



FAST FACTS

ACADEMIC YEAR 2022-2023

HEADCOUNT ENROLLMENT *

Total 11,087

Credit: 6,615 (60%)
ESL: 1,658 (15%)
Community Education: 2,954 (27%)
Kentfield Campus: 7,313 (66%)
Indian Valley Campus: 2,534 (23%)
Hybrid: 754 (7%)
Distance Education: 3,466 (31%)
Off Campus: 581 (5%)

CLASSES OFFERED*

Total 1,851

Credit: 1,405 (72%)
Non-credit: 162 (10%)
ESL: 168 (9%)
Community Education: 380 (21%)
Average Class Size: 20
Kentfield Campus: 1,103 (60%)
Indian Valley Campus: 285 (15%)
Distance Education: 319 (17%)
Off Campus: 81 (4%)
Hybrid: 64 (4%)

* Categories include duplication; totals are unduplicated.

PROGRAMS OFFERED

Total 97

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

DEGREES AND CERTIFICATES (awarded for 2022-2023)

Total 357

A.A. and A.S Degrees: 300 (including 128 associate degrees for transfer) Certificates: 57

FACULTY, STAFF, AND ADMINISTRATORS (fall 2023)

Total Employees 501

Administrators: 31 Faculty: 288
Tenured/Tenure Track: 112
Temporary: 176 Classified: 182
Gender: Male: 43%; Female: 56%

Race/Ethnicity:

Asian: 36 (7%) Black/African American: 15 (3%)
Hispanic: 68 (13%) Multi-racial: 13 (3%)
Native American: 3 (0.6%) White: 265 (53%)
Native Hawaiian/Pacific Islander: 1 (0.2%)
Not Specified: 100 (20%)

CREDIT STUDENT CHARACTERISTICS

Gender: Male 41%; Female 57%;
Other/Not Specified 2% Median Age: 22

Race/Ethnicity:

Asian 440 (6%) Black/African American: 215 (3%)
Hispanic: 2,245 (34%) Multi-racial: 441 (7%)
Native American: 9 (0.1%)
Native Hawaiian/Pacific Islander: 15 (0.2%)
White: 3,135 (47%) Not Specified: 118 (2%)
Received Disability Services: 492 (7%)
Veterans/Active Military: 11 (0.2%)
First-generation: 1,742 (26%)
On Financial Aid: 1,894 (29%)
Athletes: 173 (3%)
Enrolled Full-Time: 1,547 (23%)

EDUCATION GOAL

Degree, Transfer or Certificate: 41%
Career Advancement: 16%
Basic Skills: 12%
Educational Development: 20%
Meeting 4-year College Req.: 6%
Undecided/Uncollected: 5%

INTERNATIONAL STUDENTS

Total: 70 (Representing 28 countries)
(Includes credit, noncredit, and community education students)

ENGLISH AS A SECOND LANGUAGE (credit and noncredit)

Credit: 69 (4%)
Noncredit: 1,612 (97%)

Gender:

Male: 45%
Female: 54%
Not Specified: 1%
Median Age: 27

Race/Ethnicity:

Asian: 59 (3%)
Black/African American: 34 (2%)
Hispanic: 1,408 (85%)
Multi-racial: 3 (0.2%)
Native Hawaiian/Pacific Islander: 0 (0%)
Native American: 0 (0%)
White: 117 (7%)
Not Specified: 37 (2%)

NUMBER OF STUDENTS WHO TRANSFERRED TO 4-YEAR INSTITUTIONS (2022-2023)

Total 371

Transfers by System:

UC: 115
CSU: 145
In-State Private: 33
Out of State: 78

Top Five Transfer Institutions:

San Francisco State: 53
Sonoma State: 40
UC Berkeley: 34
UC Davis: 22
UC Santa Barbara: 19

GEOGRAPHIC LOCATION

Marin Residents: 86%
Central Marin: 52%
Novato: 19%
Southern Marin: 13%
West Marin: 2%
Outside Marin: 14%

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

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**MARIN COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES**

Ms. Suzanne Brown Crow, President

Mr. Philip Kranenburg, Vice President

Dr. Paul da Silva, Clerk

Ms. Diana Conti, Trustee

Crystal Martinez, Trustee

Ms. Stephanie O'Brien, Trustee

Ms. Wanden Treanor, Trustee

Emelia Nacos, Student Trustee

Jonathan Eldridge, Ed.D., Superintendent/President

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| | FY 2024-2025 ESTIMATED ASSUMPTIONS | FY 2025-2026 ESTIMATED ASSUMPTIONS | FY 2026-2027 ESTIMATED ASSUMPTIONS | FY 2027-2028 ESTIMATED ASSUMPTIONS |
|---|---|---|---|---|
| REVENUE ASSUMPTIONS | | | | |
| Secured Property Taxes CCPI | 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 |
| Enrollment Fee: | | | | |
| Resident | \$ 46 | \$ 46 | \$ 46 | \$ 46 |
| Non-Resident Tuition | \$ 294 | \$ 308 | \$ 323 | \$ 339 |
| Non-Resident Capital Outlay Fee | \$ 142 | \$ 142 | \$ 142 | \$ 142 |
| Transportation Fee per FT Student | \$43/semester | \$43/semester | \$43/semester | \$43/semester |
| Parking Fee: | | | | |
| Primary Term | \$ 46 | \$ 46 | \$ 46 | \$ 46 |
| Summer | \$ 30 | \$ 30 | \$ 30 | \$ 30 |
| Daily | \$ 4 | \$ 4 | \$ 4 | \$ 4 |
| Health Fee: | | | | |
| Primary Term | \$ 26 | \$ 26 | \$ 26 | \$ 26 |
| Summer | \$ 22 | \$ 22 | \$ 22 | \$ 22 |
| Technology Fee per semester | \$ 10 | \$ 10 | \$ 10 | \$ 10 |
| Lottery Income/Estimated FTES: | | | | |
| Prop 20 | \$ 67 | \$ 67 | \$ 67 | \$ 67 |
| Non-prop 20 | \$ 170 | \$ 170 | \$ 170 | \$ 170 |
| State Allocations (% of prior year amount) | 90%-100% | 100% | 100% | 100% |
| Prop 30/55 – Educational Protection Act | \$100 per FTE | \$100 per FTE | \$100 per FTE | \$100 per FTE |
| Bookstore Commission | 0 | 0 | 0 | 0 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

| EXPENDITURE ASSUMPTIONS | FY 2024-2025 ESTIMATED ASSUMPTIONS | FY 2025-2026 ESTIMATED ASSUMPTIONS | FY 2026-2027 ESTIMATED ASSUMPTIONS | FY 2027-2028 ESTIMATED ASSUMPTIONS |
|---|---|---|---|---|
| Negotiated Settlements: | | | | |
| UPM | 0% | 0% | 0% | 0% |
| CSEA | 4% effective 1/1/25 | 0% | 0% | 0% |
| SEIU | 3% effective 1/1/25 | 0% | 0% | 0% |
| Unrepresented | 0% | 0% | 0% | 0% |
| Salary Schedules: | | | | |
| 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 |
| Vacant Positions: | | | | |
| 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 |
| Health and Welfare Premiums: | | | | |
| Medical - CSEA, SEIU, & Unrepresented: Tiered District Contribution for Employee Only, Employee +1, Employee +2 or more | Up to \$2,800/month \$1,600/\$2,300/\$2,800 | Up to \$2,900/month \$1,700/\$2,400/\$2,900 | Up to \$2,900/month \$1,700/\$2,400/\$2,900 | Up to \$2,900/month \$1,700/\$2,400/\$2,900 |
| 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 – All groups | 0% | 0% | 0% | 0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

| EXPENDITURE ASSUMPTIONS | FY 2024-2025 ESTIMATED ASSUMPTIONS | FY 2025-2026 ESTIMATED ASSUMPTIONS | FY 2026-2027 ESTIMATED ASSUMPTIONS | FY 2027-2028 ESTIMATED ASSUMPTIONS |
|--|---|---|---|---|
| Statutory Employer Benefit Rates: | | | | |
| STRS | 19.10% | 19.10% | 19.10% | 19.10% |
| PERS CLASSIC – CSEA | 27.05% | 27.60% | 28.00% | 29.20% |
| PERS CLASSIC – SEIU | 27.05% | 27.60% | 28.00% | 29.20% |
| PERS CLASSIC – Unrepresented | 27.05% | 27.60% | 28.00% | 29.20% |
| PERS PEPRA – Non-Safety | 27.05% | 27.60% | 28.00% | 29.20% |
| PERS CLASSIC - Public Safety | 23.13% | 23.10% | 23.10% | 23.10% |
| PERS PEPRA - Public Safety | 14.72% | 14.70% | 14.70% | 14.70% |
| PERS – Public Safety Unfunded Liability | \$128,075 | \$140,100 | \$150,600 | \$161,000 |
| Social Security | 6.2% | 6.2% | 6.2% | 6.2% |
| Medicare | 1.45% | 1.45% | 1.45% | 1.45% |
| Unemployment Insurance | 0.05% | 0.05% | 0.05% | 0.05% |
| Workers’ Compensation | 1.27% | 1.33% | 1.40% | 1.47% |
| | | | | |
| Fixed Costs: | | | | |
| Telephone, Sewer, Pest | 8.0% | 8.0% | 8.0% | 8.0% |
| Water | 8.0% | 8.0% | 8.0% | 8.0% |
| Gas/Electricity | 15.0% | 15.0% | 15.0% | 15.0% |
| Insurance | 8.0% | 8.0% | 8.0% | 8.0% |
| | | | | |
| Operating Expenses | 3.0% | 3.0% | 3.0% | 3.0% |
| | | | | |
| Elections | No | \$100,000 | No | \$100,000 |
| | | | | |
| Transportation Expense for FT Student | \$43/semester | \$43/semester | \$43/semester | \$43/semester |
| | | | | |

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MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2024-2025

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 2023-24, the District will receive approximately \$46.5 million more as a Basic Aid district – the “Basic Aid increment” – than it would have received from apportionment. In 2024-25, the Basic Aid increment will be approximately \$48.7 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 \$2.9 million for state revenue, excluding any On-Behalf payments.

Discussion of the Proposed Budget for Fiscal Year 2024-25

The Adoption Budget for 2024-25 has the following key elements:

- Planned expenditures exceed budgeted revenues resulting in \$254 thousand net decrease to the ending Fund Balance.
- The estimated Ending Fund Balance for 2024-25 is 28.6% of total Unrestricted General Fund expenses compared to 29.9% for 2023-24.
- A positive CPI inflation factor adjustment of 1.02% for secured property taxes is expected to result in an increase of \$2.3 million for 2024-25 secured property taxes.
- Increase in health benefits is approximately \$1.5 million for 2024-25.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2024-2025

Analysis and Comparison of Revenue and Expense

Projected total General Fund Revenue for 2024-25 is \$120.2 million compared to \$102.2 million for 2023-24. This is an increase of \$18.0 million or 17.6%, principally due to an increase in secured property taxes and deferred revenues of categorical programs from prior years. Projected total General Fund Expenditures for 2024-25 are \$120.4 million compared to \$100.0 million for 2023-24. This is an increase of \$20.4 million or 20.4%, 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 2024-25 budgeted unrestricted revenues of \$86.3 million increased \$800 thousand or 0.9% over the 2023-24 unrestricted revenues of \$85.5 million; 2024-25 budgeted unrestricted expenditures of \$86.4 million is an increase of \$3.0 million or 3.6% more than the 2023-24 unrestricted expenditures of \$83.7 million.

Discussion of Year-end Results for Fiscal Year 2023-24

Unrestricted revenues are about \$3.7 million higher than budgeted, principally from higher than budgeted secured property taxes, state apportionment payments, interest, and non-resident fees.

Unrestricted expenditures are approximately \$5.9 million lower than budgeted, primarily due to lower salaries, benefits, and other operating costs such as supplies, materials, legal, 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 2024-25 the County of Marin will provide short-term funding not to exceed \$30 million.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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.

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 2024-2025

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 2023-24 operations are \$300 thousand more in expenditures than externally funded revenue. Approximately 53% supports the costs of instructional lab and administrative services the Centers provide to the College and continues to result in a \$0 fund balance.

IVC Organic Farm Fund

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

Solar Operations Fund

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

Workforce Housing Operations Fund

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

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 were used to pay for costs of maintenance and operations of providing the facilities to the community for recreational use. The fund balance has been transferred to the Unrestricted General Fund for future operations.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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 2024-2025

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 currently \$159 thousand is 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 2023-24 amounted to \$488 thousand and is projected to be \$507 thousand for 2024-25.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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 2023-24 amounted to \$547 thousand and is projected to be \$546 thousand for 2024-25.

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 \$302 thousand for 2023-24 and is projected to be \$304 thousand for 2024-25.

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 refinancing 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 2023-24 for amounted to \$10.5 million and is projected to be \$10.9 million for 2024-25. 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 2024-2025**

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 2023-243 amounted to \$16.1 million and is projected to be \$16.5 million for 2024-25. 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 2024-25.

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 2023-24.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2024-2025

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.

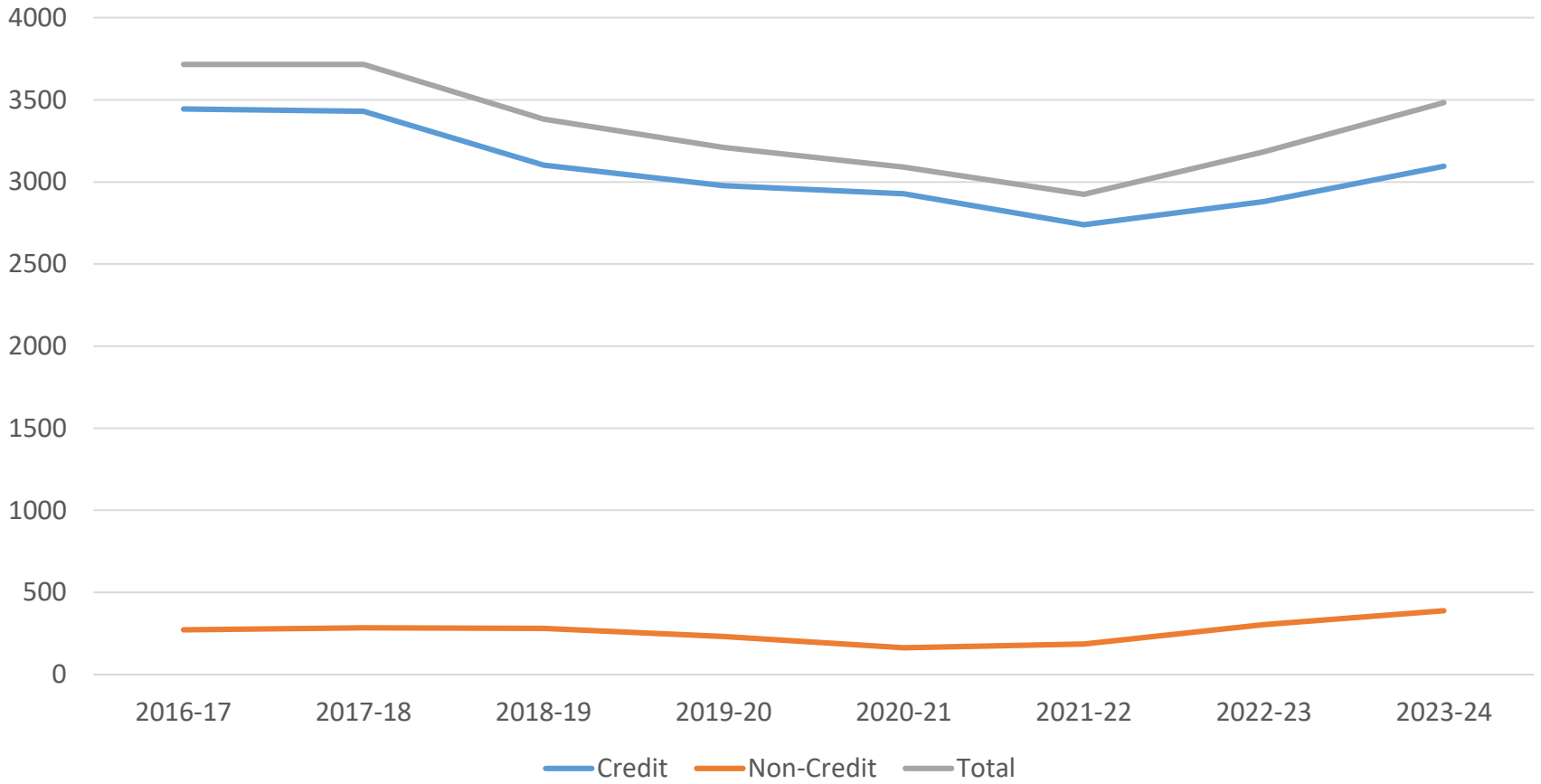
The FY 2024-25 Adoption Budget includes "pay-as-you-go" and implicit rate subsidy reimbursements from the trust fund for its retiree medical and dental premium payments.

In 2023-24, an actuarial study was completed under the GASB 74/75 standards. The full valuation report dated March 21, 2024 showed that as of June 30, 2023 valuation date, the District's Total OPEB Liability (TOL) was \$638 thousand and the OPEB trust's Fiduciary Net Position (FNP) was \$2.6 million. This leaves a Net OPEB Liability (NOL) of (\$1.9) 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 2023-24, the College of Marin Foundation's total net assets is projected to be \$14.5M as of June 30, 2024.

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025
FTES TREND – FISCAL YEARS 2017-2024



**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

PART II - FTES STATISTICS, 2016-17 TO 2023-24

FTES DATA

| FTES | 2016-17 | % CH. | 2017-18 | % CH. | 2018-19 | % CH. | 2019-20 | % CH. |
|--------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|--------------|
| Credit | 3,444 | -3.2% | 3,431 | -0.4% | 3,102 | -9.6% | 2,978 | -4.0% |
| Non-Credit | 271 | 12.4% | 285 | 5.2% | 280 | -1.8% | 232 | -17.1% |
| TOTAL | 3,715 | -2.2% | 3,716 | 0.0% | 3,382 | -9.0% | 3,210 | -5.1% |

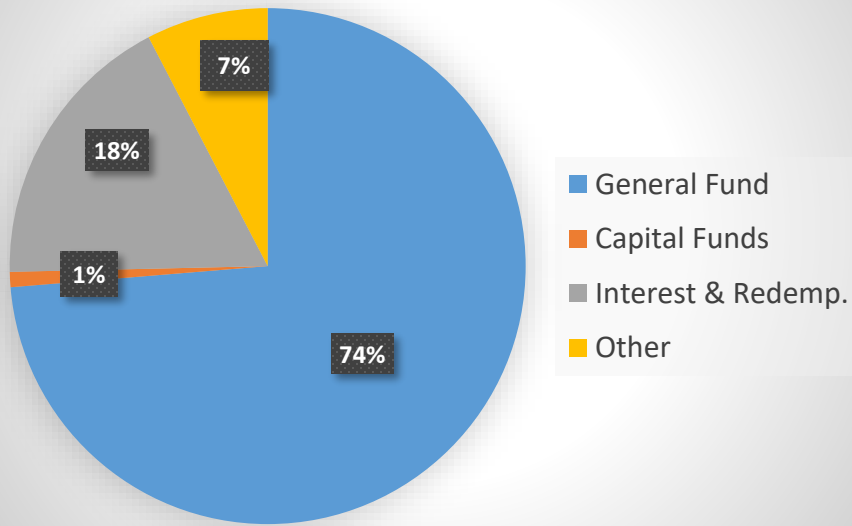
| FTES | 2020-21 | % CH. | 2021-22 | % CH. | 2022-23 | % CH. | (a) 2023-24 | % CH. |
|--------------|----------------|--------------|----------------|--------------|----------------|--------------|------------------------|--------------|
| Credit | 2,928 | -1.7% | 2,739 | -6.5% | 2,880 | 5.1% | 3,095 | 7.5% |
| Non-Credit | 162 | -30.2% | 186 | 14.8% | 304 | 63.4% | 388 | 27.6% |
| TOTAL | 3,090 | -3.7% | 2,925 | -5.3% | 3,184 | 8.9% | 3,483 | 9.4% |

FTES

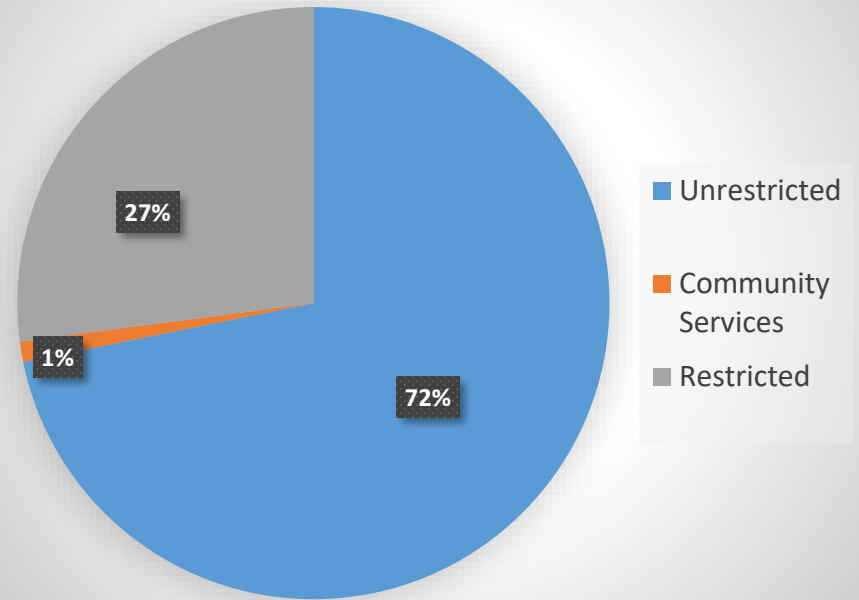
(a) CCFS-320 as of July 16, 2024

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025
SOURCES OF BUDGETED REVENUES

Sources of Revenues – All Funds



Sources of General Fund Revenues



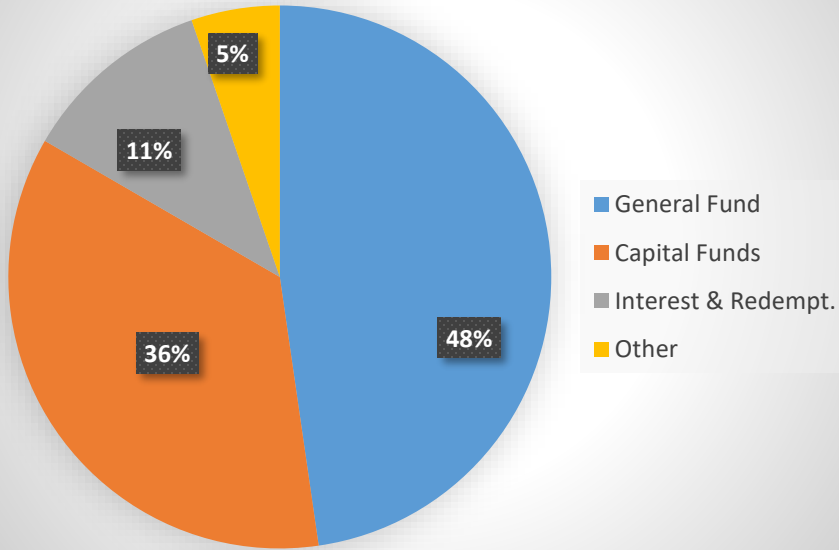
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

