the Governmental Accounting Standards Board Statement No. 74/75. The most recent report dated February 6, 2023 indicates that as of June 30, 2021 valuation date, the District’s Total OPEB Liability (TOL) was \$815,087 and the OPEB trust’s Fiduciary Net Position (FNP) was \$2,519,050 million. This leaves a Net OPEB Liability of (TOL-FNP) (\$1,703,993).

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

FISCAL YEAR	<u>ACTUAL</u> 2019-2020	<u>ACTUAL</u> 2020-2021	<u>ACTUAL</u> 2021-2022	<u>ESTIMATED</u> 2022-2023	<u>ADOPTION</u> <u>BUDGET</u> 2023-2024	<u>%</u> <u>CHANGE</u>
<b>REVENUE</b>						
Investment Income	\$ 194,461	\$ 224,333	\$ (148,211)	\$ 24,042	\$ 10,000	-58.4%
<b>Total Revenue</b>	<b>194,461</b>	<b>224,333</b>	<b>(148,211)</b>	<b>24,042</b>	<b>10,000</b>	<b>58.4%</b>
<b>EXPENDITURES</b>						
Administrative Fees	2,685	2,047	3,138	2,000	3,000	50.0%
<b>Total Expenditures</b>	<b>2,685</b>	<b>2,047</b>	<b>3,138</b>	<b>2,000</b>	<b>3,000</b>	<b>50.0%</b>
Excess of Revenue Over Expenditures	191,776	222,286	(151,349)	22,042	7,000	68.2%
Other Financing Sources - Contributions	-	-	-	-	-	0.0%
(Other Outgo - "Pay As You Go" Reimbursements)	(368,114)	(273,954)	(197,577)	-	(140,257)	0.0%
Beginning Fund Balance	3,097,254	2,920,916	2,869,248	2,520,322	2,542,364	0.9%
<b>ENDING FUND BALANCE</b>	<b>\$ 2,920,916</b>	<b>\$ 2,869,248</b>	<b>\$ 2,520,322</b>	<b>\$ 2,542,364</b>	<b>\$ 2,409,107</b>	<b>-5.2%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**COLLEGE OF MARIN FOUNDATION  
REVENUE AND EXPENDITURE REPORT**

The College of Marin Foundation accounts for such gifts, donations, bequests and devises which are used to support scholarships and other direct financial aid to students, and other instructional and college improvement activities.

In 2020-21, 167 College of Marin Foundation funds were transferred into the College's ERP system, Ellucian Banner. The total net assets transferred as of July 1, 2020 totaled \$7,561,997.

In 2021-22, the District Advancement funds were transferred to the College of Marin Foundation. The total net assets transferred totaled \$2,946,620.

In 2022-23, the College of Marin Foundation's total net assets is projected to be \$14,393,007 as of June 30, 2023.



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**COLLEGE OF MARIN FOUNDATION FUND  
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>REVENUE</b>						
Interest Income	\$ -	\$ 1,827,939	\$ (1,565,720)	\$ 993,258	\$ 1,000,000	0.7%
Grants/Contributions	-	43,282	1,116,686	3,623,364	3,750,000	3.5%
Transfers	-	-	2,948,340	-	-	0.0%
Contingency	-	-	-	-	2,000,000	0.0%
<b>Total Revenue</b>	<b>-</b>	<b>1,871,221</b>	<b>2,499,306</b>	<b>4,616,622</b>	<b>6,750,000</b>	<b>46.2%</b>
<b>EXPENDITURES</b>						
Scholarships & Other Student Aid	-	130,705	228,296	373,789	484,010	29.5%
Program Support	-	72,997	380,042	405,994	1,786,178	340.0%
Other Operating Expenses	-	66,474	207,566	290,276	386,498	33.1%
Contingency	-	-	-	-	2,000,000	0.0%
<b>Total Expenditures</b>	<b>-</b>	<b>270,176</b>	<b>815,904</b>	<b>1,070,059</b>	<b>4,656,686</b>	<b>335.2%</b>
Excess of Revenue Over Expenditures	-	1,601,045	1,683,402	3,546,563	2,093,314	-41.0%
Beginning Fund Balance	-	7,561,997	9,163,042	10,846,444	14,393,007	32.7%
<b>ENDING FUND BALANCE</b>	<b>\$ -</b>	<b>\$ 9,163,042</b>	<b>\$ 10,846,444</b>	<b>\$ 14,393,007</b>	<b>\$ 16,486,321</b>	<b>14.5%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**ASSOCIATED STUDENTS ORGANIZATIONS  
REVENUE AND EXPENDITURE REPORTS**

**Adoption Budget for Fiscal Year 2023-2024**

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 2023-2024**

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

FISCAL YEAR	ACTUAL 2019-2020	ACTUAL 2020-2021	ACTUAL 2021-2022	ESTIMATED 2022-2023	ADOPTION BUDGET 2023-2024	% CHANGE
<b>REVENUE</b>						
Other Local Income	\$ 84,725	\$ 76,429	\$ 76,348	\$ 80,000	\$ 87,600	9.5%
<b>Total Revenue</b>	<b>84,725</b>	<b>76,429</b>	<b>76,348</b>	<b>80,000</b>	<b>87,600</b>	<b>9.5%</b>
<b>EXPENDITURES</b>						
Supplies	9,178	1,002	9,572	11,304	19,250	70.3%
Contracted Services	8,127	13,625	11,740	13,000	11,425	-12.1%
Travel/Conference	-	-	-	5,572	2,000	-64.1%
Printing	1,242	-	750	558	1,500	168.8%
Other Outgo:						
Intrafund Transfers-Club Support & Emergency Loan Fund	18,482	-	10,325	20,640	31,000	50.2%
Interfund Transfers-MCCD	15,518	6,220	4,000	9,304	12,000	29.0%
Leadership & Service Awards/Other Student Support	2,000	4,000	2,000	2,000	2,000	0.0%
Contingency	-	-	-	-	8,425	0.0%
<b>Total Expenditures</b>	<b>54,547</b>	<b>24,847</b>	<b>38,387</b>	<b>62,378</b>	<b>87,600</b>	<b>40.4%</b>
Excess of Revenue Over Expenditures	30,178	51,582	37,961	17,622	-	-100.0%
Beginning Fund Balance	303,847	334,025	385,607	423,568	441,190	4.2%
<b>ENDING FUND BALANCE</b>	<b>\$ 334,025</b>	<b>\$ 385,607</b>	<b>\$ 423,568</b>	<b>\$ 441,190</b>	<b>\$ 441,190</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 2023-2024**

**ASSOCIATED STUDENTS EMERITUS COLLEGE**

<b>FISCAL YEAR</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ACTUAL</b>	<b>ESTIMATED</b>	<b>ADOPTION</b>	<b>%</b>
	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>BUDGET</b>	<b>CHANGE</b>
					<b>2023-2024</b>	
<b>REVENUE</b>						
Other Local Income	\$ 16,821	\$ 21,683	\$ 23,682	\$ 23,000	\$ 28,370	23.3%
Contingency	-	-	-	-	4,594	0.0%
<b>Total Revenue</b>	<b>16,821</b>	<b>21,683</b>	<b>23,682</b>	<b>23,000</b>	<b>32,964</b>	<b>43.3%</b>
<b>EXPENDITURES</b>						
Supplies	2,534	9	191	2,197	18,784	755.0%
Contracted Services	1,787	798	779	-	180	0.0%
Postage	743	295	-	-	-	0.0%
Printing	574	646	225	151	1,100	628.5%
Marketing & Advertising	877	-	3,600	3,921	6,900	76.0%
Other Outgo:						
Student Emergency Assistance Fund	-	5,000	-	-	-	0.0%
Lecture Series	331	1,600	-	1,156	2,000	73.0%
Grants/Scholarships	4,000	4,000	4,000	4,000	4,000	0.0%
Service Awards	45	300	-	-	-	0.0%
<b>Total Expenditures</b>	<b>10,891</b>	<b>12,648</b>	<b>8,795</b>	<b>11,425</b>	<b>32,964</b>	<b>188.5%</b>
Excess of Revenue Over Expenditures	5,930	9,035	14,887	11,575	-	-100.0%
Beginning Fund Balance	69,127	75,057	84,092	98,979	110,554	11.7%
<b>ENDING FUND BALANCE</b>	<b>\$ 75,057</b>	<b>\$ 84,092</b>	<b>\$ 98,979</b>	<b>\$ 110,554</b>	<b>\$ 110,554</b>	<b>0.0%</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**ASSOCIATED STUDENTS REPRESENTATION FEE FUND**

<b>FISCAL YEAR</b>	<b>ACTUAL 2019-2020</b>	<b>ACTUAL 2020-2021</b>	<b>ACTUAL 2021-2022</b>	<b>ESTIMATED 2022-2023</b>	<b>ADOPTION BUDGET 2023-2024</b>	<b>% CHANGE</b>
<b>REVENUE</b>						
Other Local Income	\$ 12,289	\$ 7,706	\$ 18,890	\$ 18,005	\$ 12,025	-33.2%
<b>Total Revenue</b>	<b>12,289</b>	<b>7,706</b>	<b>18,890</b>	<b>18,005</b>	<b>12,025</b>	<b>-33.2%</b>
<b>EXPENDITURES</b>						
Travel / Conference	2,906	907	6,292	10,742	11,925	11.0%
Membership & Dues	-	-	1,550	-	100	0.0%
<b>Total Expenditures</b>	<b>2,906</b>	<b>907</b>	<b>7,842</b>	<b>10,742</b>	<b>12,025</b>	<b>11.9%</b>
Excess of Revenue Over Expenditures	9,383	6,799	11,048	7,263	-	-100.0%
Beginning Fund Balance	98,184	107,567	114,366	125,414	132,677	5.8%
<b>ENDING FUND BALANCE</b>	<b>\$ 107,567</b>	<b>\$ 114,366</b>	<b>\$ 125,414</b>	<b>\$ 132,677</b>	<b>\$ 132,677</b>	<b>0.0%</b>

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**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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.

**2023-24 Authorized Staffing**

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

**2022-23 Actual Gross Earnings, Employer-Paid Benefits and Total Compensation**

Actual fiscal year 2022-2023 gross earnings, employer-paid benefits, and total compensation is provided for District employees. The data is based on payroll batches recorded in the financial system for the 2022-23 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.

**2022-23 Average Employer Benefits Rates**

Average fiscal year 2022-23 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 2023-2024**

**B. GANN APPROPRIATION LIMIT WORKSHEET**

I. **2023-24** Appropriations Limit:

A. <b>2022-23</b> Appropriations Limit		\$	69,864,963
B. <b>2023-24</b> Price Factor:	1.0444		
C. Population Factor:			
1. <b>2021-22</b> Second Period Actual FTES:	2,859.71		
2. <b>2022-23</b> Second Period Actual FTES:	2,914.25		
3. <b>2022-23</b> Population Change Factor:	1.0191		
(line C.2. divided by line C.1.)			
D. <b>2022-23</b> Limit adjusted by inflation and population factors (line A multiplied by line B and Line C.3.)			74,360,636
E. Adjustments to Increase Limit			
1. Transfers in of financial responsibility		-	
2. Temporary voter approved increases		-	
3. Total adjustment - increase		-	
Subtotal			74,360,636
F. Adjustments to Decrease Limit			
1. Transfers out of financial responsibility		-	
2. Lapses of voter approved increases		-	
3. Total adjustment - decrease		-	
G. <b>2023-24</b> Appropriations Limit		<b>\$</b>	<b><u>74,360,636</u></b>



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**B. GANN APPROPRIATION LIMIT WORKSHEET**

II. **2023-24** Appropriations Subject to Limit:

A. State Aid (General Apportionment, Apprenticeship Allowance, and Education Protection Account tax revenue)	\$ 1,124,791
B. State Subventions (Home Owners Property Tax Relief, Timber Yield tax, etc.)	247,573
C. Local Property taxes	73,809,397
D. Estimated Excess Debt Service taxes	-
E. Estimated Parcel taxes, Square Foot taxes, etc.	-
F. Interest on proceeds of taxes	123,000
G. Local appropriations from taxes for unreimbursed State, Court and Federal Mandates	-
	<hr/>
H. <b>2023-24</b> Appropriations Subject to Limit	<b><u><u>\$ 75,304,761</u></u></b>

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**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. AUTHORIZED STAFFING**

	<b>Faculty</b>	<b>Classified</b>	<b>Administrators</b>	<b>Totals</b>
<b>Unrestricted General Fund</b>	111.37	164.29	31.35	<b>307.01</b>
<b>Community Education and Services</b>	-	5.50	-	<b>5.50</b>
<b>Restricted General Fund</b>	12.63	33.16	4.65	<b>50.44</b>
<b>Child Development Fund</b>	4.80	0.92	1.00	<b>6.72</b>
<b>IVC Organic Farm Fund</b>		2.00	-	<b>2.00</b>
<b>District Totals</b>	<b>128.80</b>	<b>205.87</b>	<b>37.00</b>	<b>371.67</b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>FACULTY</u></b>			
COUNSELOR	ARBONA	SHAILA	0.13
COUNSELOR	BEATTIE	KYLE	1.00
COUNSELOR	CULLEN	GINA	1.00
COUNSELOR	ESCOBAR	CAITLIN	0.34
COUNSELOR	KLEIN	RACHEL	0.57
COUNSELOR	MAGALLANES-RIVERA	ALEXANDRA	1.00
COUNSELOR	MALMQUIST-WEST	SARA	1.00
COUNSELOR	MORENO	LUZ	0.63
COUNSELOR	MUSANTE	DANILA	0.85
COUNSELOR	PERRONE	KRISTIN	0.43
COUNSELOR	RAMEY	BYRON	1.00
COUNSELOR	ROBINSON	KAREN	1.00
COUNSELOR	STEVENSON	TROY	1.00
INSTRUCTOR	AFRICA	ERIN	1.00
INSTRUCTOR	AGUDELO-SILVA	FERNANDO	1.00
INSTRUCTOR	ALLEN	KENNETH	0.58
INSTRUCTOR	ALLEN	MAULA	1.00
INSTRUCTOR	BEAL	REBECCA	1.00
INSTRUCTOR	BELLISIMO	YOLANDA	1.00
INSTRUCTOR	BERRINGER	STEVEN	1.00
INSTRUCTOR	BJORKLUND	TREVOR	1.00
INSTRUCTOR	BOHLKE	WENDY	1.00
INSTRUCTOR	BONANDER	BARBARA	1.00
INSTRUCTOR	BONER	ELIZABETH	1.00
INSTRUCTOR	CARRERA	STEVE	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>FACULTY</u></b>			
INSTRUCTOR	CHENEY	PAUL	1.00
INSTRUCTOR	CHRISTENSEN	TINA	1.00
INSTRUCTOR	CORTRIGHT	SETH	1.00
INSTRUCTOR	COTTLE	WINDEE	1.00
INSTRUCTOR	COULSON	MARIA	1.00
INSTRUCTOR	COWDEROY	SUSAN	1.00
INSTRUCTOR	CRAWFORD	YASHICA	1.00
INSTRUCTOR	CROSBY	FRANK	1.00
INSTRUCTOR	DODGE	MARGARET	0.97
INSTRUCTOR	DUNMIRE	ERIK	1.00
INSTRUCTOR	DUNN	JASON	1.00
INSTRUCTOR	EDWARDS	SHAQUAM	0.97
INSTRUCTOR	EVERITT	DAVID	1.00
INSTRUCTOR	FARA	NICK	1.00
INSTRUCTOR	FOX	EMILY	1.00
INSTRUCTOR	FRANCE	PATRICIA	0.73
INSTRUCTOR	GONZALEZ	JAMES	1.00
INSTRUCTOR	GONZALEZ	MARCO	1.00
INSTRUCTOR	HULIN	PATRICIA	1.00
INSTRUCTOR	JACOBS	ERIN	1.00
INSTRUCTOR	JONES	ALEXANDER	1.00
INSTRUCTOR	JONES	DAVID	1.00
INSTRUCTOR	KELLY	INGRID	1.00
INSTRUCTOR	KELLY	PATRICK	1.00
INSTRUCTOR	KERR	GRANT	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>FACULTY</u></b>			
INSTRUCTOR	KING	DAVID	1.00
INSTRUCTOR	KLINGER	ALISA	1.00
INSTRUCTOR	KREIT	CARA	1.00
INSTRUCTOR	LEUNG	CHRISTINE	1.00
INSTRUCTOR	LI	CHRISTINE	1.00
INSTRUCTOR	MARK	JULIE	0.50
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	MYERS	LYZA	1.00
INSTRUCTOR	NEWTON	STEVEN	1.00
INSTRUCTOR	NGUYEN	HIEN	1.00
INSTRUCTOR	O'KEEFE	PATRICIA	1.00
INSTRUCTOR	ORDIN	LAURIE	1.00
INSTRUCTOR	OROPEZA	MIGUEL	1.00
INSTRUCTOR	PALMER	RONALD	1.00
INSTRUCTOR	PARK	JESSICA	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>FACULTY</u></b>			
INSTRUCTOR	PASQUEL	ALICIA	1.00
INSTRUCTOR	PASSER	JOYCE	1.00
INSTRUCTOR	PATEL	BETH	1.00
INSTRUCTOR	POMAJULCA	CESAR	1.00
INSTRUCTOR	PURCELL	SHAWN	1.00
INSTRUCTOR	QUICK	DAYNA	1.00
INSTRUCTOR	RAHMAN	SUSAN	0.80
INSTRUCTOR	RODERICK	IRINA	1.00
INSTRUCTOR	ROLSTON	CAITLIN	1.00
INSTRUCTOR	RUDDLE	JOANNA	1.00
INSTRUCTOR	SAEZ-NUNEZ	HECTOR	1.00
INSTRUCTOR	SCHMIDT	SUNG-JI	1.00
INSTRUCTOR	SEERY	PATRICIA	1.00
INSTRUCTOR	SERAFIN	SCOTT	1.00
INSTRUCTOR	SMITH	SHELLEY	1.00
INSTRUCTOR	SMYTH	KATHLEEN	1.00
INSTRUCTOR	STOPHER	JIM	1.00
INSTRUCTOR	TIPTON	JAMES	1.00
INSTRUCTOR	TODOROVA	ELENA	1.00
INSTRUCTOR	TURNER	WALTER	1.00
INSTRUCTOR	VACANT		7.00
INSTRUCTOR	WAGNER	KATHERINE	1.00
INSTRUCTOR	WALSH	WENDY	1.00
INSTRUCTOR	WANG	ANDREA	1.00
INSTRUCTOR	WAT	TIMOTHY	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>FACULTY</u></b>			
INSTRUCTOR	WELLS	STEPHANIE	1.00
INSTRUCTOR	WIEBE	LAURA	1.00
INSTRUCTOR	WILLET	NANCY	1.00
INSTRUCTOR	WOODLIEF	BLAZE	0.87
INSTRUCTOR	YATES	JEFFREY	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>111.37</u></b>
<b><u>CLASSIFIED</u></b>			
ACCOMPANIST	PAUL	JEFFREY	0.32
ACCOUNTING SPECIALIST	AVILES	FRANCISCO	1.00
ACCOUNTING SPECIALIST	GAFFNEY	KELI	1.00
ACCOUNTING TECHNICIAN	SHAW	ELLEN	1.00
ACCOUNTING TECHNICIAN	SHRESTHA	DEVENDRA	1.00
ACCOUNTING TECHNICIAN	VALLADARES	JEFFERSON	1.00
ADMINISTRATIVE ASSISTANT I	BROWN	TERESA	1.00
ADMINISTRATIVE ASSISTANT II	BORISOV	OLGA	1.00
ADMINISTRATIVE ASSISTANT II	CARLISLE	DORIAN	0.79
ADMINISTRATIVE ASSISTANT II	FOULGER	KIM	1.00
ADMINISTRATIVE ASSISTANT II	JACAMO	ALEXANDER	0.57
ADMINISTRATIVE ASSISTANT II	MORALES	MARIANGELA	0.50



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
ADMINISTRATIVE ASSISTANT II	PAREDES	TANYA	1.00
ADMINISTRATIVE ASSISTANT II	PINCKNEY	JOANNA	1.00
ADMINISTRATIVE ASSISTANT II	ROMO PADILLA	GUADALUPE	1.00
ADMINISTRATIVE ASSISTANT II	RUDOLPH	MONICA	1.00
ADMINISTRATIVE ASSISTANT II	SMITH	MALAIKA	1.00
ADMINISTRATIVE ASSISTANT II	VACANT		1.00
ADMINISTRATIVE ASSISTANT III	ABELLERA	LISA	0.60
ADMINISTRATIVE ASSISTANT III	ACKER	EILEEN	1.00
ADMINISTRATIVE ASSISTANT III	BARR	MARIDEL	1.00
ADMINISTRATIVE ASSISTANT III	KESLER	MARY	0.80
ADMINISTRATIVE ASSISTANT III	KIMELMAN	NOREEN	1.00
ADMINISTRATIVE ASSISTANT III	KINNARD	MIRANDA	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	YIM	REBECCA	1.00
ARTICULATION AND CURRICULUM ANALYST	YUAN	MENGQI (GRACE)	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	HUIJON	LILYANA	1.00
COORDINATOR, STUDENT CONDUCT & COMM. STDS.	CANTUA-ALVAREZ	MARCO	1.00
CUSTODIAL SERVICES SUPERVISOR	DAILEY	KAROL	1.00
CUSTODIAN	ALVAREZ GONZALES	JOSE	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
CUSTODIAN	BUI	XUAN	1.00
CUSTODIAN	CRUZ	JULIO	1.00
CUSTODIAN	CRUZ VIERA	MERCEDES	1.00
CUSTODIAN	DE YOUNG	SCOTT	1.00
CUSTODIAN	DIAZ DE LOPEZ	ECXA ROXANA	1.00
CUSTODIAN	DIAZ MARROQUIN	ABNER	1.00
CUSTODIAN	HERRERA	HENRY	1.00
CUSTODIAN	KEENER	MARGARITA	1.00
CUSTODIAN	LARRE	CHRISTELLE	1.00
CUSTODIAN	MARTINEZ	MANUEL	1.00
CUSTODIAN	MONTOYA OLIVARES	RICARDO	1.00
CUSTODIAN	ORTIZ BADILLO	DEIVYS	1.00
CUSTODIAN	PERAZA	EMMA	1.00
CUSTODIAN	PEREZ	RAMIRO	1.00
CUSTODIAN	SMITH	MICHAEL	1.00
CUSTODIAN	SOLIS ORDUNA	BRUNO	1.00
CUSTODIAN	TEJEDA	JUDITH	1.00
CUSTODIAN	VACANT		2.00
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	ROCHA RIVERA	MELVIN	0.60
ENROLLMENT SERVICES ASSOCIATE I	SPEASE	JENNIFER	0.60
ENROLLMENT SERVICES ASSOCIATE I	TRINIDAD GUZMAN	ANDREA	1.00
ENROLLMENT SERVICES ASSOCIATE II	BARNETT	MARIXA	0.60
ENROLLMENT SERVICES ASSOCIATE II	CHRISTMAN	ROBERT	0.60