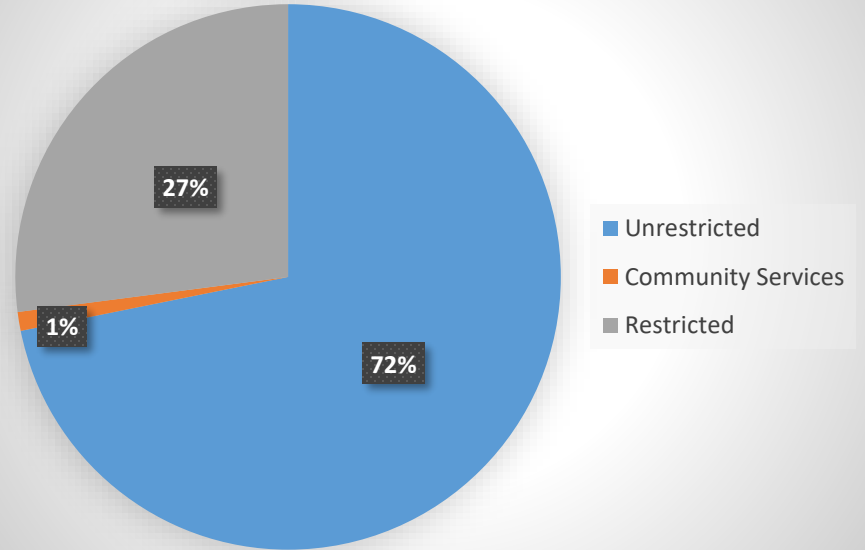
| FISCAL YEAR | ACTUAL | ACTUAL | ACTUAL | ESTIMATED | ADOPTION |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| REVENUE SUMMARY | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | BUDGET |
| FUND TITLE | | | | | 2024-2025 |
| UNRESTRICTED GENERAL FUND | \$ 71,155,952 | \$ 73,901,490 | \$ 79,379,180 | \$ 84,948,466 | \$ 86,278,474 |
| COMMUNITY SERVICES | 837,237 | 938,643 | 906,978 | 1,363,646 | 1,344,414 |
| RESTRICTED GENERAL FUND | 12,778,791 | 12,404,356 | 13,208,373 | 15,289,948 | 32,532,370 |
| TOTAL GENERAL FUND | 84,771,980 | 87,244,489 | 93,494,531 | 101,602,060 | 120,155,258 |
| SCHOLARSHIP AND LOAN TRUST FUND | 277,726 | 101 | - | - | - |
| STUDENT FINANCIAL AID TRUST FUND | 4,191,025 | 6,781,954 | 5,844,162 | 5,715,000 | 6,250,000 |
| INVESTMENT TRUST FUND | 101,262 | 3,161 | - | - | - |
| CHILD DEVELOPMENT FUND | 680,712 | 688,089 | 700,300 | 566,483 | 717,036 |
| IVC ORGANIC FARM FUND | 268,316 | 296,530 | 325,875 | 215,995 | 453,170 |
| SOLAR OPERATIONS FUND | 120,847 | 152,874 | 110,512 | 128,277 | 112,000 |
| WORKFORCE HOUSING OPERATIONS FUND | 90,550 | 101,348 | 6,147 | 35,348 | 24,500 |
| MIWOK CENTER OPERATIONS FUND | - | 500,185 | 31,398 | - | - |
| CAPITAL OUTLAY FUND | 9,001,271 | 3,747,114 | 3,208,356 | 10,331,810 | 953,533 |
| MEASURE B FUND, SERIES A-1 | 162,392 | 12,236 | 196,560 | 451,030 | 100,000 |
| MEASURE B BUILDING FUND, SERIES B | 268,266 | 3,760 | 1,713 | - | - |
| MEASURE B FUND, SERIES B-1 | 687,092 | 64,921 | 1,178,661 | 2,902,753 | 500,000 |
| HAMILTON REDEVELOPMENT BOND REDEMPTION FUND | 400,732 | 649,468 | 502,995 | 904,961 | 646,605 |
| LEASE REVENUE BOND (LRBs) INTEREST & REDEMPTION FUND | 554,406 | 544,661 | 558,901 | 573,264 | 550,607 |
| CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND | 153,436 | 304,992 | 308,591 | 313,264 | 305,944 |
| MEASURE C INTEREST/REDEMPTION FUND | 11,230,818 | 12,833,904 | 10,781,884 | 10,572,184 | 10,855,000 |
| MEASURE B INTEREST/REDEMPTION FUND | 13,102,049 | 14,073,449 | 16,554,047 | 16,596,269 | 16,535,000 |
| SELF-INSURANCE FUND | 613,543 | 636,618 | 644,381 | 694,843 | 694,000 |
| PARS-CCLC PENSION RATE STABILIZATION TRUST FUND | 3,792,526 | (31,659) | 563,245 | 977,257 | 100,000 |
| OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND | 224,333 | (148,211) | 40,647 | 157,243 | 10,000 |
| COLLEGE OF MARIN FOUNDATION | 1,871,221 | 2,499,306 | 4,616,622 | 3,023,567 | 3,969,607 |
| ASSOCIATED STUDENTS ORGANIZATIONS | 105,818 | 118,920 | 140,062 | 120,254 | 114,302 |
| TOTAL - ALL FUNDS | \$ 132,670,321 | \$ 131,078,210 | \$ 139,809,590 | \$ 155,881,972 | \$ 163,046,562 |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025
SOURCES OF BUDGETED EXPENDITURES

Sources of Expenditures – All Funds



Sources of General Fund Expenditures

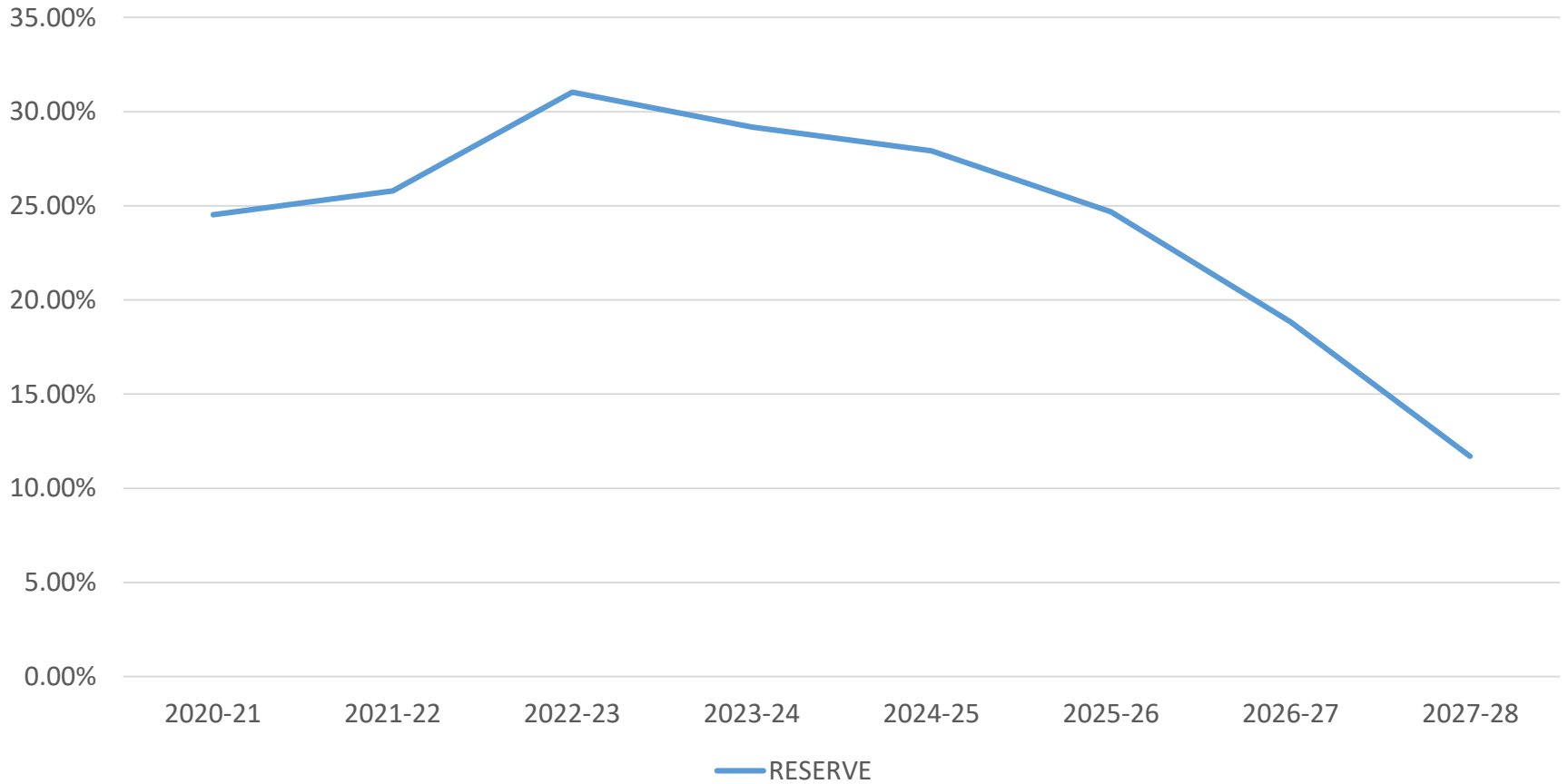


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | | | | | |
|--|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|
| EXPENDITURE SUMMARY | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 |
| FUND TITLE | | | | | |
| UNRESTRICTED GENERAL FUND | \$ 63,312,591 | \$ 70,677,085 | \$ 74,490,828 | \$ 83,393,085 | \$ 86,381,037 |
| COMMUNITY SERVICES | 837,237 | 938,643 | 906,978 | 1,363,646 | 1,344,414 |
| RESTRICTED GENERAL FUND | 12,778,791 | 12,404,356 | 13,208,373 | 15,289,948 | 32,532,370 |
| TOTAL GENERAL FUND | 76,928,619 | 84,020,084 | 88,606,179 | 100,046,679 | 120,257,821 |
| SCHOLARSHIP AND LOAN TRUST FUND | 115,046 | - | - | - | - |
| STUDENT FINANCIAL AID TRUST FUND | 4,191,025 | 6,781,954 | 5,844,162 | 5,715,000 | 6,250,000 |
| INVESTMENT TRUST FUND | 15,301 | - | - | - | - |
| CHILD DEVELOPMENT FUND | 680,712 | 688,089 | 700,300 | 566,483 | 717,036 |
| IVC ORGANIC FARM FUND | 268,316 | 296,530 | 325,875 | 215,995 | 453,170 |
| SOLAR OPERATIONS FUND | 56,167 | 57,572 | 59,795 | 65,495 | 97,536 |
| WORKFORCE HOUSING OPERATIONS FUND | - | 50,830 | (820) | - | 55,000 |
| MIWOK CENTER OPERATIONS FUND | - | 327 | 2,089 | - | - |
| CAPITAL OUTLAY FUND | 7,871,649 | 4,564,401 | 24,690 | 1,704,994 | 7,705,707 |
| MEASURE B BUILDING FUND, SERIES A | 44,437 | - | - | - | - |
| MEASURE B FUND, SERIES A-1 | 3,751,864 | 852,525 | 4,924,497 | 4,598,654 | 10,590,052 |
| MEASURE B BUILDING FUND, SERIES B | 24,723,162 | 13,550,737 | 104,324 | 5,191 | - |
| MEASURE B FUND, SERIES B-1 | 116,670 | 12,446 | 5,171,351 | 28,251,162 | 71,556,755 |
| HAMILTON REDEVELOPMENT BOND REDEMPTION FUND | 144,934 | 458,422 | 470,656 | 888,341 | 506,605 |
| LEASE REVENUE BOND (LRBs) INTEREST & REDEMPTION FUND | 547,756 | 544,156 | 547,356 | 546,857 | 545,607 |
| CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND | 151,994 | 304,794 | 303,594 | 302,194 | 303,944 |
| MEASURE C INTEREST/REDEMPTION FUND | 12,964,572 | 10,374,928 | 10,081,157 | 10,501,201 | 10,850,658 |
| MEASURE B INTEREST/REDEMPTION FUND | 12,868,554 | 13,317,251 | 16,268,821 | 16,072,851 | 16,463,628 |
| SELF-INSURANCE FUND | 588,713 | 568,326 | 535,189 | 610,321 | 630,760 |
| PARS-CCLC PENSION RATE STABILIZATION TRUST FUND | 21,985 | 29,158 | 30,133 | 31,761 | 28,000 |
| OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND | 276,001 | 200,715 | 2,129 | 173,324 | 156,116 |
| COLLEGE OF MARIN FOUNDATION | 270,176 | 815,904 | 1,069,355 | 2,860,888 | 4,761,457 |
| ASSOCIATED STUDENTS ORGANIZATIONS | 38,402 | 55,024 | 106,593 | 90,749 | 126,105 |
| TOTAL - ALL FUNDS | \$ 146,636,055 | \$ 137,544,173 | \$ 135,177,425 | \$ 173,248,140 | \$ 252,055,957 |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025
RESERVE – FISCAL YEARS 2021-2028

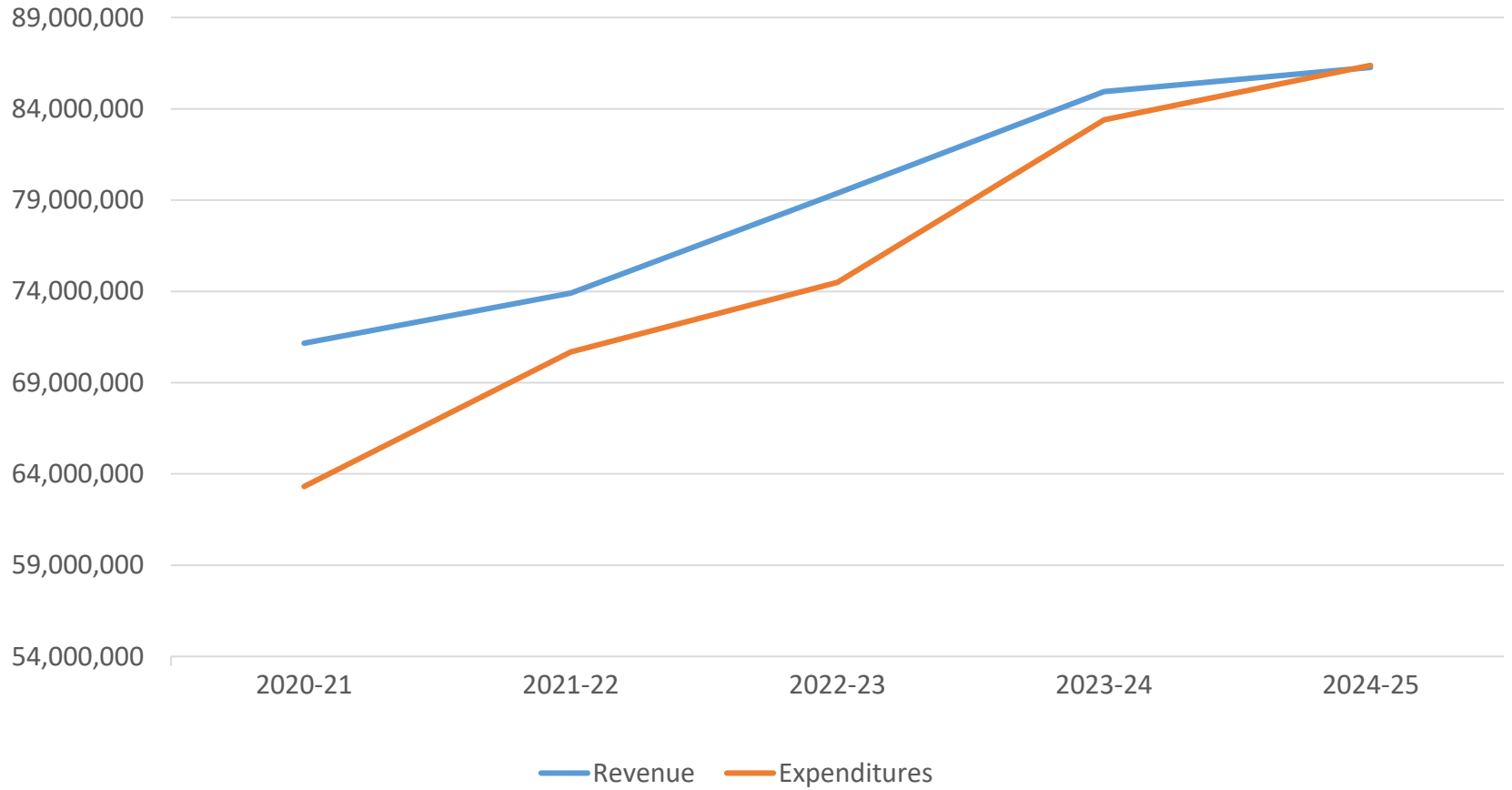


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | BUDGET FORECAST 2025-2026 | BUDGET FORECAST 2026-2027 | BUDGET FORECAST 2027-2028 |
|--|----------------------|----------------------|----------------------|------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| SOURCES OF FUNDS | | | | | | | | |
| BEGINNING FUND BALANCE | \$ 7,394,613 | \$ 15,470,808 | \$ 18,328,876 | \$ 23,142,133 | \$ 24,420,454 | \$ 24,166,429 | \$ 22,296,408 | \$ 17,918,023 |
| REVENUES | | | | | | | | |
| PROGRAM-BASED FUNDING | 65,122,046 | 68,611,981 | 73,348,538 | 76,928,355 | 79,126,466 | 81,324,600 | 83,588,677 | 85,920,678 |
| FEDERAL | 304 | 240 | 160 | - | - | - | - | - |
| OTHER STATE | 4,599,194 | 4,106,718 | 4,425,458 | 4,964,233 | 4,868,438 | 4,868,438 | 4,868,438 | 4,868,438 |
| OTHER LOCAL | 992,522 | 984,974 | 1,391,239 | 1,925,388 | 2,130,454 | 2,130,454 | 2,130,454 | 2,130,454 |
| OTHER FINANCING SOURCES | 441,886 | 197,577 | 213,785 | 1,130,490 | 153,116 | 153,116 | 153,116 | 153,116 |
| TOTAL REVENUE | 71,155,952 | 73,901,490 | 79,379,180 | 84,948,466 | 86,278,474 | 88,476,608 | 90,740,685 | 93,072,686 |
| TOTAL SOURCES | 78,550,565 | 89,372,298 | 97,708,056 | 108,090,599 | 110,698,928 | 112,643,037 | 113,037,094 | 110,990,708 |
| USE OF FUNDS | | | | | | | | |
| SALARIES | 35,156,113 | 38,372,838 | 39,373,460 | 42,651,571 | 47,036,551 | 48,918,507 | 50,982,979 | 53,137,645 |
| BENEFITS | 16,694,824 | 17,440,210 | 18,703,230 | 19,750,363 | 23,598,761 | 25,194,618 | 27,538,887 | 29,217,262 |
| TOTAL SALARIES & BENEFITS | 51,850,937 | 55,813,048 | 58,076,690 | 62,401,934 | 70,635,312 | 74,113,125 | 78,521,866 | 82,354,907 |
| FIXED EXPENSES | 2,042,501 | 2,152,243 | 2,509,502 | 3,777,487 | 3,378,156 | 3,743,425 | 4,157,126 | 4,626,165 |
| OTHER OPERATING | 3,843,071 | 4,056,353 | 5,313,381 | 5,654,651 | 6,684,271 | 6,684,271 | 6,684,271 | 6,684,271 |
| CAPITAL OUTLAY | 152,879 | 646,532 | 2,361,600 | 778,201 | 993,766 | 993,766 | 993,766 | 993,766 |
| OTHER OUTGO | 5,423,203 | 8,008,909 | 6,229,655 | 10,780,812 | 4,689,532 | 4,562,042 | 4,562,042 | 4,562,042 |
| TOTAL EXPENDITURES | 11,461,654 | 14,864,037 | 16,414,138 | 20,991,151 | 15,745,725 | 15,983,504 | 16,397,205 | 16,866,244 |
| TOTAL USES | 63,312,591 | 70,677,085 | 74,490,828 | 83,393,085 | 86,381,037 | 90,096,629 | 94,919,071 | 99,221,151 |
| SOURCES OVER (UNDER) USES | 15,237,974 | 18,695,213 | 23,217,228 | 24,697,514 | 24,317,891 | 22,546,408 | 18,118,023 | 11,769,557 |
| TRANSFER IN (OUT) | 232,834 | (366,337) | (75,095) | (277,060) | (151,462) | (250,000) | (200,000) | (150,000) |
| ENDING FUND BALANCE | \$ 15,470,808 | \$ 18,328,876 | \$ 23,142,133 | \$ 24,420,454 | \$ 24,166,429 | \$ 22,296,408 | \$ 17,918,023 | \$ 11,619,557 |
| RESERVE | 24.5% | 25.8% | 31.0% | 29.2% | 27.9% | 24.7% | 18.8% | 11.7% |
| EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES | \$ 8,076,195 | \$ 2,858,068 | \$ 4,813,257 | \$ 1,278,321 | \$ (254,025) | \$ (1,870,021) | \$ (4,378,385) | \$ (6,298,466) |
| Target Reserve Levels | 10.0% | 10.5% | 11.0% | 11.5% | 12.0% | 12.5% | 13.0% | 13.0% |

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2024-2025 REVENUE AND EXPENDITURE TRENDS



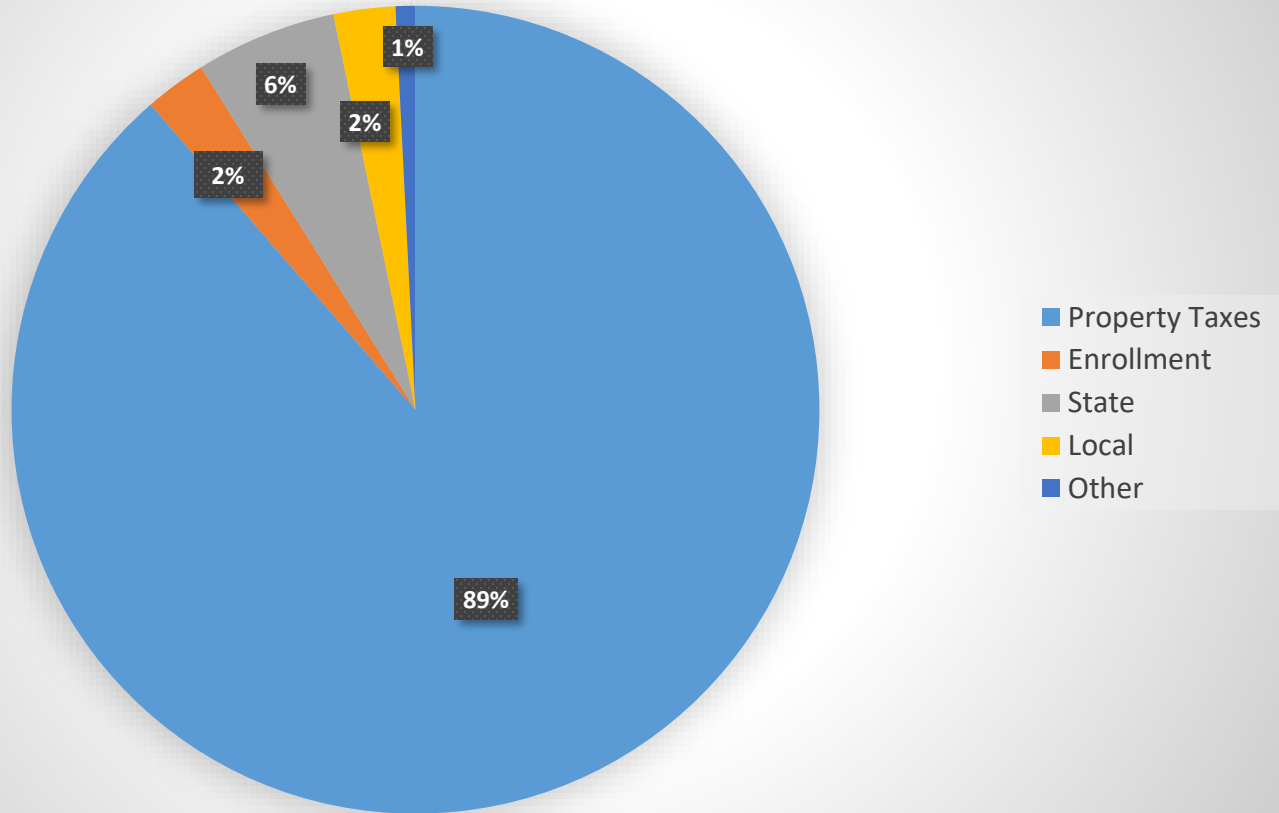
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--|----------------------|----------------------|----------------------|------------------------|---------------------------------|---------------|
| SOURCES OF FUNDS | | | | | | |
| BEGINNING FUND BALANCE | \$ 7,394,613 | \$ 15,470,808 | \$ 18,328,876 | \$ 23,142,133 | \$ 24,420,454 | 5.5% |
| REVENUES | | | | | | |
| PROGRAM-BASED FUNDING | \$ 65,122,046 | \$ 68,611,981 | \$ 73,348,538 | \$ 76,928,355 | \$ 79,126,466 | 2.9% |
| FEDERAL | 304 | 240 | 160 | - | - | 0.0% |
| OTHER STATE | 4,599,194 | 4,106,718 | 4,425,458 | 4,964,233 | 4,868,438 | -1.9% |
| OTHER LOCAL | 992,522 | 984,974 | 1,391,239 | 1,925,388 | 2,130,454 | 10.7% |
| OTHER FINANCING SOURCES | 441,886 | 197,577 | 213,785 | 1,130,490 | 153,116 | -86.5% |
| TOTAL REVENUE | 71,155,952 | 73,901,490 | 79,379,180 | 84,948,466 | 86,278,474 | 1.6% |
| TOTAL SOURCES | 78,550,565 | 89,372,298 | 97,708,056 | 108,090,599 | 110,698,928 | 2.4% |
| USE OF FUNDS | | | | | | |
| SALARIES | 35,156,113 | 38,372,838 | 39,373,460 | 42,651,571 | 47,036,551 | 10.3% |
| BENEFITS | 16,694,824 | 17,440,210 | 18,703,230 | 19,750,363 | 23,598,761 | 19.5% |
| TOTAL SALARIES & BENEFITS | 51,850,937 | 55,813,048 | 58,076,690 | 62,401,934 | 70,635,312 | 13.2% |
| FIXED EXPENSES | 2,042,501 | 2,152,243 | 2,509,502 | 3,777,487 | 3,378,156 | -10.6% |
| OTHER OPERATING | 3,843,071 | 4,056,353 | 5,313,381 | 5,654,651 | 6,684,271 | 18.2% |
| CAPITAL OUTLAY | 152,879 | 646,532 | 2,361,600 | 778,201 | 993,766 | 27.7% |
| OTHER OUTGO | 5,423,203 | 8,008,909 | 6,229,655 | 10,780,812 | 4,689,532 | -56.5% |
| TOTAL OTHER EXPENSES | 11,461,654 | 14,864,037 | 16,414,138 | 20,991,151 | 15,745,725 | -25.0% |
| TOTAL USES | 63,312,591 | 70,677,085 | 74,490,828 | 83,393,085 | 86,381,037 | 3.6% |
| SOURCES OVER/(UNDER) USES | 15,237,974 | 18,695,213 | 23,217,228 | 24,697,514 | 24,317,891 | -1.5% |
| TRANSFER IN (OUT) | 232,834 | (366,337) | (75,095) | (277,060) | (151,462) | -45.3% |
| ENDING FUND BALANCE | \$ 15,470,808 | \$ 18,328,876 | \$ 23,142,133 | \$ 24,420,454 | \$ 24,166,429 | -1.0% |
| RESERVE | 24.5% | 25.8% | 31.0% | 29.2% | 27.9% | |
| EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES | \$ 8,076,195 | \$ 2,858,068 | \$ 4,813,257 | \$ 1,278,321 | \$ (254,025) | |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025

Unrestricted Fund - Budgeted Revenues



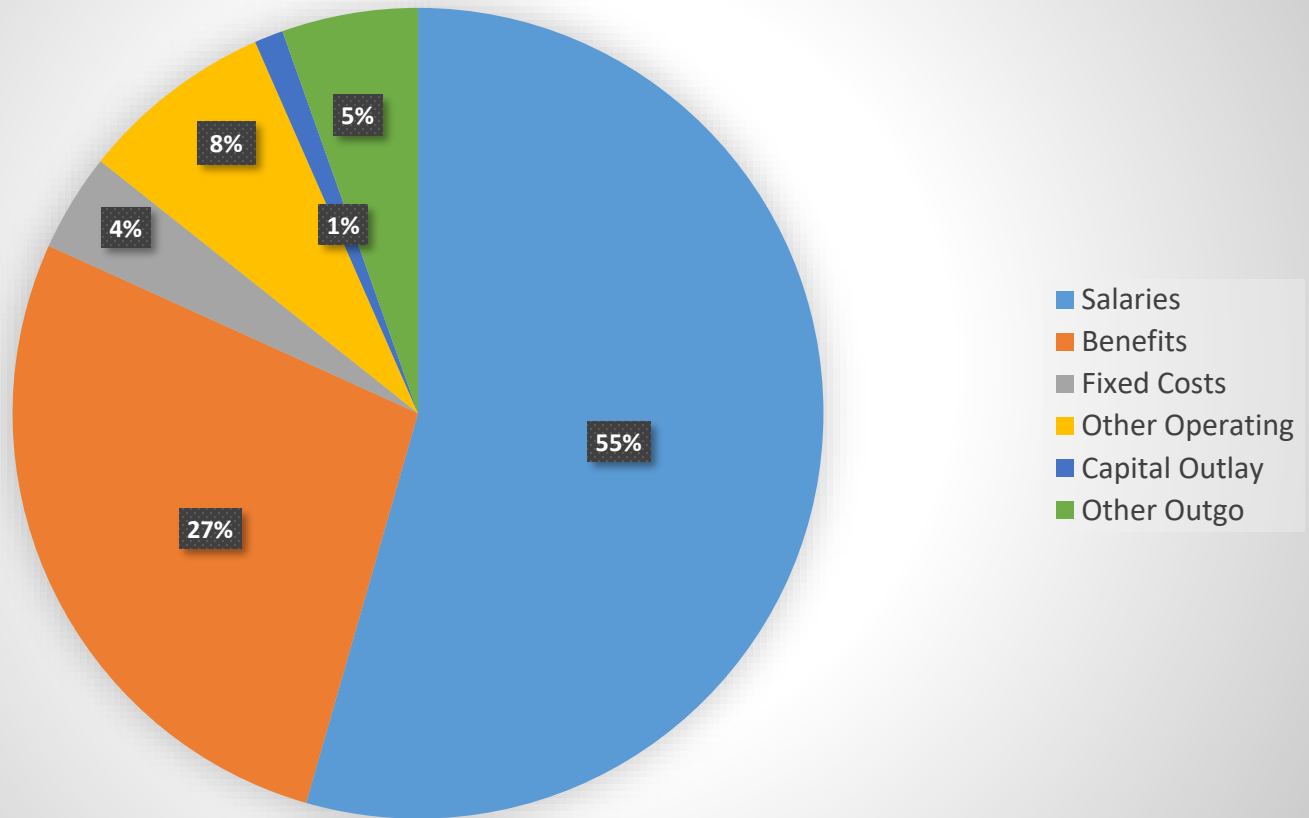
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--------------------------------|----------------------|----------------------|----------------------|------------------------|---------------------------------|-------------|
| PROGRAM-BASED FUNDING | | | | | | |
| STATE GENERAL APPORTIONMENT | \$ 320,461 | \$ 248,439 | \$ 255,858 | \$ 276,890 | \$ 279,853 | 1.1% |
| STATE SUBVENTIONS | 254,512 | 252,735 | 249,278 | 249,938 | 248,674 | -0.5% |
| TOTAL | 574,973 | 501,174 | 505,136 | 526,828 | 528,527 | 0.3% |
| PROPERTY TAXES | | | | | | |
| SECURED | 59,686,620 | 62,295,146 | 66,515,820 | 70,960,199 | 73,271,124 | 3.3% |
| SUPPLEMENTAL | 1,213,249 | 2,100,051 | 2,392,881 | 1,397,782 | 1,143,346 | -18.2% |
| UNSECURED | 1,146,757 | 1,179,587 | 1,232,439 | 1,320,909 | 1,396,713 | 5.7% |
| PRIOR-YEAR | 73,523 | 99,374 | 123,757 | 90,494 | 87,165 | -3.7% |
| RDA | 462,212 | 507,121 | 710,721 | 565,985 | 561,717 | -0.8% |
| TOTAL TAXES | 62,582,361 | 66,181,279 | 70,975,618 | 74,335,369 | 76,460,065 | 2.9% |
| ENROLLMENT FEES | 1,964,712 | 1,929,528 | 1,867,784 | 2,066,158 | 2,137,874 | 3.5% |
| TOTAL PROGRAM-BASED | 65,122,046 | 68,611,981 | 73,348,538 | 76,928,355 | 79,126,466 | 2.9% |
| FEDERAL REVENUE | 304 | 240 | 160 | - | - | 0.0% |
| STATE REVENUE | | | | | | |
| STRS/PERS "ON-BEHALF" PAYMENTS | 2,871,968 | 2,145,278 | 1,861,509 | 1,952,442 | 2,017,786 | 3.3% |
| OTHER STATE | 363,329 | 355,535 | 814,912 | 1,136,220 | 1,138,340 | 0.2% |
| EPA - PROP 30 / PROP 55 | 412,564 | 318,174 | 234,076 | 343,519 | 347,400 | 1.1% |
| FULL-TIME FACULTY HIRING | 165,436 | 492,194 | 492,194 | 492,194 | 492,194 | 0.0% |
| LOTTERY | 567,019 | 589,588 | 799,470 | 808,782 | 614,898 | -24.0% |
| MANDATED COSTS | 99,940 | 97,910 | 103,979 | 109,574 | 124,196 | 13.3% |
| PART-TIME FACULTY COMPENSATION | 118,938 | 108,039 | 119,318 | 121,502 | 133,624 | 10.0% |
| TOTAL STATE | 4,599,194 | 4,106,718 | 4,425,458 | 4,964,233 | 4,868,438 | -1.9% |
| LOCAL REVENUE | | | | | | |
| INTEREST | 62,901 | 12,736 | 366,071 | 685,849 | 900,000 | 31.2% |
| NON-RESIDENCE FEES | 793,995 | 831,223 | 883,212 | 1,032,066 | 1,069,775 | 3.7% |
| OTHER STUDENT CHARGES | 24,656 | 22,392 | 28,226 | 31,988 | 30,679 | -4.1% |
| MISCELLANEOUS | 110,970 | 118,623 | 113,730 | 175,485 | 130,000 | -25.9% |
| TOTAL LOCAL | 992,522 | 984,974 | 1,391,239 | 1,925,388 | 2,130,454 | 10.7% |
| OTHER FINANCING SOURCES | 441,886 | 197,577 | 213,785 | 1,130,490 | 153,116 | -86.5% |
| TOTAL REVENUE | \$ 71,155,952 | \$ 73,901,490 | \$ 79,379,180 | \$ 84,948,466 | \$ 86,278,474 | 1.6% |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025

Unrestricted Fund - Budgeted Expenditures



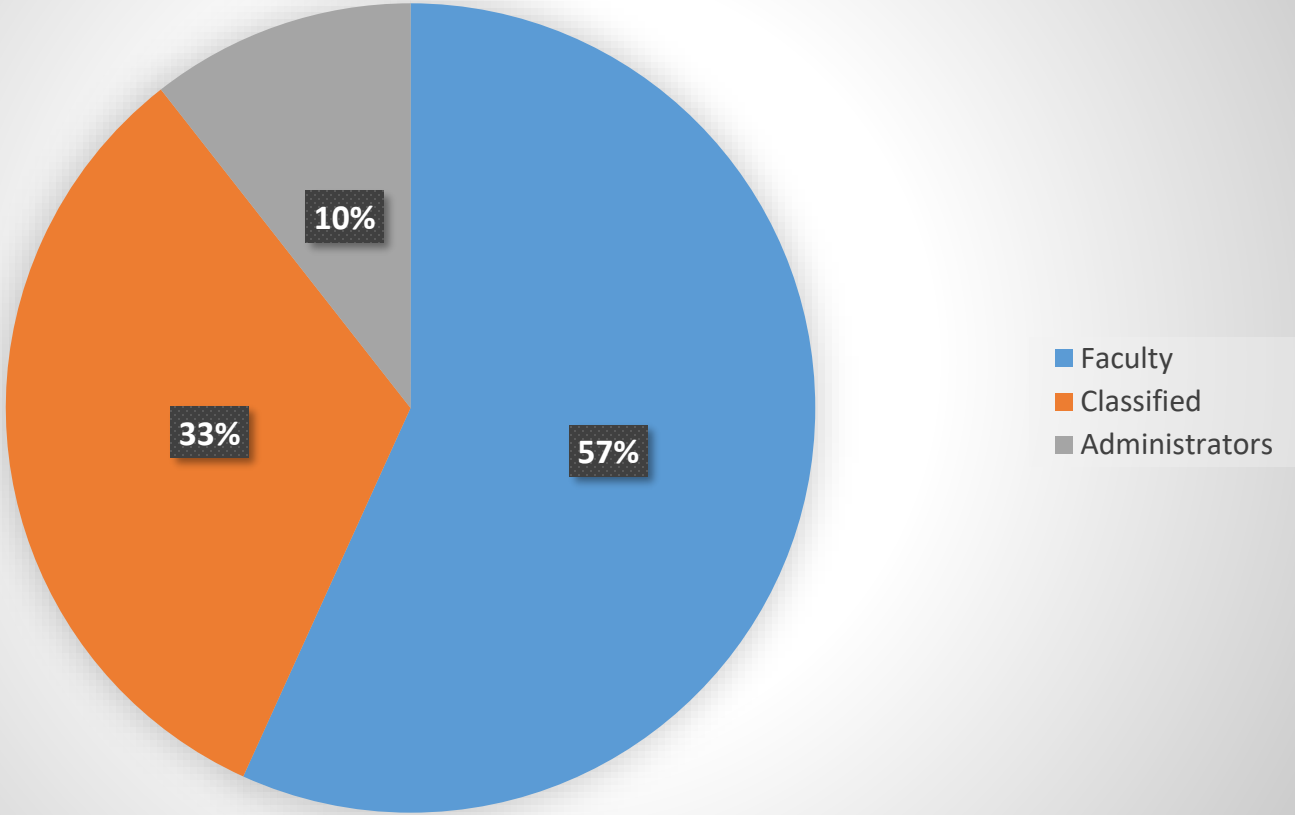
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL | ACTUAL | ACTUAL | ESTIMATED | ADOPTION | % |
|--------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|---------------|
| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | BUDGET | CHANGE |
| | | | | | 2024-2025 | |
| USE OF FUNDS | | | | | | |
| SALARIES | \$ 35,156,113 | \$ 38,372,838 | \$ 39,373,460 | \$ 42,651,571 | \$ 47,036,551 | 10.3% |
| BENEFITS | 16,694,824 | 17,440,210 | 18,703,230 | 19,750,363 | 23,598,761 | 19.5% |
| TOTAL SALARIES & BENEFITS | 51,850,937 | 55,813,048 | 58,076,690 | 62,401,934 | 70,635,312 | 13.2% |
| | | | | | | |
| FIXED EXPENSES | 2,042,501 | 2,152,243 | 2,509,502 | 3,777,487 | 3,378,156 | -10.6% |
| OTHER OPERATING | 3,843,071 | 4,056,353 | 5,313,381 | 5,654,651 | 6,684,271 | 18.2% |
| CAPITAL OUTLAY | 152,879 | 646,532 | 2,361,600 | 778,201 | 993,766 | 27.7% |
| OTHER OUTGO | 5,423,203 | 8,008,909 | 6,229,655 | 10,780,812 | 4,689,532 | -56.5% |
| TOTAL OTHER EXPENSES | 11,461,654 | 14,864,037 | 16,414,138 | 20,991,151 | 15,745,725 | -25.0% |
| | | | | | | |
| TOTAL USES | \$ 63,312,591 | \$ 70,677,085 | \$ 74,490,828 | \$ 83,393,085 | \$ 86,381,037 | 3.6% |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025

Unrestricted Fund - Budgeted Salaries



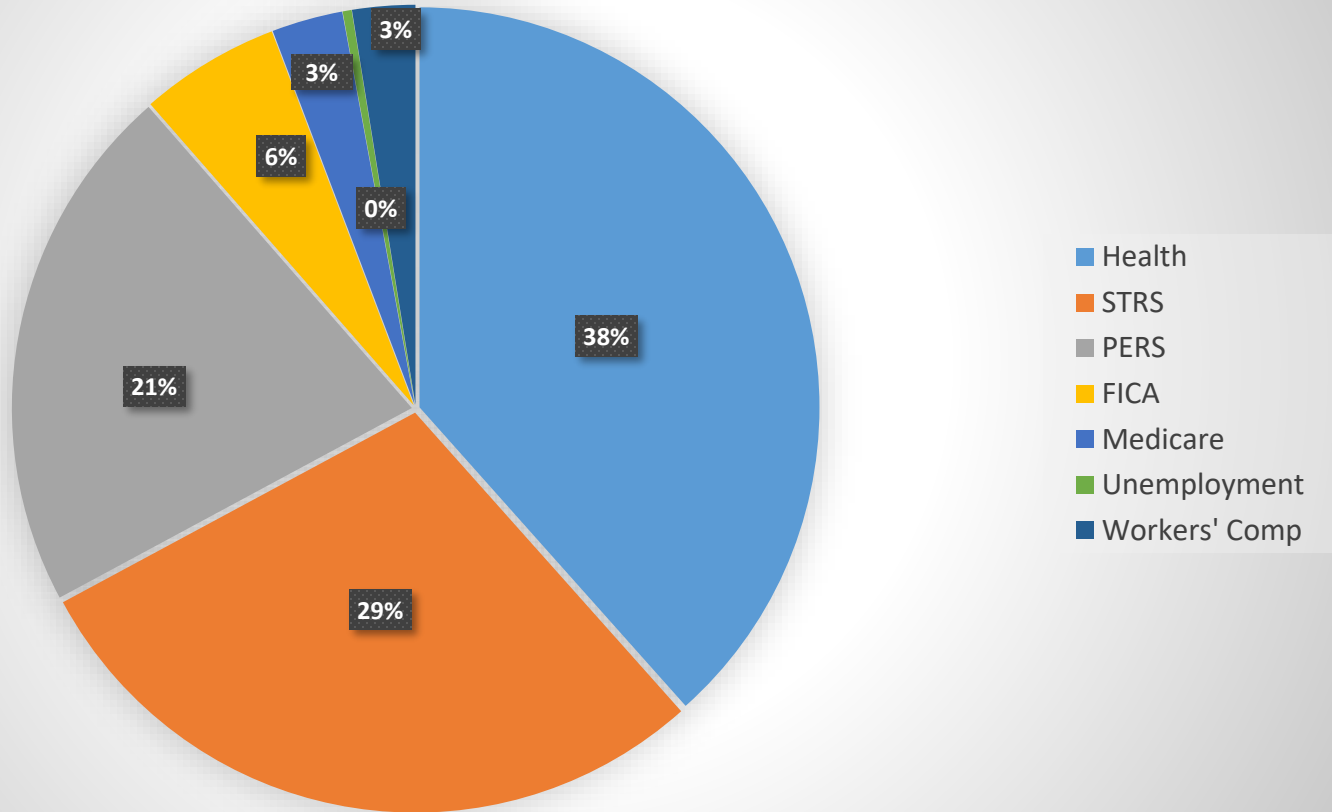
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL | ACTUAL | ACTUAL | ESTIMATED | ADOPTION | % |
|-------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|---------------|
| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | BUDGET | CHANGE |
| | | | | | 2024-2025 | |
| SALARIES | | | | | | |
| FACULTY | | | | | | |
| INSTRUCTORS-REGULAR | \$ 9,527,890 | \$ 10,550,786 | \$ 10,126,492 | \$ 11,437,784 | \$ 13,141,909 | 14.9% |
| INSTRUCTORS-HOURLY | 7,538,565 | 7,829,742 | 8,479,212 | 9,112,188 | 9,991,097 | 9.6% |
| NON-INSTRUCTORS-REGULAR | 1,462,641 | 1,520,763 | 1,943,692 | 1,747,425 | 1,827,794 | 4.6% |
| NON-INSTRUCTORS-HOURLY | 1,266,761 | 1,476,440 | 1,575,836 | 1,609,713 | 1,748,454 | 8.6% |
| FACULTY | 19,795,857 | 21,377,731 | 22,125,232 | 23,907,110 | 26,709,254 | 11.7% |
| CLASSIFIED | | | | | | |
| STAFF - REGULAR | 9,385,489 | 10,331,767 | 10,192,128 | 11,227,229 | 13,484,979 | 20.1% |
| INSTRUCTIONAL - REGULAR | 931,864 | 903,509 | 937,947 | 1,144,470 | 1,283,311 | 12.1% |
| HOURLY INST./NON INST. | 398,421 | 481,640 | 680,544 | 710,033 | 438,376 | -38.3% |
| OVERTIME | 99,592 | 124,587 | 208,069 | 319,261 | 143,500 | -55.1% |
| CLASSIFIED | 10,815,366 | 11,841,503 | 12,018,688 | 13,400,993 | 15,350,166 | 14.5% |
| ADMINISTRATORS | | | | | | |
| ACADEMIC | 2,093,873 | 2,359,926 | 2,486,056 | 2,486,412 | 2,407,103 | -3.2% |
| CLASSIFIED | 2,451,017 | 2,793,678 | 2,743,484 | 2,857,056 | 2,570,028 | -10.0% |
| ADMINISTRATORS | 4,544,890 | 5,153,604 | 5,229,540 | 5,343,468 | 4,977,131 | -6.9% |
| TOTAL SALARIES | \$ 35,156,113 | \$ 38,372,838 | \$ 39,373,460 | \$ 42,651,571 | \$ 47,036,551 | 10.3% |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025

Unrestricted Fund - Budgeted Benefits



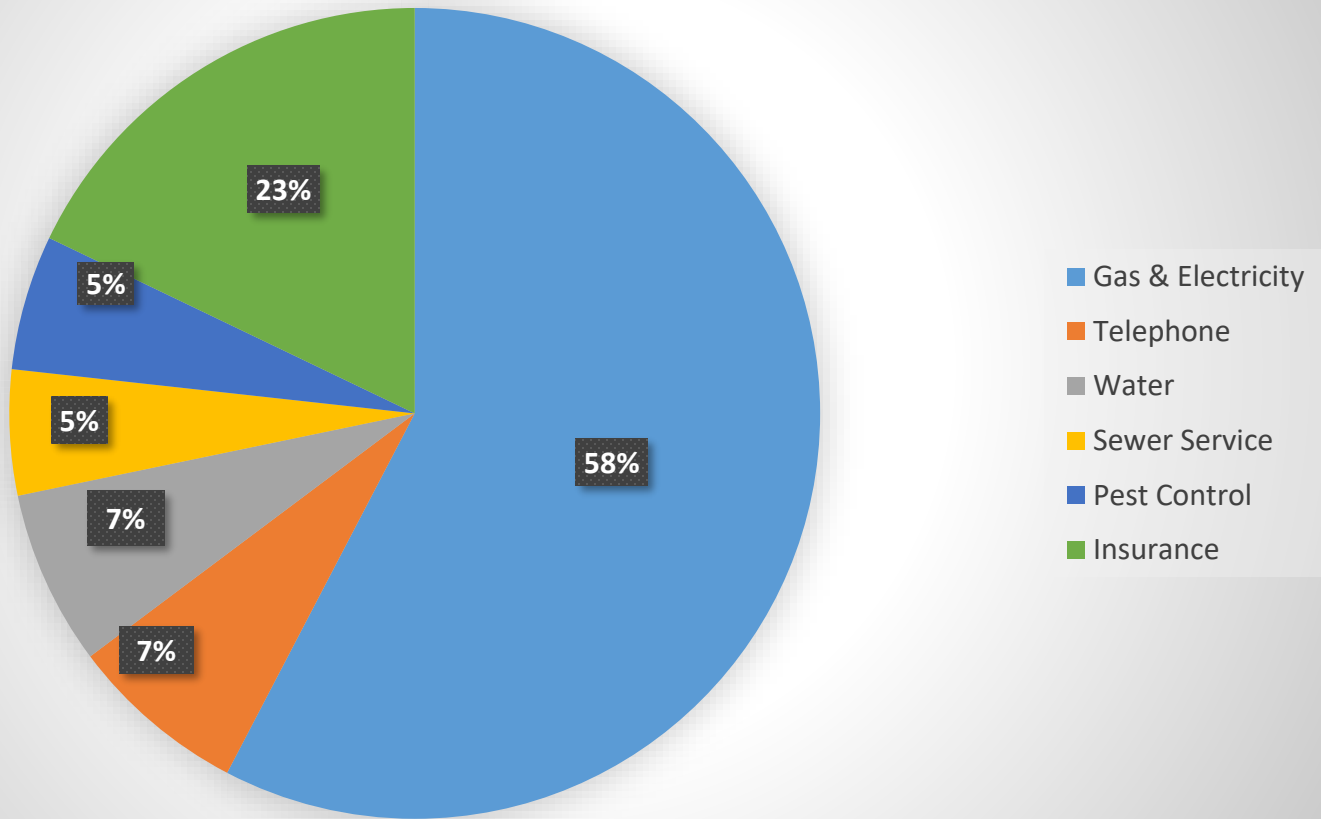
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|------------------------------|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| PUBLIC RETIREMENT | | | | | | |
| STRS | \$ 4,930,706 | \$ 5,492,028 | \$ 5,845,341 | \$ 5,728,188 | \$ 6,778,937 | 18.3% |
| PERS | 3,532,413 | 3,285,113 | 3,676,257 | 4,107,898 | 5,055,771 | 23.1% |
| FICA | 906,188 | 1,012,510 | 1,051,946 | 1,139,945 | 1,336,021 | 17.2% |
| MEDICARE | 502,273 | 549,975 | 561,587 | 609,647 | 677,841 | 11.2% |
| UNEMPLOYMENT | 59,379 | 152,885 | 212,682 | 114,062 | 85,700 | -24.9% |
| WORKERS COMP. INS. | 263,976 | 320,032 | 399,651 | 520,570 | 599,339 | 15.1% |
| TOTAL | 10,194,935 | 10,812,543 | 11,747,464 | 12,220,310 | 14,533,609 | 18.9% |
| HEALTH PROTECTION | 6,499,889 | 6,627,667 | 6,955,766 | 7,530,053 | 9,065,152 | 20.4% |
| TOTAL BENEFITS | \$ 16,694,824 | \$ 17,440,210 | \$ 18,703,230 | \$ 19,750,363 | \$ 23,598,761 | 19.5% |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025