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
ENROLLMENT SERVICES ASSOCIATE II	PAULINO	JOAN	1.00
ENROLLMENT SERVICES ASSOCIATE II	TEER	JOANNE	0.60
ENROLLMENT SERVICES ASSOCIATE II	VILLARREAL	SEANNA	1.00
ENROLLMENT SERVICES ASSOCIATE II	VACANT		1.00
ENROLLMENT SERVICES ASSOCIATE III	HUNTER	ANDREA	1.00
ENROLLMENT SERVICES ASSOCIATE III	REYES	RUBY	1.00
EQUITY & ACTIVITIES PROGRAM COORDINATOR	PERALES	TERESA	0.21
EVALUATION ANALYST	CARROLL	SHELDON	1.00
EVALUATION ANALYST	MARIANO	ELNORE	0.60
EXECUTIVE ASSISTANT I	ANDEREGG	SARAH	1.00
EXECUTIVE ASSISTANT I	BAUER	KATHERINE	1.00
EXECUTIVE ASSISTANT I	KLEIN	JESSE	1.00
EXECUTIVE ASSISTANT II	BENET	MICOL	1.00
FACILITIES TECHNICIAN	VACANT		4.00
GARDENER	BOGRAN RAYMUNDO	ROLANDO	1.00
GARDENER	CRAIG	RODNEY	1.00
GARDENER	UHALDE	SEBASTIEN	1.00
GARDENER	WADSWORTH	WILLIAM	1.00
GARDENER	VACANT		1.00
GRAPHICS DESIGN SPECIALIST	DORMANN	ROGER	1.00
GRAPHICS DESIGN SPECIALIST	MAHONEY	DAVID	1.00
HUMAN RESOURCES OPERATIONS ANALYST	HANSEN	CANDICE	1.00
HUMAN RESOURCES TECHNICIAN II	ALVARADO WING	KATERINNE	1.00
HUMAN RESOURCES TECHNICIAN II	CALLAHAN	SHAWNA	1.00
HUMAN RESOURCES TECHNICIAN II	KAPLAN	TESSA	1.00
HVAC BUILDING AND CONTROLS ENGINEER	VACANT		2.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
INSTRUCTIONAL ASSISTANT - MACHINE & METALS	DEINES	MARK	0.28
INSTRUCTIONAL DESIGNER	LINCE	STACEY	1.00
INSTRUCTIONAL SPECIALIST - COMPUTER INFO SYS	BARTHELEMY	LANCE	0.42
INSTRUCTIONAL SPECIALIST - COMPUTER INFO SYS	VACANT		1.00
INSTRUCTIONAL SPECIALIST - COURT REPORTING	OLSON	JANIS	0.38
INSTRUCTIONAL SPECIALIST - DENTAL ASSISTING	BURTON	CHRISTINE	1.00
INSTRUCTIONAL SPECIALIST - ENGLISH	ATKINSON	JUSTIN	0.83
INSTRUCTIONAL SPECIALIST - ENGLISH	HERNANDEZ	BARBARA	0.38
INSTRUCTIONAL SPECIALIST - ENGLISH	VACANT		0.38
INSTRUCTIONAL SPECIALIST - ENGLISH	SHEOFSKY	ELIZABETH	0.34
INSTRUCTIONAL SPECIALIST - ENGLISH	SMITH	RION	0.83
INSTRUCTIONAL SPECIALIST - ENGLISH	TAMAYO	JUAN	0.87
INSTRUCTIONAL SPECIALIST - ENGLISH	WARREN	DEBORAH	0.44
INSTRUCTIONAL SPECIALIST - ENGLISH	VACANT		1.00
INSTRUCTIONAL SPECIALIST - MATHEMATICS	TERCERO LOPEZ	LUIS	1.00
INSTRUCTIONAL SPECIALIST - MATHEMATICS	WALKER	SANTON	1.00
INSTRUCTIONAL SPECIALIST - MEDICAL ASSISTING	WILTEY	ANA	0.38
INSTRUCTIONAL SPECIALIST - TLC/SAS	MAZUMDAR	MRITYUNJOY	0.50
INSTRUCTIONAL SUPPORT ANALYST	SUAREZ MALDONADO	ALEJANDRO	1.00
INSTRUCTIONAL TECHNOLOGY SUPERVISOR	HOWARD	MATTHEW	1.00
INTERNATIONAL STUDENT ADVISOR	WELCH	ALISON	1.00
KINESIOLOGY & ATHLETICS EQUIPMENT MANAGER	SANTOS	RICARDO	1.00
KINESIOLOGY & ATHLETICS OPERATIONS SPECIALIST	ALEXANDER	DIAMOND	1.00
LABORATORY TECHNICIAN - AUTO TECHNOLOGY	GOOD	LESLIE	1.00
LABORATORY TECHNICIAN - BIOLOGY	AMUNDSON	LAUREN	1.00
LABORATORY TECHNICIAN - CERAMICS	YOUNG	BRIAN	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
LABORATORY TECHNICIAN - CHEMISTRY	LEA	KELSEY	1.00
LABORATORY TECHNICIAN - MICROBIOLOGY	MANENTO	DAUDI	0.92
LABORATORY TECHNICIAN - MUSEUM & GALLERIES	IMAZUMI	SANDRA	0.50
LABORATORY TECHNICIAN - NURSING	WHITE	CRYSTAL	0.40
LABORATORY TECHNICIAN - PHYSICS	ROBINSON	MARK	1.00
LEAD GARDENER	DOMINGUEZ	PAUL	1.00
LEAD GARDENER	SPARROW	NEIL	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	STAFFEN	RUSSEL	1.00
MAINTENANCE CARPENTER	ZAMORA	EFRAIN	1.00
MAINTENANCE ELECTRICIAN	WILSON	PAUL	1.00
NETWORK/PC/TELEPHONE TECHNICIAN	CHI	BRIAN	1.00
NETWORK/PC/TELEPHONE TECHNICIAN	GARDINER	DAVID	1.00
PAYROLL SPECIALIST	WITTE	IRMGARD	1.00
POOL MAINTENANCE WORKER	APPLEGATE	MONICA	1.00
POOL MAINTENANCE WORKER	GILL	CLARK	1.00
POOL MAINTENANCE WORKER	VACANT		1.00
PRINT PRODUCTION SPECIALIST	SO	ALBERT	1.00
PROGRAM COORDINATOR - CAREER SERVICES	PEREZ	CHELSEY	0.50
PROGRAM COORDINATOR - COMUUNITY PROGRAMS	DRAKE	BRANDON	0.50
PROGRAM COORDINATOR - COMUUNITY PROGRAMS	PAOLI	SARAH	1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
PROGRAM COORDINATOR - EOPS	MARTINEZ	ALLYSON	0.15
PROGRAM COORDINATOR - HEALTH & SAFETY	VACANT		1.00
PROGRAM COORDINATOR - LEARNING COMMUNITIES	DYER	NEQUESHE	1.00
PROGRAM COORDINATOR - MARKETING	VACANT		1.00
PROGRAM COORDINATOR - OUTREACH & PARTNER.	MERCADO-TRUJILLO	MARIA	1.00
PROGRAM COORDINATOR - STRONG WORKFORCE	RAHMAN	HEATHER	0.50
PROGRAM COORDINATOR - TFR & CAREER CENTER	TODAPUDI	SOFIA	1.00
RECEIVING CLERK	RODRIGUEZ	JUAN	1.00
RECEIVING CLERK	VACANT		2.00
REPROGRAPHICS MAIL CLERK	HARBISON	JESSE	1.00
REPROGRAPHICS MAIL CLERK	KLEIN	MICHAEL	1.00
RESEARCH ANALYST	ROWSON	ZACHARY	0.50
SENIOR BENEFITS ANALYST	OWEN	RONALD	1.00
SENIOR CREATIVE DESIGNER	CHUNG	SHOOK-CHU	1.00
SENIOR DATABASE ADMINISTRATOR	OSHEROFF	AARON	1.00
SENIOR PAYROLL SPECIALIST	TERRY	LINDA	1.00
SENIOR INSTITUTIONAL RESEARCH ANALYST	MILLS	KATIE	1.00
SENIOR SYSTEMS ANALYST	NGUYEN	DONG	1.00
SENIOR SYSTEMS ANALYST	SCHANE	BURTON	1.00
STAFF ACCOUNTANT	FRAGATA	MARILOU	1.00
STAFF ACCOUNTANT	VACANT		1.00
STAFF ACCOUNTANT II	BARZEGAR	NAGHMEH	1.00
STAFF ACCOUNTANT II	GREITZER	MICHELLE	1.00
STAFF ACCOUNTANT II	HAGGITT	BRIANNA	1.00
SYSTEMS ENGINEER	INDI	FERHAT	1.00
SYSTEMS ANALYST	VACANT		1.00

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
TECHNOLOGY SUPPORT SPECIALIST I	VACANT		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	VACANT		1.00
THEATRE EVENTS MANAGER	VACANT		0.50
TUTORING CENTER COORDINATOR	PENSABENE	OKSANA	0.80
<b>TOTAL CLASSIFIED FTE</b>			<b><u>164.29</u></b>

**ADMINISTRATORS**

**ACADEMIC:**

SUPERINTENDENT/PRESIDENT	COON	DAVID WAIN	1.00
ASST. SUPT./VP OF STUDENT LEARNING & SUCCESS	ELDRIDGE	JONATHAN	1.00
ASSISTANT VICE PRESIDENT OF INSTRUCTION	TORRES	CARI	1.00
DEAN OF ARTS AND HUMANITIES	SERVAIS	LAUREN	1.00
DEAN OF WORKFORCE DEV. & CAREER EDUCATION	VARONA	ALINA	1.00
DEAN OF EDUCATIONAL SUCCESS PROGRAMS	HERSCH	TONYA	1.00
DEAN OF ENROLLMENT SERVICES	HORINEK	JON	0.85
DEAN OF MATH, SCIENCES AND BUSINESS	HERNANDEZ	CAROL	1.00
DIRECTOR OF EOPS/CARE & CALWORKS	REETZ	BECKY	0.50
DIRECTOR OF KINESIOLOGY AND ATHLETICS	BYRNE	RYAN	1.00
DIRECTOR OF NURSING	BRIGHT	ALICIA	1.00
DIRECTOR OF STUDENT ACTIVITIES AND ADVOCACY	SULAIMAN HARA	SADIKA	1.00
<b>TOTAL ACADEMIC ADMINISTRATORS</b>			<b><u>11.35</u></b>



**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. UNRESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED:</u></b>			
ASST. SUPT./VP OF ADMINISTRATIVE SERVICES	NELSON	GREGORY	1.00
ASST. VP OF ADMINISTRATIVE SERVICES	PUCH	ERESA	1.00
GENERAL COUNSEL	ROBERTSHAW	MIA	1.00
CHIEF INFO. OFFICER /DIRECTOR OF INFO. TECH.	EKOUE TOTOU	PATRICK	1.00
CHIEF OF POLICE/DIRECTOR OF SAFETY	MAROZICK	JEFFREY	1.00
EXECUTIVE DIRECTOR OF HUMAN RESOURCES	HARRIS	NEKODA	1.00
DIRECTOR OF ADVANCEMENT	ROSENTHAL	KEITH	1.00
DIRECTOR OF COLLEGE SERVICES	RICCIUTI	ANNA	1.00
DIRECTOR OF COMMUNITY PROGRAMS	FRIEDMAN	LORI	1.00
DIRECTOR OF FACILITIES PLANNING, MAINT. & OPS.	CHRISTIANSEN	KLAUS	1.00
DIRECTOR OF FISCAL SERVICES	CLARK	ANTHONY	1.00
DIRECTOR OF INSTITUTIONAL EFFECTIVENESS	SHAFFER	HOLLEY	1.00
DIRECTOR OF MARKETING AND COMMUNICATIONS	CRUZ	NICOLE	1.00
DIRECTOR OF STUDENT OUTREACH & PARTNERSHIPS	SOLIS	JULIAN	1.00
ASSOCIATE DIRECTOR OF ENROLLMENT SERVICES	BAGTAS-CARMONA	EMY	1.00
ASST. DIRECTOR OF FACILITIES PLANNING, M & O	GARETTO	ENZO	1.00
ASST. DIRECTOR OF FISCAL SERVICES	VACANT		1.00
MANAGER, EMPLOYEE & LABOR RELATIONS	LEHUA	CONSTANCE	1.00
MANAGER, HR OPERATIONS MANAGER	LINGO	ANGELA	1.00
HEALTH SCIENCES PROGRAM ADMINISTRATOR	OLMANSON	ANGELA	1.00
<b>TOTAL CLASSIFIED ADMINISTRATORS</b>			<b><u>20.00</u></b>
<b>TOTAL ADMINISTRATIVE FTE</b>			<b><u>31.35</u></b>
<b>TOTAL UNRESTRICTED FTE</b>			<b><u>307.01</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

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

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
ADMINISTRATIVE ASSISTANT III	LOEGERING	TESSA	1.00
COMMUNITY EDUCATION & SERVICES PROG. SPEC.	DRAKE	BRANDON	0.50
COMMUNITY EDUCATION & SERVICES PROG. SPEC.	MARCKWORDT	VALERIE	1.00
COMMUNITY EDUCATION & SERVICES PROG. SPEC.	VACANT		1.00
ENROLLMENT SERVICES ASSOCIATE II	PEITZ	HEATHER	1.00
PROGRAM COORDINATOR - COMMUNITY PROGRAMS	VACANT		0.50
PROGRAM COORDINATOR - COMMUNITY PROGRAMS	VACANT		0.50
<b>TOTAL CLASSIFIED FTE</b>			<b><u>5.50</u></b>
<b>TOTAL COMMUNITY EDUCATION AND SERVICES FTE</b>			<b><u>5.50</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. RESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>FACULTY</u></b>			
COUNSELOR	ARBONA	SHAILA	0.87
COUNSELOR	COLEY	WILLIAM	1.00
COUNSELOR	MORENO	LUZ	0.37
COUNSELOR	MUSANTE	DANILA	0.15
COUNSELOR	EARLY	RINETTA	1.00
COUNSELOR	ESCOBAR	CAITLIN	0.66
COUNSELOR	FINLAYSON	LUNA	1.00
COUNSELOR	FRESCHI	CARL	1.00
COUNSELOR	KLEIN	RACHEL	0.43
COUNSELOR	PERRONE	KRISTIN	0.57
COUNSELOR	ROSAS-SANCHEZ	ANEISSA MARIE	1.00
COUNSELOR	URENA	JAVIER JOSE	1.00
INSTRUCTOR	ALLEN	KENETH	0.42
INSTRUCTOR	DAUBENMIRE	PAUL	1.00
INSTRUCTOR	DODGE	MARGARET	0.03
INSTRUCTOR	EDWARDS	SHAQUAM	0.03
INSTRUCTOR	FRANCE	PATRICIA	0.27
INSTRUCTOR	MARK	JULIE	0.50
INSTRUCTOR	RAHMAN	SUSAN	0.20
INSTRUCTOR	TOSTENSON	LISA	1.00
INSTRUCTOR	WOODLIEF	BLAZE	0.13
<b>TOTAL FACULTY FTE</b>			<b><u>12.63</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. RESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
ADMINISTRATIVE ASSISTANT II	CARLISLE	DORIAN	0.21
ADMINISTRATIVE ASSISTANT II	MONROY RAMIREZ	BERENICE	1.00
ADMINISTRATIVE ASSISTANT II	VACANT		1.00
ADMINISTRATIVE ASSISTANT III	ABELLERA	LISA	0.40
ADMINISTRATIVE ASSISTANT III	PALOMINO	MELANIE	0.20
ASSISTIVE TECHNOLOGY SPECIALIST-SAS	DIMOPOULOS	ELIANA	0.50
COLLEGE POLICE SVCS. ASST.	SHAHI	JESSICA	1.00
COMPASS COORDINATOR	MERCADO TRUJILLO	JUAN	1.00
CUSTODIAN	VACANT		1.00
ENROLLMENT SERVICES ASSOCIATE I	ROCHA RIVERA	MELVIN	0.40
ENROLLMENT SERVICES ASSOCIATE I	SPEASE	JENNIFER	0.40
ENROLLMENT SERVICES ASSOCIATE II	BARNETT	MARIXA	0.40
ENROLLMENT SERVICES ASSOCIATE II	CHRISTMAN	ROBERT	0.40
ENROLLMENT SERVICES ASSOCIATE II	TEER	JOANNE	0.40
EQUITY AND ACTIVITIES PROGRAM COORDINATOR	PERALES	TERESA	0.79
EVALUATION ANALYST	MARIANO	ELNORE	0.40
FACILITIES TECHNICIAN I	HAAG	JON	1.00
FACILITIES TECHNICIAN I	LITTLEJOHN	FRANCISCO	1.00
FACILITIES TECHNICIAN I	VACANT		1.00
FACILITY RENTAL SUPERVISOR	BACIGALUPI	LINDSAY	1.00
HEALTH SERVICES ASST.	BUCKLEY	BO	1.00
INSTRUCTIONAL ASST., LRNG.DISABILITIES	DE LONGH	KYLE	0.36
INSTRUCTIONAL ASST.	VACANT		0.40
INSTRUCTIONAL SPECIALIST., ADAPTED PE	DAVISON	JEANETTE	0.36
INSTRUCTIONAL SPECIALIST., TLC/SAS	MAZUMDAR	MRITYUNJOY	0.50

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. RESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
LEARNING COMMUNITIES COORDINATOR	VACANT		1.00
OER COORDINATOR	DIMOPOULOS	ELIANA	0.50
POLICE OFFICER	LANGEVELD	MARTINUS	1.00
POLICE OFFICER	RUIZ	DUSTIN	1.00
POLICE OFFICER	SIAR	AHMAD	1.00
POLICE OFFICER	STEWART	PAUL	1.00
PROGRAM COORDINATOR-BASIC NEEDS	LARA-DOMINGUEZ	LIA	1.00
PROGRAM COORDINATOR - CAREER SERVICES	PEREZ	CHELSEY	0.50
PROGRAM COORDINATOR - EOPS	MARTINEZ	ALLYSON	0.85
PROGRAM COORDINATOR - COMMUNITY PROGRAMS	DURFEE	MELINDA	1.00
PROGRAM COORDINATOR - COMMUNITY PROGRAMS	PAOLI	SARAH	1.00
PROGRAM COORDINATOR - STRONG WORKFORCE	RAHMAN	HEATHER	0.50
PROGRAM COORDINATOR - UNDOCUMENTED STUDENTS AND SPECIAL POPULATIONS	GUILLEN	HUGO	1.00
PROGRAM COORDINATOR - WELCOME CENTER & ORIENTATION	WONG	SALLY	1.00
PROGRAM TECHNICIAN, SAS	MAYO	MILES	0.49
RESEARCH & PLANNING ANALYST	VACANT		0.50
SAS SPECIALIST	SCHWARTZ	CAROL	0.50
SAS SUPPORT SERV.TECH	ZARREHPARVAR	XENIA	1.00
STUDENT SUCCESS SPECIALIST-ENROLLMENT SERVICES	GARRETSON	PATRICK	1.00
TUTORING CENTER COORDINATOR	PENSABENE	OKSANA	0.20
WORKFORCE PROGRAM COORDINATOR	ANTOKHIN	KATHLEEN	1.00
<b>TOTAL CLASSIFIED FTE</b>			<b><u><u>33.16</u></u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. RESTRICTED AUTHORIZED STAFFING**

TITLE	LAST	FIRST	FTE
<b><u>ADMINISTRATORS</u></b>			
<b><u>ACADEMIC:</u></b>			
DEAN OF ENROLLMENT SERVICES	HORINEK	JON	0.15
DIRECTOR OF EOPS/CARE AND CALWORKS	REETZ	BECKY	0.50
DIRECTOR OF STUDENT ACCESSIBILITY SERVICES	SABIA	STORMY	1.00
<b>TOTAL ACADEMIC ADMINISTRATORS</b>			<b><u>1.65</u></b>
<b><u>CLASSIFIED:</u></b>			
DIRECTOR, LEVEL 2	SOLIS	JULIAN	1.00
DIRECTOR OF WORKFORCE PROGRAMS	VACANT		1.00
MESA PROGRAM DIRECTOR	NICOLE	MCINTYRE	1.00
<b>TOTAL CLASSIFIED ADMINISTRATORS</b>			<b><u>3.00</u></b>
<b>TOTAL ADMINISTRATIVE FTE</b>			<b><u>4.65</u></b>
<b>TOTAL RESTRICTED FTE</b>			<b><u>50.44</u></b>

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**C. CHILD DEVELOPMENT AUTHORIZED STAFFING**

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

MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024

C. IVC ORGANIC FARM AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<b><u>CLASSIFIED</u></b>			
LEAD GARDENER, ORGANIC FARM & GARDEN	GAPINSKI	THELINA	1.00
PROGRAM COORDINATOR, ORGANIC FARM & GARDEN	VACANT		1.00
<b>TOTAL CLASSIFIED FTE</b>			<b><u>2.00</u></b>
<b>DISTRICT TOTAL</b>			<b><u>371.67</u></b>