Unrestricted Fund - Budgeted Fixed Expenses



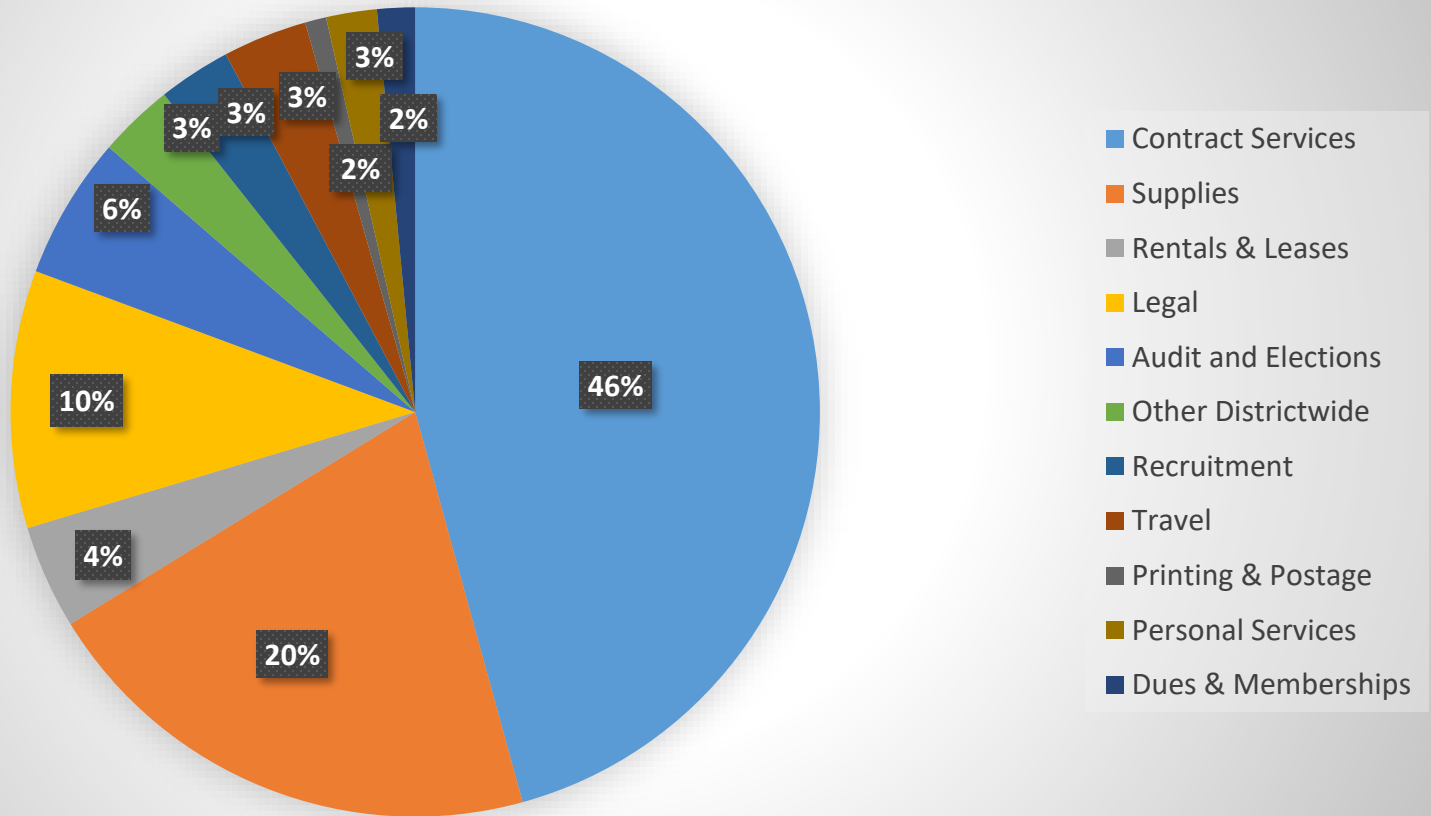
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL | ACTUAL | ACTUAL | ESTIMATED | ADOPTION | % |
|-----------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------|
| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | BUDGET | CHANGE |
| | | | | | 2024-2025 | |
| FIXED EXPENSES | | | | | | |
| UTILITIES | | | | | | |
| SEWER SERVICE | \$ 137,823 | \$ 169,844 | \$ 131,885 | \$ 137,152 | \$ 168,957 | 23.2% |
| TELEPHONE | 180,475 | 177,066 | 214,791 | 193,874 | 240,326 | 24.0% |
| WATER | 290,422 | 172,181 | 203,788 | 235,288 | 235,525 | 0.1% |
| GAS & ELECTRICITY | 878,263 | 1,061,766 | 1,316,095 | 2,432,568 | 1,947,700 | -19.9% |
| PEST CONTROL | 112,833 | 113,971 | 159,412 | 182,236 | 181,648 | -0.3% |
| | <u>1,599,816</u> | <u>1,694,828</u> | <u>2,025,971</u> | <u>3,181,118</u> | <u>2,774,156</u> | <u>-12.8%</u> |
| INSURANCE | <u>442,685</u> | <u>457,415</u> | <u>483,531</u> | <u>596,369</u> | <u>604,000</u> | <u>1.3%</u> |
| TOTAL | <u>\$ 2,042,501</u> | <u>\$ 2,152,243</u> | <u>\$ 2,509,502</u> | <u>\$ 3,777,487</u> | <u>\$ 3,378,156</u> | <u>-10.6%</u> |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025

Unrestricted Fund - Budgeted Operating Expenses



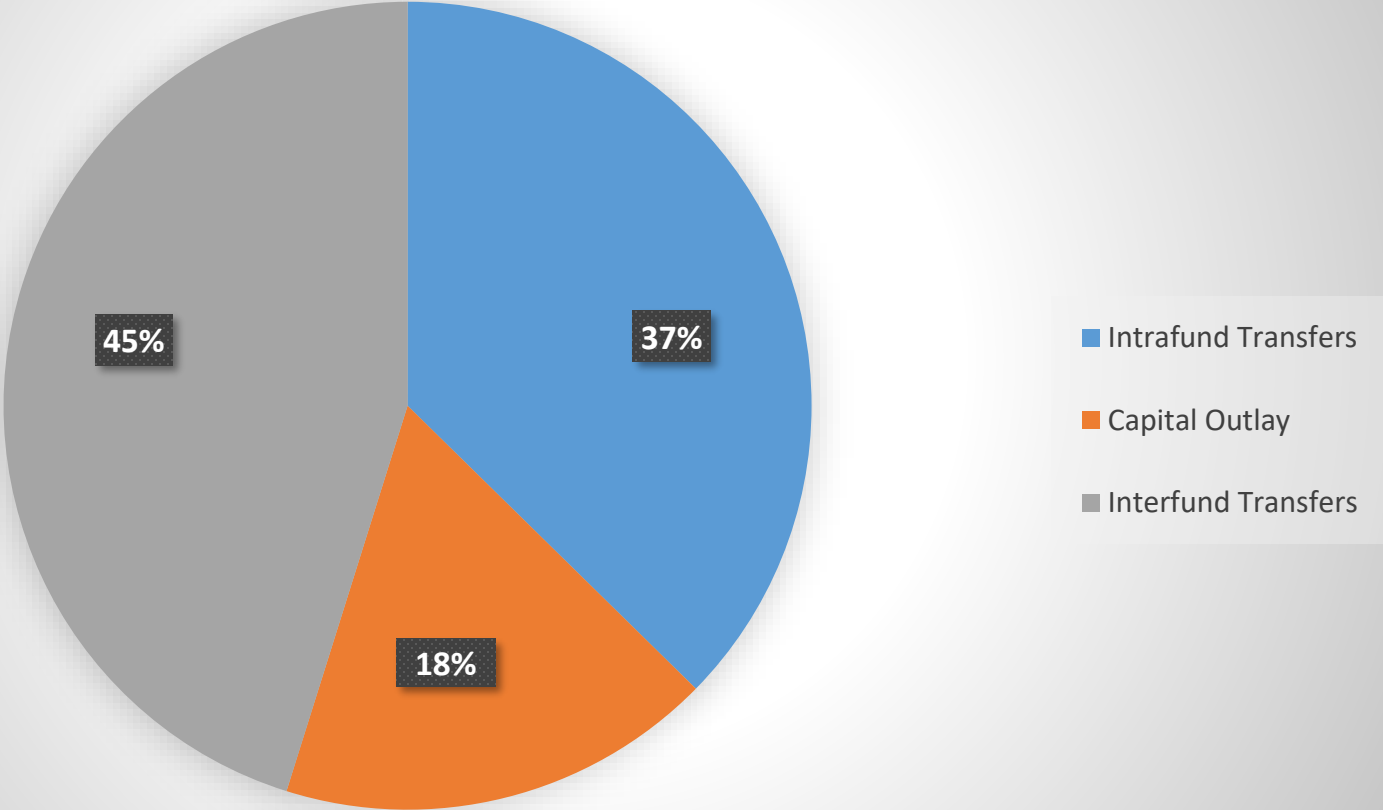
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL <u>2020-2021</u> | ACTUAL <u>2021-2022</u> | ACTUAL <u>2022-2023</u> | ESTIMATED <u>2023-2024</u> | ADOPTION BUDGET <u>2024-2025</u> | % CHANGE |
|---------------------------------|----------------------------|----------------------------|----------------------------|-------------------------------|--|--------------|
| OTHER OPERATING EXPENSES | | | | | | |
| SUPPLIES & MATERIALS | \$ 443,267 | \$ 855,703 | \$ 1,333,503 | \$ 1,245,884 | \$ 1,370,472 | 10.0% |
| PERSONAL SVCE, LECTURE | 111,386 | 86,835 | 112,132 | 128,888 | 135,332 | 5.0% |
| TRAVEL & CONFERENCE | 33,096 | 121,675 | 159,658 | 204,696 | 225,166 | 10.0% |
| DUES & MEMBERSHIP | 120,819 | 105,955 | 102,968 | 91,940 | 101,134 | 10.0% |
| LEGAL | 220,478 | 313,146 | 583,861 | 332,813 | 687,850 | 106.7% |
| AUDITS & ELECTION | 262,520 | 68,980 | 71,230 | 75,530 | 380,000 | 403.1% |
| CONTRACTED SERVICES | 2,092,398 | 2,024,580 | 2,246,212 | 2,910,669 | 3,056,202 | 5.0% |
| POSTAGE | 59,526 | 34,930 | 33,936 | 46,797 | 51,477 | 10.0% |
| PRINTING & PUBLICATION | 2,014 | 56,977 | 10,580 | 4,496 | 4,946 | 10.0% |
| RENTAL & LEASES | 242,343 | 242,318 | 272,084 | 253,964 | 276,821 | 9.0% |
| RECRUITMENT | 192,392 | 287,013 | 167,125 | 176,245 | 193,870 | 10.0% |
| OTHER DISTRICT-WIDE EXP. | 62,355 | (141,759) | 219,706 | 182,512 | 200,763 | 10.0% |
| MISCELLANEOUS | 477 | - | 386 | 217 | 238 | 9.7% |
| TOTAL | \$ 3,843,071 | \$ 4,056,353 | \$ 5,313,381 | \$ 5,654,651 | \$ 6,684,271 | 18.2% |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025

Unrestricted Fund - Budgeted Capital and Other Outgo



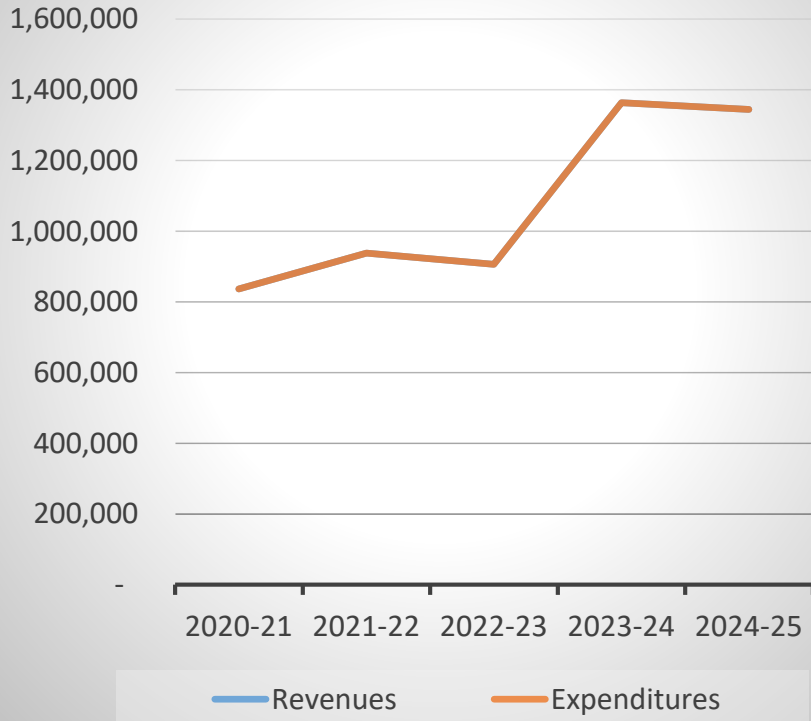
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

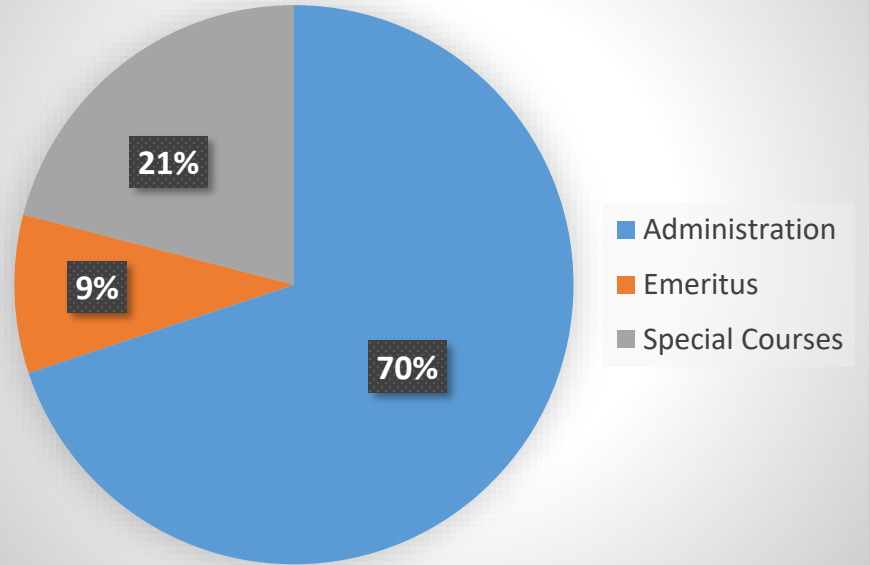
| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--|---------------------|---------------------|---------------------|------------------------|---------------------------------|---------------|
| CAPITAL OUTLAY | | | | | | |
| LIBRARY BOOKS/PERIODICALS | \$ 95,192 | \$ 97,938 | \$ 121,562 | \$ 132,215 | \$ 169,040 | 27.9% |
| EQUIPMENT NEW & LEASED | 57,687 | 548,594 | 2,240,038 | 645,986 | 824,726 | 27.7% |
| TOTAL | \$ 152,879 | \$ 646,532 | \$ 2,361,600 | \$ 778,201 | \$ 993,766 | 27.7% |
| OTHER OUTGO | | | | | | |
| INTERFUND TRANSFERS: | | | | | | |
| MAINTENANCE MANAGEMENT FUND | \$ 149,105 | \$ - | \$ 1,000,000 | \$ 6,800,000 | \$ - | -100.0% |
| INSTRUCT. & ADMIN. SUPPORT FOR LAB SCHOOL | 35,785 | 101,804 | 171,608 | 149,989 | 173,345 | 15.6% |
| CHILD DEVELOPMENT FUND | 35,784 | 39,150 | 28,011 | 149,989 | 132,691 | -11.5% |
| IVC ORGANIC FARM FUND | 194,866 | 237,894 | 160,425 | 110,069 | 352,170 | 220.0% |
| MIWOK CENTER OPERATIONS FUND | - | 500,000 | - | - | - | 0.0% |
| TECHNOLOGY FUND | - | 1,000,000 | 500,000 | - | - | 0.0% |
| BOLINAS SITE | - | - | 1,000,000 | - | - | 0.0% |
| STUDENT FINANCIAL AID TRUST FUND | - | 19,040 | - | - | - | 0.0% |
| RDA FUND | 258,794 | 421,151 | 592,332 | 451,260 | 453,533 | 0.5% |
| HAMILTON REDEV. BOND REDEMPTION | 297,171 | 546,757 | 334,387 | 603,066 | 506,605 | -16.0% |
| LEASE REVENUE BOND INTEREST & REDEMPTION | 550,000 | 544,157 | 547,356 | 546,857 | 545,607 | -0.2% |
| CERTIFICATES OF PARTICIPATION DEBT SERVICE | 152,000 | 304,794 | 303,594 | 302,194 | 303,944 | 0.6% |
| SOLAR OPERATIONS FUND | 120,000 | 120,000 | 90,000 | 95,000 | 97,000 | 2.1% |
| CATASTROPHIC RESERVE FUND | - | 1,500,000 | - | - | - | 0.0% |
| PARS CONTRIBUTIONS | 2,700,000 | 1,250,000 | - | - | - | 0.0% |
| TOTAL INTERFUND TRANSFERS: | \$ 4,493,505 | \$ 6,584,747 | \$ 4,727,713 | \$ 9,208,424 | \$ 2,564,895 | -72.1% |
| INTRAFUND TRANSFERS: | | | | | | |
| ADVANCEMENT | \$ 271,762 | \$ - | \$ - | \$ - | \$ - | 0.0% |
| MARIN EQUITY FUND | 16,519 | 50,521 | 18,151 | 39,358 | 125,451 | 218.7% |
| EQUITY INITIATIVE FUND | - | 198,824 | 407,021 | 348,351 | 500,000 | 43.5% |
| SAS | 245,416 | 267,194 | 281,701 | 395,924 | 393,374 | -0.6% |
| PUENTE | 78,834 | 83,209 | 68,863 | 88,230 | 86,653 | -1.8% |
| BFAP/FA | 46,972 | 34,399 | 39,359 | 172,103 | 128,471 | -25.4% |
| STUDENT EQUITY & ACHIEVEMENT (SEA) | - | - | 2,000 | - | - | 0.0% |
| SUMMER BRIDGE | - | - | 18,000 | - | - | 0.0% |
| EOPS/CARE/CALWORKS/TANF | 58,461 | 60,162 | 18,620 | - | - | 0.0% |
| HEALTH CENTER | - | - | 36,076 | 22,510 | 56,502 | 151.0% |
| PARKING | 85,097 | 625,245 | 550,437 | 403,935 | 404,674 | 0.2% |
| MENTAL HEALTH | - | - | - | 88,336 | 226,769 | 156.7% |
| MISCELLANEOUS | 6,603 | 57,689 | 6,521 | 13,641 | 199,743 | 1364.3% |
| TOTAL INTRAFUND TRANSFERS: | \$ 809,664 | \$ 1,377,243 | \$ 1,446,749 | \$ 1,572,388 | \$ 2,121,637 | 34.9% |
| OTHER USES: | | | | | | |
| DEBT RETIREMENT | \$ 120,034 | \$ 46,919 | \$ - | \$ - | \$ - | 0.0% |
| STUDENT FINANCIAL AID | - | - | 55,193 | - | 3,000 | 0.0% |
| TOTAL OTHER USES | \$ 120,034 | \$ 46,919 | \$ 55,193 | \$ - | \$ 3,000 | 0.0% |
| TOTAL OTHER OUTGO | \$ 5,423,203 | \$ 8,008,909 | \$ 6,229,655 | \$ 10,780,812 | \$ 4,689,532 | -56.5% |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025
COMMUNITY SERVICES

Revenue and Expenditures Trends



CES Budgeted Expenditures



**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | <u>ACTUAL</u> <u>2020-2021</u> | <u>ACTUAL</u> <u>2021-2022</u> | <u>ACTUAL</u> <u>2022-2023</u> | <u>ESTIMATED</u> <u>2023-2024</u> | <u>ADOPTION</u> <u>BUDGET</u> <u>2024-2025</u> | <u>%</u> <u>CHANGE</u> |
|---|-----------------------------------|-----------------------------------|-----------------------------------|--------------------------------------|--|---------------------------|
| REVENUE | | | | | | |
| Program Revenue | \$ 332,566 | \$ 508,616 | \$ 743,736 | \$ 1,011,491 | \$ 1,107,952 | 9.5% |
| Contributions | - | 63,690 | 88,147 | 75,095 | 85,000 | 13.2% |
| Interfund Transfer In - Haddie Fund | 54,323 | - | - | - | - | 0.0% |
| Intrafund Transfer In - HEERF | 683,182 | - | - | - | - | 0.0% |
| Intrafund Transfer In (Out) - Unrestricted GF | (232,834) | 366,337 | 75,095 | 277,060 | 151,462 | -45.3% |
| Total Revenue | 837,237 | 938,643 | 906,978 | 1,363,646 | 1,344,414 | -1.4% |
| EXPENDITURES BY PROGRAM | | | | | | |
| Program Administration | \$ 702,425 | \$ 762,929 | \$ 598,614 | \$ 1,000,781 | \$ 939,553 | -6.1% |
| Facilities Use | - | - | - | - | - | 0.0% |
| Intensive English | 1,410 | - | - | - | - | 0.0% |
| Emeritus | 64,798 | 76,145 | 116,567 | 110,400 | 123,056 | 11.5% |
| Short Courses/Workshops | 68,604 | 99,569 | 191,797 | 252,465 | 281,805 | 11.6% |
| Total Expenditures | \$ 837,237 | \$ 938,643 | \$ 906,978 | \$ 1,363,646 | \$ 1,344,414 | -1.4% |
| ENDING FUND BALANCE | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| FEDERAL SOURCES | | | | | | |
| Child Development Training Consortium | \$ 6,821 | \$ 1,850 | \$ 4,600 | \$ 5,842 | \$ 4,600 | -21.3% |
| College Work Study Program | 162,109 | 210,947 | 155,001 | 249,924 | 249,924 | 0.0% |
| COVID-19 Response Block Grant | 166,767 | - | - | - | - | 0.0% |
| DOE - Open Textbook Pilot Program | 17,747 | 167,376 | 246,426 | 195,445 | 2,178 | -98.9% |
| ECE Mentor Program | 1,600 | 2,806 | 4,390 | 4,390 | 4,390 | 0.0% |
| Foster Care Education Program (39% Federal) | 24,092 | 20,299 | 23,322 | - | - | 0.0% |
| HEERF I - CARES Relief Act | 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 | - | -100.0% |
| Office of Emergency Services – Preparedness Plan Carry Fwd | - | - | - | - | 1,439 | 0.0% |
| PELL (Grants & Admin) & Direct Loan Programs | - | 482 | 16,518 | 5,990 | 4,000 | -33.2% |
| Transitional Assistance to Needy Families (48% Federal) | 20,748 | 15,082 | 15,852 | 19,295 | 18,330 | -5.0% |
| Vocational & Applied Tech. Education | 95,667 | 92,885 | 113,741 | 110,264 | 127,002 | 15.2% |
| TOTAL FEDERAL - GENERAL FUND | \$ 4,300,036 | \$ 3,015,066 | \$ 763,672 | \$ 646,187 | \$ 411,863 | -36.3% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|---|---------------------|---------------------|---------------------|------------------------|---------------------------------|---------------|
| STATE SOURCES | | | | | | |
| AB 19 CA College Promise | 264,127 | 261,608 | 209,508 | 182,494 | 368,792 | 102.1% |
| AB 19 CA College Promise, Carry Forward | 59,691 | 68,956 | 74,194 | 84,490 | 669,011 | 691.8% |
| AB 86 Adult Education Planning/Adult Ed Block Grant (AEBG) | 267,554 | 192,180 | 314,616 | 330,862 | 261,190 | -21.1% |
| Adult Ed Block Grant (AEBG) Carry Forward | - | - | - | - | 40,028 | 0.0% |
| Adult Ed - ELL Healthcare Pathway | - | - | - | 2 | 83,349 | 4167350.0% |
| APDP Round 2 | - | - | - | 14,965 | 84,035 | 461.5% |
| Basic Needs Centers | - | 1,175 | 116,671 | 172,276 | 1,267,002 | 635.4% |
| Board Financial Assistance Program Admin. Allowance/R2T4 | 152,820 | 150,307 | 174,212 | 175,826 | 270,644 | 53.9% |
| CA Ed Learning Lab Grant - Improving Online CTE Pathways | 83,790 | - | - | - | - | 0.0% |
| Cal Fresh Outreach (SB85) | - | - | - | - | 27,920 | 0.0% |
| CALWORKS | 153,498 | 153,896 | 170,435 | 185,028 | 276,909 | 49.7% |
| CA Planning & Research (OPR18121) Developing STEM Thinkers | 275,005 | 589,061 | 96,663 | 99,196 | 13,121 | -86.8% |
| Certified Nurse Asst (CNA) Program | 12,760 | 43,897 | - | 842 | - | -100.0% |
| College Rapid Rehousing | - | - | - | 47,000 | 1,138,480 | 2322.3% |
| Cooperative Agencies Resources for Education (CARE) | 87,284 | 101,200 | 172,264 | 201,641 | 185,574 | -8.0% |
| COVID-19 Recovery Block Grant | - | - | 69,174 | 104,406 | 1,989,383 | 1805.4% |
| COVID-19 Response Block Grant | 16,682 | 117,662 | - | - | - | 0.0% |
| Culturally Responsive Pedagogy & Practices (CRPP) | - | - | - | 92,709 | 206,791 | 123.1% |
| Disabled Student Programs & Services (Student Accessibility & Services) | 771,485 | 746,915 | 910,126 | 925,551 | 959,818 | 3.7% |
| Enrollment Fee Waiver - 2% Administrative | 28,731 | 29,364 | 25,031 | - | - | 0.0% |
| Equitable Placement & Completion | - | - | - | 75,148 | 638,811 | 750.1% |
| Extended Opportunity Programs & Services | 526,460 | 611,761 | 771,905 | 842,602 | 880,860 | 4.5% |
| Extended Opportunity Programs & Services-Carry Forward | - | - | 1,224 | 36,435 | 75,067 | 106.0% |
| Faculty and Staff Development-Carry Forward | - | - | - | - | 123 | 0.0% |
| Faculty and Staff Diversity-Carry Forward | 42,819 | 41,568 | 82,303 | 59,092 | 593,262 | 904.0% |
| Financial Aid Account | 8,190 | - | - | - | 18,578 | 0.0% |
| Financial Aid Technology & Carry Forward | 65,526 | 56,567 | 46,706 | 106,313 | 104,888 | -1.3% |
| Foster Care Education Program (61% State) | 38,080 | 31,750 | 36,478 | - | - | 0.0% |
| Guided Pathways | 141,903 | 136,015 | 79,617 | 76,227 | - | -100.0% |
| Hazardous Substances Carry Forward | - | - | - | - | 4,880 | 0.0% |
| SUB-TOTAL | \$ 2,996,405 | \$ 3,333,882 | \$ 3,351,127 | \$ 3,813,105 | \$ 10,158,516 | 166.4% |

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

| FISCAL YEAR | ACTUAL | ACTUAL | ACTUAL | ESTIMATED | ADOPTION | % |
|---|---------------------|---------------------|---------------------|----------------------|----------------------|---------------|
| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | BUDGET 2024-2025 | CHANGE |
| STATE SOURCES CONTINUED | | | | | | |
| SUB-TOTAL (PREVIOUS PAGE) | \$ 2,996,405 | \$ 3,333,882 | \$ 3,351,127 | \$ 3,813,105 | \$ 10,158,516 | 166.4% |
| HCAI Caring4Cal Program | \$ - | \$ - | \$ - | \$ 503,594 | \$ - | -100.0% |
| Hunger Free Campus | 15,900 | - | 292 | - | 16,675 | 0.0% |
| Juvenile Justice | - | - | - | 123,057 | 797,397 | 548.0% |
| Learning Aligned Employment Program (LAEP) | - | - | 1,237 | 19,820 | 507,709 | 2461.6% |
| Mental Health Support | 1,285 | 3,000 | 209,936 | 249,950 | 173,292 | -30.7% |
| MESA | - | - | 147,773 | 340,107 | 657,377 | 93.3% |
| Next Up | - | - | - | 380,827 | 461,553 | 21.2% |
| North Bay - Trades Internship Programs (CAI) | - | - | 15,053 | 186,545 | 298,402 | 60.0% |
| ECE Teacher Assistant Apprenticeship Program (CAI) | - | - | - | - | 600,000 | 0.0% |
| Nursing/Economic Development & Carry Forward | 98,474 | 106,720 | 109,819 | 153,272 | 202,408 | 32.1% |
| Other State Grants | 4,093 | - | - | - | - | 0.0% |
| Other State Grants Carry Forward | - | - | - | - | 37,545 | 0.0% |
| Peace Officers Training | 1,505 | - | 1,209 | 988 | 1,237 | 25.2% |
| Physical Plant and Instructional Support | - | 95,552 | 2,563,585 | 1,186,874 | 270,258 | -77.2% |
| Prop. 20 – Lottery – Instructional Supplies | 58,069 | 84,773 | 86,757 | 377,390 | 249,552 | -33.9% |
| Prop. 20 – Lottery – Instructional Supplies Carry Forward | - | - | - | - | 1,870,968 | 0.0% |
| Regional Equity & Recovery Partnerships (RERP) | - | - | - | 12,199 | 38,539 | 215.9% |
| Retention and Enrollment Outreach (SB85) | - | 42,246 | 114,859 | 227,149 | 541,164 | 138.2% |
| Rising Scholars | - | - | - | 229,500 | 153,000 | -33.3% |
| Scheduled Maintenance Carry-Forward | - | - | - | - | 150,871 | 0.0% |
| STEM Scale Up | - | - | 13,415 | 274,612 | 361,973 | 0.0% |
| Strong Workforce (Local) - 24/25 | - | - | - | - | 428,690 | 0.0% |
| Strong Workforce (Local) - 23/24 | - | - | - | - | 594,181 | 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 | 450,278 | 106,367 | - | - | - | 0.0% |
| Strong Workforce (Local) - Prior Years/Carry Forward | 238,126 | 90,705 | - | - | - | 0.0% |
| Strong Workforce (Regional) - 24/25 | - | - | - | - | 281,960 | 0.0% |
| Strong Workforce (Regional) - 23/24 | - | - | - | - | 296,800 | 0.0% |
| Strong Workforce (Regional) - 22/23 | - | - | 539 | 186,258 | - | -100.0% |
| 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 | 213,930 | 80,744 | - | - | - | 0.0% |
| Strong Workforce (Regional) - Prior Years/Carry Forward | 147,918 | 19,877 | - | - | - | 0.0% |
| Student Equity and Achievement (SEA) Pogram | 1,594,636 | 1,594,279 | 1,518,890 | 1,745,015 | 2,030,113 | 0.0% |
| Student Transfer Achievement Reform Act AB 928 | - | - | - | - | 565,217 | 0.0% |
| Systemwide Technology & Data Security | - | - | 12,040 | 100,579 | 612,381 | 0.0% |
| Transitional Assistance to Needy Families (52% State) | 20,748 | 16,338 | 17,172 | 20,903 | 19,858 | -5.0% |
| Transfer and Articulation | - | - | - | 15,612 | 33,083 | 111.9% |
| UMOJA, Current and Carry Forward | 17,208 | 800 | 4 | 122,448 | 98,748 | -19.4% |
| Undocumented Resources Liaisons | - | 18,947 | 97,542 | 76,673 | 122,918 | 60.3% |
| Veterans Resource Center & Carry Forward | - | 677 | 1,672 | 980 | 163,266 | 16559.8% |
| TOTAL STATE | \$ 5,891,699 | \$ 6,335,402 | \$ 9,198,760 | \$ 10,990,360 | \$ 22,795,651 | 107.4% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

| FISCAL YEAR | <u>ACTUAL 2020-2021</u> | <u>ACTUAL 2021-2022</u> | <u>ACTUAL 2022-2023</u> | <u>ESTIMATED 2023-2024</u> | <u>ADOPTION BUDGET 2024-2025</u> | <u>% CHANGE</u> |
|--|------------------------------------|------------------------------------|------------------------------------|---------------------------------------|---|----------------------------|
| LOCAL SOURCES | | | | | | |
| Advancement | 216,858 | 594,755 | - | - | - | 0.0% |
| Annual Fund Drive | 96,829 | 223,751 | - | - | - | 0.0% |
| Cafeteria | - | 21,891 | 14,308 | 16,142 | - | -100.0% |
| COM Foundation: | | | | | | |
| Donations Carry Forward | - | 5,485 | - | - | - | 0.0% |
| Scholarships & Carry Forward | - | 4,137 | - | - | - | 0.0% |
| COMPASS | - | 7,246 | 27,688 | 27,016 | 74,243 | 174.8% |
| Faculty Entrepreneur Champions | 181 | - | - | - | 1,629 | 0.0% |
| Health Services - Restricted | 240,155 | 250,764 | 257,536 | 296,002 | 285,000 | -3.7% |
| Maintenance Management & Carry Forward | 38,513 | - | - | - | - | 0.0% |
| MCCD Facility Rentals | 272,578 | 279,747 | 967,486 | 1,039,372 | 1,025,000 | -1.4% |
| MCCD Facility Rentals Carry Forward | - | - | - | - | 632,984 | 0.0% |
| SUB-TOTAL | \$ 865,114 | \$ 1,387,776 | \$ 1,267,018 | \$ 1,378,532 | \$ 2,018,856 | 46.4% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--|----------------------|----------------------|----------------------|------------------------|---------------------------------|---------------|
| LOCAL SOURCES CONTINUED | | | | | | |
| SUB-TOTAL (PREVIOUS PAGE) | \$ 865,114 | \$ 1,387,776 | \$ 1,267,018 | \$ 1,378,532 | \$ 2,018,856 | 46.4% |
| Outside Scholarships | 101,290 | 65,099 | 131,784 | 77,681 | 100,000 | 28.7% |
| Parking | 583,931 | 116,389 | 333,663 | 295,449 | 400,000 | 35.4% |
| 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 | 0.0% |
| Summer Bridge | - | 10,537 | 30,088 | 79,282 | 86,484 | 9.1% |
| Summer Camps | 285 | 2,390 | - | - | - | 0.0% |
| Student Technology | 197,223 | 89,992 | 18,296 | 224,905 | 110,000 | -51.1% |
| Student Technology Carry Forward | - | - | - | - | 302,470 | 0.0% |
| UC Berkeley - Puente Fund | 2,500 | 1,500 | 1,500 | 1,500 | 10,000 | 0.0% |
| UC Berkeley - Puente Augmentation Fund | - | - | 1,876 | 23,664 | 9,459 | -60.0% |
| UCLA - Teagle Grant | 6,061 | 607 | 12,839 | - | - | 0.0% |
| TOTAL LOCAL | \$ 1,777,392 | \$ 1,676,645 | \$ 1,799,192 | \$ 2,081,013 | \$ 3,703,219 | 78.0% |
| OTHER FINANCING SOURCES/OUTGO | | | | | | |
| Inter/Intrafund Transfers In/(Out) | 809,664 | 1,377,243 | 1,446,749 | 1,572,388 | 2,121,637 | 34.9% |
| Contingency for Additional Grants | - | - | - | - | 3,500,000 | 0.0% |
| TOTAL RESTRICTED PROGRAMS | \$ 12,778,791 | \$ 12,404,356 | \$ 13,208,373 | \$ 15,289,948 | \$ 32,532,370 | 112.8% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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 2024-25 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 2024-2025**

**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 2024-2025
B. NARRATIVE TEXT AND FINANCIAL STATEMENTS**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--------------------------------------|---------------------|---------------------|---------------------|------------------------|---------------------------------|-------------|
| REVENUE | | | | | | |
| Interest Income | \$ 4,710 | \$ 101 | \$ - | \$ - | \$ - | 0.0% |
| Additional Scholarship Income | 273,016 | - | - | - | - | 0.0% |
| Total Revenue | 277,726 | 101 | - | - | - | 0.0% |
| EXPENDITURES | | | | | | |
| Scholarships/Support | 115,046 | - | - | - | - | 0.0% |
| Total Expenditures | 115,046 | - | - | - | - | 0.0% |
| Excess of Revenue Over Expenditures | 162,680 | 101 | - | - | - | 0.0% |
| Other Outgo - Transfer to Foundation | - | (802,399) | - | - | - | 0.0% |
| Beginning Fund Balance | 639,618 | 802,298 | - | - | - | 0.0% |
| ENDING FUND BALANCE | \$ 802,298 | \$ - | \$ - | \$ - | \$ - | 0.0% |

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

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | <u>ACTUAL 2020-2021</u> | <u>ACTUAL 2021-2022</u> | <u>ACTUAL 2022-2023</u> | <u>ESTIMATED 2023-2024</u> | <u>ADOPTION BUDGET 2024-2025</u> | <u>% CHANGE</u> |
|---|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Interest Income | \$ 6,061 | \$ 1,052 | \$ 16,607 | \$ - | \$ - | 0.0% |
| Federal Student Financial Aid | 3,470,109 | 5,880,580 | 4,528,301 | 4,100,000 | 5,500,000 | 34.1% |
| State Student Financial Aid | 684,855 | 870,763 | 1,292,927 | 1,615,000 | 750,000 | -53.6% |
| Interfund Transfer | 30,000 | 29,559 | 6,327 | - | - | 0.0% |
| Total Revenue | 4,191,025 | 6,781,954 | 5,844,162 | 5,715,000 | 6,250,000 | 9.4% |
| EXPENDITURES | | | | | | |
| CA Student Aid Commission/DOE/R2T4 Repayments | 6,061 | - | - | - | - | 0.0% |
| Student Financial Aid | 4,184,964 | 6,781,954 | 5,844,162 | 5,715,000 | 6,250,000 | 9.4% |
| Total Expenditures | 4,191,025 | 6,781,954 | 5,844,162 | 5,715,000 | 6,250,000 | 9.4% |
| Excess of Revenue Over Expenditures | - | - | - | - | - | 0.0% |
| Beginning Fund Balance | - | - | - | - | - | 0.0% |
| ENDING FUND BALANCE | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-2025**

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

| FISCAL YEAR | <u>ACTUAL 2020-2021</u> | <u>ACTUAL 2021-2022</u> | <u>ACTUAL 2022-2023</u> | <u>ESTIMATED 2023-2024</u> | <u>ADOPTION BUDGET 2024-2025</u> | <u>% CHANGE</u> |
|--------------------------------------|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Interest Income | \$ 8,800 | \$ 161 | \$ - | \$ - | \$ - | 0.0% |
| Additional Investment Income | 92,462 | 3,000 | - | - | - | 0.0% |
| Total Revenue | 101,262 | 3,161 | - | - | - | 0.0% |
| EXPENDITURES | | | | | | |
| Scholarships/Support | 15,301 | - | - | - | - | 0.0% |
| Total Expenditures | 15,301 | - | - | - | - | 0.0% |
| Excess of Revenue Over Expenditures | 85,961 | 3,161 | - | - | - | 0.0% |
| Other Outgo - Transfer to Foundation | - | (1,322,541) | - | - | - | |
| Beginning Fund Balance | 1,233,419 | 1,319,380 | - | - | - | 0.0% |
| ENDING FUND BALANCE | \$ 1,319,380 | \$ - | \$ - | \$ - | \$ - | 0.0% |

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

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-25 Adoption Budget includes slight increases to State funding and parent fees as well as the funding from a local non-profit.

The 2024-25 projected deficit is covered by a transfer of \$299,378 from the General Fund.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**CHILD DEVELOPMENT FUND
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR | <u>ACTUAL 2020-2021</u> | <u>ACTUAL 2021-2022</u> | <u>ACTUAL 2022-2023</u> | <u>ESTIMATED 2023-2024</u> | <u>ADOPTION BUDGET 2024-2025</u> | <u>% CHANGE</u> |
|--|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Interest Income | \$ 1,417 | \$ 111 | \$ 2,342 | \$ 2,175 | \$ 1,000 | -54.0% |
| Federal Income | 7,810 | 7,126 | 8,543 | 467 | 10,000 | 2041.3% |
| State Income | 256,461 | 359,737 | 315,016 | 252,083 | 250,000 | -0.8% |
| Other Local Income | 126,567 | 120,161 | 114,780 | 11,780 | 100,000 | 748.9% |
| Grants/Contributions | 60,000 | 60,000 | 60,000 | - | 50,000 | 0.0% |
| Interfund Transfer In - HEERF | 156,888 | - | - | - | - | 0.0% |
| Interfund Transfer In for Instr'l & Admin. Support | 35,785 | 101,804 | 171,608 | 149,989 | 173,345 | 15.6% |
| Interfund Transfer In - General Fund | 35,784 | 39,150 | 28,011 | 149,989 | 132,691 | -11.5% |
| Total Revenue | 680,712 | 688,089 | 700,300 | 566,483 | 717,036 | 26.6% |
| EXPENDITURES | | | | | | |
| Certificated Salaries | 332,375 | 347,911 | 350,449 | 256,275 | 336,432 | 31.3% |
| Classified Salaries | 85,675 | 77,637 | 72,860 | 99,712 | 74,179 | -25.6% |
| Benefits | 254,129 | 253,146 | 263,122 | 192,489 | 282,769 | 46.9% |
| Supplies | 3,712 | 1,341 | 5,657 | 2,536 | 8,025 | 216.4% |
| Food | 4,035 | 4,043 | 6,263 | 7,181 | 7,490 | 4.3% |
| Other Operating Expenses | 786 | 4,011 | 1,949 | 4,887 | 7,606 | 55.6% |
| Equipment | | | - | 3,403 | 535 | -84.3% |
| Total Expenditures | 680,712 | 688,089 | 700,300 | 566,483 | 717,036 | 26.6% |
| Excess of Revenue Over Expenditures | - | - | - | - | - | 0.0% |
| Beginning Fund Balance | - | - | - | - | - | 0.0% |
| ENDING FUND BALANCE | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2023-24 projected deficit is covered by a transfer of \$110,069 from the General Fund. The 2024-25 budgeted deficit funded by the General fund is projected to be \$352,170.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | <u>ACTUAL 2020-2021</u> | <u>ACTUAL 2021-2022</u> | <u>ACTUAL 2022-2023</u> | <u>ESTIMATED 2023-2024</u> | <u>ADOPTION BUDGET 2024-2025</u> | <u>% CHANGE</u> |
|--------------------------------------|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Interest Income | \$ 45 | \$ 31 | \$ 322 | \$ 915 | \$ 1,000 | 9.3% |
| Other Local Income | 53,405 | 58,605 | 63,678 | 34,283 | 50,000 | 45.8% |
| Grants/Contributions | 20,000 | - | 101,450 | 70,728 | 50,000 | -29.3% |
| Interfund Transfer In - General Fund | 194,866 | 237,894 | 160,425 | 110,069 | 352,170 | 220.0% |
| Total Revenue | 268,316 | 296,530 | 325,875 | 215,995 | 453,170 | 109.8% |
| EXPENDITURES | | | | | | |
| Classified Salaries | 172,842 | 196,278 | 206,704 | 138,435 | 273,167 | 97.3% |
| Fringe Benefits | 74,775 | 88,659 | 106,980 | 67,085 | 152,923 | 128.0% |
| Supplies | 16,547 | 7,465 | 4,723 | 8,004 | 21,695 | 171.1% |
| Other Operating Expenses | 2,894 | 3,658 | 6,572 | 2,471 | 4,332 | 75.3% |
| Equipment | 1,258 | 470 | 896 | - | 1,053 | 0.0% |
| Total Expenditures | 268,316 | 296,530 | 325,875 | 215,995 | 453,170 | 109.8% |
| Excess of Revenue Over Expenditures | - | - | - | - | - | 0.0% |
| Beginning Fund Balance | - | - | - | - | - | 0.0% |
| ENDING FUND BALANCE | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-2025**

**SOLAR OPERATIONS FUND
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR | <u>ACTUAL 2020-2021</u> | <u>ACTUAL 2021-2022</u> | <u>ACTUAL 2022-2023</u> | <u>ESTIMATED 2023-2024</u> | <u>ADOPTION BUDGET 2024-2025</u> | <u>% CHANGE</u> |
|--------------------------------------|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Interest Income | \$ 847 | \$ 247 | \$ 5,839 | \$ 18,542 | \$ 5,000 | -73.0% |
| Other Local Income | - | 32,627 | 14,673 | 14,735 | 10,000 | -32.1% |
| Interfund Transfer-In - General Fund | 120,000 | 120,000 | 90,000 | 95,000 | 97,000 | 2.1% |
| Total Revenue | 120,847 | 152,874 | 110,512 | 128,277 | 112,000 | -12.7% |
| EXPENDITURES | | | | | | |
| Other Operating Expenses | 56,167 | 57,572 | 59,795 | 65,495 | 97,536 | 48.9% |
| Total Expenditures | 56,167 | 57,572 | 59,795 | 65,495 | 97,536 | 48.9% |
| Excess of Revenue Over Expenditures | 64,680 | 95,302 | 50,717 | 62,782 | 14,464 | -77.0% |
| Beginning Fund Balance | 246,717 | 311,397 | 406,699 | 457,416 | 520,198 | 13.7% |
| ENDING FUND BALANCE | \$ 311,397 | \$ 406,699 | \$ 457,416 | \$ 520,198 | \$ 534,662 | 2.8% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-2025**