**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 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>
Abbott Brady, Strawda	Temporary Faculty	77,003	29,147	106,150
Abellera, Lisa	Admin Asst III	63,564	22,212	85,776
Acker, Eileen	Admin Asst III	93,886	58,390	152,276
Adams, Emily	Temporary Faculty	25,308	2,316	27,624
Adams, John	Police Officer	7,775	230	8,005
Adra, Robert	Tutor	210	19	229
Africa, Erin	Instructor	105,062	50,474	155,536
Agudelo-Silva, Fernando	Instructor	185,218	65,519	250,737
Aguiar, Geoffrey	Temporary Faculty	38,872	29,073	67,945
Alaniz, Michele	Temporary Faculty	18,978	2,546	21,524
Alexander, Diamond	Kinesiology & Athl. Oper. Spec	56,392	32,403	88,795
Alexander, Laura	Temporary Faculty	3,451	316	3,767
Allen, Kenneth	Instructor	51,353	24,848	76,201
Allen, Maula	Instructor	153,136	49,939	203,075
Alvarado Wing, Katerinne	Human Resources Technician II	85,275	53,824	139,099
Alvarado, Aly	Work Study	1,390	14	1,404
Alvarado, Jack	Community Programs - Lifeguard	1,154	106	1,260
Alvarez Gonzalez, Jose	Custodian	51,929	43,391	95,320
Amidei, Kathleen	Temporary Faculty	70,074	6,414	76,488
Amundson, Lauren	Laboratory Technician Biology	65,653	36,985	102,638
Anderegg, Sarah	Executive Assistant I	68,077	49,549	117,626
Anderson, Shaylah	FDIP Intern	4,687	429	5,116
Anderson-Zafir, Dawud	Work Study	18,491	185	18,676
Antokhin, Kathleen	Workforce- Prog Coordinator	93,386	58,172	151,558
Applegate, Monica	Pool Maintenance Worker IVC	61,594	46,138	107,732
Appleton, Carolyn	Retiree Non Instructional	-	3,396	3,396

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 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>
Appleton, Guy	Retiree Non Instructional	-	4,762	4,762
Arbona, Shaila	Counselor	128,192	55,094	183,286
Archila Castillo, Darwin	Hourly	450	5	455
Arrick, Janet	Temporary Faculty	66,048	38,204	104,252
Atilgan Relyea, Aylin	Temporary Faculty	20,072	4,426	24,498
Atkinson, Justin	Instructional Specialist	62,117	46,216	108,333
Aviles, Francisco	Accounting Specialist	90,635	57,086	147,721
Avina Espinoza, Jacqueline	FDIP Intern	5,335	488	5,823
Bacigalupi, Lindsay	Community Programs Supervisor	124,111	54,408	178,519
Badias Flota, Ayanna	MAPS MENTOR	2,108	21	2,129
Bagtas-Carmona, Emy	Asst. Dir Enrollment Services	150,048	78,263	228,311
Bailliere, Alexandra	Temporary Faculty	4,884	447	5,331
Baker, Hursey	CES Instructor - Hrly Faculty	3,053	279	3,332
Bala, Deepa	CES Instructor - Hrly Faculty	5,714	523	6,237
Banks, Cecile	Enrollment Services Assoc II	91,861	56,636	148,497
Banos, Robert	Temporary Faculty	27,109	801	27,910
Barker, Leslie	Senior Accountant	38,314	19,978	58,292
Barker, Nicole	Student Tutor	2,483	25	2,508
Barnett, Marixa	Enrollment Services Assoc II	79,550	52,941	132,491
Barnett, Nicole	Temporary Faculty	25,268	5,572	30,840
Barnett, Sharon	CES Instructor - Hrly Faculty	3,468	317	3,785
Barr, Maridel	Admin Asst III	74,861	54,292	129,153
Barrall, Mark	Temporary Faculty	12,865	1,177	14,042
Barr-Vickers, Claudia	Temporary Faculty	1,440	132	1,572
Bartell-Mangel, Noah Lev	Tutor	1,092	11	1,103
Barthelemy, Lance	Instructional Specialist	65,463	21,494	86,957

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 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>
Bartholome, Bridget	Driver	60	5	65
Barzegar, Naghmeh	Staff Accountant II	118,252	66,552	184,804
Bauer, Katherine	Executive Assistant I	82,960	43,158	126,118
Bauman, Marcia	Temporary Faculty	8,453	774	9,227
Bawden, Douglas	Temporary Faculty	6,512	1,436	7,948
Bayer, Bianca	Community Programs - Lifeguard	2,147	197	2,344
Beadle, Carole	Temporary Faculty	17,236	3,801	21,037
Beal, Rebecca	Instructor	118,032	40,329	158,361
Beattie, Kyle	Counselor	101,904	48,739	150,643
Becker, Kimberly	Temporary Faculty	6,234	1,375	7,609
Begg, Connie	Temporary Faculty	29,650	6,539	36,189
Bell, Clark	Temporary Faculty	220	20	240
Bellisimo, Yolanda	Instructor	151,048	50,450	201,498
Bencich, Lawrence	CES Instructor - Hrly Faculty	5,885	539	6,424
Benet, Micol	Executive Assistant II	95,033	58,944	153,977
Beraldi, Alessandra	Temporary Faculty	3,123	286	3,409
Berkelhammer, Larry	CES Instructor - Hrly Faculty	1,077	99	1,176
Berringer, Steven	Instructor	130,540	69,857	200,397
Bertolli, Laura	Temporary Faculty	13,214	2,914	16,128
Bertuol-Okun, Sueli	Temporary Faculty	47,124	6,162	53,286
Berzon, Eva	MAPS Peer Mentor	4,577	46	4,623
Bestmartini, Elizabeth	Temporary Faculty	4,225	387	4,612
Bham, Fatima	MAPS Peer Mentor	2,850	29	2,879
Bigeagle, Norman	Temporary Faculty	16,217	479	16,696
Biggart, Maureen	Childrens Center Site Supv	64,700	28,387	93,087
Binnings, Celeste	Temporary Faculty	293	27	320

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 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>
Bjorklund, Trevor	Instructor	115,754	52,842	168,596
Blumenthal, Susan	Temporary Faculty	703	64	767
Blusseau, Francoise	Temporary Faculty	25,257	5,570	30,827
Bogran Raymundo, Rolando	Gardener	59,294	45,740	105,034
Bohlke, Wende	Instructor	113,307	48,396	161,703
Bonander, Barbara	Instructor	94,634	45,470	140,104
Bondarenko, Denis	Temporary Faculty	4,995	457	5,452
Borisov, Olga	Administrative Asst II	82,215	54,314	136,529
Brady, Stephen	Temporary Faculty	48,977	8,141	57,118
Brannon, Shirleigh	Temporary Faculty	20,932	618	21,550
Breakstone, Julie	Employment Services Coord.	104,899	62,547	167,446
Bright, Alicia	Dir Nursing	147,490	51,157	198,647
Brooks, Ellen	Temporary Faculty	5,362	491	5,853
Brookshire, Guy	Temporary Faculty	65,055	14,346	79,401
Brown, Steven	Retiree Non Instructional	-	5,176	5,176
Brown, Teresa	Administrative Asst I	62,907	35,991	98,898
Brown-Carson, Jamelia	Temporary Faculty	44,654	17,823	62,477
Brownfox, Ann	Temporary Faculty	19,684	4,341	24,025
Bruce, Erik	Temporary Faculty	48,599	4,448	53,047
Bruvry, Patricia	CES Instructor - Hrly Faculty	684	63	747
Buckley, Bo	Health Services Assistant	53,454	38,476	91,930
Bui, Xuan	Custodian	60,549	43,455	104,004
Bullen, Susan	Dept Asst	357	33	390
Buquen, Kenny	Temporary Faculty	61,054	23,590	84,644
Burlingham, Jan	Temporary Faculty	11,908	2,626	14,534
Burton, Christine	Instructional Specialist, Dental	4,706	2,589	7,295

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 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>
Busby, Annette	Tutor	585	54	639
Byrne, Ryan	Dir SS - Kinesiology & Ath	180,749	67,013	247,762
Cady, Jeffrey	Instrl Spec - College Skills	62,001	37,166	99,167
Cairns, Michael	Temporary Faculty	38,213	19,450	57,663
Calagias, Nicholas	Work Study	3,377	34	3,411
Calica, Corinna	Director of Child Dev & ECE	143,449	73,927	217,376
Callahan, Shawna	Human Resources Technician II	86,697	56,456	143,153
Campbell, John	Mgr. Organic Farm & Garden	114,398	58,111	172,509
Cantua-Alvarez, Marco	Stud Conduct and Comm Standard	48,098	32,013	80,111
Capurro-Nichelini, Olivia	Tutor	3,070	31	3,101
Carlisle, Dorian	Administrative Asst II	69,707	48,765	118,472
Carlson, Cheryl	Comm Ed and Svcs Program Spec	-	14,926	14,926
Carnahan, Casey	Temporary Faculty	17,976	2,722	20,698
Carrera, Steve	Instructor	174,134	60,729	234,863
Carroll, Sheldon	Evaluation Analyst	80,857	42,294	123,151
Cashaw, Connie	Work Study	519	5	524
Castaneda, Sergio	FDIP Intern	5,190	475	5,665
Centolella, Thomas	Temporary Faculty	10,337	946	11,283
Chable-Sasiu, Joshua	Work Study	8,886	89	8,975
Chacon, Zazil	Peer Mentor	413	4	417
Chammout, Michael	CES Instructor - Hrly Faculty	4,307	394	4,701
Chan, Jorge	Department Assistant	4,459	45	4,504
Chan, Sheila	Temporary Faculty	12,482	369	12,851
Chang, Yungching	Temporary Faculty	13,050	1,195	14,245
Chavez Rodriguez, Luis	Temporary Faculty	56,688	5,189	61,877
Chen, Yii Shinn	FDIP Intern	3,651	334	3,985

**MARIN COMMUNITY COLLEGE DISTRICT  
2022-23 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>
Cheney, Paul	Instructor	98,141	48,725	146,866
Chi, Brian	Network PC Telephone Tech	111,034	64,273	175,307
Christensen, Tina	Instructor	123,955	49,258	173,213
Christiansen, Klaus	Dir Facilities Pln & M&O	180,749	87,590	268,339
Christman, Robert	Enrollment Services Assoc II	64,380	36,468	100,848
Chung, Brent	Work Study	1,821	18	1,839
Chung, Shook-Chu	Senior Creative/Lead Web Dsgr.	110,650	52,345	162,995
Cicurel-Jones, Lisa	Non- Student embedded tutor	1,496	137	1,633
Clark, Anthony	Director of Fiscal Services	44,888	21,780	66,668
Clark, Natalie	CES Instructor - Hrly Faculty	3,028	277	3,305
Claros, Victoria	Work Study	2,055	21	2,076
Clendenen, Genaveve	Work Study	6,297	63	6,360
Clifford, Patricia	Temporary Faculty	220	20	240
Cohen, Steve	Hospitality - Strong Workforce project	7,326	216	7,542
Cohn, Julie	Temporary Faculty	4,396	402	4,798
Coley, William	Counselor	129,340	54,997	184,337
Colocho Rogel, Bryan	Puente Peer Mentor	2,230	22	2,252
Comings, Willard	Temporary Faculty	51,197	4,686	55,883
Compton, Joshua	Work Study	2,263	23	2,286
Conti, Diana	Board of Trustee	5,711	18,425	24,136
Contini, Victor	Temporary Faculty	47,532	37,132	84,664
Coon, David Wain	Superintendent President	412,216	98,280	510,496
Cooney, Ryan	Hourly	7,029	643	7,672
Cooper, Laura	Temporary Faculty	37,777	17,343	55,120
Coronado, Victor	Temporary Faculty	32,719	2,409	35,128
Cortes Garcia, Pedro	Instructor	76,100	26,316	102,416

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 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>
Corvaisier, Gaelle	Temporary Faculty	6,676	1,472	8,148
Coss, Craig	Temporary Faculty	66,772	6,112	72,884
Cottle, Windee	Instructor	101,766	49,034	150,800
Coulson, Maria	Instructor	225,372	70,086	295,458
Cowderoy, Susan	Temporary Faculty	8,403	769	9,172
Craft-Neto, Maria	Department Assistant	4,190	384	4,574
Craig, Rodney	Gardener	66,450	48,307	114,757
Crawford, Lester	Maintenance Carpenter	28,995	14,475	43,470
Crawford, Yashica	Instructor	201,758	62,088	263,846
Creel, Melody	Retiree Non Instructional	-	8,176	8,176
Crosby, Frank	Instructor	191,189	62,982	254,171
Crow, Suzanne	Board of Trustee	5,711	14,501	20,212
Cruz Viera, Mercedes	Custodian	55,743	32,978	88,721
Cruz, Julio	Custodian	81,777	47,269	129,046
Cruz, Nicole	Director of Marketing & Comm.	117,747	56,860	174,607
Culbertson, Mark	Temporary Faculty	50,548	11,147	61,695
Cullen, Gina	Counselor	190,277	62,490	252,767
Curiel, Nancy	Instructional Spec, Dental	13,785	4,722	18,507
da Silva, Paul	Board of Trustee	5,711	26,110	31,821
Dachauer, Josiah	Lifeguard	3,800	38	3,838
D'Agostino, Lisa	Temporary Faculty	73,167	25,959	99,126
Dailey, Karol	Custodial Services Supervisor	94,254	58,715	152,969
Danberg, Anne	Temporary Faculty	488	45	533
Dannecker, Maritza	Senior Payroll Specialist	8,340	3,100	11,440
Darawsha, Khaoula	Work Study	17,208	173	17,381
Daubenmire, Paul	Instructor	193,993	57,403	251,396

**MARIN COMMUNITY COLLEGE DISTRICT  
2022-23 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>
Dautch, Leif	Temporary Faculty	20,027	4,416	24,443
Davila, Fernanda	Hourly	780	8	788
Davis, Tami	Instructor	127,709	44,251	171,960
Davison, Jeanette	Instructional Specialist	30,870	10,880	41,750
Day, Christopher	Hourly	9,905	99	10,004
De La Roca, Matthew	Research Analyst Sub/Lv	26,703	2,444	29,147
De Leon Hernandez, Marina	Work Study	14,381	144	14,525
De Leon, Ada	Work Study	1,418	14	1,432
De Longh, Kyle	Instructional Assistant	20,595	2,067	22,662
De Young, Scott	Custodian	78,179	41,865	120,044
Degani, Nadereh	Temporary Faculty	31,081	6,854	37,935
Deines, Mark	Instructional Assistant	19,130	1,869	20,999
Del Grande, David	Temporary Faculty	7,748	1,709	9,457
dela Pena, Jack Ronald	Temporary Faculty	6,487	1,431	7,918
Deleon, Keiry	AMBASSADOR	1,050	11	1,061
dell'Avo Ruttimann, Pierina	CES Instructor - Hrly Faculty	4,208	385	4,593
DeMartini, Terry	Prof Expert ECE/CDP	1,950	179	2,129
Demmerle, Zetana	embedded tutor	1,430	14	1,444
Diaz de Lopez, Ecxa Roxana	Custodian	54,317	45,884	100,201
Diaz Marroquin, Abner	Custodian	60,549	46,270	106,819
Diaz Rodas, Sherlyn	Summer Bridge Ambassador	630	6	636
Diaz, Christopher	Maintenance Plumber	49,239	15,644	64,883
Diaz, Omahar	ECEPT embedded tutor	1,373	126	1,499
Dimopoulos, Eliana	OER Program Coordinator	91,718	44,993	136,711
Do, Christopher	Work Study	6,907	69	6,976
Dodge, Margaret	Instructor	101,872	53,379	155,251



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Doermann, Elisabeth	Temporary Faculty	56,562	22,600	79,162
Dominguez, Paul	Lead Gardener	86,716	54,804	141,520
Dormann, Roger	Graphics Design Specialist	80,433	42,146	122,579
Douglass, Sandra	Temporary Faculty	27,555	814	28,369
Draheim, Teliha	CES Instructor - Hrly Faculty	808	74	882
Drake, Brandon	Prog Coord, Comm Programs	84,728	55,115	139,843
Dreskin, Wendy	CES Instructor - Hrly Faculty	4,396	402	4,798
Drisdell, Lucas	Instructional Specialist	11,505	2,537	14,042
Duchamp, Carol	Temporary Faculty	2,344	215	2,559
Dunmire, Erik	Instructor	202,366	65,110	267,476
Dunn, Jason	Instructor	119,351	53,657	173,008
Durfee, Melinda	Program Coordinator, Facility	91,556	48,399	139,955
Dutton, Caroline	Temporary Faculty	27,584	6,083	33,667
Dyer, Nequeshe	Prog Coord, Learning Comm	84,031	54,864	138,895
Early, Rietta	Counselor	171,039	47,698	218,737
Edmondson, Chris	Retiree Non Instructional	-	13,518	13,518
Edwards, Michael	Work Study	315	3	318
Edwards, Shaquam	Instructor	129,275	42,226	171,501
Effat, Amir	Temporary Faculty	23,066	6,517	29,583
Egbert, Roger	Retiree Non Instructional	-	8,176	8,176
Ekoue Totou, Patrick	CIO/Dir of Info. Technology	208,142	95,604	303,746
Eldridge, Jon	Asst. Supr/VP/Stu Lrn&Sucess	259,288	65,865	325,153
Emami, Hamid	CES Instructor - Hrly Faculty	592	54	646
Engelman, Robin	CES Instructor - Hrly Faculty	458	42	500
Engler, Merri	Hourly	431	39	470
Erdmann, John	Librarian	149,045	56,866	205,911

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Erlenheim, David	Buyer	102,083	49,129	151,212
Escobar, Caitlin	Counselor	122,100	52,489	174,589
Escobar, Linette	Temporary Faculty	13,625	3,005	16,630
Essick, Edward	Temporary Faculty	46,899	1,385	48,284
Evans, Kyle	Temporary Faculty	8,900	815	9,715
Everitt, David	Instructor	142,979	58,282	201,261
Fallat, Moss	Performing Arts Assistant	434	4	438
Fara, Nick	Instructor	152,542	59,276	211,818
Farias, Isidro	Dir. Capital Projects	129,028	48,026	177,054
Feller, Emily	Tutor	2,368	24	2,392
Fellows, Kerry	Temporary Faculty	1,366	125	1,491
Ferreira, Fabio	Tutor	2,389	24	2,413
Fiandaca, Anastasia	Temporary Faculty	13,606	1,231	14,837
Fields, Marjorie	CES Instructor - Hrly Faculty	673	62	735
Filane, Leonard	Temporary Faculty	37,737	8,322	46,059
Finlayson, Luna	Counselor	124,251	52,640	176,891
Finley, Cynthia	Temporary Faculty	11,604	2,559	14,163
Finnie, William	Temporary Faculty	1,359	124	1,483
Flax, Greer	Work Study	4,324	235	4,559
Fletcher, Sandra	Temporary Faculty	17,717	1,622	19,339
Fomperosa, Nathalie	Work Study	6,781	68	6,849
Fonteno, Amber	Library Technician II	70,127	38,375	108,502
Forsyth, Susan	Temporary Faculty	49,548	10,640	60,188
Foulger, Kim	Administrative Asst II	74,582	43,338	117,920
Fox, Emily	Instructor	117,979	52,279	170,258
Fragata, Marilou	Staff Accountant	104,458	62,064	166,522

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
France, Patricia	Instructor	139,264	39,298	178,562
Fredrick, Dario	Temporary Faculty	58,209	20,473	78,682
Freeman, Jennifer	CES Instructor - Hrly Faculty	684	63	747
Freschl, Carl	Counselor	106,079	37,327	143,406
Freudman, Andrew	Peer Tutor	60	1	61
Friedman, Jack	Temporary Faculty	7,523	689	8,212
Friedman, Lori	Director of Community Programs	128,545	65,552	194,097
Friedman, Noah	Umoja Peer Mentor	3,317	33	3,350
Frishman, Alan	CES Instructor - Hrly Faculty	1,292	118	1,410
Frye, Sarah	Librarian	161,786	49,217	211,003
Gaffney, Keli	Accounting Specialist	85,608	43,540	129,148
Gaitan, Jose	Department Assistant	13,097	131	13,228
Gallegos, Renee	Temporary Faculty	808	74	882
Gamal, Arif	Temporary Faculty	50,129	11,055	61,184
Gamshad, Mohsen	Temporary Faculty	15,964	1,461	17,425
Gapinski, Thelina	Lead Gardener - Organic Farm	62,962	46,182	109,144
Gardiner, David	Network PC Telephone Tech	115,414	55,714	171,128
Garretson, Candice	Retiree Non Instructional	-	8,926	8,926
Garretson, Patrick	Student Success Specialist	66,705	35,929	102,634
Garrett, Grace	Work Study	8,978	90	9,068
Garrett, Steven	Lead Gardener-Cap. Projects	7,949	728	8,677
Garrido Cabrera, Guillermo	Basic Needs Student Assistant	3,026	30	3,056
Ghannam, Sarah	Hourly	1,995	20	2,015
Gilbert, Angelo	Work Study	2,255	23	2,278
Giles, Geoffery	Tutor	1,921	19	1,940
Gill, Clark	Pool Maintenance Worker	57,808	45,290	103,098

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Gillies, Milo	Department Assistant	18,927	190	19,117
Gisle, Kirsten	Employment Services Coord.	93,081	32,837	125,918
Glazier, Jennifer	Temporary Faculty	1,254	277	1,531
Gloistein, Barbara	Temporary Faculty	63,022	29,407	92,429
Godsil, Megan	AA III Sub/Leave	23,852	2,183	26,035
Goldberg, Georgia	Temporary Faculty	38,525	1,138	39,663
Gonzalez Nicacio, Kimberly	Work Study	6,138	62	6,200
Gonzalez, Jaidy	Student Police Cadet	8,606	86	8,692
Gonzalez, James	Instructor	195,569	64,749	260,318
Gonzalez, Jonathan	Embedded Tutor	1,721	17	1,738
Gonzalez, Marco	Instructor	190,639	62,118	252,757
Gonzalez, Ruby	Community Programs - Lifeguard	1,254	115	1,369
Good, Lesley	Laboratory Technician	69,459	42,169	111,628
Goodale, Jayme	Temporary Faculty	35,463	7,677	43,140
Goodlund, Jeffrey	Temporary Faculty	16,812	3,707	20,519
Goodwin, Ross	Temporary Faculty	65,763	14,503	80,266
Goray, Ethan	MAPS Peer Mentor	2,170	22	2,192
Gough, Daniel	Temporary Faculty	59,108	24,181	83,289
Govrin, Dvora	Temporary Faculty	2,979	273	3,252
Graves, Tyler	Temporary Faculty	23,909	2,188	26,097
Gravitch, Julia	MAPS Peer Mentor	2,480	25	2,505
Gray, Maria	Temporary Faculty	62,174	37,349	99,523
Greitzer, Michelle	Staff Accountant II	144,133	72,086	216,219
Grist, Gregory	Temporary Faculty	108,469	47,559	156,028
Gudmundsson, Jon	Tech Support Specialist I	114,320	53,232	167,552
Guillen, Hugo	Prog Cood EOPS Undoc Students	83,058	45,627	128,685