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

| FISCAL YEAR | <u>ACTUAL 2020-2021</u> | <u>ACTUAL 2021-2022</u> | <u>ACTUAL 2022-2023</u> | <u>ESTIMATED 2023-2024</u> | <u>ADOPTION BUDGET 2024-2025</u> | <u>% CHANGE</u> |
|--------------------------------------|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Interest Income | \$ 755 | \$ 80 | \$ 2,387 | \$ 8,288 | \$ 4,500 | -45.7% |
| Other Local Income | 89,795 | 101,268 | 3,760 | 27,060 | 20,000 | -26.1% |
| Interfund Transfer In - General Fund | - | - | - | - | - | 0.0% |
| Total Revenue | 90,550 | 101,348 | 6,147 | 35,348 | 24,500 | -30.7% |
| EXPENDITURES | | | | | | |
| Supplies | - | - | - | - | 5,000 | 0.0% |
| Other Operating Expenses | - | 50,830 | (820) | - | 50,000 | 0.0% |
| Total Expenditures | - | 50,830 | (820) | - | 55,000 | 0.0% |
| Excess of Revenue Over Expenditures | 90,550 | 50,518 | 6,967 | 35,348 | (30,500) | -186.3% |
| Beginning Fund Balance | 49,080 | 139,630 | 190,148 | 197,115 | 232,463 | 17.9% |
| ENDING FUND BALANCE | \$ 139,630 | \$ 190,148 | \$ 197,115 | \$ 232,463 | \$ 201,963 | -13.1% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 were used to pay for costs of maintenance and operations of providing the facilities to the community for recreational use. The fund balance has been transferred to the Unrestricted General Fund for future operations.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | <u>ACTUAL 2020-2021</u> | <u>ACTUAL 2021-2022</u> | <u>ACTUAL 2022-2023</u> | <u>ESTIMATED 2023-2024</u> | <u>ADOPTION BUDGET 2024-2025</u> | <u>% CHANGE</u> |
|--|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Interest Income | \$ - | \$ 185 | \$ 5,937 | \$ - | \$ - | 0.0% |
| Other Local Income | - | - | 25,461 | - | - | 0.0% |
| Interfund Transfer In - General Fund | - | 500,000 | - | - | - | 0.0% |
| Total Revenue | - | 500,185 | 31,398 | - | - | 0.0% |
| EXPENDITURES | | | | | | |
| Supplies | - | 327 | - | - | - | 0.0% |
| Other Operating Expenses | - | - | 2,089 | - | - | 0.0% |
| Capital Outlay | - | - | - | - | - | 0.0% |
| Total Expenditures | - | 327 | 2,089 | - | - | 0.0% |
| Excess of Revenue Over Expenditures (Other Outgo - Interfund Transfers) | - | 499,858 | 29,309 | - (529,167) | - | 0.0% |
| Beginning Fund Balance | - | - | 499,858 | 529,167 | - | -100.0% |
| ENDING FUND BALANCE | \$ - | \$ 499,858 | \$ 529,167 | \$ - | \$ - | 0.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-2025**

**CAPITAL OUTLAY FUND
REVENUE AND EXPENDITURE REPORT**

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|---|---------------------|---------------------|----------------------|------------------------|---------------------------------|---------------|
| REVENUE | | | | | | |
| Interest Income | \$ 29,756 | \$ 6,160 | \$ 116,024 | \$ 449,789 | \$ 500,000 | 11.2% |
| Prop 39 CA Clean Energy Jobs Act | 63,616 | - | - | - | - | 0.0% |
| Miwok Dive Tower | 8,500,000 | 300,000 | - | - | - | 0.0% |
| Bolinas Site | - | - | - | 2,510,761 | - | -100.0% |
| Other Local Income | - | 519,803 | - | - | - | 0.0% |
| Interfund Transfers In | 407,899 | 2,921,151 | 3,092,332 | 7,371,260 | 453,533 | -93.8% |
| Total Revenue | 9,001,271 | 3,747,114 | 3,208,356 | 10,331,810 | 953,533 | -90.8% |
| EXPENDITURES | | | | | | |
| COPS Projects | 2,496,604 | 1,464,932 | - | - | - | 0.0% |
| Prop 39 Projects | 63,446 | - | - | - | - | 0.0% |
| LRB Projects | 11,185 | - | - | - | - | 0.0% |
| Miwok Dive Tower | 5,223,611 | 2,689,953 | - | - | - | 0.0% |
| Tech Fund | - | - | 14,274 | 30,113 | 1,455,613 | 4733.8% |
| Bolinas Site | - | - | - | 1,480,667 | 2,530,094 | 70.9% |
| Other | 76,803 | 409,516 | 10,416 | 194,214 | 220,000 | 13.3% |
| Contingency | - | - | - | - | 3,500,000 | 0.0% |
| Total Expenditures and Transfers | 7,871,649 | 4,564,401 | 24,690 | 1,704,994 | 7,705,707 | 351.9% |
| Excess of Revenue Over Expenditures | 1,129,622 | (817,287) | 3,183,666 | 8,626,816 | (6,752,174) | -178.3% |
| Beginning Fund Balance | 7,326,622 | 8,456,244 | 7,638,957 | 10,822,623 | 19,449,439 | 79.7% |
| ENDING FUND BALANCE | \$ 8,456,244 | \$ 7,638,957 | \$ 10,822,623 | \$ 19,449,439 | \$ 12,697,265 | -34.7% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Interest Income | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |
| Total Revenue | - | - | - | - | - | 0.0% |
| PROJECT EXPENDITURES | | | | | | |
| DISTRICT WIDE | | | | | | |
| Districtwide Expenditures | - | - | - | - | - | 0.0% |
| KENTFIELD CAMPUS | | | | | | |
| 35711 Fusselman Hall | 26,983 | - | - | - | - | 0.0% |
| Kentfield Campus Expenditures | 26,983 | - | - | - | - | 0.0% |
| INDIAN VALLEY CAMPUS | | | | | | |
| 35617 Organic Farm/Garden Enhancements | (4,561) | - | - | - | - | 0.0% |
| 35618 Pomo Cluster | | (43,607) | - | - | - | 0.0% |
| 35620 New Miwok Center | 22,015 | 43,607 | - | - | - | 0.0% |
| Indian Valley Campus Expenditures | 17,454 | - | - | - | - | 0.0% |
| Total Expenditures | 44,437 | - | - | - | - | 0.0% |
| Excess of Revenue Over Expenditures | (44,437) | - | - | - | - | 0.0% |
| Beginning Fund Balance | 44,437 | - | - | - | - | 0.0% |
| ENDING FUND BALANCE | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--|----------------------|----------------------|----------------------|------------------------|---------------------------------|----------------|
| REVENUE | | | | | | |
| Interest Income | \$ 162,392 | \$ 12,236 | \$ 196,560 | \$ 451,030 | \$ 100,000 | -77.8% |
| Total Revenue | 162,392 | 12,236 | 196,560 | 451,030 | 100,000 | -77.8% |
| PROJECT EXPENDITURES | | | | | | |
| DISTRICT WIDE | | | | | | |
| 35110 Campus Security | - | - | - | - | 2,671,082 | 0.0% |
| 35112 Information Technology | 455,054 | 157,035 | 269,328 | 18,026 | - | -100.0% |
| 35113 Instructional and Other Equipment | 54,643 | 55,876 | 182,356 | 15,865 | - | -100.0% |
| 35114 Property Acquisitions | 122,186 | 39,510 | 245,843 | - | - | 0.0% |
| 35115 Bolinas Site | 242,987 | 4,478 | 104,508 | 1,627,084 | 873,191 | -46.3% |
| 35116 Small Capital Repairs | - | - | - | 192,443 | 15,336 | -92.0% |
| 35120 Signage and Wayfinding | - | - | 43,868 | 300,000 | - | -100.0% |
| 35121 District Vehicles | - | - | - | 7,190 | - | -100.0% |
| 35510 Program Management, District Staff | - | 61,074 | 92,757 | (25,570) | - | -100.0% |
| 35599 Districtwide Contingency | - | - | - | - | 1,093,274 | 0.0% |
| Districtwide Expenditures | 874,870 | 317,973 | 938,660 | 2,135,038 | 4,652,883 | 117.9% |
| KENTFIELD CAMPUS | | | | | | |
| 35712 Center for Student Success | - | 406,396 | 2,909,172 | 2,286,613 | 5,908,749 | 158.4% |
| 35713 PE Complex/Pool Renovations | 4,820 | - | 110,224 | 71 | - | -100.0% |
| 35714 Site Improvements | 166,419 | - | - | - | - | 0.0% |
| 35726 Swing Space | - | - | - | - | 28,420 | 0.0% |
| 35727 Waterline and Mapping | - | - | 74,461 | 37,773 | - | -100.0% |
| Kentfield Campus Expenditures | 171,239 | 406,396 | 3,093,857 | 2,324,457 | 5,937,169 | 155.4% |
| INDIAN VALLEY CAMPUS | | | | | | |
| 35610 Jonas Center and Building 18 | 2,679,354 | 73,100 | 3,866 | - | - | 0.0% |
| 35612 ADA Barrier Removal/Site Improvement | 25,735 | 10,690 | 679 | - | - | 0.0% |
| 35617 IVC Organic Farm | - | - | (143) | - | - | 0.0% |
| 35618 Pomo Cluster | 666 | 27,751 | 16,471 | - | - | 0.0% |
| 35620 Miwok Center | - | 16,615 | 128,609 | - | - | 0.0% |
| 35624 Building 17 | - | - | 135,336 | 44 | - | -100.0% |
| 35625 Building 21 - Child Care Cntr & Labs | - | - | 607,162 | 139,115 | - | -100.0% |
| Indian Valley Campus Expenditur | 2,705,755 | 128,156 | 891,980 | 139,159 | - | -100.0% |
| Total Expenditures | 3,751,864 | 852,525 | 4,924,497 | 4,598,654 | 10,590,052 | 130.3% |
| Excess of Revenue Over Expenditures | (3,589,472) | (840,289) | (4,727,937) | (4,147,624) | (10,490,052) | 152.9% |
| Beginning Fund Balance | 23,795,374 | 20,205,902 | 19,365,613 | 14,637,676 | 10,490,052 | -28.3% |
| ENDING FUND BALANCE | \$ 20,205,902 | \$ 19,365,613 | \$ 14,637,676 | \$ 10,490,052 | \$ - | -100.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-2025

MEASURE B BUILDING FUND, SERIES B
REVENUE AND EXPENDITURE REPORT

| FISCAL YEAR | ACTUAL | ACTUAL | ACTUAL | ESTIMATED | ADOPTION | % |
|---|----------------------|-------------------|-----------------|--------------|-------------|----------------|
| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | BUDGET | CHANGE |
| REVENUE | | | | | | |
| Interest Income | \$ 237,332 | \$ 3,760 | \$ 1,713 | \$ - | \$ - | 0.0% |
| STRS/PERS "On-Behalf" Payments | 30,934 | - | - | - | - | 0.0% |
| Total Revenue | 268,266 | 3,760 | 1,713 | - | - | -100.0% |
| PROJECT EXPENDITURES | | | | | | |
| DISTRICT WIDE | | | | | | |
| 35110 Campus Security | 19 | (526) | - | - | - | 0.0% |
| 35111 Environmental Impact Report | (7,974) | (46,416) | - | - | - | 0.0% |
| 35112 Information Technology | 309,948 | 469,008 | 1,612 | - | - | 0.0% |
| 35113 Equipment | 4,722 | 4,472 | 730 | - | - | 0.0% |
| 35114 Property Acquisitions | 2,333,215 | 476,017 | 1,143 | - | - | 0.0% |
| 35115 Bolinas | 65,847 | 344,662 | 447 | - | - | 0.0% |
| 35116 Small Capital Repairs | 860 | 94 | 2,753 | - | - | 0.0% |
| 35510 Program Management, District Staff | 294,743 | (225,219) | (42,713) | - | - | 0.0% |
| Districtwide Expenditures | 3,001,380 | 1,022,092 | (36,028) | - | - | 0.0% |
| KENTFIELD CAMPUS | | | | | | |
| 35710 Student Services | - | 3,417 | - | - | - | 0.0% |
| 35711 Fusselman Hall | 291,331 | (5,212) | - | - | - | 0.0% |
| 35712 Center for Student Success | 5,659,660 | 5,924,877 | 137,311 | 5,191 | - | -100.0% |
| 35713 PE Complex/Pool Renovations | 5,104 | 387 | 413 | - | - | 0.0% |
| 35714 Site Improvements | 16,919 | 9,486 | - | - | - | 0.0% |
| 35715 Athletic Synthetic Turf Fields and Restroom/Storage | 2,332 | (252) | - | - | - | 0.0% |
| 35717 Child Study Center | 4 | - | - | - | - | 0.0% |
| 35718 Performing Arts | 188,975 | (2,320) | - | - | - | 0.0% |
| 35719 Fine Arts | 9 | (1) | - | - | - | 0.0% |
| 35720 Science, Math and Nursing | 2,950 | (30) | - | - | - | 0.0% |
| 35721 Maintenance & Operations Bldg. & District Warehouse | 1,194,360 | 52,684 | - | - | - | 0.0% |
| 35725 Demolition of Kent Ave. Maintenance Facilities | 121,868 | (633) | - | - | - | 0.0% |
| 35726 Swing Space | 11,751 | (229) | - | - | - | 0.0% |
| Kentfield Campus Expenditures | 7,495,263 | 5,982,174 | 137,724 | 5,191 | - | -100.0% |
| INDIAN VALLEY CAMPUS | | | | | | |
| 35610 Jonas Center | 3,050 | (17,784) | 123 | - | - | 0.0% |
| 35612 ADA Barrier Removal/Site Improvements | 161,764 | 19,506 | 44 | - | - | 0.0% |
| 35613 Admin Cluster | 1,038 | (112) | - | - | - | 0.0% |
| 35617 Organic Farm/Garden Enhancements | (171) | 19 | (2,259) | - | - | 0.0% |
| 35618 Pomo Cluster | 129,612 | 134,622 | 170 | - | - | 0.0% |
| 35619 Building 27 | 679 | 496 | - | - | - | 0.0% |
| 35620 New Miwok Center | 13,895,159 | 6,384,748 | 4,036 | - | - | 0.0% |
| 35622 Building 12 | 35,347 | (185) | - | - | - | 0.0% |
| 35623 Demolition Project | 19 | (2) | - | - | - | 0.0% |
| 35624 Building 17 | 17 | 6,130 | 514 | - | - | 0.0% |
| 35625 Building 21 | 5 | 19,033 | - | - | - | 0.0% |
| Indian Valley Campus Expenditures | 14,226,519 | 6,546,471 | 2,628 | - | - | 0.0% |
| Total Expenditures | 24,723,162 | 13,550,737 | 104,324 | 5,191 | - | -100.0% |
| Excess of Revenue Over Expenditures | (24,454,896) | (13,546,977) | (102,611) | (5,191) | - | -100.0% |
| Beginning Fund Balance | 38,109,675 | 13,654,779 | 107,802 | 5,191 | - | -100.0% |
| ENDING FUND BALANCE | \$ 13,654,779 | \$ 107,802 | \$ 5,191 | \$ - | \$ - | 0.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|---|-----------------------|-----------------------|----------------------|------------------------|---------------------------------|----------------|
| REVENUE | | | | | | |
| Interest Income | \$ 687,092 | \$ 64,921 | \$ 1,178,661 | \$ 2,902,753 | \$ 500,000 | -82.8% |
| Total Revenue | 687,092 | 64,921 | 1,178,661 | 2,902,753 | 500,000 | -82.8% |
| PROJECT EXPENDITURES | | | | | | |
| DISTRICT WIDE | | | | | | |
| 35113 Instructional and Other Equipment | - | - | - | - | 2,000,000 | 0.0% |
| 35115 Bolinas | - | - | - | - | 409,168 | 0.0% |
| 35116 Small Capital Repairs | - | - | 37,000 | - | - | 0.0% |
| 35599 Districtwide Program Contingency | - | - | - | - | - | 0.0% |
| Districtwide Expenditures | - | - | 37,000 | - | 2,409,168 | 0.0% |
| KENTFIELD CAMPUS | | | | | | |
| 35712 Center for Student Success | - | - | 5,134,351 | 28,251,162 | 68,031,651 | 140.8% |
| Kentfield Campus Expenditures | - | - | 5,134,351 | 28,251,162 | 68,031,651 | 140.8% |
| INDIAN VALLEY CAMPUS | | | | | | |
| 35612 ADA Barrier Removal/Site Improvements | 116,670 | 12,446 | - | - | - | 0.0% |
| 35624 Building 17 / Fire Foundry | - | - | - | - | 1,115,936 | 0.0% |
| Indian Valley Campus Expenditures | 116,670 | 12,446 | - | - | 1,115,936 | 0.0% |
| Total Expenditures | 116,670 | 12,446 | 5,171,351 | 28,251,162 | 71,556,755 | 153.3% |
| Excess of Revenue Over Expenditures | 570,422 | 52,475 | (3,992,690) | (25,348,409) | (71,056,755) | 180.3% |
| Beginning Fund Balance | 99,774,957 | 100,345,379 | 100,397,854 | 96,405,164 | 71,056,755 | -26.3% |
| ENDING FUND BALANCE | \$ 100,345,379 | \$ 100,397,854 | \$ 96,405,164 | \$ 71,056,755 | \$ - | -100.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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. \$159,890 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 2023-24 amounted to \$488,341 and is projected to be 506,605 for 2024-25.

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 2024-2025**

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

| FISCAL YEAR | ACTUAL | ACTUAL | ACTUAL | ESTIMATED | ADOPTION | % |
|-------------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------|
| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | BUDGET | CHANGE |
| | | | | | 2024-2025 | |
| REVENUE | | | | | | |
| Interest | \$ 14,987 | \$ 2,871 | \$ 58,803 | \$ 175,093 | \$ 50,000 | -71.4% |
| Other Local Revenue | 88,574 | 99,840 | 109,805 | 126,802 | 90,000 | -29.0% |
| Interfund Transfer In | 297,171 | 546,757 | 334,387 | 603,066 | 506,605 | -16.0% |
| Total Revenue | 400,732 | 649,468 | 502,995 | 904,961 | 646,605 | -28.5% |
| EXPENDITURES | | | | | | |
| Loan Payment | 135,000 | 177,656 | 174,282 | 172,033 | 169,785 | -1.3% |
| Interest | 5,738 | 278,770 | 296,374 | 316,308 | 336,820 | 6.5% |
| Transaction fees | 4,196 | 1,996 | - | - | - | 0.0% |
| Total Expenditures | 144,934 | 458,422 | 470,656 | 488,341 | 506,605 | 3.7% |
| Excess of Revenue Over Expenditures | 255,798 | 191,046 | 32,339 | 416,620 | 140,000 | -66.4% |
| (Other Outgo - Interfund Transfers) | - | - | - | (400,000) | - | -100.0% |
| Beginning Fund Balance | 4,094,793 | 4,350,591 | 4,541,637 | 4,573,976 | 4,590,596 | 0.4% |
| ENDING FUND BALANCE | \$ 4,350,591 | \$ 4,541,637 | \$ 4,573,976 | \$ 4,590,596 | \$ 4,730,596 | 3.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2023-24 amounted to \$546,857 and is projected to be \$545,607 for 2024-25.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|-------------------------------------|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Interest | \$ 4,406 | \$ 504 | \$ 11,545 | \$ 26,407 | \$ 5,000 | -81.1% |
| Interfund Transfer In | 550,000 | 544,157 | 547,356 | 546,857 | 545,607 | -0.2% |
| Total Revenue | 554,406 | 544,661 | 558,901 | 573,264 | 550,607 | -4.0% |
| EXPENDITURES | | | | | | |
| Bond Principal | 285,000 | 295,000 | 310,000 | 325,000 | 340,000 | 4.6% |
| Interest | 260,556 | 249,156 | 237,356 | 221,857 | 205,607 | -7.3% |
| Miscellaneous Expenses | 2,200 | - | - | - | - | 0.0% |
| Total Expenditures | 547,756 | 544,156 | 547,356 | 546,857 | 545,607 | -0.2% |
| Excess of Revenue Over Expenditures | 6,650 | 505 | 11,545 | 26,407 | 5,000 | 0.0% |
| Beginning Fund Balance | 579,129 | 585,779 | 586,284 | 597,829 | 624,236 | 4.4% |
| ENDING FUND BALANCE | \$ 585,779 | \$ 586,284 | \$ 597,829 | \$ 624,236 | \$ 629,236 | 0.8% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2023-24 amounted to \$302,194 and is projected to be \$303,944 for 2024-25.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|-------------------------------------|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Interest | \$ 1,436 | \$ 198 | \$ 4,997 | \$ 11,070 | \$ 2,000 | -81.9% |
| Interfund Transfer In | 152,000 | 304,794 | 303,594 | 302,194 | 303,944 | 0.6% |
| Total Revenue | 153,436 | 304,992 | 308,591 | 313,264 | 305,944 | -2.3% |
| EXPENDITURES | | | | | | |
| Principal | - | 155,000 | 160,000 | 165,000 | 175,000 | 6.1% |
| Interest | 149,794 | 149,794 | 143,594 | 137,194 | 128,944 | -6.0% |
| Miscellaneous Expenses | 2,200 | - | - | - | - | 0.0% |
| Total Expenditures | 151,994 | 304,794 | 303,594 | 302,194 | 303,944 | 0.6% |
| Excess of Revenue Over Expenditures | 1,442 | 198 | 4,997 | 11,070 | 2,000 | 0.0% |
| Beginning Fund Balance | 203,648 | 205,090 | 205,288 | 210,285 | 221,355 | 5.3% |
| ENDING FUND BALANCE | \$ 205,090 | \$ 205,288 | \$ 210,285 | \$ 221,355 | \$ 223,355 | 0.9% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2023-24 amounted to \$10,501,201 and is projected to be \$10,850,658 for 2024-25. 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 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--|---------------------|----------------------|----------------------|------------------------|---------------------------------|-------------|
| REVENUE | | | | | | |
| Interest | \$ 33,985 | \$ 4,263 | \$ 87,601 | \$ 148,780 | \$ 100,000 | -32.8% |
| Proceeds from Ad Valorem Tax | 11,196,833 | 12,829,641 | 10,694,283 | 10,423,404 | 10,755,000 | 3.2% |
| Total Revenue | 11,230,818 | 12,833,904 | 10,781,884 | 10,572,184 | 10,855,000 | 2.7% |
| EXPENDITURES | | | | | | |
| Bond - Cost of Issuance | 629,556 | (8,928) | - | - | - | 0.0% |
| Bond Principal | 4,700,000 | 6,630,000 | 7,565,000 | 8,185,000 | 8,690,000 | 6.2% |
| Interest | 7,629,150 | 3,753,856 | 2,516,157 | 2,316,201 | 2,160,658 | -6.7% |
| Miscellaneous Expenses | 5,866 | - | - | - | - | 0.0% |
| Total Expenditures | 12,964,572 | 10,374,928 | 10,081,157 | 10,501,201 | 10,850,658 | 3.3% |
| Excess of Revenue Over Expenditures | (1,733,754) | 2,458,976 | 700,727 | 70,983 | 4,342 | -93.9% |
| 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) | - | - | 0.0% |
| Beginning Fund Balance | 10,839,736 | 9,735,538 | 12,194,514 | 10,656,425 | 10,727,408 | 0.7% |
| ENDING FUND BALANCE | \$ 9,735,538 | \$ 12,194,514 | \$ 10,656,425 | \$ 10,727,408 | \$ 10,731,750 | 0.0% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2023-24 for amounted to \$16,072,851 and is projected to be \$16,463,628 for 2024-25. 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 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--|---------------------|----------------------|----------------------|------------------------|---------------------------------|--------------|
| REVENUE | | | | | | |
| Interest | \$ 25,243 | \$ 7,201 | \$ 112,937 | \$ 207,848 | \$ 135,000 | -35.0% |
| Proceeds from Ad Valorem Tax | 13,076,806 | 14,066,248 | 16,441,110 | 16,388,421 | 16,400,000 | 0.1% |
| Total Revenue | 13,102,049 | 14,073,449 | 16,554,047 | 16,596,269 | 16,535,000 | -0.4% |
| EXPENDITURES | | | | | | |
| Bond - Cost of Issuance | - | 931,150 | - | - | - | 0.0% |
| Bond Principal | 3,430,000 | 3,825,000 | 7,590,000 | 7,530,000 | 8,085,000 | 7.4% |
| Interest | 9,435,584 | 8,561,101 | 8,678,821 | 8,542,851 | 8,378,628 | -1.9% |
| Miscellaneous Expenses | 2,970 | - | - | - | - | 0.0% |
| Total Expenditures | 12,868,554 | 13,317,251 | 16,268,821 | 16,072,851 | 16,463,628 | 2.4% |
| Excess of Revenue Over Expenditures | 233,495 | 756,198 | 285,226 | 523,418 | 71,372 | -86.4% |
| Other Financing Sources - Refunding Bond Proceeds | - | 202,535,000 | - | - | - | 0.0% |
| Other Financing Sources - Intra-Fund Transfer-Matured Debt Service | - | - | 2,238,816 | - | - | 0.0% |
| (Other Outgo - Payment to Refunded Bonds Escrow Agent) | - | (201,595,764) | - | - | - | 0.0% |
| Beginning Fund Balance | 9,200,914 | 9,434,409 | 11,129,843 | 13,653,885 | 14,177,303 | 3.8% |
| ENDING FUND BALANCE | \$ 9,434,409 | \$ 11,129,843 | \$ 13,653,885 | \$ 14,177,303 | \$ 14,248,675 | 0.5% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-25 Adoption Budget has revenue flat compared to the actual revenue for 2023-24.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | <u>ACTUAL</u> <u>2020-2021</u> | <u>ACTUAL</u> <u>2021-2022</u> | <u>ACTUAL</u> <u>2022-2023</u> | <u>ESTIMATED</u> <u>2023-2024</u> | <u>ADOPTION</u> <u>BUDGET</u> <u>2024-2025</u> | <u>%</u> <u>CHANGE</u> |
|-------------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|--------------------------------------|--|---------------------------|
| REVENUE | | | | | | |
| Vision Care | \$ 44,039 | \$ 41,678 | \$ 41,726 | \$ 42,329 | \$ 44,000 | 3.9% |
| Dental | 569,504 | 594,940 | 593,873 | 626,570 | 630,000 | 0.5% |
| Interest Income | - | - | 8,782 | 25,944 | 20,000 | -22.9% |
| Total Revenue | 613,543 | 636,618 | 644,381 | 694,843 | 694,000 | -0.1% |
| EXPENDITURES | | | | | | |
| Vision Care: | | | | | | |
| Administrative Fees | 278 | 326 | 325 | 380 | 410 | 7.9% |
| Claims | 40,469 | 38,283 | 34,792 | 40,889 | 40,350 | -1.3% |
| Dental: | | | | | | |
| Administrative Fees | 4,742 | 4,796 | 4,717 | 4,843 | 5,000 | 3.2% |
| Claims | 543,224 | 524,921 | 495,355 | 564,209 | 585,000 | 3.7% |
| Total Expenditures | 588,713 | 568,326 | 535,189 | 610,321 | 630,760 | 3.3% |
| Excess of Revenue Over Expenditures | 24,830 | 68,292 | 109,192 | 84,522 | 63,240 | -25.2% |
| Beginning Fund Balance | 628,375 | 653,205 | 721,497 | 830,689 | 915,211 | 10.2% |
| ENDING FUND BALANCE | \$ 653,205 | \$ 721,497 | \$ 830,689 | \$ 915,211 | \$ 978,451 | 6.9% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-2025**

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

| FISCAL YEAR | <u>ACTUAL</u> <u>2020-2021</u> | <u>ACTUAL</u> <u>2021-2022</u> | <u>ACTUAL</u> <u>2022-2023</u> | <u>ESTIMATED</u> <u>2023-2024</u> | <u>ADOPTION</u> <u>BUDGET</u> <u>2024-2025</u> | <u>%</u> <u>CHANGE</u> |
|---|-----------------------------------|-----------------------------------|-----------------------------------|--------------------------------------|--|---------------------------|
| REVENUE | | | | | | |
| Investment Income | \$ 1,092,526 | \$ (1,281,659) | \$ 563,245 | \$ 977,257 | \$ 100,000 | -89.8% |
| Total Revenue | 1,092,526 | (1,281,659) | 563,245 | 977,257 | 100,000 | -89.8% |
| EXPENDITURES | | | | | | |
| Administrative Fees | 21,985 | 29,158 | 30,133 | 31,761 | 28,000 | -11.8% |
| Total Expenditures | 21,985 | 29,158 | 30,133 | 31,761 | 28,000 | -11.8% |
| Excess of Revenue Over Expenditures | 1,070,541 | (1,310,817) | 533,112 | 945,496 | 72,000 | -92.4% |
| Other Financing Sources - Contributions | 2,700,000 | 1,250,000 | - | - | - | 0.0% |
| (Other Outgo - Pension Reimbursements) | - | - | - | - | - | 0.0% |
| Beginning Fund Balance | 5,868,292 | 9,638,833 | 9,578,016 | 10,111,128 | 11,056,624 | 9.4% |
| ENDING FUND BALANCE | \$ 9,638,833 | \$ 9,578,016 | \$ 10,111,128 | \$ 11,056,624 | \$ 11,128,624 | 0.7% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2024-25 Adoption Budget includes “pay-as-you-go” and implicit rate subsidy reimbursements from the trust fund for its retiree medical and dental premium payments.

In 2023-24, an actuarial study was completed under the Governmental Accounting Standards Board Statement No. 74/75. The most recent report dated March 21, 2024 indicates that as of June 30, 2023 valuation date, the District’s Total OPEB Liability (TOL) was \$638,453 and the OPEB trust’s Fiduciary Net Position (FNP) was \$2,558,080 million. This leaves a Net OPEB Liability of (TOL-FNP) (\$1,919,627).

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--|---------------------|---------------------|---------------------|------------------------|---------------------------------|--------------|
| REVENUE | | | | | | |
| Investment Income | \$ 224,333 | \$ (148,211) | \$ 40,647 | \$ 157,243 | \$ 10,000 | -93.6% |
| Total Revenue | 224,333 | (148,211) | 40,647 | 157,243 | 10,000 | 93.6% |
| EXPENDITURES | | | | | | |
| Administrative Fees | 2,047 | 3,138 | 2,129 | 2,000 | 3,000 | 50.0% |
| Total Expenditures | 2,047 | 3,138 | 2,129 | 2,000 | 3,000 | 50.0% |
| Excess of Revenue Over Expenditures | 222,286 | (151,349) | 38,518 | 155,243 | 7,000 | 95.5% |
| Other Financing Sources - Contributions | - | - | - | - | - | 0.0% |
| (Other Outgo - "Pay As You Go" Reimbursements) | (273,954) | (197,577) | - | (171,324) | (153,116) | -10.6% |
| Beginning Fund Balance | 2,920,916 | 2,869,248 | 2,520,322 | 2,558,840 | 2,542,759 | -0.6% |
| ENDING FUND BALANCE | \$ 2,869,248 | \$ 2,520,322 | \$ 2,558,840 | \$ 2,542,759 | \$ 2,396,643 | -5.7% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**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 2023-24, the College of Marin Foundation's total net assets is projected to be \$14,556,390 as of June 30, 2024.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|-------------------------------------|---------------------|----------------------|----------------------|------------------------|---------------------------------|--------------|
| REVENUE | | | | | | |
| Interest Income | \$ 1,827,939 | \$ (1,565,720) | \$ 993,258 | \$ 1,600,708 | \$ 969,607 | -39.4% |
| Grants/Contributions | 43,282 | 1,116,686 | 3,623,364 | 1,422,859 | 1,000,000 | -29.7% |
| Transfers | - | 2,948,340 | - | - | - | 0.0% |
| Contingency | - | - | - | - | 2,000,000 | 0.0% |
| Total Revenue | 1,871,221 | 2,499,306 | 4,616,622 | 3,023,567 | 3,969,607 | 31.3% |
| EXPENDITURES | | | | | | |
| Scholarships & Other Student Aid | 130,705 | 228,296 | 373,789 | 626,510 | 450,000 | -28.2% |
| Program Support | 72,997 | 380,042 | 406,159 | 1,877,233 | 1,442,765 | -23.1% |
| Other Operating Expenses | 66,474 | 207,566 | 289,407 | 357,145 | 868,692 | 143.2% |
| Contingency | - | - | - | - | 2,000,000 | 0.0% |
| Total Expenditures | 270,176 | 815,904 | 1,069,355 | 2,860,888 | 4,761,457 | 66.4% |
| Excess of Revenue Over Expenditures | 1,601,045 | 1,683,402 | 3,547,267 | 162,679 | (791,850) | -586.8% |
| Beginning Fund Balance | 7,561,997 | 9,163,042 | 10,846,444 | 14,393,711 | 14,556,390 | 1.1% |
| ENDING FUND BALANCE | \$ 9,163,042 | \$ 10,846,444 | \$ 14,393,711 | \$ 14,556,390 | \$ 13,764,540 | -5.4% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

**ASSOCIATED STUDENTS ORGANIZATIONS
REVENUE AND EXPENDITURE REPORTS**

Adoption Budget for Fiscal Year 2024-2025

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 2024-2025**

ASSOCIATED STUDENTS COLLEGE OF MARIN - KTD IVC

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|--|---------------------|---------------------|---------------------|------------------------|---------------------------------|--------------|
| REVENUE | | | | | | |
| Other Local Income | \$ 76,429 | \$ 76,348 | \$ 89,689 | \$ 78,000 | \$ 87,600 | 12.3% |
| Total Revenue | 76,429 | 76,348 | 89,689 | 78,000 | 87,600 | 12.3% |
| EXPENDITURES | | | | | | |
| Supplies | 1,002 | 9,572 | 21,759 | 10,000 | 19,250 | 92.5% |
| Contracted Services | 13,625 | 11,740 | 13,578 | 11,000 | 11,425 | 3.9% |
| Travel/Conference | - | - | 5,572 | 1,000 | 2,000 | 100.0% |
| Printing | - | 750 | 1,182 | 1,223 | 1,500 | 22.6% |
| Equipment | - | - | - | 1,877 | 1,000 | -46.7% |
| Other Outgo: | | | | | | |
| Intrafund Transfers-Club Support & Emergency Loan Fund | - | 10,325 | 20,640 | 23,000 | 30,000 | 30.4% |
| Interfund Transfers-MCCD | 6,220 | 4,000 | 9,304 | 10,000 | 12,000 | 20.0% |
| Leadership & Service Awards/Other Student Support | 4,000 | 2,000 | 2,000 | 2,000 | 2,000 | 0.0% |
| Contingency | - | - | - | - | 8,425 | 0.0% |
| Total Expenditures | 24,847 | 38,387 | 74,035 | 60,100 | 87,600 | 45.8% |
| Excess of Revenue Over Expenditures | 51,582 | 37,961 | 15,654 | 17,900 | - | -100.0% |
| Beginning Fund Balance | 334,025 | 385,607 | 423,568 | 439,222 | 457,122 | 4.1% |
| ENDING FUND BALANCE | \$ 385,607 | \$ 423,568 | \$ 439,222 | \$ 457,122 | \$ 457,122 | 0.0% |

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 2024-2025**

ASSOCIATED STUDENTS EMERITUS COLLEGE

| FISCAL YEAR | ACTUAL 2020-2021 | ACTUAL 2021-2022 | ACTUAL 2022-2023 | ESTIMATED 2023-2024 | ADOPTION BUDGET 2024-2025 | % CHANGE |
|-------------------------------------|-----------------------------|-----------------------------|-----------------------------|--------------------------------|--|---------------------|
| REVENUE | | | | | | |
| Other Local Income | \$ 21,683 | \$ 23,682 | \$ 29,482 | \$ 25,000 | \$ 14,677 | -41.3% |
| Total Revenue | 21,683 | 23,682 | 29,482 | 25,000 | 14,677 | -41.3% |
| EXPENDITURES | | | | | | |
| Supplies | 9 | 191 | 2,434 | 4,000 | 5,300 | 32.5% |
| Contracted Services | 798 | 779 | | 12,002 | 11,580 | -3.5% |
| Postage | 295 | - | - | - | - | 0.0% |
| Printing | 646 | 225 | 294 | 647 | 1,100 | 70.0% |
| Marketing & Advertising | - | 3,600 | 4,221 | 1,180 | 2,000 | 69.5% |
| Other Outgo: | | | | | | |
| Student Emergency Assistance Fund | 5,000 | - | - | - | - | 0.0% |
| Lecture Series | 1,600 | - | 1,156 | 819 | 2,000 | 144.2% |
| Grants/Scholarships | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 0.0% |
| Service Awards | 300 | - | - | | 500 | 0.0% |
| Total Expenditures | 12,648 | 8,795 | 12,105 | 22,648 | 26,480 | 16.9% |
| Excess of Revenue Over Expenditures | 9,035 | 14,887 | 17,377 | 2,352 | (11,803) | -601.8% |
| Beginning Fund Balance | 75,057 | 84,092 | 98,979 | 116,356 | 118,708 | 2.0% |
| ENDING FUND BALANCE | \$ 84,092 | \$ 98,979 | \$ 116,356 | \$ 118,708 | \$ 106,905 | -9.9% |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

ASSOCIATED STUDENTS REPRESENTATION FEE FUND

| FISCAL YEAR | <u>ACTUAL</u> <u>2020-2021</u> | <u>ACTUAL</u> <u>2021-2022</u> | <u>ACTUAL</u> <u>2022-2023</u> | <u>ESTIMATED</u> <u>2023-2024</u> | <u>ADOPTION</u> <u>BUDGET</u> <u>2024-2025</u> | <u>%</u> <u>CHANGE</u> |
|-------------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|--------------------------------------|--|---------------------------|
| REVENUE | | | | | | |
| Other Local Income | \$ 7,706 | \$ 18,890 | \$ 20,891 | \$ 17,254 | \$ 12,025 | -30.3% |
| Total Revenue | 7,706 | 18,890 | 20,891 | 17,254 | 12,025 | -30.3% |
| EXPENDITURES | | | | | | |
| Travel / Conference | 907 | 6,292 | 10,742 | 8,000 | 11,925 | 49.1% |
| Membership & Dues | - | 1,550 | 9,711 | 1 | 100 | 19900.0% |
| Total Expenditures | 907 | 7,842 | 20,453 | 8,001 | 12,025 | 50.3% |
| Excess of Revenue Over Expenditures | 6,799 | 11,048 | 438 | 9,254 | - | -100.0% |
| Beginning Fund Balance | 107,567 | 114,366 | 125,414 | 125,852 | 135,105 | 7.4% |
| ENDING FUND BALANCE | \$ 114,366 | \$ 125,414 | \$ 125,852 | \$ 135,105 | \$ 135,105 | 0.0% |

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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.

2024-25 Authorized Staffing

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

2023-24 Actual Gross Earnings, Employer-Paid Benefits and Total Compensation

Actual fiscal year 2023-2024 gross earnings, employer-paid benefits, and total compensation is provided for District employees. The data is based on payroll batches recorded in the financial information system for the 2023-24 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.

2023-24 Average Employer Benefits Rates

Average fiscal year 2023-24 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 2024-2025**

B. GANN APPROPRIATION LIMIT WORKSHEET

I. **2024-25** Appropriations Limit:

| | | | |
|--|----------|----|-------------------|
| A. 2023-24 Appropriations Limit | | \$ | 75,304,761 |
| B. Price Factor: | 1.0362 | | |
| C. Population Factor: | | | |
| 1. 2022-23 Second Period Actual FTES: | 2,914.25 | | |
| 2. 2023-24 Second Period Actual FTES: | 3,473.88 | | |
| 3. Population Change Factor: (line C.2. divided by line C.1.) | 1.1920 | | |
| D. 2023-24 Limit adjusted by inflation and population factors (line A multiplied by line B and Line C.3.) | | | 93,012,706 |
| E. Adjustments to Increase Limit | | | |
| 1. Transfers in of financial responsibility | | - | |
| 2. Temporary voter approved increases | | - | |
| 3. Total adjustment - increase | | - | |
| Subtotal | | | 93,012,706 |
| F. Adjustments to Decrease Limit | | | |
| 1. Transfers out of financial responsibility | | - | |
| 2. Lapses of voter approved increases | | - | |
| 3. Total adjustment - decrease | | - | |
| G. 2024-25 Appropriations Limit | | \$ | 93,012,706 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

B. GANN APPROPRIATION LIMIT WORKSHEET

II. **2024-25** Appropriations Subject to Limit:

| | |
|--|------------------------------------|
| A. State Aid (General Apportionment, Apprenticeship Allowance, and Education Protection Account tax revenue) | \$ 2,366,483 |
| B. State Subventions (Home Owners Property Tax Relief, Timber Yield tax, etc.) | 248,674 |
| C. Local Property taxes | 76,460,065 |
| D. Estimated Excess Debt Service taxes | - |
| E. Estimated Parcel taxes, Square Foot taxes, etc. | - |
| F. Interest on proceeds of taxes | 900,000 |
| G. Local appropriations from taxes for unreimbursed State, Court and Federal Mandates | - |
| | <hr/> |
| H. 2024-25 Appropriations Subject to Limit | <u><u>\$ 79,975,222</u></u> |