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Gunnarson, John	Temporary Faculty	9,153	838	9,991
Gutierrez, Derry	Childrens Center Site Supv	60,700	38,996	99,696
Haag, Jon	Facilities Technician I	73,233	38,453	111,686
Haber, John	Tech Support Specialist I	114,726	53,269	167,995
Haggitt, Brianna	Staff Accountant II	115,674	64,820	180,494
Haiman, Joshua	CES Instructor - Hrly Faculty	3,956	362	4,318
Hajinian, Talin	CES Instructor - Hrly Faculty	2,800	256	3,056
Hall, David	Student Tutor	1,597	16	1,613
Hamburger Russell, Kathryn	CES Instructor - Hrly Faculty	727	67	794
Hammond, John	Temporary Faculty	4,725	432	5,157
Hammond, Sophia	LAEP Work Experience	1,225	12	1,237
Hansen, Candice	HR Operations Analyst	93,425	50,702	144,127
Harbison, Jesse	Reprographics Mail Clerk	64,904	48,243	113,147
Hardwick, Thea	Temporary Faculty	2,839	260	3,099
Harkins, Erika	Temporary Faculty	4,038	370	4,408
Harris, Nekoda	Exec. Dir HR	201,195	66,157	267,352
Harshberger, Christopher	Gardener	41,534	24,812	66,346
Hatfield, Errayanna	Temporary Faculty	3,789	347	4,136
Hatfield, Miho	Hourly	469	43	512
Hayman, Ildiko	Hourly	3,555	325	3,880
Hayne, Katherine	Temporary Faculty	75,693	38,337	114,030
Hedlind, Joseph	FDIP Intern	5,955	545	6,500
Hemphill, Pamela	Temporary Faculty	45,535	4,168	49,703
Hernandez, Barbara	Instructional Specialist	41,673	9,210	50,883
Hernandez, Carol	Dean Math, Sciences & Business	196,244	68,947	265,191
Hernandez, Cruz	PUENTE Peer Mentor	2,696	27	2,723

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Herrera, Henry	Custodian	49,772	44,009	93,781
Hersch, Tonya	Dean of Educ Success Programs	196,244	92,009	288,253
Hildebrand, Carol	Dir of Comm Ed, LL, and Int Ed	4,200	926	5,126
Hockinson, Elizabeth	CES Instructor - Hrly Faculty	3,015	276	3,291
Hoiland, Richard	CES Instructor - Hrly Faculty	646	59	705
Holub, Karl	Library Technician II	69,886	42,277	112,163
Honda, Kimberly	Temporary Faculty	33,100	25,580	58,680
Horinek, Jon	Dean of Enrollment Services	196,244	56,333	252,577
Horn, Cynthia	Temporary Faculty	28,671	6,323	34,994
Horton, Katheryn	Dir Workforce Programs	93,565	48,930	142,495
Houghton, Laurel	CES Instructor - Hrly Faculty	1,368	125	1,493
Howard, Matthew	Instructional Technology Super	123,238	57,226	180,464
Hudson, Shantay	Temporary Faculty	20,252	4,466	24,718
Hug, Elizabeth	CES Instructor - Hrly Faculty	9,577	877	10,454
Hui, Julie	Temporary Faculty	47,484	21,618	69,102
Huijon, Lilyana	COMPASS Coordinator	94,032	59,237	153,269
Hulin, Patricia	Instructor	126,002	42,098	168,100
Humphreys, Richard	Temporary Faculty	42,665	20,555	63,220
Hunter, Andrea	Enrollment Services Assoc III	98,569	60,022	158,591
Hunter, Carrie	Temporary Faculty	56,700	23,527	80,227
Hyman-Romero, Marco	Temporary Faculty	13,161	1,205	14,366
Illustre-Boatright, Heidi	Temporary Faculty	11,526	1,055	12,581
Imazumi, Sandra	Laboratory Technician/Museum	33,100	3,237	36,337
Indart, Loretta	Retiree Non Instructional	-	8,926	8,926
Indi, Ferhat	Systems Engineer	161,396	74,904	236,300
Isozaki, Margaret	Director of Fiscal Services	50,188	18,714	68,902

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Izquierdo, Juan	Work Study	7,442	75	7,517
Jacamo, Alexander	Admin Asst II	36,096	12,777	48,873
Jackson, Kahea	Admin Asst II Child Ctr/ECE	66,215	37,059	103,274
Jacobs, Erin	Instructor	119,755	40,650	160,405
Jejo, Hannane	Work Study	6,827	68	6,895
Jessell, Lori	Temporary Faculty	18,934	4,176	23,110
Jessen, Soren	Community Programs - Lifeguard	637	58	695
Jimenez, Meily	Puente Peer Mentor	1,550	16	1,566
Jimenez, Ruth	Temporary Faculty	55,343	12,205	67,548
Jimenez, Sam	Peer Mentor	1,488	15	1,503
Johnson, Linda	Hourly	11,085	1,015	12,100
Johnson, Maria	Temporary Faculty	2,934	269	3,203
Johnson, Mia	MAPS Peer Mentor	1,891	19	1,910
Johnson, Nancy	CES Instructor - Hrly Faculty	3,516	322	3,838
Johnson, Pamela	Temporary Faculty	51,768	11,077	62,845
Johnson, Phyllis	Temporary Faculty	30,841	6,801	37,642
Johnson, Sarah	Temporary Faculty	4,984	1,099	6,083
Johnson, Tammera	Administrative Asst II	6,771	2,137	8,908
Jones, Alexander	Instructor	112,055	58,509	170,564
Jones, David	Instructor	130,054	42,324	172,378
Jones, Emma	Temporary Faculty	6,968	1,537	8,505
Jones, Suzanne	Temporary Faculty	21,615	1,978	23,593
Joyner, Kathleen	Retiree Non Instructional	-	10,158	10,158
Jucker, Stephanie	Temporary Faculty	733	67	800
Jupe, Kimberly	Temporary Faculty	53,904	4,242	58,146
Justo, Jonathan	FDIP Intern	5,795	121	5,916

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Kang, Manjit	Temporary Faculty	78,132	39,398	117,530
Kaplan, Tessa	Human Resources Technician II	24,895	10,129	35,024
Karel, Ellen	Temporary Faculty	24,845	2,274	27,119
Kasai, Emily	Tutor	4,892	49	4,941
Kas-Osoka, Joshua	Temporary Faculty	35,900	5,684	41,584
Katayama, Allison	Temporary Faculty	11,384	1,042	12,426
Keener, Margarita	Custodian	55,588	44,557	100,145
Keiser, Shaun	Temporary Faculty	12,942	2,854	15,796
Kelly, Alex	Temporary Faculty	16,362	1,498	17,860
Kelly, Ingrid	Instructor	220,750	67,652	288,402
Kelly, Patrick	Instructor	171,120	61,321	232,441
Kelm, Pernille	Temporary Faculty	12,409	1,136	13,545
Kelman, Benjamin	CES Instructor - Hrly Faculty	733	67	800
Kenneally, Lauren	Embedded Tutor	1,108	11	1,119
Kent, Matthew	Student Conduct Officer	560	193	753
Kerow, Chahmal	Temporary Faculty	16,554	1,515	18,069
Kerr, Grant	Instructor	100,086	36,308	136,394
Kesler, Mary	Admin Asst III	39,407	13,862	53,269
Khazaeli Parsa, Poupak	Temporary Faculty	68,708	36,796	105,504
Khoie, Gelareh	CES Instructor - Hrly Faculty	1,723	158	1,881
Killam, Paul	Temporary Faculty	15,497	1,418	16,915
Kimelman, Noreen	Admin Asst III	68,609	35,803	104,412
King, David	Instructor	110,204	50,137	160,341
King, Miranda	Work Study	4,022	40	4,062
Kinka Ruiz, Devon	Mgr HR Academic Personnel	102,938	44,108	147,046
Kinnard, Miranda	Admin Asst III	1,350	471	1,821



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Kinsman, Jacob	Performing Arts Assistant	1,023	10	1,033
Klein, Jesse Jane	Executive Assistant I	82,782	54,592	137,374
Klein, Michael	Reprographics Mail Clerk	65,353	48,284	113,637
Klein, Rachel	Counselor	127,085	53,927	181,012
Klinger, Alisa	Instructor	200,428	63,582	264,010
Knickerbocker Rabbe, Katherine	Temporary Faculty	7,478	685	8,163
Koorhan, Margaret	Temporary Faculty	21,142	624	21,766
Kostyrko, Jacek	Temporary Faculty	60,907	9,002	69,909
Kranenburg, Philip	Board of Trustee	5,711	27,059	32,770
Kreit, Cara	Instructor	162,062	48,149	210,211
Krempetz, Ronald	Temporary Faculty	9,261	848	10,109
Kreuzer, Susanne	Temporary Faculty	17,861	3,939	21,800
Kudler, Jacqueline	Temporary Faculty	1,508	138	1,646
Kunis, Kathleen	Temporary Faculty	15,020	1,375	16,395
Kuromiya, James	Inst Support Specialist	81,614	54,055	135,669
Kurtz, Katie	Temporary Faculty	11,894	2,623	14,517
Lack, Larry	CES Instructor - Hrly Faculty	40	4	44
Lafemina, Angus	Tutor	792	8	800
Lambrecht, Stephenie	Umoja Peer Mentor	2,918	29	2,947
Lamke, Victoria	Retiree Non Instructional	-	13,518	13,518
Langeveld, Martinus	Police Officer	119,546	35,632	155,178
Laqta, Mohammed	MAPS Peer Mentor	2,820	28	2,848
Lara, Ismael	Temporary Faculty	57,744	12,734	70,478
Lara-Dominguez, Lia	Program Coordinator, Basic Needs	20,970	6,848	27,818
Larre, Christelle	Custodian	70,197	41,564	111,761
Lassiter, Amanda	Temporary Faculty	5,094	466	5,560

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Lavagetto, Lisa	Hourly	3,600	329	3,929
Lawrence, Aaron	Tutor	2,604	26	2,630
Laws, Minjae	CES Instructor - Hrly Faculty	195	18	213
Lawson, Latevi	Department Assistant, Basic Needs	6,011	60	6,071
Lea, Kelsey	Laboratory Technician, Chem	62,504	35,865	98,369
Lebas, Anne-Marie	Temporary Faculty	3,015	276	3,291
Lee, Leslie	HR Tech II Sub/Lv	7,673	702	8,375
Lee, Sea	Temporary Faculty	44,127	9,731	53,858
Lee, Wendy	Tech Support Specialist I	126,923	65,931	192,854
Lefkowitz, Carol	Temporary Faculty	86,854	31,588	118,442
Lehua, Constance	Manager Employee & Labor Rel.	166,126	82,779	248,905
Leung, Christine	Instructor	98,811	33,801	132,612
Levin, Magdalena	Temporary Faculty	69,624	39,954	109,578
Lewis, Craig	Embedded Tutor	1,403	14	1,417
Li, Christine	Instructor	160,124	59,705	219,829
Lince, Stacey	Instructional Designer	103,024	59,266	162,290
Linnard-Palmer, Luanne	Temporary Faculty	20,027	2,471	22,498
Linnell, Megan	Work Study	4,545	46	4,591
Lipson, Rebecca	Temporary Faculty	41,434	3,792	45,226
Littlejohn, Francisco	Facilities Technician I	73,050	42,417	115,467
Livie, Ian	Temporary Faculty	26,702	3,679	30,381
Loegering, Tessa	Administrative Asst III	79,316	53,094	132,410
Loewen, Amy	Temporary Faculty	12,772	2,817	15,589
Lombardi, David	Temporary Faculty	8,058	738	8,796
Long, Eva	Board of Trustee	1,428	4,658	6,086
Long, Lan-Ling	Library Technician II	83,422	54,539	137,961

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Longo, Gina	Admin Asst III	95,322	58,311	153,633
Lopez Gonzalez, Carlos	FDIP Intern	1,770	162	1,932
Lopez Gutierrez, Gloria	Temporary Faculty	34,507	1,019	35,526
Lopez Tecun, Lurdes	Work Study	16,160	162	16,322
Lopez Tizol, Irma	Work Study	8,271	83	8,354
Lopez Tizol, Shenya	Work Study	9,998	100	10,098
Lopez-Thibodeaux, Mayra	Temporary Faculty	6,487	1,431	7,918
Louton, Winston	Student tutor	1,476	15	1,491
Lusk, Alexis	Department Assistant I	3,728	37	3,765
Mack, Evan	Peer Tutor	7,256	73	7,329
Macmillan, Miriam	Fine Arts Gallery Assistant	217	2	219
Madrigali, Ben	Student Embedded Tutor	171	2	173
Madril, Eduardo	Temporary Faculty	16,202	1,483	17,685
Magallanes-Rivera, Alexandra	Counselor	128,952	46,676	175,628
Magee, Patrick	Technology Support Spec II	22,406	8,253	30,659
Mahmoud, Eiman	Temporary Faculty	58,590	5,363	63,953
Mahoney, David	Graphics Design Specialist	87,915	56,882	144,797
Mallari, Abby	FDIP Intern	5,519	505	6,024
Malmquist-West, Sara	Counselor	92,623	33,560	126,183
Malouf, Janeatte	Children Center Teacher	40,800	34,633	75,433
Manento, Daudi	Laboratory Technician	64,480	36,432	100,912
Manheimer, Robert	Temporary Faculty	4,334	956	5,290
Maoujoudi, Abdelhak	Temporary Faculty	18,281	4,032	22,313
Marckwordt, Valerie	Comm Ed and Svcs Program Spec	80,555	53,734	134,289
Marcum, Jeffrey	Maintenance Electrician	14,109	5,709	19,818
Mariano, Elnore	Evaluation Analyst	80,555	42,188	122,743

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Marinko, Vicki	Hourly	2,403	220	2,623
Mark, Julie	Instructor	86,649	23,144	109,793
Marmysz, John	Instructor	190,125	64,074	254,199
Marozick, Jeffrey	Chief of Police/Dir. of Safety	186,396	54,398	240,794
Marroquin, Diego	Temporary Faculty	4,325	954	5,279
Marshall, Ilona	CES Instructor - Hrly Faculty	3,123	286	3,409
Marshall, Mary	Testing Technician	36,762	11,695	48,457
Martinez Lopez, Fernando	Student Tutor	682	7	689
Martinez, Allyson	EOPS/CARE & CalWorks Coord.	96,079	51,332	147,411
Martinez, Danae	Temporary Faculty	14,957	2,092	17,049
Martinez, Manuel	Custodian	67,085	48,526	115,611
Martinez, Vashti	Lab Tech Assistant II	630	6	636
Martinisi, Michele	Instructor	180,441	62,107	242,548
Massion, Cheo	Instructor	150,669	44,851	195,520
Mayo, Ruth	DSPS Program Technician	34,773	18,311	53,084
Mazariegos, Dave	Work Study	2,495	25	2,520
Mazariegos, Nelson	Work Study	4,732	47	4,779
Mazumdar, Mrityunjoy	Instructional Spec. TLC/SAS	50,635	30,541	81,176
McBride, Christopher	Temporary Faculty	74,463	31,461	105,924
McCarthy, Ross	Temporary Faculty	6,487	594	7,081
McConnel, John	Temporary Faculty	26,971	2,469	29,440
McCoy, Robert	Instructor	105,410	41,391	146,801
Mcevoy, Sara	Work Study	12,478	125	12,603
McGee, Pdraig	Temporary Faculty	46,758	20,438	67,196
McGoon, Patricia	Temporary Faculty	46,611	3,907	50,518
McInnes, Nancy	Temporary Faculty	2,207	202	2,409

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
McKinnon, Sara	Instructor	134,796	43,740	178,536
McKnight, Sheila	Temporary Faculty	46,852	33,970	80,822
McQuilkin, William	Tech Asst Farm	15,456	1,415	16,871
McSween, Karen	Library Technician III	72,969	39,539	112,508
Meade, Martha	Temporary Faculty	4,591	420	5,011
Medina, Marcela	Work Study	6,721	67	6,788
Meecham, William	Temporary Faculty	2,827	259	3,086
Mejia Alvarado, Kimberly	Work Study	3,872	39	3,911
Melendez, Evelyn	Work Study	2,145	22	2,167
Mercado Trujillo, Juan	COMPASS Coordinator	90,781	57,607	148,388
Mercado Trujillo, Maria	Prog Coord, Basic Needs	75,114	36,123	111,237
Merriwether, Christian	Vac Repl Kin/Ath Ops Spec	7,642	699	8,341
Michelangelo, Lori	Instructor	142,921	56,685	199,606
Mielke, Arthur	Temporary Faculty	10,336	946	11,282
Mihal, Colleen	Instructor	151,162	56,095	207,257
Miller, Barbara	CES Instructor - Hrly Faculty	485	44	529
Miller, Julie	Temporary Faculty	60,457	31,133	91,590
Miller, Trine	Instructor	98,613	48,785	147,398
Miller, Yanina	CES Instructor - Hrly Faculty	1,131	103	1,234
Mills, Anna	Temporary Faculty	30,893	6,669	37,562
Mills, Katie	Sr Instl Research Analyst	99,830	51,128	150,958
Mims, Devin	Student Trustee	1,190	109	1,299
Minoia, Marco	College Police Services Asst	85,563	54,553	140,116
Mitchell, Curtis	Tutor Math Lab	775	8	783
Mohammed, Michael	Temporary Faculty	24,031	2,199	26,230
Monley, Geo John	CES Instructor - Hrly Faculty	2,247	66	2,313

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Monroy Ramirez, Berenice	Administrative Assistant II	61,080	33,870	94,950
Montoya Olivares, Ricardo	Custodian	61,868	45,204	107,072
Montoya, Evelyn	AA II ESL Sub/Lv Repl	13,743	1,258	15,001
Moore, Christopher	CES Instructor - Hrly Faculty	586	54	640
Morales, Mariangela	Admin Asst II, Counseling	21,104	4,503	25,607
Morales-Orozco, Helen	Children Center Teacher	40,800	38,791	79,591
Moreno, Luz	Counselor	170,090	47,768	217,858
Morin, Thomas	Temporary Faculty	40,056	18,960	59,016
Morse, Lisa	Instructor	148,433	57,017	205,450
Mortimer, Cheryl	Temporary Faculty	19,575	4,317	23,892
Mottershead, Sophia Michelle	Student tutor	1,290	13	1,303
Moynier, Sara	Temporary Faculty	7,928	1,748	9,676
Mueller, Joseph	Instructor	136,998	53,865	190,863
Muhwezi, Fortune	Work Study	605	6	611
Mulla, Bushra	Hourly	13,019	1,192	14,211
Mullen, Laura	Hourly	7,965	80	8,045
Muller, Kevin	Instructor	139,223	58,038	197,261
Mulligan, Dara	Guest Chef Prof Expert	800	73	873
Murakami, Geoffrey	FDIP Intern	4,922	450	5,372
Murillo, Shirley	Temporary Faculty	17,030	1,559	18,589
Murphy, Roseanne	CES Instructor - Hrly Faculty	28,742	2,631	31,373
Musante, Danila	Counselor	129,534	45,257	174,791
Muthui, Muingo	Temporary Faculty	33,962	30,040	64,002
Mwikisa Kelly, Tabo	Temporary Faculty	7,455	498	7,953
Myers, Lyza	Temporary Faculty	38,600	3,533	42,133
Nakashige, Kelsey	FDIP Intern	5,809	532	6,341

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Namvar, Mina	Admin Asst III	95,090	58,501	153,591
Nardo, Maryann	Temporary Faculty	162	15	177
Nelson, Gregory	Asst. Superintendent/Vice Pres	259,288	109,156	368,444
Nelson, Lori	Temporary Faculty	27,741	6,118	33,859
Nelson, Shawn	Temporary Faculty	20,780	1,902	22,682
Newton, Steven	Instructor	157,216	47,611	204,827
Ng, Matthew	Sr Instl Research Analyst	2,667	791	3,458
Nguyen, Dong	Senior Systems Analyst	184,427	81,102	265,529
Nguyen, Hien	Instructor	154,776	42,090	196,866
Nguyen, Nguyet	Prof Expert	5,014	459	5,473
Nguyen, Thuy Trang	Library Technician 11	83,961	43,131	127,092
Nguyen, Tu Anh	Work Study	3,895	39	3,934
Nicosia, Ellen	CES Instructor - Hrly Faculty	404	37	441
Noble, Mary	Temporary Faculty	25,784	2,360	28,144
Nordin, Sarah	Temporary Faculty	30,113	4,879	34,992
Numaguchi, Vivian	Temporary Faculty	62,755	23,965	86,720
O'Brien, Stephanie	Board of Trustee	5,711	26,011	31,722
Ochoa, Ruth	Work Study	3,720	37	3,757
O'Connor, Brian	Temporary Faculty	23,363	22,808	46,171
O'Donnelley, Dianne	Admin Asst III	93,886	58,390	152,276
O'Keefe, Patricia	Instructor	124,651	54,149	178,800
O'Leary, Caitlin	Community Programs - Lifeguard	3,097	283	3,380
Oliver, Lia	Temporary Faculty	34,311	2,874	37,185
Olmanson, Angela	Program Admin. Health Science	123,062	61,890	184,952
Olsen, Vivian	Retiree Non Instructional	-	5,176	5,176
Olson, Janis	Instructional Specialist	27,078	3,212	30,290

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Opong Mensah, Kofi	Temporary Faculty	34,054	10,570	44,624
Ordin, Laurie	Instructor	101,015	44,222	145,237
Ornelas, Ivan	Temporary Faculty	28,242	6,228	34,470
Oropeza, Miguel	Temporary Faculty	82,060	29,169	111,229
Ortiz Badillo, Deivys	Custodian	55,485	43,372	98,857
Ortiz, Yvonne	Temporary Faculty	42,744	29,221	71,965
Oseni, Abiodun	Tutor	1,418	130	1,548
Osheroff, Aaron	Sr Database Administrator	171,666	74,420	246,086
Ostojic-Portello, Radica	Temporary Faculty	80,212	41,327	121,539
Ovetz, Robert	Temporary Faculty	10,241	2,258	12,499
Owen, Ron	Senior Benefits Analyst	114,022	57,922	171,944
Oxford, Ronald	Temporary Faculty	44,859	9,059	53,918
Padron, Thomas	Temporary Faculty	30,790	2,818	33,608
Pagani, Rossana	Instructor	59,576	1,849	61,425
Palmer, Ronald	Instructor	262,330	73,780	336,110
Palomino, Melanie	Admin Asst III	78,928	45,349	124,277
Pantaleon, Ysabella	MAPS Peer Mentor	923	9	932
Pantenkova, Svetlana	Hourly	7,242	663	7,905
Paoli, Sarah	Prog Coord, Community Prog	14,319	1,311	15,630
Paredes, Tanya	Administrative Asst II	28,189	16,947	45,136
Park, Jessica	Instructor	169,129	56,454	225,583
Parker, Kendra	Embedded Tutor	261	3	264
Pasquel, Alicia	Instructor	273,539	84,781	358,320
Passer, Joyce	Instructor	167,579	54,328	221,907
Pate, Rebecca	Temporary Faculty	24,798	10,495	35,293
Patel, Beth	Instructor	147,878	55,332	203,210



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Patterson, David	Librarian	148,057	32,595	180,652
Paul, Jeffrey	Accompianst	23,701	2,269	25,970
Paulino, Joan	Enrollment Services Assoc II	89,908	57,051	146,959
Peck, Jeffery	Retiree Non Instructional	-	17,268	17,268
Peitz, Heather	Administrative Assistant III	91,579	57,584	149,163
Pena, Mark	Work Study	3,089	31	3,120
Pensabene, Oksana	Tutoring/Learning Ctr. Coord.	101,685	59,010	160,695
Perales, Teresa	Equity & Activities Prog Coord	93,386	46,669	140,055
Peraza, Emma	Custodian	51,357	42,994	94,351
Perez Martinez, Martha	Work Study	570	6	576
Perez, Alexio	Locksmith Carpenter	83,966	54,252	138,218
Perez, Chelsey	Program Coordinator, Career & Internships	88,409	53,268	141,677
Perez, Ramiro	Custodian	67,313	39,831	107,144
Perrone, Kristin	Counselor	132,701	41,111	173,812
Petrovsky, John	Temporary Faculty	31,077	918	31,995
Piccinini, Odaiclet	Tutor	792	8	800
Piccioni, Richard	Temporary Faculty	53,436	11,784	65,220
Pinckney, Joanna	Administrative Asst II	89,477	47,148	136,625
Planinshek, Christopher	Short Term Hourly Non-Instrl	112,000	10,251	122,251
Pomajulca, Cesar	Instructor	138,803	55,766	194,569
Price, Capri	Work Study	1,920	19	1,939
Price, Emma	MAPS Peer Mentor	2,138	21	2,159
Prince, Kuniko	Temporary Faculty	52,610	11,602	64,212
Pritchett, Kimberly	Temporary Faculty	2,162	477	2,639
Pritzker, Jon	Student tutor	1,411	14	1,425
Privitt, Karen	Temporary Faculty	30,694	5,932	36,626

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Proctor, Robert	Temporary Faculty	9,606	879	10,485
Puch, Eresa	Asst Vice Pres, Admin Services	181,248	86,065	267,313
Purcell, Shawn	Instructor	149,825	47,531	197,356
Quick, Dayna	Instructor	131,683	53,847	185,530
Rahman, Heather	Workforce Prog. Spclst	77,165	44,786	121,951
Rahman, Susan	Instructor	175,077	61,890	236,967
Ramey, Byron	Counselor	111,480	47,586	159,066
Ramirez, Carlos	Custodial Sub	6,639	608	7,247
Reetz, Becky	Director of EOPS CARE CalWorks	166,126	83,357	249,483
Reilly, Sheila	Temporary Faculty	69,023	6,318	75,341
Requenes, Tania Nathali	Temporary Faculty	27,672	6,103	33,775
Reyes, Oliver	Work Study	2,301	23	2,324
Reyes, Ruby	Enrollment Services Assoc III	84,871	55,474	140,345
Reyes, Saily	Basic Needs Student Assistant	4,876	49	4,925
Ricciuti, Anna	Dir of College Svcs	134,844	73,689	208,533
Richard, Laura	Temporary Faculty	39,235	18,778	58,013
Robertshaw, Mia	General Counsel	251,758	108,727	360,485
Robertson, Noel	Temporary Faculty	45,359	23,947	69,306
Robinson, Karen	Counselor	147,100	57,423	204,523
Robinson, Mark	Laboratory Technician	79,878	41,912	121,790
Rocha Rivera, Melvin	ESL Technology Support	48,442	34,563	83,005
Rocky, Alice	Temporary Faculty	24,663	728	25,391
Roderick, Irina	Instructor	198,857	66,159	265,016
Rodgers, Malcolm	Set Designer	2,505	229	2,734
Rodrigues, Norbert	Maintenance Electrician Bond B	44,474	18,416	62,890
Rodriguez Ramirez, Maria	COMPASS Coordinator	60,349	31,631	91,980

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Rodriguez, Juan	Receiving Clerk	55,682	33,044	88,726
Rodriguez, Martin	PUENTE Peer Mentor	2,129	21	2,150
Rogoff, Marianne	CES Instructor - Hrly Faculty	1,373	126	1,499
Rollins, Corina	Temporary Faculty	36,756	27,901	64,657
Rolston, Caitlin	Instructional Specialist	113,887	49,235	163,122
Rolston, Katherine	Temporary Faculty	4,750	435	5,185
Romo Padilla, Guadalupe	Administrative Asst II	54,730	28,112	82,842
Romson, Joseph	CES Instructor - Hrly Faculty	754	69	823
Rosas, Stephen	Short-Term Career Academies	5,340	489	5,829
Rosas-Sanchez, Aneissa	Temporary Faculty	130,199	44,897	175,096
Rosell, Pamela	Temporary Faculty	36,488	18,173	54,661
Rosenthal, Keith	Director of Advancement	152,565	75,722	228,287
Rosenthal, Kendra	Vac Repl Lab Tech Nursing	1,180	12	1,192
Rossi, Aviva	Temporary Faculty	4,973	1,097	6,070
Rossi, Tina	CES Instructor - Hrly Faculty	781	72	853
Rothbart, George	Temporary Faculty	36,871	3,375	40,246
Rowson, Zachary	Research Analyst	5,944	3,576	9,520
Ruddle, Joanna	Instructor	176,084	61,859	237,943
Rudolph, Monica	Admin Asst II-Facility Rentals	76,576	52,895	129,471
Ruhaka, Tuamana	Temporary Faculty	17,300	3,815	21,115
Ruiz, Charlotte	Work Study	6,255	63	6,318
Ruiz, Dustin	Police Officer	126,227	56,595	182,822
Rumsey, Nancy	CES Instructor - Hrly Faculty	10,085	298	10,383
Russell, LyRyan	Temporary Faculty	41,239	8,821	50,060
Russell, Marian	Hourly	49,909	24,363	74,272
Sabia, Stormy	Dir SS - Stu Accessibility Svc	180,749	64,343	245,092

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Saez, Hector	Instructor	117,363	42,669	160,032
Saldana, Tristan	Temporary Faculty	79,941	39,418	119,359
Salva, Rostyslav	Department Assistant - Fitness Center Front Desk	1,922	19	1,941
Samartin, Maria	Student Hourly Non-Instrl	245	2	247
Samson, Kira	Student Tutor	2,178	22	2,200
Sanchez Flores, Lidia	Temporary Faculty	64,202	35,661	99,863
Sandri, David	CES Instructor - Hrly Faculty	1,346	123	1,469
Santos, Ricardo	Athletic PE Ed Equip Manager	63,752	35,610	99,362
Saunders, Lisa	CES Instructor - Hrly Faculty	1,650	151	1,801
Scarcella, Joseph	Athletic Trainer	86,702	55,299	142,001
Schaefer, Emily	Temporary Faculty	85,891	32,960	118,851
Schafer, Nicholas	Department Assistant	780	8	788
Schamun, Terra	Tutor I	845	8	853
Schane, Burton	Senior Systems Analyst	175,041	57,767	232,808
Schiff, Cynthia	Temporary Faculty	68,099	15,018	83,117
Schmidt, Sung Ji	Instructor	119,755	40,607	160,362
Schwappach, Lisa	Temporary Faculty	28,244	6,229	34,473
Schwartz, Carol	DSPS Specialist	39,359	14,444	53,803
Schwartz, Maureen	CES Instructor - Hrly Faculty	431	39	470
Scofield, Alan	Temporary Faculty	45,057	27,854	72,911
Scranton, Diana	Temporary Faculty	10,373	949	11,322
Scully, Andrea	CES Instructor - Hrly Faculty	1,992	182	2,174
Sedova, Natalia	Fine Arts Gallery Assistant	372	4	376
Seeley, Kevin	Temporary Faculty	692	153	845
Seery, Patricia	FT NC Instructor	152,330	57,797	210,127
Serafin, Scott	Instructor	172,716	61,408	234,124

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Servais, Lauren	Dean Arts and Humanities	154,791	61,248	216,039
Sethre, Ian	Temporary Faculty	42,111	9,287	51,398
Seybold, Michael	Temporary Faculty	5,295	485	5,780
Shafer, Holley	Dir Institu Effectiveness	147,490	75,629	223,119
Shahi, Jessica	College Police Services Asst	73,173	49,533	122,706
Shankel Melgard, Erin	Student Tutor	2,155	22	2,177
Sharei, Niku	Hourly	10,429	955	11,384
Shaw, Brianna	Temporary Faculty	13,103	2,890	15,993
Shaw, Ellen	Accounting Technician	83,655	42,978	126,633
Sheofsky, Elizabeth	Instructional Specialist	88,968	22,850	111,818
Shimizu, Masako	Temporary Faculty	9,971	2,199	12,170
Shiota, Kazuko	Tutor	330	73	403
Shipman, James	CES Instructor - Hrly Faculty	754	69	823
Shrestha, Devendra	Accounting Technician	69,673	49,879	119,552
Siar, Ahmad	Police Officer	107,257	29,984	137,241
Siu-Masset, Reva	Work Study	14,185	142	14,327
Sklove, Brett	Temporary Faculty	13,062	1,811	14,873
Skolnick, David	Temporary Faculty	12,193	2,689	14,882
Smebak, Kirsten	Non-Student Hourly Non-Instrl	1,260	37	1,297
Smith, Malaika	Administrative Asst II	34,044	5,703	39,747
Smith, Michael	Custodian	60,549	46,270	106,819
Smith, Paul	Temporary Faculty	55,383	12,781	68,164
Smith, Rion	Instructional Specialist	75,576	38,971	114,547
Smith, Shelley	Instructor	92,514	45,147	137,661
Smith, Victor	Temporary Faculty	60,132	27,148	87,280
Smyth, Kathleen	Instructor	230,629	56,900	287,529

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Smyth, Trevor	Temporary Faculty	17,646	1,615	19,261
So, Albert	Print Production Specialist	79,125	41,689	120,814
Sobieski, Grace	Temporary Faculty	13,942	3,075	17,017
Solis Orduna, Bruno	Custodian	55,441	41,432	96,873
Solis, Julian	Director of Student Outreach and Partnerships	109,040	51,993	161,033
Sosa De Leon, Carlos	MAPS Peer Mentor	1,953	20	1,973
Southard, Rowena	Temporary Faculty	51,642	14,853	66,495
Sparrow, Neil	Lead Gardener Capital Proj	71,563	41,414	112,977
Spease, Jennifer	Enrollment Services Assoc I	83,004	54,889	137,893
Spediacci, Anthony	Police Officer	73,763	9,928	83,691
Springer, Denize	CES Instructor - Hrly Faculty	808	74	882
Staffen, Russel	Maint. Carpenter - Bond B	81,710	45,415	127,125
Stavig, Victoria	Hourly	13,888	1,271	15,159
Stevenson, Troy	Counselor	103,122	36,741	139,863
Stewart, Paul	Police Officer	130,678	43,414	174,092
Stewart, Susan	Temporary Faculty	4,652	426	5,078
Stockmann, Kevin	Temporary Faculty	781	72	853
Stone, Alexandra	SAS Student Support Spec Sub/Lv	20,628	1,888	22,516
Stopher, James	Instructor	118,479	50,128	168,607
Strickland, JoAnne	Temporary Faculty	44,024	9,709	53,733
Strobel, Jeanine	Hourly	7,083	648	7,731
Stubbs, Gregory	Temporary Faculty	9,559	875	10,434
Stubbs, Stephanie	Temporary Faculty	65,109	5,959	71,068
Suarez Maldonado, Alejandro	Instructional Support Analyst	115,700	65,325	181,025
Subramanian, N	Temporary Faculty	41,325	1,220	42,545
Sukoski, Martha	Temporary Faculty	14,721	1,347	16,068

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Sulaiman Hara, Sadika	Dir SS - Activities & Advocacy	180,749	64,325	245,074
Sumstad, Jill	Temporary Faculty	29,084	6,414	35,498
Sywulak, Daria	Temporary Faculty	55,752	32,090	87,842
Tachihara, Sandra	Retiree Non Instructional	-	13,518	13,518
Tamang, Nyima	Tech Asst	194	2	196
Tamayo, Juan	FDIP Intern	34,498	3,368	37,866
Tamura, Dana	CES Instructor - Hrly Faculty	673	62	735
Tanenberg, Lonnie	Temporary Faculty	8,462	775	9,237
Tang, Kristine	Tutor	1,350	14	1,364
Tanner Mack, Sandra	Temporary Faculty	46,253	9,914	56,167
Teer, Joann	Enrollment Services Assoc II	92,424	43,238	135,662
Tejeda, Judith	Custodian	52,066	45,213	97,279
Tene, Esperanza	EMT Lab Asst	550	6	556
Tercero Lopez, Luis	Instructional Specialist Math	62,504	35,885	98,389
Terhune, Jamine	Temporary Faculty	64,608	37,886	102,494
Terry, Linda	Senior Payroll Specialist	134,120	54,541	188,661
Thaler, Reid	Temporary Faculty	2,369	217	2,586
Thiane, Mouhamed	Work Study	1,058	11	1,069
Thiele, Michael	CES Instructor - Hrly Faculty	646	59	705
Thompson, Rose	Retiree Non Instructional	-	8,477	8,477
Timpane, Shannon	Health Services Assistant	5,527	588	6,115
Tipton, James	Instructor	161,437	56,882	218,319
Todorova, Elena	Instructor	144,405	56,973	201,378
Torous, Jane	CES Instructor - Hrly Faculty	162	15	177
Torres, Michelle	Temporary Faculty	6,487	594	7,081
Torres-Benavides, Cari	Asst. VP of Instruction	232,207	102,422	334,629

**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>
Tostenson, Lisa	Health Center Nurse	129,323	42,834	172,157
Totapudi, Sofia	Prog Coord, Transfer & Career	85,077	55,314	140,391
Towery, Iris	Work Study	6,899	69	6,968
Traut, Bibit	Temporary Faculty	4,195	925	5,120
Treanor, Wanden	Board of Trustee	5,711	18,440	24,151
Trinidad Guzman, Andrea	Enrollment Services Assoc I	5,862	991	6,853
Trujillo, Andrew	Temporary Faculty	1,675	49	1,724
Tsao, Christa	Work Study	5,842	59	5,901
Tsark, Tami	CES Instructor - Hrly Faculty	10,427	954	11,381
Tucker, Nala	Work Study	1,337	13	1,350
Turner, Walter	Instructor	215,921	67,517	283,438
Uhalde, Sebastien	Gardener	55,786	46,860	102,646
Unterberger, Richard	Temporary Faculty	4,442	407	4,849
Urena, Jose	Counselor	136,512	61,220	197,732
Valasek, Alexander	Temporary Faculty	4,842	443	5,285
Van Dorn, Eric	Temporary Faculty	46,637	18,172	64,809
Varagnolo, Francesca	Department Aid	2,025	20	2,045
Varona, Alina	Dean Workforce Dev & Career Ed	183,432	51,957	235,389
Vasquez, Lisa	Temporary Faculty	2,665	596	3,261
Vaughan, Michele	Temporary Faculty	78,446	40,938	119,384
Velarde, Maria	Temporary Faculty	11,372	2,508	13,880
Ventura-Rafaela, Irving	Temporary Faculty	13,084	1,198	14,282
Verplaetse, Loretta	CES Instructor - Hrly Faculty	323	30	353
Vilefort Barbosa, Ryan	Board of Trustee - Student	952	88	1,040
Villanueva, Edward	Temporary Faculty	8,650	1,908	10,558
Villarreal, Seanna	Enrollment Services Assoc II	92,107	49,927	142,034



**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>
Vogt, Mary	Temporary Faculty	888	81	969
Wadsworth, William	Gardener	70,454	38,109	108,563
Wagner, Katherine	Instructor	84,497	39,448	123,945
Walker, Santon	Instructional Specialist	69,980	38,327	108,307
Wallace, Mailyna	Work Study	1,883	19	1,902
Walsh, Wendy	Instructor	128,952	42,718	171,670
Walter, Anita	Temporary Faculty	19,440	1,235	20,675
Wang, Andrea	Instructor	152,312	56,874	209,186
Wanzo, Benjamin	Temporary Faculty	37,128	3,398	40,526
Ward, Hakeem	Temporary Faculty	4,212	544	4,756
Ward, Tracy	Temporary Faculty	6,487	1,431	7,918
Warren, Deborah	Instructional Specialist	46,938	26,825	73,763
Wat, Timothy	Instructor	195,147	59,841	254,988
Welch, Alison	International Student Advisor	78,566	41,494	120,060
Wells, Stephanie	Instructor	142,074	47,653	189,727
Wenck-Reilly, Brennan	Temporary Faculty	25,770	5,683	31,453
Werlin, Rebecca	Temporary Faculty	48,435	4,433	52,868
West, Brittney	Temporary Faculty	30,803	5,150	35,953
West, Walter	Temporary Faculty	92,903	32,291	125,194
Wetherwax, Lila	FDIP Intern	4,750	435	5,185
White, Crystal	Laboratory Technician Nursing	15,000	1,460	16,460
White, David	Designer Stage Technician	84,344	55,124	139,468
Widger, Daniel	Hourly	18,388	543	18,931
Wiebers, Deborah	Retiree Non Instructional	-	8,176	8,176
Willet, Nancy	Instructor	140,893	44,574	185,467
Williams, Jeannine	Temporary Faculty	63,065	24,034	87,099

**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>
Willits, Ronald	Temporary Faculty	47,803	10,256	58,059
Wilson, Cobi	Work Study	1,845	19	1,864
Wilson, Derek	Instructor	132,481	54,303	186,784
Wilson, Paul	Maintenance Electrician	88,715	55,994	144,709
Wiltey, Ana Flavia	Instructional Specialist	27,652	2,741	30,393
Winrow, Birdie	Temporary Faculty	18,065	3,984	22,049
Witte, Irmgard	Payroll Specialist	73,373	34,276	107,649
Wolfson, Sandra	CES Instructor - Hrly Faculty	582	53	635
Wong, Sally	Welcome Ctr & Orientation Coor	96,210	58,645	154,855
Wood, Hazel	CES Instructor - Hrly Faculty	440	40	480
Wood, Robyn	Temporary Faculty	148,527	57,743	206,270
Wood, Scott	Temporary Faculty	30,814	6,652	37,466
Woodlief, Blaze	Instructor	155,756	61,162	216,918
Woodruff-Madeira, Maxwell	Tutor	120	1	121
Wright, Elana	Choreographer	1,880	415	2,295
Wright, Marika	Temporary Faculty	11,894	2,623	14,517
Xiloj Chun, Desiderio	Work Study	403	4	407
Yan, Tao	Work Study	9,999	100	10,099
Yates, Jeffrey	Instructor	110,204	42,407	152,611
Yezman, Nicole	CES Instructor - Hrly Faculty	754	69	823
Yim, Rebecca	Admin Asst III	79,374	41,776	121,150
Yokell, June	CES Instructor - Hrly Faculty	1,465	134	1,599
Young, Brian	Laboratory Technician	47,000	22,484	69,484
Yu, Ssu Ting	CES Instructor - Hrly Faculty	108	10	118
Yuan, Mengqi	Articulation & Curr. Anayst	99,447	59,961	159,408
Zabihi, Farhad	Instructor	177,010	50,716	227,726

**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>
Zaffran, Dan	Instructor	174,176	60,190	234,366
Zamora, Efrain	Maintenance Carpenter	78,089	44,746	122,835
Zarrehparvar, Xenia	SAS Support Svcs. Coord	78,164	52,900	131,064
Zeller, Brent	CES Instructor - Hrly Faculty	11,795	958	12,753
Ziedrich, Cheryl	Temporary Faculty	61,950	23,788	85,738
Ziemer, Andrew	Temporary Faculty	22,082	4,870	26,952
Zoroza Lyonnet, Consuelo	CES Instructor - Hrly Faculty	733	67	800

**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>
Coon, David Wain	Superintendent President	412,216	98,280	510,496
Nelson, Gregory	Asst. Superintendent/Vice Pres	259,288	109,156	368,444
Robertshaw, Mia	General Counsel	251,758	108,727	360,485
Pasquel, Alicia	Instructor	273,539	84,781	358,320
Palmer, Ronald	Instructor	262,330	73,780	336,110
Torres-Benavides, Cari	Asst. VP of Instruction	232,207	102,422	334,629
Eldridge, Jon	Asst. Supr/VP/Stu Lrn&Sucess	259,288	65,865	325,153
Ekoue Totou, Patrick	CIO/Dir of Info. Technology	208,142	95,604	303,746
Coulson, Maria	Instructor	225,372	70,086	295,458
Kelly, Ingrid	Instructor	220,750	67,652	288,402
Hersch, Tonya	Dean of Educ Success Programs	196,244	92,009	288,253
Smyth, Kathleen	Instructor	230,629	56,900	287,529
Turner, Walter	Instructor	215,921	67,517	283,438
Christiansen, Klaus	Dir Facilities Pln & M&O	180,749	87,590	268,339
Dunmire, Erik	Instructor	202,366	65,110	267,476
Harris, Nekoda	Exec. Dir HR	201,195	66,157	267,352
Puch, Eresa	Asst Vice Pres, Admin Services	181,248	86,065	267,313
Nguyen, Dong	Senior Systems Analyst	184,427	81,102	265,529
Hernandez, Carol	Dean Math, Sciences & Business	196,244	68,947	265,191
Roderick, Irina	Instructor	198,857	66,159	265,016
Klinger, Alisa	Instructor	200,428	63,582	264,010
Crawford, Yashica	Instructor	201,758	62,088	263,846
Gonzalez, James	Instructor	195,569	64,749	260,318
Wat, Timothy	Instructor	195,147	59,841	254,988
Marmysz, John	Instructor	190,125	64,074	254,199
Crosby, Frank	Instructor	191,189	62,982	254,171

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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	190,277	62,490	252,767
Gonzalez, Marco	Instructor	190,639	62,118	252,757
Horinek, Jon	Dean of Enrollment Services	196,244	56,333	252,577
Daubemire, Paul	Instructor	193,993	57,403	251,396
Agudelo-Silva, Fernando	Instructor	185,218	65,519	250,737
Reetz, Becky	Director of EOPS CARE CalWorks	166,126	83,357	249,483
Lehua, Constance	Manager Employee & Labor Rel.	166,126	82,779	248,905
Byrne, Ryan	Dir SS - Kinesiology & Ath	180,749	67,013	247,762
Osheroff, Aaron	Sr Database Administrator	171,666	74,420	246,086
Sabia, Stormy	Dir SS - Stu Accessibility Svc	180,749	64,343	245,092
Sulaiman Hara, Sadika	Dir SS - Activities & Advocacy	180,749	64,325	245,074
Martinisi, Michele	Instructor	180,441	62,107	242,548
Marozick, Jeffrey	Chief of Police/Dir. of Safety	186,396	54,398	240,794
Ruddle, Joanna	Instructor	176,084	61,859	237,943
Rahman, Susan	Instructor	175,077	61,890	236,967
Indi, Ferhat	Systems Engineer	161,396	74,904	236,300
Varona, Alina	Dean Workforce Dev & Career Ed	183,432	51,957	235,389
Carrera, Steve	Instructor	174,134	60,729	234,863
Zaffran, Dan	Instructor	174,176	60,190	234,366
Serafin, Scott	Instructor	172,716	61,408	234,124
Schane, Burton	Senior Systems Analyst	175,041	57,767	232,808
Kelly, Patrick	Instructor	171,120	61,321	232,441
Bagtas-Carmona, Emy	Asst. Dir Enrollment Services	150,048	78,263	228,311
Rosenthal, Keith	Director of Advancement	152,565	75,722	228,287
Zabihi, Farhad	Instructor	177,010	50,716	227,726
Park, Jessica	Instructor	169,129	56,454	225,583

**MARIN COMMUNITY COLLEGE DISTRICT**  
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EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Shafer, Holley	Dir Institu Effectiveness	147,490	75,629	223,119
Passer, Joyce	Instructor	167,579	54,328	221,907
Li, Christine	Instructor	160,124	59,705	219,829
Early, Rietta	Counselor	171,039	47,698	218,737
Tipton, James	Instructor	161,437	56,882	218,319
Moreno, Luz	Counselor	170,090	47,768	217,858
Calica, Corinna	Director of Child Dev & ECE	143,449	73,927	217,376
Woodlief, Blaze	Instructor	155,756	61,162	216,918
Greitzer, Michelle	Staff Accountant II	144,133	72,086	216,219
Servais, Lauren	Dean Arts and Humanities	154,791	61,248	216,039
Fara, Nick	Instructor	152,542	59,276	211,818
Frye, Sarah	Librarian	161,786	49,217	211,003
Kreit, Cara	Instructor	162,062	48,149	210,211
Seery, Patricia	FT NC Instructor	152,330	57,797	210,127
Wang, Andrea	Instructor	152,312	56,874	209,186
Ricciuti, Anna	Dir of College Svcs	134,844	73,689	208,533
Mihal, Colleen	Instructor	151,162	56,095	207,257
Wood, Robyn	Temporary Faculty	148,527	57,743	206,270
Erdmann, John	Librarian	149,045	56,866	205,911
Morse, Lisa	Instructor	148,433	57,017	205,450
Newton, Steven	Instructor	157,216	47,611	204,827
Robinson, Karen	Counselor	147,100	57,423	204,523
Patel, Beth	Instructor	147,878	55,332	203,210
Allen, Maula	Instructor	153,136	49,939	203,075
Bellisimo, Yolanda	Instructor	151,048	50,450	201,498
Todorova, Elena	Instructor	144,405	56,973	201,378

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Everitt, David	Instructor	142,979	58,282	201,261
Berringer, Steven	Instructor	130,540	69,857	200,397
Michelangelo, Lori	Instructor	142,921	56,685	199,606
Bright, Alicia	Dir Nursing	147,490	51,157	198,647
Urena, Jose	Counselor	136,512	61,220	197,732
Purcell, Shawn	Instructor	149,825	47,531	197,356
Muller, Kevin	Instructor	139,223	58,038	197,261
Nguyen, Hien	Instructor	154,776	42,090	196,866
Massion, Cheo	Instructor	150,669	44,851	195,520
Pomajulca, Cesar	Instructor	138,803	55,766	194,569
Friedman, Lori	Director of Community Programs	128,545	65,552	194,097
Lee, Wendy	Tech Support Specialist I	126,923	65,931	192,854
Mueller, Joseph	Instructor	136,998	53,865	190,863
Wells, Stephanie	Instructor	142,074	47,653	189,727
Terry, Linda	Senior Payroll Specialist	134,120	54,541	188,661
Wilson, Derek	Instructor	132,481	54,303	186,784
Quick, Dayna	Instructor	131,683	53,847	185,530
Willet, Nancy	Instructor	140,893	44,574	185,467
Olmanson, Angela	Program Admin. Health Science	123,062	61,890	184,952
Barzegar, Naghmeh	Staff Accountant II	118,252	66,552	184,804
Coley, William	Counselor	129,340	54,997	184,337
Arbona, Shaila	Counselor	128,192	55,094	183,286
Ruiz, Dustin	Police Officer	126,227	56,595	182,822
Suarez Maldonado, Alejandro	Instructional Support Analyst	115,700	65,325	181,025
Klein, Rachel	Counselor	127,085	53,927	181,012
Patterson, David	Librarian	148,057	32,595	180,652

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Haggitt, Brianna	Staff Accountant II	115,674	64,820	180,494
Howard, Matthew	Instructional Technology Super	123,238	57,226	180,464
O'Keefe, Patricia	Instructor	124,651	54,149	178,800
France, Patricia	Instructor	139,264	39,298	178,562
McKinnon, Sara	Instructor	134,796	43,740	178,536
Bacigalupi, Lindsay	Community Programs Supervisor	124,111	54,408	178,519
Farias, Isidro	Dir. Capital Projects	129,028	48,026	177,054
Finlayson, Luna	Counselor	124,251	52,640	176,891
Magallanes-Rivera, Alexandra	Counselor	128,952	46,676	175,628
Chi, Brian	Network PC Telephone Tech	111,034	64,273	175,307
Rosas-Sanchez, Aneissa	Temporary Faculty	130,199	44,897	175,096
Musante, Danila	Counselor	129,534	45,257	174,791
Cruz, Nicole	Director of Marketing & Comm.	117,747	56,860	174,607
Escobar, Caitlin	Counselor	122,100	52,489	174,589
Stewart, Paul	Police Officer	130,678	43,414	174,092
Perrone, Kristin	Counselor	132,701	41,111	173,812
Christensen, Tina	Instructor	123,955	49,258	173,213
Dunn, Jason	Instructor	119,351	53,657	173,008
Campbell, John	Mgr. Organic Farm & Garden	114,398	58,111	172,509
Jones, David	Instructor	130,054	42,324	172,378
Tostenson, Lisa	Health Center Nurse	129,323	42,834	172,157
Davis, Tami	Instructor	127,709	44,251	171,960
Owen, Ron	Senior Benefits Analyst	114,022	57,922	171,944
Walsh, Wendy	Instructor	128,952	42,718	171,670
Edwards, Shaquam	Instructor	129,275	42,226	171,501
Gardiner, David	Network PC Telephone Tech	115,414	55,714	171,128



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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Jones, Alexander	Instructor	112,055	58,509	170,564
Fox, Emily	Instructor	117,979	52,279	170,258
Stopher, James	Instructor	118,479	50,128	168,607
Bjorklund, Trevor	Instructor	115,754	52,842	168,596
Hulin, Patricia	Instructor	126,002	42,098	168,100
Haber, John	Tech Support Specialist I	114,726	53,269	167,995
Gudmundsson, Jon	Tech Support Specialist I	114,320	53,232	167,552
Breakstone, Julie	Employment Services Coord.	104,899	62,547	167,446
Fragata, Marilou	Staff Accountant	104,458	62,064	166,522
Rolston, Caitlin	Instructional Specialist	113,887	49,235	163,122
Chung, Shook-Chu	Senior Creative/Lead Web Dsgr.	110,650	52,345	162,995
Lince, Stacey	Instructional Designer	103,024	59,266	162,290
Bohlke, Wende	Instructor	113,307	48,396	161,703
Solis, Julian	Director of Student Outreach and Partnerships	109,040	51,993	161,033
Pensabene, Oksana	Tutoring/Learning Ctr. Coord.	101,685	59,010	160,695
Jacobs, Erin	Instructor	119,755	40,650	160,405
Schmidt, Sung Ji	Instructor	119,755	40,607	160,362
King, David	Instructor	110,204	50,137	160,341
Saez, Hector	Instructor	117,363	42,669	160,032
Yuan, Mengqi	Articulation & Curr. Anayst	99,447	59,961	159,408
Ramey, Byron	Counselor	111,480	47,586	159,066
Hunter, Andrea	Enrollment Services Assoc III	98,569	60,022	158,591
Beal, Rebecca	Instructor	118,032	40,329	158,361
Grist, Gregory	Temporary Faculty	108,469	47,559	156,028
Africa, Erin	Instructor	105,062	50,474	155,536
Dodge, Margaret	Instructor	101,872	53,379	155,251

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**DESCENDING ORDER**

<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Langeveld, Martinus	Police Officer	119,546	35,632	155,178
Wong, Sally	Welcome Ctr & Orientation Coor	96,210	58,645	154,855
Benet, Micol	Executive Assistant II	95,033	58,944	153,977
Longo, Gina	Admin Asst III	95,322	58,311	153,633
Namvar, Mina	Admin Asst III	95,090	58,501	153,591
Huijon, Lilyana	COMPASS Coordinator	94,032	59,237	153,269
Dailey, Karol	Custodial Services Supervisor	94,254	58,715	152,969
Yates, Jeffrey	Instructor	110,204	42,407	152,611
Acker, Eileen	Admin Asst III	93,886	58,390	152,276
O'Donnelley, Dianne	Admin Asst III	93,886	58,390	152,276
Antokhin, Kathleen	Workforce- Prog Coordinator	93,386	58,172	151,558
Erlenheim, David	Buyer	102,083	49,129	151,212
Mills, Katie	Sr Instl Research Analyst	99,830	51,128	150,958
Cottle, Windee	Instructor	101,766	49,034	150,800
Beattie, Kyle	Counselor	101,904	48,739	150,643
Peitz, Heather	Administrative Assistant III	91,579	57,584	149,163
Banks, Cecile	Enrollment Services Assoc II	91,861	56,636	148,497
Mercado Trujillo, Juan	COMPASS Coordinator	90,781	57,607	148,388
Aviles, Francisco	Accounting Specialist	90,635	57,086	147,721
Martinez, Allyson	EOPS/CARE & CalWorks Coord.	96,079	51,332	147,411
Miller, Trine	Instructor	98,613	48,785	147,398
Kinka Ruiz, Devon	Mgr HR Academic Personnel	102,938	44,108	147,046
Paulino, Joan	Enrollment Services Assoc II	89,908	57,051	146,959
Cheney, Paul	Instructor	98,141	48,725	146,866
McCoy, Robert	Instructor	105,410	41,391	146,801
Ordin, Laurie	Instructor	101,015	44,222	145,237

**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>
Mahoney, David	Graphics Design Specialist	87,915	56,882	144,797
Wilson, Paul	Maintenance Electrician	88,715	55,994	144,709
Hansen, Candice	HR Operations Analyst	93,425	50,702	144,127
Freschl, Carl	Counselor	106,079	37,327	143,406
Callahan, Shawna	Human Resources Technician II	86,697	56,456	143,153
Horton, Katheryn	Dir Workforce Programs	93,565	48,930	142,495
Villarreal, Seanna	Enrollment Services Assoc II	92,107	49,927	142,034
Scarcella, Joseph	Athletic Trainer	86,702	55,299	142,001
Perez, Chelsey	Program Coordinator, Career & Internships	88,409	53,268	141,677
Dominguez, Paul	Lead Gardener	86,716	54,804	141,520
Totapudi, Sofia	Prog Coord, Transfer & Career	85,077	55,314	140,391
Reyes, Ruby	Enrollment Services Assoc III	84,871	55,474	140,345
Minoia, Marco	College Police Services Asst	85,563	54,553	140,116
Bonander, Barbara	Instructor	94,634	45,470	140,104
Perales, Teresa	Equity & Activities Prog Coord	93,386	46,669	140,055
Durfee, Melinda	Program Coordinator, Facility	91,556	48,399	139,955
Stevenson, Troy	Counselor	103,122	36,741	139,863
Drake, Brandon	Prog Coord, Comm Programs	84,728	55,115	139,843
White, David	Designer Stage Technician	84,344	55,124	139,468
Alvarado Wing, Katerinne	Human Resources Technician II	85,275	53,824	139,099
Dyer, Nequeshe	Prog Coord, Learning Comm	84,031	54,864	138,895
Perez, Alexio	Locksmith Carpenter	83,966	54,252	138,218
Long, Lan-Ling	Library Technician II	83,422	54,539	137,961
Spease, Jennifer	Enrollment Services Assoc I	83,004	54,889	137,893
Smith, Shelley	Instructor	92,514	45,147	137,661
Klein, Jesse Jane	Executive Assistant I	82,782	54,592	137,374

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Siar, Ahmad	Police Officer	107,257	29,984	137,241
Dimopoulos, Eliana	OER Program Coordinator	91,718	44,993	136,711
Pinckney, Joanna	Administrative Asst II	89,477	47,148	136,625
Borisov, Olga	Administrative Asst II	82,215	54,314	136,529
Kerr, Grant	Instructor	100,086	36,308	136,394
Kuromiya, James	Inst Support Specialist	81,614	54,055	135,669
Teer, Joann	Enrollment Services Assoc II	92,424	43,238	135,662
Marckwordt, Valerie	Comm Ed and Svcs Program Spec	80,555	53,734	134,289
Leung, Christine	Instructor	98,811	33,801	132,612
Barnett, Marixa	Enrollment Services Assoc II	79,550	52,941	132,491
Loegering, Tessa	Administrative Asst III	79,316	53,094	132,410
Zarrehparvar, Xenia	SAS Support Svcs. Coord	78,164	52,900	131,064
Rudolph, Monica	Admin Asst II-Facility Rentals	76,576	52,895	129,471
Barr, Maridel	Admin Asst III	74,861	54,292	129,153
Gaffney, Keli	Accounting Specialist	85,608	43,540	129,148
Cruz, Julio	Custodian	81,777	47,269	129,046
Guillen, Hugo	Prog Cood EOPS Undoc Students	83,058	45,627	128,685
Staffen, Russel	Maint. Carpenter - Bond B	81,710	45,415	127,125
Nguyen, Thuy Trang	Library Technician 11	83,961	43,131	127,092
Shaw, Ellen	Accounting Technician	83,655	42,978	126,633
Malmquist-West, Sara	Counselor	92,623	33,560	126,183
Bauer, Katherine	Executive Assistant I	82,960	43,158	126,118
Gisle, Kirsten	Employment Services Coord.	93,081	32,837	125,918
West, Walter	Temporary Faculty	92,903	32,291	125,194
Palomino, Melanie	Admin Asst III	78,928	45,349	124,277
Wagner, Katherine	Instructor	84,497	39,448	123,945

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Carroll, Sheldon	Evaluation Analyst	80,857	42,294	123,151
Zamora, Efrain	Maintenance Carpenter	78,089	44,746	122,835
Mariano, Elnore	Evaluation Analyst	80,555	42,188	122,743
Shahi, Jessica	College Police Services Asst	73,173	49,533	122,706
Dormann, Roger	Graphics Design Specialist	80,433	42,146	122,579
Planinshek, Christopher	Short Term Hourly Non-Instrl	112,000	10,251	122,251
Rahman, Heather	Workforce Prog. Splst	77,165	44,786	121,951
Robinson, Mark	Laboratory Technician	79,878	41,912	121,790
Ostojic-Portello, Radica	Temporary Faculty	80,212	41,327	121,539
Yim, Rebecca	Admin Asst III	79,374	41,776	121,150
So, Albert	Print Production Specialist	79,125	41,689	120,814
Welch, Alison	International Student Advisor	78,566	41,494	120,060
De Young, Scott	Custodian	78,179	41,865	120,044
Shrestha, Devendra	Accounting Technician	69,673	49,879	119,552
Vaughan, Michele	Temporary Faculty	78,446	40,938	119,384
Saldana, Tristan	Temporary Faculty	79,941	39,418	119,359
Schaefer, Emily	Temporary Faculty	85,891	32,960	118,851
Carlisle, Dorian	Administrative Asst II	69,707	48,765	118,472
Lefkowitz, Carol	Temporary Faculty	86,854	31,588	118,442
Foulger, Kim	Administrative Asst II	74,582	43,338	117,920
Anderegg, Sarah	Executive Assistant I	68,077	49,549	117,626
Kang, Manjit	Temporary Faculty	78,132	39,398	117,530
Martinez, Manuel	Custodian	67,085	48,526	115,611
Littlejohn, Francisco	Facilities Technician I	73,050	42,417	115,467
Craig, Rodney	Gardener	66,450	48,307	114,757
Smith, Rion	Instructional Specialist	75,576	38,971	114,547

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
Hayne, Katherine	Temporary Faculty	75,693	38,337	114,030
Klein, Michael	Reprographics Mail Clerk	65,353	48,284	113,637
Harbison, Jesse	Reprographics Mail Clerk	64,904	48,243	113,147
Sparrow, Neil	Lead Gardener Capital Proj	71,563	41,414	112,977
McSween, Karen	Library Technician III	72,969	39,539	112,508
Holub, Karl	Library Technician II	69,886	42,277	112,163
Sheofsky, Elizabeth	Instructional Specialist	88,968	22,850	111,818
Larre, Christelle	Custodian	70,197	41,564	111,761
Haag, Jon	Facilities Technician I	73,233	38,453	111,686
Good, Lesley	Laboratory Technician	69,459	42,169	111,628
Mercado Trujillo, Maria	Prog Coord, Basic Needs	75,114	36,123	111,237
Oropeza, Miguel	Temporary Faculty	82,060	29,169	111,229
Mark, Julie	Instructor	86,649	23,144	109,793
Levin, Magdalena	Temporary Faculty	69,624	39,954	109,578
Gapinski, Thelina	Lead Gardener - Organic Farm	62,962	46,182	109,144
Wadsworth, William	Gardener	70,454	38,109	108,563
Fonteno, Amber	Library Technician II	70,127	38,375	108,502
Atkinson, Justin	Instructional Specialist	62,117	46,216	108,333
Walker, Santon	Instructional Specialist	69,980	38,327	108,307
Applegate, Monica	Pool Maintenance Worker IVC	61,594	46,138	107,732
Witte, Irmgard	Payroll Specialist	73,373	34,276	107,649
Perez, Ramiro	Custodian	67,313	39,831	107,144
Montoya Olivares, Ricardo	Custodian	61,868	45,204	107,072
Diaz Marroquin, Abner	Custodian	60,549	46,270	106,819
Smith, Michael	Custodian	60,549	46,270	106,819
Abbott Brady, Strawda	Temporary Faculty	77,003	29,147	106,150

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
McBride, Christopher	Temporary Faculty	74,463	31,461	105,924
Khazaeli Parsa, Poupak	Temporary Faculty	68,708	36,796	105,504
Bogran Raymundo, Rolando	Gardener	59,294	45,740	105,034
Kimelman, Noreen	Admin Asst III	68,609	35,803	104,412
Arrick, Janet	Temporary Faculty	66,048	38,204	104,252
Bui, Xuan	Custodian	60,549	43,455	104,004
Jackson, Kahea	Admin Asst II Child Ctr/ECE	66,215	37,059	103,274
Gill, Clark	Pool Maintenance Worker	57,808	45,290	103,098
Uhalde, Sebastien	Gardener	55,786	46,860	102,646
Amundson, Lauren	Laboratory Technician Biology	65,653	36,985	102,638
Garretson, Patrick	Student Success Specialist	66,705	35,929	102,634
Terhune, Jamine	Temporary Faculty	64,608	37,886	102,494
Cortes Garcia, Pedro	Instructor	76,100	26,316	102,416
Manento, Daudi	Laboratory Technician	64,480	36,432	100,912
Christman, Robert	Enrollment Services Assoc II	64,380	36,468	100,848
Diaz de Lopez, Ecxa Roxana	Custodian	54,317	45,884	100,201
Keener, Margarita	Custodian	55,588	44,557	100,145
Sanchez Flores, Lidia	Temporary Faculty	64,202	35,661	99,863
Gutierrez, Derry	Childrens Center Site Supv	60,700	38,996	99,696
Gray, Maria	Temporary Faculty	62,174	37,349	99,523
Santos, Ricardo	Athletic PE Ed Equip Manager	63,752	35,610	99,362
Cady, Jeffrey	Instrl Spec - College Skills	62,001	37,166	99,167
DAgostino, Lisa	Temporary Faculty	73,167	25,959	99,126
Brown, Teresa	Administrative Asst I	62,907	35,991	98,898
Ortiz Badillo, Deivys	Custodian	55,485	43,372	98,857
Tercero Lopez, Luis	Instructional Specialist Math	62,504	35,885	98,389

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Lea, Kelsey	Laboratory Technician, Chem	62,504	35,865	98,369
Tejeda, Judith	Custodian	52,066	45,213	97,279
Solis Orduna, Bruno	Custodian	55,441	41,432	96,873
Alvarez Gonzalez, Jose	Custodian	51,929	43,391	95,320
Monroy Ramirez, Berenice	Administrative Assistant II	61,080	33,870	94,950
Peraza, Emma	Custodian	51,357	42,994	94,351
Herrera, Henry	Custodian	49,772	44,009	93,781
Biggart, Maureen	Childrens Center Site Supv	64,700	28,387	93,087
Gloistein, Barbara	Temporary Faculty	63,022	29,407	92,429
Rodriguez Ramirez, Maria	COMPASS Coordinator	60,349	31,631	91,980
Buckley, Bo	Health Services Assistant	53,454	38,476	91,930
Miller, Julie	Temporary Faculty	60,457	31,133	91,590
Alexander, Diamond	Kinesiology & Athl. Oper. Spec	56,392	32,403	88,795
Rodriguez, Juan	Receiving Clerk	55,682	33,044	88,726
Cruz Viera, Mercedes	Custodian	55,743	32,978	88,721
Sywulak, Daria	Temporary Faculty	55,752	32,090	87,842
Smith, Victor	Temporary Faculty	60,132	27,148	87,280
Williams, Jeannine	Temporary Faculty	63,065	24,034	87,099
Barthelemy, Lance	Instructional Specialist	65,463	21,494	86,957
Numaguchi, Vivian	Temporary Faculty	62,755	23,965	86,720
Abellera, Lisa	Admin Asst III	63,564	22,212	85,776
Ziedrich, Cheryl	Temporary Faculty	61,950	23,788	85,738
Contini, Victor	Temporary Faculty	47,532	37,132	84,664
Buquen, Kenny	Temporary Faculty	61,054	23,590	84,644
Spediacci, Anthony	Police Officer	73,763	9,928	83,691
Gough, Daniel	Temporary Faculty	59,108	24,181	83,289



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Schiff, Cynthia	Temporary Faculty	68,099	15,018	83,117
Rocha Rivera, Melvin	ESL Technology Support	48,442	34,563	83,005
Romo Padilla, Guadalupe	Administrative Asst II	54,730	28,112	82,842
Mazumdar, Mrityunjoy	Instructional Spec. TLC/SAS	50,635	30,541	81,176
McKnight, Sheila	Temporary Faculty	46,852	33,970	80,822
Goodwin, Ross	Temporary Faculty	65,763	14,503	80,266
Hunter, Carrie	Temporary Faculty	56,700	23,527	80,227
Cantua-Alvarez, Marco	Stud Conduct and Comm Standard	48,098	32,013	80,111
Morales-Orozco, Helen	Children Center Teacher	40,800	38,791	79,591
Brookshire, Guy	Temporary Faculty	65,055	14,346	79,401
Doermann, Elisabeth	Temporary Faculty	56,562	22,600	79,162
Fredrick, Dario	Temporary Faculty	58,209	20,473	78,682
Amidei, Kathleen	Temporary Faculty	70,074	6,414	76,488
Allen, Kenneth	Instructor	51,353	24,848	76,201
Malouf, Janeatte	Children Center Teacher	40,800	34,633	75,433
Reilly, Sheila	Temporary Faculty	69,023	6,318	75,341
Russell, Marian	Hourly	49,909	24,363	74,272
Warren, Deborah	Instructional Specialist	46,938	26,825	73,763
Scofield, Alan	Temporary Faculty	45,057	27,854	72,911
Coss, Craig	Temporary Faculty	66,772	6,112	72,884
Ortiz, Yvonne	Temporary Faculty	42,744	29,221	71,965
Stubbs, Stephanie	Temporary Faculty	65,109	5,959	71,068
Lara, Ismael	Temporary Faculty	57,744	12,734	70,478
Kostyrko, Jacek	Temporary Faculty	60,907	9,002	69,909
Young, Brian	Laboratory Technician	47,000	22,484	69,484
Robertson, Noel	Temporary Faculty	45,359	23,947	69,306

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Hui, Julie	Temporary Faculty	47,484	21,618	69,102
Isozaki, Margaret	Director of Fiscal Services	50,188	18,714	68,902
Smith, Paul	Temporary Faculty	55,383	12,781	68,164
Aguiar, Geoffrey	Temporary Faculty	38,872	29,073	67,945
Jimenez, Ruth	Temporary Faculty	55,343	12,205	67,548
McGee, Pdraig	Temporary Faculty	46,758	20,438	67,196
Clark, Anthony	Director of Fiscal Services	44,888	21,780	66,668
Southard, Rowena	Temporary Faculty	51,642	14,853	66,495
Harshberger, Christopher	Gardener	41,534	24,812	66,346
Piccioni, Richard	Temporary Faculty	53,436	11,784	65,220
Diaz, Christopher	Maintenance Plumber	49,239	15,644	64,883
Van Dorn, Eric	Temporary Faculty	46,637	18,172	64,809
Rollins, Corina	Temporary Faculty	36,756	27,901	64,657
Prince, Kuniko	Temporary Faculty	52,610	11,602	64,212
Muthui, Muingo	Temporary Faculty	33,962	30,040	64,002
Mahmoud, Eiman	Temporary Faculty	58,590	5,363	63,953
Humphreys, Richard	Temporary Faculty	42,665	20,555	63,220
Rodrigues, Norbert	Maintenance Electrician Bond B	44,474	18,416	62,890
Johnson, Pamela	Temporary Faculty	51,768	11,077	62,845
Brown-Carson, Jamelia	Temporary Faculty	44,654	17,823	62,477
Chavez Rodriguez, Luis	Temporary Faculty	56,688	5,189	61,877
Culbertson, Mark	Temporary Faculty	50,548	11,147	61,695
Pagani, Rossana	Instructor	59,576	1,849	61,425
Gamal, Arif	Temporary Faculty	50,129	11,055	61,184
Forsyth, Susan	Temporary Faculty	49,548	10,640	60,188
Morin, Thomas	Temporary Faculty	40,056	18,960	59,016

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Honda, Kimberly	Temporary Faculty	33,100	25,580	58,680
Barker, Leslie	Senior Accountant	38,314	19,978	58,292
Jupe, Kimberly	Temporary Faculty	53,904	4,242	58,146
Willits, Ronald	Temporary Faculty	47,803	10,256	58,059
Richard, Laura	Temporary Faculty	39,235	18,778	58,013
Cairns, Michael	Temporary Faculty	38,213	19,450	57,663
Brady, Stephen	Temporary Faculty	48,977	8,141	57,118
Tanner Mack, Sandra	Temporary Faculty	46,253	9,914	56,167
Comings, Willard	Temporary Faculty	51,197	4,686	55,883
Cooper, Laura	Temporary Faculty	37,777	17,343	55,120
Rosell, Pamela	Temporary Faculty	36,488	18,173	54,661
Oxford, Ronald	Temporary Faculty	44,859	9,059	53,918
Lee, Sea	Temporary Faculty	44,127	9,731	53,858
Schwartz, Carol	DSPS Specialist	39,359	14,444	53,803
Strickland, JoAnne	Temporary Faculty	44,024	9,709	53,733
Bertuol-Okun, Sueli	Temporary Faculty	47,124	6,162	53,286
Kesler, Mary	Admin Asst III	39,407	13,862	53,269
Mayo, Ruth	DSPS Program Technician	34,773	18,311	53,084
Bruce, Erik	Temporary Faculty	48,599	4,448	53,047
Werlin, Rebecca	Temporary Faculty	48,435	4,433	52,868
Sethre, Ian	Temporary Faculty	42,111	9,287	51,398
Hernandez, Barbara	Instructional Specialist	41,673	9,210	50,883
McGoon, Patricia	Temporary Faculty	46,611	3,907	50,518
Russell, LyRyan	Temporary Faculty	41,239	8,821	50,060
Hemphill, Pamela	Temporary Faculty	45,535	4,168	49,703
Jacamo, Alexander	Admin Asst II	36,096	12,777	48,873

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Marshall, Mary	Testing Technician	36,762	11,695	48,457
Essick, Edward	Temporary Faculty	46,899	1,385	48,284
O'Connor, Brian	Temporary Faculty	23,363	22,808	46,171
Filane, Leonard	Temporary Faculty	37,737	8,322	46,059
Lipson, Rebecca	Temporary Faculty	41,434	3,792	45,226
Paredes, Tanya	Administrative Asst II	28,189	16,947	45,136
Opong Mensah, Kofi	Temporary Faculty	34,054	10,570	44,624
Crawford, Lester	Maintenance Carpenter	28,995	14,475	43,470
Goodale, Jayme	Temporary Faculty	35,463	7,677	43,140
Subramanian, N	Temporary Faculty	41,325	1,220	42,545
Myers, Lyza	Temporary Faculty	38,600	3,533	42,133
Davison, Jeanette	Instructional Specialist	30,870	10,880	41,750
Kas-Osoka, Joshua	Temporary Faculty	35,900	5,684	41,584
Wanzo, Benjamin	Temporary Faculty	37,128	3,398	40,526
Rothbart, George	Temporary Faculty	36,871	3,375	40,246
Smith, Malaika	Administrative Asst II	34,044	5,703	39,747
Goldberg, Georgia	Temporary Faculty	38,525	1,138	39,663
Degani, Nadereh	Temporary Faculty	31,081	6,854	37,935
Tamayo, Juan	FDIP Intern	34,498	3,368	37,866
Johnson, Phyllis	Temporary Faculty	30,841	6,801	37,642
Mills, Anna	Temporary Faculty	30,893	6,669	37,562
Wood, Scott	Temporary Faculty	30,814	6,652	37,466
Oliver, Lia	Temporary Faculty	34,311	2,874	37,185
Privitt, Karen	Temporary Faculty	30,694	5,932	36,626
Imazumi, Sandra	Laboratory Technician/Museum	33,100	3,237	36,337
Begg, Connie	Temporary Faculty	29,650	6,539	36,189

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<b>EMPLOYEE</b>	<b>JOB TITLE</b>	<b>GROSS EARNINGS (\$)</b>	<b>EMPLOYER-PAID BENEFITS (\$)</b>	<b>TOTAL COMPENSATION (\$)</b>
West, Brittney	Temporary Faculty	30,803	5,150	35,953
Lopez Gutierrez, Gloria	Temporary Faculty	34,507	1,019	35,526
Sumstad, Jill	Temporary Faculty	29,084	6,414	35,498
Pate, Rebecca	Temporary Faculty	24,798	10,495	35,293
Coronado, Victor	Temporary Faculty	32,719	2,409	35,128
Kaplan, Tessa	Human Resources Technician II	24,895	10,129	35,024
Horn, Cynthia	Temporary Faculty	28,671	6,323	34,994
Nordin, Sarah	Temporary Faculty	30,113	4,879	34,992
Schwappach, Lisa	Temporary Faculty	28,244	6,229	34,473
Ornelas, Ivan	Temporary Faculty	28,242	6,228	34,470
Nelson, Lori	Temporary Faculty	27,741	6,118	33,859
Requenes, Tania Nathali	Temporary Faculty	27,672	6,103	33,775
Dutton, Caroline	Temporary Faculty	27,584	6,083	33,667
Padron, Thomas	Temporary Faculty	30,790	2,818	33,608
Kranenburg, Philip	Board of Trustee	5,711	27,059	32,770
Petrovsky, John	Temporary Faculty	31,077	918	31,995
da Silva, Paul	Board of Trustee	5,711	26,110	31,821
O'Brien, Stephanie	Board of Trustee	5,711	26,011	31,722
Wenck-Reilly, Brennan	Temporary Faculty	25,770	5,683	31,453
Murphy, Roseanne	CES Instructor - Hrly Faculty	28,742	2,631	31,373
Barnett, Nicole	Temporary Faculty	25,268	5,572	30,840
Blusseau, Francoise	Temporary Faculty	25,257	5,570	30,827
Magee, Patrick	Technology Support Spec II	22,406	8,253	30,659
Wiltey, Ana Flavia	Instructional Specialist	27,652	2,741	30,393
Livie, Ian	Temporary Faculty	26,702	3,679	30,381
Olson, Janis	Instructional Specialist	27,078	3,212	30,290

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Effat, Amir	Temporary Faculty	23,066	6,517	29,583
McConnel, John	Temporary Faculty	26,971	2,469	29,440
De La Roca, Matthew	Research Analyst Sub/Lv	26,703	2,444	29,147
Douglass, Sandra	Temporary Faculty	27,555	814	28,369
Noble, Mary	Temporary Faculty	25,784	2,360	28,144
Banos, Robert	Temporary Faculty	27,109	801	27,910
Lara-Dominguez, Lia	Program Coordinator, Basic Needs	20,970	6,848	27,818
Adams, Emily	Temporary Faculty	25,308	2,316	27,624
Karel, Ellen	Temporary Faculty	24,845	2,274	27,119
Ziemer, Andrew	Temporary Faculty	22,082	4,870	26,952
Mohammed, Michael	Temporary Faculty	24,031	2,199	26,230
Graves, Tyler	Temporary Faculty	23,909	2,188	26,097
Godsil, Megan	AA III Sub/Leave	23,852	2,183	26,035
Paul, Jeffrey	Accompianst	23,701	2,269	25,970
Morales, Mariangela	Admin Asst II, Counseling	21,104	4,503	25,607
Rocky, Alice	Temporary Faculty	24,663	728	25,391
Hudson, Shantay	Temporary Faculty	20,252	4,466	24,718
Atilgan Relyea, Aylin	Temporary Faculty	20,072	4,426	24,498
Dautch, Leif	Temporary Faculty	20,027	4,416	24,443
Treanor, Wanden	Board of Trustee	5,711	18,440	24,151
Conti, Diana	Board of Trustee	5,711	18,425	24,136
Brownfox, Ann	Temporary Faculty	19,684	4,341	24,025
Mortimer, Cheryl	Temporary Faculty	19,575	4,317	23,892
Jones, Suzanne	Temporary Faculty	21,615	1,978	23,593
Jessell, Lori	Temporary Faculty	18,934	4,176	23,110
Nelson, Shawn	Temporary Faculty	20,780	1,902	22,682

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De Longh, Kyle	Instructional Assistant	20,595	2,067	22,662
Stone, Alexandra	SAS Student Support Spec Sub/Lv	20,628	1,888	22,516
Linnard-Palmer, Luanne	Temporary Faculty	20,027	2,471	22,498
Maoujoudi, Abdelhak	Temporary Faculty	18,281	4,032	22,313
Winrow, Birdie	Temporary Faculty	18,065	3,984	22,049
Kreuzer, Susanne	Temporary Faculty	17,861	3,939	21,800
Koorhan, Margaret	Temporary Faculty	21,142	624	21,766
Brannon, Shirleigh	Temporary Faculty	20,932	618	21,550
Alaniz, Michele	Temporary Faculty	18,978	2,546	21,524
Ruhaka, Tuamana	Temporary Faculty	17,300	3,815	21,115
Beadle, Carole	Temporary Faculty	17,236	3,801	21,037
Deines, Mark	Instructional Assistant	19,130	1,869	20,999
Carnahan, Casey	Temporary Faculty	17,976	2,722	20,698
Walter, Anita	Temporary Faculty	19,440	1,235	20,675
Goodlund, Jeffrey	Temporary Faculty	16,812	3,707	20,519
Crow, Suzanne	Board of Trustee	5,711	14,501	20,212
Marcum, Jeffrey	Maintenance Electrician	14,109	5,709	19,818
Fletcher, Sandra	Temporary Faculty	17,717	1,622	19,339
Smyth, Trevor	Temporary Faculty	17,646	1,615	19,261
Gillies, Milo	Department Assistant	18,927	190	19,117
Widger, Daniel	Hourly	18,388	543	18,931
Anderson-Zafir, Dawud	Work Study	18,491	185	18,676
Murillo, Shirley	Temporary Faculty	17,030	1,559	18,589
Curiel, Nancy	Instructional Spec, Dental	13,785	4,722	18,507
Kerow, Chahmal	Temporary Faculty	16,554	1,515	18,069
Kelly, Alex	Temporary Faculty	16,362	1,498	17,860

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Madril, Edwardo	Temporary Faculty	16,202	1,483	17,685
Gamshad, Mohsen	Temporary Faculty	15,964	1,461	17,425
Darawsha, Khaoula	Work Study	17,208	173	17,381
Peck, Jeffery	Retiree Non Instructional	-	17,268	17,268
Martinez, Danae	Temporary Faculty	14,957	2,092	17,049
Sobieski, Grace	Temporary Faculty	13,942	3,075	17,017
Killam, Paul	Temporary Faculty	15,497	1,418	16,915
McQuilkin, William	Tech Asst Farm	15,456	1,415	16,871
Bigeagle, Norman	Temporary Faculty	16,217	479	16,696
Escobar, Linette	Temporary Faculty	13,625	3,005	16,630
White, Crystal	Laboratory Technician Nursing	15,000	1,460	16,460
Kunis, Kathleen	Temporary Faculty	15,020	1,375	16,395
Lopez Tecun, Lurdes	Work Study	16,160	162	16,322
Bertolli, Laura	Temporary Faculty	13,214	2,914	16,128
Sukoski, Martha	Temporary Faculty	14,721	1,347	16,068
Shaw, Brianna	Temporary Faculty	13,103	2,890	15,993
Keiser, Shaun	Temporary Faculty	12,942	2,854	15,796
Paoli, Sarah	Prog Coord, Community Prog	14,319	1,311	15,630
Loewen, Amy	Temporary Faculty	12,772	2,817	15,589
Stavig, Victoria	Hourly	13,888	1,271	15,159
Montoya, Evelyn	AA II ESL Sub/Lv Repl	13,743	1,258	15,001
Carlson, Cheryl	Comm Ed and Svcs Program Spec	-	14,926	14,926
Skolnick, David	Temporary Faculty	12,193	2,689	14,882
Sklove, Brett	Temporary Faculty	13,062	1,811	14,873
Fiandaca, Anastasia	Temporary Faculty	13,606	1,231	14,837
Burlingham, Jan	Temporary Faculty	11,908	2,626	14,534



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De Leon Hernandez, Marina	Work Study	14,381	144	14,525
Kurtz, Katie	Temporary Faculty	11,894	2,623	14,517
Wright, Marika	Temporary Faculty	11,894	2,623	14,517
Hyman-Romero, Marco	Temporary Faculty	13,161	1,205	14,366
Siu-Masset, Reva	Work Study	14,185	142	14,327
Ventura-Rafaela, Irving	Temporary Faculty	13,084	1,198	14,282
Chang, Yungching	Temporary Faculty	13,050	1,195	14,245
Mulla, Bushra	Hourly	13,019	1,192	14,211
Finley, Cynthia	Temporary Faculty	11,604	2,559	14,163
Barrall, Mark	Temporary Faculty	12,865	1,177	14,042
Drisdell, Lucas	Instructional Specialist	11,505	2,537	14,042
Velarde, Maria	Temporary Faculty	11,372	2,508	13,880
Kelm, Pernille	Temporary Faculty	12,409	1,136	13,545
Edmondson, Chris	Retiree Non Instructional	-	13,518	13,518
Lamke, Victoria	Retiree Non Instructional	-	13,518	13,518
Tachihara, Sandra	Retiree Non Instructional	-	13,518	13,518
Gaitan, Jose	Department Assistant	13,097	131	13,228
Chan, Sheila	Temporary Faculty	12,482	369	12,851
Zeller, Brent	CES Instructor - Hrly Faculty	11,795	958	12,753
Mcevoy, Sara	Work Study	12,478	125	12,603
Illustre-Boatright, Heidi	Temporary Faculty	11,526	1,055	12,581
Ovetz, Robert	Temporary Faculty	10,241	2,258	12,499
Katayama, Allison	Temporary Faculty	11,384	1,042	12,426
Shimizu, Masako	Temporary Faculty	9,971	2,199	12,170
Johnson, Linda	Hourly	11,085	1,015	12,100
Dannecker, Maritza	Senior Payroll Specialist	8,340	3,100	11,440

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Sharei, Niku	Hourly	10,429	955	11,384
Tsark, Tami	CES Instructor - Hrly Faculty	10,427	954	11,381
Scranton, Diana	Temporary Faculty	10,373	949	11,322
Centolella, Thomas	Temporary Faculty	10,337	946	11,283
Mielke, Arthur	Temporary Faculty	10,336	946	11,282
Villanueva, Edward	Temporary Faculty	8,650	1,908	10,558
Proctor, Robert	Temporary Faculty	9,606	879	10,485
Hug, Elizabeth	CES Instructor - Hrly Faculty	9,577	877	10,454
Stubbs, Gregory	Temporary Faculty	9,559	875	10,434
Rumsey, Nancy	CES Instructor - Hrly Faculty	10,085	298	10,383
Joyner, Kathleen	Retiree Non Instructional	-	10,158	10,158
Krempetz, Ronald	Temporary Faculty	9,261	848	10,109
Yan, Tao	Work Study	9,999	100	10,099
Lopez Tizol, Sheny	Work Study	9,998	100	10,098
Day, Christopher	Hourly	9,905	99	10,004
Gunnarson, John	Temporary Faculty	9,153	838	9,991
Evans, Kyle	Temporary Faculty	8,900	815	9,715
Moynier, Sara	Temporary Faculty	7,928	1,748	9,676
Rowson, Zachary	Research Analyst	5,944	3,576	9,520
Del Grande, David	Temporary Faculty	7,748	1,709	9,457
Tanenberg, Lonnie	Temporary Faculty	8,462	775	9,237
Bauman, Marcia	Temporary Faculty	8,453	774	9,227
Cowderoy, Susan	Temporary Faculty	8,403	769	9,172
Garrett, Grace	Work Study	8,978	90	9,068
Chable-Sasiu, Joshua	Work Study	8,886	89	8,975
Garretson, Candice	Retiree Non Instructional	-	8,926	8,926

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Indart, Loretta	Retiree Non Instructional	-	8,926	8,926
Johnson, Tammera	Administrative Asst II	6,771	2,137	8,908
Lombardi, David	Temporary Faculty	8,058	738	8,796
Gonzalez, Jaidy	Student Police Cadet	8,606	86	8,692
Garrett, Steven	Lead Gardener-Cap. Projects	7,949	728	8,677
Jones, Emma	Temporary Faculty	6,968	1,537	8,505
Thompson, Rose	Retiree Non Instructional	-	8,477	8,477
Lee, Leslie	HR Tech II Sub/Lv	7,673	702	8,375
Lopez Tizol, Irma	Work Study	8,271	83	8,354
Merriwether, Christian	Vac Repl Kin/Ath Ops Spec	7,642	699	8,341
Friedman, Jack	Temporary Faculty	7,523	689	8,212
Creel, Melody	Retiree Non Instructional	-	8,176	8,176
Egbert, Roger	Retiree Non Instructional	-	8,176	8,176
Wiebers, Deborah	Retiree Non Instructional	-	8,176	8,176
Knickerbocker Rabbe, Katherine	Temporary Faculty	7,478	685	8,163
Corvaisier, Gaelle	Temporary Faculty	6,676	1,472	8,148
Mullen, Laura	Hourly	7,965	80	8,045
Adams, John	Police Officer	7,775	230	8,005
Mwikisa Kelly, Tabo	Temporary Faculty	7,455	498	7,953
Bawden, Douglas	Temporary Faculty	6,512	1,436	7,948
dela Pena, Jack Ronald	Temporary Faculty	6,487	1,431	7,918
Lopez-Thibodeaux, Mayra	Temporary Faculty	6,487	1,431	7,918
Ward, Tracy	Temporary Faculty	6,487	1,431	7,918
Pantenkova, Svetlana	Hourly	7,242	663	7,905
Strobel, Jeanine	Hourly	7,083	648	7,731
Cooney, Ryan	Hourly	7,029	643	7,672

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Becker, Kimberly	Temporary Faculty	6,234	1,375	7,609
Cohen, Steve	Hospitality - Strong Workforce project	7,326	216	7,542
Izquierdo, Juan	Work Study	7,442	75	7,517
Mack, Evan	Peer Tutor	7,256	73	7,329
Burton, Christine	Instructional Specialist, Dental	4,706	2,589	7,295
Ramirez, Carlos	Custodial Sub	6,639	608	7,247
McCarthy, Ross	Temporary Faculty	6,487	594	7,081
Torres, Michelle	Temporary Faculty	6,487	594	7,081
Do, Christopher	Work Study	6,907	69	6,976
Towery, Iris	Work Study	6,899	69	6,968
Jejo, Hannane	Work Study	6,827	68	6,895
Trinidad Guzman, Andrea	Enrollment Services Assoc I	5,862	991	6,853
Fomperosa, Nathalie	Work Study	6,781	68	6,849
Medina, Marcela	Work Study	6,721	67	6,788
Hedlind, Joseph	FDIP Intern	5,955	545	6,500
Bencich, Lawrence	CES Instructor - Hrly Faculty	5,885	539	6,424
Clendenen, Genaveve	Work Study	6,297	63	6,360
Nakashige, Kelsey	FDIP Intern	5,809	532	6,341
Ruiz, Charlotte	Work Study	6,255	63	6,318
Bala, Deepa	CES Instructor - Hrly Faculty	5,714	523	6,237
Gonzalez Nicacio, Kimberly	Work Study	6,138	62	6,200
Timpane, Shannon	Health Services Assistant	5,527	588	6,115
Long, Eva	Board of Trustee	1,428	4,658	6,086
Johnson, Sarah	Temporary Faculty	4,984	1,099	6,083
Lawson, Latevi	Department Assistant, Basic Needs	6,011	60	6,071
Rossi, Aviva	Temporary Faculty	4,973	1,097	6,070

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Mallari, Abby	FDIP Intern	5,519	505	6,024
Justo, Jonathan	FDIP Intern	5,795	121	5,916
Tsao, Christa	Work Study	5,842	59	5,901
Brooks, Ellen	Temporary Faculty	5,362	491	5,853
Rosas, Stephen	Short-Term Career Academies	5,340	489	5,829
Avina Espinoza, Jacqueline	FDIP Intern	5,335	488	5,823
Seybold, Michael	Temporary Faculty	5,295	485	5,780
Castaneda, Sergio	FDIP Intern	5,190	475	5,665
Lassiter, Amanda	Temporary Faculty	5,094	466	5,560
Nguyen, Nguyet	Prof Expert	5,014	459	5,473
Bondarenko, Denis	Temporary Faculty	4,995	457	5,452
Murakami, Geoffrey	FDIP Intern	4,922	450	5,372
Bailliere, Alexandra	Temporary Faculty	4,884	447	5,331
Manheimer, Robert	Temporary Faculty	4,334	956	5,290
Valasek, Alexander	Temporary Faculty	4,842	443	5,285
Marroquin, Diego	Temporary Faculty	4,325	954	5,279
Rolston, Katherine	Temporary Faculty	4,750	435	5,185
Wetherwax, Lila	FDIP Intern	4,750	435	5,185
Brown, Steven	Retiree Non Instructional	-	5,176	5,176
Olsen, Vivian	Retiree Non Instructional	-	5,176	5,176
Hammond, John	Temporary Faculty	4,725	432	5,157
Hildebrand, Carol	Dir of Comm Ed, LL, and Int Ed	4,200	926	5,126
Traut, Bibit	Temporary Faculty	4,195	925	5,120
Anderson, Shaylah	FDIP Intern	4,687	429	5,116
Stewart, Susan	Temporary Faculty	4,652	426	5,078
Meade, Martha	Temporary Faculty	4,591	420	5,011

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Kasai, Emily	Tutor	4,892	49	4,941
Reyes, Saidy	Basic Needs Student Assistant	4,876	49	4,925
Unterberger, Richard	Temporary Faculty	4,442	407	4,849
Cohn, Julie	Temporary Faculty	4,396	402	4,798
Dreskin, Wendy	CES Instructor - Hrly Faculty	4,396	402	4,798
Mazariegos, Nelson	Work Study	4,732	47	4,779
Appleton, Guy	Retiree Non Instructional	-	4,762	4,762
Ward, Hakeem	Temporary Faculty	4,212	544	4,756
Chammout, Michael	CES Instructor - Hrly Faculty	4,307	394	4,701
Berzon, Eva	MAPS Peer Mentor	4,577	46	4,623
Bestmartini, Elizabeth	Temporary Faculty	4,225	387	4,612
dell'Avo Ruttimann, Pierina	CES Instructor - Hrly Faculty	4,208	385	4,593
Linnell, Megan	Work Study	4,545	46	4,591
Craft-Neto, Maria	Department Assistant	4,190	384	4,574
Flax, Greer	Work Study	4,324	235	4,559
Chan, Jorge	Department Assistant	4,459	45	4,504
Harkins, Erika	Temporary Faculty	4,038	370	4,408
Haiman, Joshua	CES Instructor - Hrly Faculty	3,956	362	4,318
Hatfield, Errayanna	Temporary Faculty	3,789	347	4,136
King, Miranda	Work Study	4,022	40	4,062
Chen, Yii Shinn	FDIP Intern	3,651	334	3,985
Nguyen, Tu Anh	Work Study	3,895	39	3,934
Lavagetto, Lisa	Hourly	3,600	329	3,929
Mejia Alvarado, Kimberly	Work Study	3,872	39	3,911
Hayman, Ildiko	Hourly	3,555	325	3,880
Dachauer, Josiah	Lifeguard	3,800	38	3,838

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Johnson, Nancy	CES Instructor - Hrly Faculty	3,516	322	3,838
Barnett, Sharon	CES Instructor - Hrly Faculty	3,468	317	3,785
Alexander, Laura	Temporary Faculty	3,451	316	3,767
Lusk, Alexis	Department Assistant I	3,728	37	3,765
Ochoa, Ruth	Work Study	3,720	37	3,757
Ng, Matthew	Sr Instl Research Analyst	2,667	791	3,458
Calagias, Nicholas	Work Study	3,377	34	3,411
Beraldi, Alessandra	Temporary Faculty	3,123	286	3,409
Marshall, Ilona	CES Instructor - Hrly Faculty	3,123	286	3,409
Appleton, Carolyn	Retiree Non Instructional	-	3,396	3,396
O'Leary, Caitlin	Community Programs - Lifeguard	3,097	283	3,380
Friedman, Noah	Umoja Peer Mentor	3,317	33	3,350
Baker, Hursey	CES Instructor - Hrly Faculty	3,053	279	3,332
Clark, Natalie	CES Instructor - Hrly Faculty	3,028	277	3,305
Hockinson, Elizabeth	CES Instructor - Hrly Faculty	3,015	276	3,291
Lebas, Anne-Marie	Temporary Faculty	3,015	276	3,291
Vasquez, Lisa	Temporary Faculty	2,665	596	3,261
Govrin, Dvora	Temporary Faculty	2,979	273	3,252
Johnson, Maria	Temporary Faculty	2,934	269	3,203
Pena, Mark	Work Study	3,089	31	3,120
Capurro-Nichelini, Olivia	Tutor	3,070	31	3,101
Hardwick, Thea	Temporary Faculty	2,839	260	3,099
Meecham, William	Temporary Faculty	2,827	259	3,086
Garrido Cabrera, Guillermo	Basic Needs Student Assistant	3,026	30	3,056
Hajinian, Talin	CES Instructor - Hrly Faculty	2,800	256	3,056
Lambrecht, Stephenie	Umoja Peer Mentor	2,918	29	2,947

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 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>
Bham, Fatima	MAPS Peer Mentor	2,850	29	2,879
Laqta, Mohammed	MAPS Peer Mentor	2,820	28	2,848
Rodgers, Malcolm	Set Designer	2,505	229	2,734
Hernandez, Cruz	PUENTE Peer Mentor	2,696	27	2,723
Pritchett, Kimberly	Temporary Faculty	2,162	477	2,639
Lawrence, Aaron	Tutor	2,604	26	2,630
Marinko, Vicki	Hourly	2,403	220	2,623
Thaler, Reid	Temporary Faculty	2,369	217	2,586
Duchamp, Carol	Temporary Faculty	2,344	215	2,559
Mazariegos, Dave	Work Study	2,495	25	2,520
Barker, Nicole	Student Tutor	2,483	25	2,508
Gravitch, Julia	MAPS Peer Mentor	2,480	25	2,505
Ferreira, Fabio	Tutor	2,389	24	2,413
McInnes, Nancy	Temporary Faculty	2,207	202	2,409
Feller, Emily	Tutor	2,368	24	2,392
Bayer, Bianca	Community Programs - Lifeguard	2,147	197	2,344
Reyes, Oliver	Work Study	2,301	23	2,324
Monley, Geo John	CES Instructor - Hrly Faculty	2,247	66	2,313
Wright, Elana	Choreographer	1,880	415	2,295
Compton, Joshua	Work Study	2,263	23	2,286
Gilbert, Angelo	Work Study	2,255	23	2,278
Colocho Rogel, Bryan	Puente Peer Mentor	2,230	22	2,252
Samson, Kira	Student Tutor	2,178	22	2,200
Goray, Ethan	MAPS Peer Mentor	2,170	22	2,192
Shankel Melgard, Erin	Student Tutor	2,155	22	2,177
Scully, Andrea	CES Instructor - Hrly Faculty	1,992	182	2,174



**MARIN COMMUNITY COLLEGE DISTRICT  
2022-23 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>
Melendez, Evelyn	Work Study	2,145	22	2,167
Price, Emma	MAPS Peer Mentor	2,138	21	2,159
Rodriguez, Martin	PUENTE Peer Mentor	2,129	21	2,150
Badias Flota, Ayanna	MAPS MENTOR	2,108	21	2,129
DeMartini, Terry	Prof Expert ECE/CDP	1,950	179	2,129
Claros, Victoria	Work Study	2,055	21	2,076
Varagnolo, Francesca	Department Aid	2,025	20	2,045
Ghannam, Sarah	Hourly	1,995	20	2,015
Sosa De Leon, Carlos	MAPS Peer Mentor	1,953	20	1,973
Salva, Rostyslav	Department Assistant - Fitness Center Front Desk	1,922	19	1,941
Giles, Geoffery	Tutor	1,921	19	1,940
Price, Capri	Work Study	1,920	19	1,939
Lopez Gonzalez, Carlos	FDIP Intern	1,770	162	1,932
Johnson, Mia	MAPS Peer Mentor	1,891	19	1,910
Wallace, Mailyna	Work Study	1,883	19	1,902
Khoie, Gelareh	CES Instructor - Hrly Faculty	1,723	158	1,881
Wilson, Cobi	Work Study	1,845	19	1,864
Chung, Brent	Work Study	1,821	18	1,839
Kinnard, Miranda	Admin Asst III	1,350	471	1,821
Saunders, Lisa	CES Instructor - Hrly Faculty	1,650	151	1,801
Gonzalez, Jonathan	Embedded Tutor	1,721	17	1,738
Trujillo, Andrew	Temporary Faculty	1,675	49	1,724
Kudler, Jacqueline	Temporary Faculty	1,508	138	1,646
Cicurel-Jones, Lisa	Non- Student embedded tutor	1,496	137	1,633
Hall, David	Student Tutor	1,597	16	1,613
Yokell, June	CES Instructor - Hrly Faculty	1,465	134	1,599

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 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>
Barr-Vickers, Claudia	Temporary Faculty	1,440	132	1,572
Jimenez, Meily	Puente Peer Mentor	1,550	16	1,566
Oseni, Abiodun	Tutor	1,418	130	1,548
Glazier, Jennifer	Temporary Faculty	1,254	277	1,531
Jimenez, Sam	Peer Mentor	1,488	15	1,503
Diaz, Omahar	ECEPT embedded tutor	1,373	126	1,499
Rogoff, Marianne	CES Instructor - Hrly Faculty	1,373	126	1,499
Houghton, Laurel	CES Instructor - Hrly Faculty	1,368	125	1,493
Fellows, Kerry	Temporary Faculty	1,366	125	1,491
Louton, Winston	Student tutor	1,476	15	1,491
Finnie, William	Temporary Faculty	1,359	124	1,483
Sandri, David	CES Instructor - Hrly Faculty	1,346	123	1,469
Demmerle, Zetana	embedded tutor	1,430	14	1,444
De Leon, Ada	Work Study	1,418	14	1,432
Pritzker, Jon	Student tutor	1,411	14	1,425
Lewis, Craig	Embedded Tutor	1,403	14	1,417
Frishman, Alan	CES Instructor - Hrly Faculty	1,292	118	1,410
Alvarado, Aly	Work Study	1,390	14	1,404
Gonzalez, Ruby	Community Programs - Lifeguard	1,254	115	1,369
Tang, Kristine	Tutor	1,350	14	1,364
Tucker, Nala	Work Study	1,337	13	1,350
Mottershead, Sophia Michelle	Student tutor	1,290	13	1,303
Mims, Devin	Student Trustee	1,190	109	1,299
Smebak, Kirsten	Non-Student Hourly Non-Instrl	1,260	37	1,297
Alvarado, Jack	Community Programs - Lifeguard	1,154	106	1,260
Hammond, Sophia	LAEP Work Experience	1,225	12	1,237

**MARIN COMMUNITY COLLEGE DISTRICT  
2022-23 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>
Miller, Yanina	CES Instructor - Hrly Faculty	1,131	103	1,234
Rosenthal, Kendra	Vac Repl Lab Tech Nursing	1,180	12	1,192
Berkelhammer, Larry	CES Instructor - Hrly Faculty	1,077	99	1,176
Kenneally, Lauren	Embedded Tutor	1,108	11	1,119
Bartell-Mangel, Noah Lev	Tutor	1,092	11	1,103
Thiane, Mouhamed	Work Study	1,058	11	1,069
Deleon, Keiry	AMBASSADOR	1,050	11	1,061
Vilefort Barbosa, Ryan	Board of Trustee - Student	952	88	1,040
Kinsman, Jacob	Performing Arts Assistant	1,023	10	1,033
Vogt, Mary	Temporary Faculty	888	81	969
Pantaleon, Ysabella	MAPS Peer Mentor	923	9	932
Draheim, Teliha	CES Instructor - Hrly Faculty	808	74	882
Gallegos, Renee	Temporary Faculty	808	74	882
Springer, Denize	CES Instructor - Hrly Faculty	808	74	882
Mulligan, Dara	Guest Chef Prof Expert	800	73	873
Rossi, Tina	CES Instructor - Hrly Faculty	781	72	853
Schamun, Terra	Tutor I	845	8	853
Stockmann, Kevin	Temporary Faculty	781	72	853
Seeley, Kevin	Temporary Faculty	692	153	845
Romson, Joseph	CES Instructor - Hrly Faculty	754	69	823
Shipman, James	CES Instructor - Hrly Faculty	754	69	823
Yezman, Nicole	CES Instructor - Hrly Faculty	754	69	823
Jucker, Stephanie	Temporary Faculty	733	67	800
Kelman, Benjamin	CES Instructor - Hrly Faculty	733	67	800
Lafemina, Angus	Tutor	792	8	800
Piccinini, Odaiet	Tutor	792	8	800

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 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>
Zoroza Lyonnet, Consuelo	CES Instructor - Hrly Faculty	733	67	800
Hamburger Russell, Kathryn	CES Instructor - Hrly Faculty	727	67	794
Davila, Fernanda	Hourly	780	8	788
Schafer, Nicholas	Department Assistant	780	8	788
Mitchell, Curtis	Tutor Math Lab	775	8	783
Blumenthal, Susan	Temporary Faculty	703	64	767
Kent, Matthew	Student Conduct Officer	560	193	753
Bruvry, Patricia	CES Instructor - Hrly Faculty	684	63	747
Freeman, Jennifer	CES Instructor - Hrly Faculty	684	63	747
Fields, Marjorie	CES Instructor - Hrly Faculty	673	62	735
Tamura, Dana	CES Instructor - Hrly Faculty	673	62	735
Hoiland, Richard	CES Instructor - Hrly Faculty	646	59	705
Thiele, Michael	CES Instructor - Hrly Faculty	646	59	705
Jessen, Soren	Community Programs - Lifeguard	637	58	695
Martinez Lopez, Fernando	Student Tutor	682	7	689
Emami, Hamid	CES Instructor - Hrly Faculty	592	54	646
Moore, Christopher	CES Instructor - Hrly Faculty	586	54	640
Busby, Annette	Tutor	585	54	639
Diaz Rodas, Sherlyn	Summer Bridge Ambassador	630	6	636
Martinez, Vashti	Lab Tech Assistant II	630	6	636
Wolfson, Sandra	CES Instructor - Hrly Faculty	582	53	635
Muhwezi, Fortune	Work Study	605	6	611
Perez Martinez, Martha	Work Study	570	6	576
Tene, Esperanza	EMT Lab Asst	550	6	556
Danberg, Anne	Temporary Faculty	488	45	533
Miller, Barbara	CES Instructor - Hrly Faculty	485	44	529

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 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>
Cashaw, Connie	Work Study	519	5	524
Hatfield, Miho	Hourly	469	43	512
Engelman, Robin	CES Instructor - Hrly Faculty	458	42	500
Wood, Hazel	CES Instructor - Hrly Faculty	440	40	480
Engler, Merri	Hourly	431	39	470
Schwartz, Maureen	CES Instructor - Hrly Faculty	431	39	470
Archila Castillo, Darwin	Hourly	450	5	455
Nicosia, Ellen	CES Instructor - Hrly Faculty	404	37	441
Fallat, Moss	Performing Arts Assistant	434	4	438
Chacon, Zazil	Peer Mentor	413	4	417
Xiloj Chun, Desiderio	Work Study	403	4	407
Shiota, Kazuko	Tutor	330	73	403
Bullen, Susan	Dept Asst	357	33	390
Sedova, Natalia	Fine Arts Gallery Assistant	372	4	376
Verplaetse, Loretta	CES Instructor - Hrly Faculty	323	30	353
Binnings, Celeste	Temporary Faculty	293	27	320
Edwards, Michael	Work Study	315	3	318
Parker, Kendra	Embedded Tutor	261	3	264
Samartin, Maria	Student Hourly Non-Instrl	245	2	247
Bell, Clark	Temporary Faculty	220	20	240
Clifford, Patricia	Temporary Faculty	220	20	240
Adra, Robert	Tutor	210	19	229
Macmillan, Miriam	Fine Arts Gallery Assistant	217	2	219
Laws, Minjae	CES Instructor - Hrly Faculty	195	18	213
Tamang, Nyima	Tech Asst	194	2	196
Nardo, Maryann	Temporary Faculty	162	15	177

**MARIN COMMUNITY COLLEGE DISTRICT**  
**2022-23 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION**  
**DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Torous, Jane	CES Instructor - Hrly Faculty	162	15	177
Madrigali, Ben	Student Embedded Tutor	171	2	173
Woodruff-Madeira, Maxwell	Tutor	120	1	121
Yu, Ssu Ting	CES Instructor - Hrly Faculty	108	10	118
Bartholome, Bridget	Driver	60	5	65
Freudman, Andrew	Peer Tutor	60	1	61
Lack, Larry	CES Instructor - Hrly Faculty	40	4	44

**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**E. Average FY 2022-2023 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	5.81%	6.15%	0.00%	0.31%	1.21%	1.70%	6.17%	4.16%	2.02%	4.66%	0.00%	2.71%
MEDICARE	1.42%	1.44%	1.43%	1.43%	1.42%	1.45%	1.44%	1.43%	1.40%	1.42%	1.48%	1.43%
STATE UNEMPLOYMENT INS.	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%
WORKER'S COMP. INS.	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
CALSTRS	0.71%	0.00%	0.00%	16.79%	15.34%	12.23%	0.00%	6.24%	10.83%	0.97%	14.13%	9.19%
CALPERS	22.82%	23.55%	13.24%	0.83%	5.00%	0.00%	25.36%	17.08%	9.39%	21.92%	0.00%	9.89%
HEALTH & WELFARE	21.60%	30.17%	15.31%	14.93%	43.55%	11.57%	24.85%	19.69%	14.08%	13.48%	6.73%	17.02%
<b>TOTAL</b>	<b>53.86%</b>	<b>62.81%</b>	<b>31.48%</b>	<b>35.79%</b>	<b>68.02%</b>	<b>28.45%</b>	<b>59.32%</b>	<b>50.10%</b>	<b>39.22%</b>	<b>43.95%</b>	<b>23.84%</b>	<b>41.74%</b>

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**MARIN COMMUNITY COLLEGE DISTRICT  
ADOPTION BUDGET 2023-2024**

**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 2023-2024

### **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 2023-2024**

### **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 2023-2024

### **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 2023-2024

### **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 2023-2024

### **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 2023-2024**

### **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 2023-2024

### **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 2023-2024

### **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 <https://leginfo.legislature.ca.gov/>.

### **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 2023-2024

### **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 2023-2024**

### **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 2023-2024

### **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 2023-2024**

### **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  
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**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 2023-2024

### **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 2023-2024

### **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 2023-2024

### **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 2023-2024

### **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 2023-2024

### **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 2023-2024**

### **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 2023-2024

### **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  
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**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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# MARIN FIRE FOUNDRY PROGRAM