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. AUTHORIZED STAFFING

| | Faculty | Classified | Administrators | Totals |
|---|----------------|-------------------|-----------------------|---------------|
| Unrestricted General Fund | 108.84 | 163.58 | 28.15 | 300.57 |
| Community Education and Services | - | 4.70 | 0.30 | 5.00 |
| Restricted General Fund | 13.16 | 35.48 | 3.22 | 51.86 |
| Child Development Fund | 4.00 | 0.92 | 1.00 | 5.92 |
| IVC Organic Farm Fund | | 1.00 | 0.33 | 1.33 |
| District Totals | 126.00 | 205.68 | 33.00 | 364.68 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|-----------------------|-------------------|-----------|------|
| <u>FACULTY</u> | | | |
| COUNSELOR | ARBONA | SHAILA | 0.07 |
| COUNSELOR | BEATTIE | KYLE | 1.00 |
| COUNSELOR | CULLEN | GINA | 0.80 |
| COUNSELOR | ESCOBAR | CAITLIN | 0.34 |
| COUNSELOR | KLEIN | RACHEL | 0.50 |
| COUNSELOR | MAGALLANES-RIVERA | ALEXANDRA | 1.00 |
| COUNSELOR | MALMQUIST-WEST | SARA | 1.00 |
| COUNSELOR | MORENO | LUZ | 0.50 |
| COUNSELOR | PERRONE | KRISTIN | 0.53 |
| COUNSELOR | RAMEY | BYRON | 1.00 |
| COUNSELOR | ROBINSON | KAREN | 1.00 |
| COUNSELOR | STEVENSON | TROY | 0.07 |
| INSTRUCTOR | AFRICA | ERIN | 1.00 |
| INSTRUCTOR | AGUDELO-SILVA | FERNANDO | 1.00 |
| INSTRUCTOR | ALLEN | KENNETH | 1.00 |
| INSTRUCTOR | ALLEN | MAULA | 0.97 |
| INSTRUCTOR | BEAL | REBECCA | 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 |
| INSTRUCTOR | CHENEY | PAUL | 1.00 |
| INSTRUCTOR | CHRISTENSEN | TINA | 1.00 |
| INSTRUCTOR | CORTRIGHT | SETH | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|-----------------------|------------|-----------|------|
| <u>FACULTY</u> | | | |
| INSTRUCTOR | COTTLE | WINDEE | 1.00 |
| INSTRUCTOR | COULSON | MARIA | 1.00 |
| INSTRUCTOR | CRAWFORD | YASHICA | 0.80 |
| INSTRUCTOR | CROSBY | FRANK | 1.00 |
| INSTRUCTOR | DAUBENMIRE | PAUL | 0.73 |
| INSTRUCTOR | DUNMIRE | ERIK | 1.00 |
| INSTRUCTOR | DUNN | JASON | 1.00 |
| INSTRUCTOR | EDWARDS | SHAQUAM | 0.83 |
| INSTRUCTOR | EVERITT | DAVID | 1.00 |
| INSTRUCTOR | FARA | NICK | 1.00 |
| INSTRUCTOR | FOX | EMILY | 1.00 |
| INSTRUCTOR | FRANCE | PATRICIA | 1.00 |
| 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 |
| INSTRUCTOR | KING | DAVID | 1.00 |
| INSTRUCTOR | KLINGER | ALISA | 1.00 |
| INSTRUCTOR | KREIT | CARA | 1.00 |
| INSTRUCTOR | LAFF | REBECCA | 1.00 |
| INSTRUCTOR | LEUNG | CHRISTINE | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|-----------------------|--------------|------------|------|
| <u>FACULTY</u> | | | |
| INSTRUCTOR | LI | CHRISTINE | 1.00 |
| INSTRUCTOR | MARK | JULIE | 1.00 |
| INSTRUCTOR | MARMYSZ | JOHN | 1.00 |
| INSTRUCTOR | MARTINISI | MICHELE | 1.00 |
| INSTRUCTOR | MASSION | CHEO | 1.00 |
| INSTRUCTOR | MCCOY | ROBERT | 1.00 |
| INSTRUCTOR | MICHELANGELO | LORI | 1.00 |
| INSTRUCTOR | MIHAL | COLLEEN | 1.00 |
| INSTRUCTOR | MILLER | TRINE | 1.00 |
| INSTRUCTOR | MORSE | LISA | 1.00 |
| INSTRUCTOR | MPANDENYAMA | ALESSANDRA | 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 | NORRIS | FELICITA | 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 |
| INSTRUCTOR | PASQUEL | ALICIA | 1.00 |
| INSTRUCTOR | PASSER | JOYCE | 1.00 |
| INSTRUCTOR | PATEL | BETH | 1.00 |
| INSTRUCTOR | POMAJULCA | CESAR | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|-----------------------|-----------------------------|----------|------|
| <u>FACULTY</u> | | | |
| INSTRUCTOR | PURCELL | SHAWN | 1.00 |
| INSTRUCTOR | QUICK | DAYNA | 1.00 |
| INSTRUCTOR | RAHMAN | SUSAN | 0.70 |
| INSTRUCTOR | RODERICK | IRINA | 1.00 |
| INSTRUCTOR | ROLSTON | CAITLIN | 1.00 |
| INSTRUCTOR | RUDDLE | JOANNA | 1.00 |
| INSTRUCTOR | RUSSELL | LYRYAN | 1.00 |
| INSTRUCTOR | SAEZ | 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 - ART | | 1.00 |
| INSTRUCTOR | VACANT - NURSING | | 1.00 |
| INSTRUCTOR | VACANT - DIGITAL MEDIA | | 1.00 |
| INSTRUCTOR | VACANT - HISTORY | | 1.00 |
| INSTRUCTOR | VACANT - PHYSICAL EDUCATION | | 1.00 |
| INSTRUCTOR | VACANT - SPANISH | | 1.00 |
| INSTRUCTOR | WALSH | WENDY | 1.00 |
| INSTRUCTOR | WANG | ANDREA | 1.00 |
| INSTRUCTOR | WAT | TIMOTHY | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|-----------------------------|--------------|-----------|----------------------|
| <u>FACULTY</u> | | | |
| INSTRUCTOR | WELLS | STEPHANIE | 1.00 |
| INSTRUCTOR | WIEBE | LAURA | 1.00 |
| INSTRUCTOR | WILLET | NANCY | 1.00 |
| INSTRUCTOR | WOODLIEF | BLAZE | 1.00 |
| 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 |
| TOTAL FACULTY FTE | | | <u>108.84</u> |
| <u>CLASSIFIED</u> | | | |
| ACCOMPANIST | PAUL | JEFFREY | 0.33 |
| ACCOUNTING SPECIALIST | AVILES | FRANCISCO | 1.00 |
| ACCOUNTING SPECIALIST | VACANT | | 1.00 |
| ACCOUNTING TECHNICIAN | SHAW | ELLEN | 1.00 |
| ACCOUNTING TECHNICIAN | SHRESTHA | DEVENDRA | 1.00 |
| ACCOUNTING TECHNICIAN | VALLADARES | JEFFERSON | 1.00 |
| ACCOUNTING TECHNICIAN | VACANT | | 1.00 |
| ADMINISTRATIVE ASSISTANT I | SEVAL VISWAM | VIDHYAH | 1.00 |
| ADMINISTRATIVE ASSISTANT II | ASHBY | MARIAH | 1.00 |
| ADMINISTRATIVE ASSISTANT II | BORISOV | OLGA | 1.00 |
| ADMINISTRATIVE ASSISTANT II | CARLISLE | DORIAN | 0.79 |
| ADMINISTRATIVE ASSISTANT II | FOULGER | KIM | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|--|----------------|----------------|------|
| <u>CLASSIFIED</u> | | | |
| ADMINISTRATIVE ASSISTANT II | MURRIN | ISABEL | 0.50 |
| ADMINISTRATIVE ASSISTANT II | PEREDES | TANYA | 1.00 |
| ADMINISTRATIVE ASSISTANT II | PINCKNEY | JOANNA | 1.00 |
| ADMINISTRATIVE ASSISTANT II | ROMO PADILLA | GUADALUPE | 1.00 |
| ADMINISTRATIVE ASSISTANT II | SMITH | MALAIKA | 1.00 |
| ADMINISTRATIVE ASSISTANT II | VACANT | | 0.57 |
| 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 | VACANT | | 1.00 |
| BUYER | VACANT | | 1.00 |
| COMPASS COORDINATOR | VACANT | | 1.00 |
| COORDINATOR, STUDENT CONDUCT & COMM. STDS. | CANTUA-ALVAREZ | MARCO | 1.00 |
| CUSTODIAL SERVICES SUPERVISOR | DAILEY | KAROL | 1.00 |
| CUSTODIAN | CRUZ | JULIO | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|----------------------------------|------------------|-------------|------|
| <u>CLASSIFIED</u> | | | |
| 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 | SMITH | MICHAEL | 1.00 |
| CUSTODIAN | SOLIS KRUMMES | BRUNO | 1.00 |
| CUSTODIAN | TEJEDA | JUDITH | 1.00 |
| CUSTODIAN | VACANT | | 1.00 |
| CUSTODIAN | VACANT | | 1.00 |
| CUSTODIAN | VACANT | | 1.00 |
| CUSTODIAN | VACANT | | 1.00 |
| DESIGNER STAGE TECHNICIAN | WHITE | DAVID | 1.00 |
| DESIGNER STAGE TECHNICIAN | VACANT | | 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 | VACANT | | 0.60 |
| ENROLLMENT SERVICES ASSOCIATE II | BARNETT | MARIXA | 0.60 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|---|------------------|-----------|------|
| <u>CLASSIFIED</u> | | | |
| ENROLLMENT SERVICES ASSOCIATE II | NORTHMAN | ROBERT | 0.60 |
| ENROLLMENT SERVICES ASSOCIATE II | TRINIDAD GUZMAN | ANDREA | 0.60 |
| 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 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 | SILVIA | JACOB | 1.00 |
| FACILITIES TECHNICIAN | CORPUZ | DONTE | 1.00 |
| FACILITIES TECHNICIAN | HOVAN | MICHAEL | 1.00 |
| FACILITIES TECHNICIAN | VACANT | | 1.00 |
| GARDENER | BOGRAN RAYMUNDO | ROLANDO | 1.00 |
| GARDENER | UHALDE | SEBASTIEN | 1.00 |
| GARDENER | ALVAREZ GONZALEZ | JOSE | 1.00 |
| GARDENER | VACANT | | 1.00 |
| GARDENER | VACANT | | 1.00 |
| GRAPHICS DESIGN SPECIALIST | DORMANN | ROGER | 1.00 |
| GRAPHICS DESIGN SPECIALIST | MAHONEY | DAVID | 1.00 |
| HUMAN RESOURCES OPERATIONS ANALYST | VACANT | | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|---|------------------|------------|------|
| <u>CLASSIFIED</u> | | | |
| HUMAN RESOURCES TECHNICIAN II | ALVARADO WING | KATERINNE | 1.00 |
| HUMAN RESOURCES TECHNICIAN II | KAPLAN | TESSA | 1.00 |
| HUMAN RESOURCES TECHNICIAN II | VACANT | | 1.00 |
| HVAC BUILDING AND CONTROLS ENGINEER | LEE | KEVIN | 1.00 |
| HVAC BUILDING AND CONTROLS ENGINEER | VACANT | | 1.00 |
| INSTRUCTIONAL ASSISTANT - MACHINE & METALS | DEINES | MARK | 0.40 |
| INSTRUCTIONAL DESIGNER | LINCE | STACEY | 1.00 |
| INSTRUCTIONAL SPECIALIST - COMPUTER INFO SYS | BARTHELEMY | LANCE | 0.42 |
| INSTRUCTIONAL SPECIALIST - COURT REPORTING | OLSON | JANIS | 0.38 |
| INSTRUCTIONAL SPECIALIST - DENTAL ASSISTING | BURTON | CHRISTINE | 0.53 |
| INSTRUCTIONAL SPECIALIST - ENGLISH | HERNANDEZ | BARBARA | 0.87 |
| INSTRUCTIONAL SPECIALIST - ENGLISH | SHEOFSKY | ELIZABETH | 0.48 |
| INSTRUCTIONAL SPECIALIST - ENGLISH | SMITH | RION | 1.00 |
| INSTRUCTIONAL SPECIALIST - ENGLISH | TAMAYO | JUAN | 0.87 |
| INSTRUCTIONAL SPECIALIST - ENGLISH | WARREN | DEBORAH | 0.87 |
| 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 | 0.37 |
| INSTRUCTIONAL SPECIALIST - TLC/SAS | MAZUMDAR | MRITYUNJOY | 0.42 |
| INSTRUCTIONAL SPECIALIST - TUTORING | VACANT | | 1.00 |
| 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 | COONEY | RYAN | 1.00 |
| KINESIOLOGY & ATHLETICS OPERATIONS SPECIALIST | ALEXANDER | DIAMOND | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|--|-------------|----------|------|
| <u>CLASSIFIED</u> | | | |
| LABORATORY TECHNICIAN - AUTO TECHNOLOGY | GOOD | LESLIE | 1.00 |
| LABORATORY TECHNICIAN - BIOLOGY | AMUNDSON | LAUREN | 1.00 |
| LABORATORY TECHNICIAN - CERAMICS | YOUNG | BRIAN | 1.00 |
| LABORATORY TECHNICIAN - CHEMISTRY | VACANT | | 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 | LONG | LAN-LING | 1.00 |
| LIBRARY TECHNICIAN II | NGUYEN THUY | TRANG | 1.00 |
| LIBRARY TECHNICIAN II | HOLUB | KARL | 1.00 |
| LIBRARY TECHNICIAN III | MCSWEEN | KAREN | 1.00 |
| LOCKSMITH/CARPENTER | VACANT | | 1.00 |
| MAINTENANCE CARPENTER | STAFFEN | RUSSEL | 1.00 |
| MAINTENANCE CARPENTER | ZAMORA | EFRAIN | 1.00 |
| MAINTENANCE ELECTRICIAN | WILSON | PAUL | 1.00 |
| MAINTENANCE ELECTRICIAN | VACANT | | 1.00 |
| NETWORK/PC/TELEPHONE TECHNICIAN | CHI | BRIAN | 1.00 |
| NETWORK/PC/TELEPHONE TECHNICIAN | GARDINER | DAVID | 1.00 |
| PAYROLL SPECIALIST | WITTE | IRMGARD | 1.00 |
| POLICE SERVICES ASSISTANT | VACANT | | 1.00 |
| POOL MAINTENANCE WORKER | APPLEGATE | MONICA | 1.00 |
| POOL MAINTENANCE WORKER | GILL | CLARK | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|--|------------------|-----------|------|
| <u>CLASSIFIED</u> | | | |
| POOL MAINTENANCE WORKER | VACANT | | 1.00 |
| PRINT PRODUCTION SPECIALIST | SO | ALBERT | 1.00 |
| PROGRAM COORDINATOR - ALUMNI/CENTENNIAL | VACANT | | 1.00 |
| PROGRAM COORDINATOR - CAREER SERVICES | PEREZ | CHELSEY | 0.50 |
| PROGRAM COORDINATOR - EOPS | MARTINEZ | ALLYSON | 0.15 |
| PROGRAM COORDINATOR - HEALTH & SAFETY | VILA | SUAD | 1.00 |
| PROGRAM COORDINATOR - LEARNING COMMUNITIES | DYER | NEQUESHE | 1.00 |
| PROGRAM COORDINATOR - OUTREACH & PARTNER. | MERCADO-TRUJILLO | MARIA | 1.00 |
| PROGRAM COORDINATOR - STRONG WORKFORCE | RAHMAN | HEATHER | 0.50 |
| PROGRAM COORDINATOR - TFR & CAREER CENTER | VACANT | | 1.00 |
| RECEIVING CLERK | RODRIGUEZ | JUAN | 1.00 |
| RECEIVING CLERK | VACANT | | 1.00 |
| RECEIVING CLERK | VACANT | | 1.00 |
| REPROGRAPHICS MAIL CLERK | HARBISON | JESSE | 1.00 |
| REPROGRAPHICS MAIL CLERK | KLEIN | MICHAEL | 1.00 |
| RESEARCH ANALYST | ROWSON | ZACHARY | 1.00 |
| SENIOR BENEFITS ANALYST | OWEN | RONALD | 1.00 |
| SENIOR CREATIVE DESIGNER | CHUNG | SHOOK-CHU | 1.00 |
| SENIOR DATABASE ADMINISTRATOR | OSHEROFF | AARON | 1.00 |
| SENIOR PAYROLL SPECIALIST | TERRY | LINDA | 1.00 |
| SENIOR INSTITUTIONAL RESEARCH ANALYST | VACANT | | 1.00 |
| SENIOR SYSTEMS ANALYST | NGUYEN | DONG | 1.00 |
| SENIOR SYSTEMS ANALYST | SCHANE | BURTON | 1.00 |
| STAFF ACCOUNTANT | FRAGATA | MARILOU | 1.00 |
| STAFF ACCOUNTANT | GAFFNEY | KELI | 1.00 |
| STAFF ACCOUNTANT II | BARZEGAR | NAGHMEH | 1.00 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|--|---------------|---------------|----------------------|
| <u>CLASSIFIED</u> | | | |
| STAFF ACCOUNTANT II | GREITZER | MICHELLE | 1.00 |
| STAFF ACCOUNTANT II | HAGGITT | BRIANNA | 1.00 |
| SYSTEMS ANALYST | VACANT | | 1.00 |
| SYSTEMS ENGINEER | INDI | FERHAT | 1.00 |
| TECHNOLOGY SUPPORT SPECIALIST I | VACANT | | 1.00 |
| TECHNOLOGY SUPPORT SPECIALIST I | HABER | JOHN | 1.00 |
| TECHNOLOGY SUPPORT SPECIALIST I | LEE | WENDY | 1.00 |
| TECHNOLOGY SUPPORT SPECIALIST II | MORENO | CHRISTIAN-JON | 1.00 |
| TECHNOLOGY SUPPORT SPECIALIST II | VACANT | | 1.00 |
| TUTORING CENTER COORDINATOR | PENSABENE | OKSANA | 0.80 |
| TOTAL CLASSIFIED FTE | | | <u>163.58</u> |
| <u>ADMINISTRATORS</u> | | | |
| <u>ACADEMIC:</u> | | | |
| SUPERINTENDENT/PRESIDENT | ELDRIDGE | JONATHAN | 1.00 |
| ASST. SUPT./VP OF STUDENT LEARNING & SUCCESS | EMERSON | DANA | 0.80 |
| 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 |
| TOTAL ACADEMIC ADMINISTRATORS | | | <u>11.15</u> |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. UNRESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|--|----------------|----------|----------------------|
| <u>CLASSIFIED:</u> | | | |
| 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 | VACANT | | 1.00 |
| EXECUTIVE DIRECTOR OF HUMAN RESOURCES | HARRIS | NEKODA | 1.00 |
| DIRECTOR OF ADVANCEMENT | ROSENTHAL | KEITH | 1.00 |
| DIRECTOR OF FACILITIES PLANNING, MAINT. & OPS. | CHRISTIANSEN | KLAUS | 1.00 |
| DIRECTOR OF FISCAL SERVICES | CLARK | ANTHONY | 1.00 |
| DIRECTOR OF INSTITUTIONAL EFFECTIVENESS | SHAFER | 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 | JACKSON | SAMANTHA | 1.00 |
| MANAGER, EMPLOYEE & LABOR RELATIONS | CALLAHAN | SHAWNA | 1.00 |
| MANAGER, HR OPERATIONS MANAGER | LINGO | ANGELA | 1.00 |
| HEALTH SCIENCES PROGRAM ADMINISTRATOR | OLMANSON | ANGELA | 1.00 |
| TOTAL CLASSIFIED ADMINISTRATORS | | | <u>17.00</u> |
| TOTAL ADMINISTRATIVE FTE | | | <u>28.15</u> |
| TOTAL UNRESTRICTED FTE | | | <u>300.57</u> |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. COMMUNITY EDUCATION AND SERVICES AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|---|--------------|---------|--------------------|
| <u>CLASSIFIED</u> | | | |
| ADMINISTRATIVE ASSISTANT III | LOEGERING | TESSA | 1.00 |
| COMMUNITY EDUCATION & SERVICES PROG. SPEC. | DRAKE | BRANDON | 0.90 |
| COMMUNITY EDUCATION & SERVICES PROG. SPEC. | MARCKWORDT | VALERIE | 1.00 |
| ENROLLMENT SERVICES ASSOCIATE II | PEITZ | HEATHER | 1.00 |
| PROGRAM COORDINATOR - COMMUNITY PROGRAMS | MONTERICHARD | KAREN | 0.80 |
| TOTAL CLASSIFIED FTE | | | <u>4.70</u> |
| <u>ADMINISTRATORS</u> | | | |
| <u>CLASSIFIED</u> | | | |
| DIRECTOR OF COMMUNITY PROGRAMS | FRIEDMAN | LORI | 0.30 |
| TOTAL ADMINISTRATIVE FTE | | | <u>0.30</u> |
| TOTAL COMMUNITY EDUCATION AND SERVICES FTE | | | <u>5.00</u> |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. RESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|--------------------------|---------------|---------------|----------------------------|
| <u>FACULTY</u> | | | |
| COUNSELOR | ARBONA | SHAILA | 0.93 |
| COUNSELOR | COLEY | WILLIAM | 1.00 |
| COUNSELOR | CULLEN | GINA | 0.20 |
| COUNSELOR | EARLY | RINETTA | 1.00 |
| COUNSELOR | ESCOBAR | CAITLIN | 0.66 |
| COUNSELOR | FINLAYSON | LUNA | 1.00 |
| COUNSELOR | FRESCHI | CARL | 1.00 |
| COUNSELOR | KLEIN | RACHEL | 0.50 |
| COUNSELOR | MORENO | LUZ | 0.50 |
| COUNSELOR | MUSANTE | DANILA | 1.00 |
| COUNSELOR | PERRONE | KRISTIN | 0.47 |
| COUNSELOR | ROSAS-SANCHEZ | ANEISSA MARIE | 1.00 |
| COUNSELOR | URENA | JAVIER JOSE | 1.00 |
| INSTRUCTOR | ALLEN | MAULA | 0.03 |
| INSTRUCTOR | CRAWFORD | YASHICA | 0.20 |
| INSTRUCTOR | DAUBENMIRE | PAUL | 0.27 |
| INSTRUCTOR | EDWARDS | SHAQUAM | 0.17 |
| INSTRUCTOR | RAHMAN | SUSAN | 0.30 |
| INSTRUCTOR | STEVENSON | TROY | 0.93 |
| INSTRUCTOR | TOSTENSON | LISA | 1.00 |
| TOTAL FACULTY FTE | | | <u><u>13.16</u></u> |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. RESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|---|------------------|-----------|------|
| <u>CLASSIFIED</u> | | | |
| ADMINISTRATIVE ASSISTANT II | CARLISLE | DORIAN | 0.21 |
| ADMINISTRATIVE ASSISTANT II | RUDOLPH | MONICA | 1.00 |
| ADMINISTRATIVE ASSISTANT II | VACANT | | 0.50 |
| ADMINISTRATIVE ASSISTANT III | ABELLERA | LISA | 0.60 |
| ADMINISTRATIVE ASSISTANT III | PALOMINO | MELANIE | 0.20 |
| ADMINISTRATIVE ASSISTANT III | CARRILLO | AIMEE | 1.00 |
| ASSISTIVE TECHNOLOGY SPECIALIST-SAS | DIMOPOULOS | ELIANA | 0.50 |
| COLLEGE POLICE SVCS. ASST. | SHAHI | JESSICA | 1.00 |
| COMPASS COORDINATOR | MERCADO TRUJILLO | JUAN | 1.00 |
| COMPASS COORDINATOR | VACANT | | 1.00 |
| CUSTODIAN | PEREZ | RAMIRO | 1.00 |
| ENROLLMENT SERVICES ASSOCIATE I | ROCHA RIVERA | MELVIN | 0.40 |
| ENROLLMENT SERVICES ASSOCIATE I | SPEASE | JENNIFER | 0.40 |
| ENROLLMENT SERVICES ASSOCIATE I | VACANT | | 0.40 |
| ENROLLMENT SERVICES ASSOCIATE II | BARNETT | MARIXA | 0.40 |
| ENROLLMENT SERVICES ASSOCIATE II | TRINIDAD GUZMAN | ANDREA | 0.40 |
| ENROLLMENT SERVICES ASSOCIATE II | NORTHMAN | 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 |
| FACILITY RENTAL SUPERVISOR | BACIGALUPI | LINDSAY | 1.00 |
| HEALTH SERVICES ASST. | BUCKLEY | BO | 1.00 |
| INSTRUCTIONAL ASST., LRNG.DISABILITIES | DE LONGH | KYLE | 0.45 |
| INSTRUCTIONAL SPECIALIST., ADAPTED PE | DAVISON | JEANETTE | 0.44 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. RESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|--|-----------------|------------|---------------------|
| <u>CLASSIFIED</u> | | | |
| INSTRUCTIONAL SPECIALIST., TLC/SAS | MAZUMDAR | MRITYUNJOY | 0.42 |
| OER COORDINATOR | DIMOPOULOS | ELIANA | 0.50 |
| POLICE OFFICER | LANGEVELD | MARTINUS | 1.00 |
| POLICE OFFICER | RUIZ | DUSTIN | 1.00 |
| POLICE OFFICER | STEWART | PAUL | 1.00 |
| POLICE OFFICER | VACANT | | 1.00 |
| POLICE SERVICES ASSISTANT | SHAHI | JESSICA | 1.00 |
| PROGRAM COORDINATOR - BASIC NEEDS | LARA-DOMINGUEZ | LIA | 1.00 |
| PROGRAM COORDINATOR - CAREER SERVICES | PEREZ | CHELSEY | 0.50 |
| PROGRAM COORDINATOR - CLASSIFIED PROF DEV | HUMPHREYS | ALYSSA | 0.53 |
| PROGRAM COORDINATOR - EOPS | MARTINEZ | ALLYSON | 0.85 |
| PROGRAM COORDINATOR - COMMUNITY PROGRAMS | DRAKE | BRANDON | 0.10 |
| PROGRAM COORDINATOR - COMMUNITY PROGRAMS | DURFEE | MELINDA | 1.00 |
| PROGRAM COORDINATOR - COMUUNITY PROGRAMS | PAOLI | SARAH | 1.00 |
| PROGRAM COORDINATOR - NEXTUP | BROCK-MONTALANO | CHANEL | 1.00 |
| PROGRAM COORDINATOR - STRONG WORKFORCE | RAHMAN | HEATHER | 0.50 |
| PROGRAM COORDINATOR - UNDOCUMENTED STUDENTS AND SPECI/ | GUILLEN | HUGO | 1.00 |
| PROGRAM COORDINATOR - WELCOME CENTER & ORIENTATION | WONG | SALLY | 1.00 |
| PROGRAM TECHNICIAN, SAS | MAYO | MILES | 0.49 |
| 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 |
| TOTAL CLASSIFIED FTE | | | <u>35.48</u> |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. RESTRICTED AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|--|----------|--------|---------------------|
| <u>ADMINISTRATORS</u> | | | |
| <u>ACADEMIC:</u> | | | |
| ASST. SUPT./VP OF STUDENT LEARNING & SUCCESS | EMERSON | DANA | 0.20 |
| DEAN OF ENROLLMENT SERVICES | HORINEK | JON | 0.15 |
| DIRECTOR OF COMMUNITY PROGRAMS | FRIEDMAN | LORI | 0.37 |
| DIRECTOR OF EOPS/CARE AND CALWORKS | REETZ | BECKY | 0.50 |
| DIRECTOR OF STUDENT ACCESSIBILITY SERVICES | SABIA | STORMY | 1.00 |
| TOTAL ACADEMIC ADMINISTRATORS | | | <u>2.22</u> |
| <u>CLASSIFIED:</u> | | | |
| MESA PROGRAM DIRECTOR | MCINTYRE | NICOLE | 1.00 |
| TOTAL CLASSIFIED ADMINISTRATORS | | | <u>1.00</u> |
| TOTAL ADMINISTRATIVE FTE | | | <u>3.22</u> |
| TOTAL RESTRICTED FTE | | | <u>51.86</u> |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. CHILD DEVELOPMENT AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|---|-----------|----------|--------------------|
| <u>FACULTY</u> | | | |
| INSTRUCTOR - KTD SITE SUPERVISOR | GUTIERREZ | DERRY | 1.00 |
| INSTRUCTOR - CHILDREN'S CENTER LEAD TEACHER | VACANT | | 1.00 |
| INSTRUCTOR | MALOUF | JANEATTE | 1.00 |
| INSTRUCTOR | MORALES | HELEN | 1.00 |
| TOTAL FACULTY FTE | | | <u>4.00</u> |
| <u>CLASSIFIED</u> | | | |
| ADMINISTRATIVE ASSISTANT II | JACKSON | KAHEA | 0.92 |
| TOTAL CLASSIFIED FTE | | | <u>0.92</u> |
| <u>ADMINISTRATORS</u> | | | |
| <u>ACADEMIC:</u> | | | |
| DIRECTOR OF CHILD DEVELOPMENT PROGRAMS | VACANT | | 1.00 |
| TOTAL ADMINISTRATIVE FTE | | | <u>1.00</u> |
| TOTAL CHILD DEVELOPMENT FUND FTE | | | <u>5.92</u> |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

C. IVC ORGANIC FARM AUTHORIZED STAFFING

| TITLE | LAST | FIRST | FTE |
|---|----------|---------|----------------------|
| <u>CLASSIFIED</u> | | | |
| LEAD GARDENER, ORGANIC FARM & GARDEN | GAPINSKI | THELINA | 1.00 |
| TOTAL CLASSIFIED FTE | | | <u>1.00</u> |
| <u>ADMINISTRATORS</u> | | | |
| <u>CLASSIFIED:</u> | | | |
| DIRECTOR OF COMMUNITY PROGRAMS | FRIEDMAN | LORI | 0.33 |
| TOTAL CLASSIFIED ADMINISTRATORS | | | <u>0.33</u> |
| TOTAL IVC FARM OPERATIONS FUND FTE | | | <u>1.33</u> |
| DISTRICT TOTAL | | | <u>364.68</u> |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--|----------------------------|------------------------------------|--------------------------------|
| Abbott Brady, Strawda | Temporary Faculty | 70,277 | 28,536 | 98,813 |
| Abe, Helen | CES Instructor - Hrly Faculty | 1,077 | 98 | 1,175 |
| Abellera, Lisa | Admin Asst III | 88,701 | 55,135 | 143,836 |
| Acker, Eileen | Admin Asst III | 105,998 | 64,762 | 170,760 |
| Adams, John | Police Officer | 94,856 | 3,045 | 97,901 |
| Adelkar, Gauri | Temporary Faculty | 8,443 | 1,863 | 10,306 |
| Africa, Erin | Instructor | 116,901 | 55,499 | 172,400 |
| Agudelo-Silva, Fernando | Instructor | 167,992 | 58,676 | 226,668 |
| Alaniz, Michele | Temporary Faculty | 19,930 | 2,314 | 22,244 |
| Alexander, Diamond | Kinesiology & Athl. Oper. Spec | 77,413 | 41,338 | 118,751 |
| Alexander, Laura | Temporary Faculty | 24,097 | 1,994 | 26,091 |
| Ali, Omar | Work Study | 2,051 | 25 | 2,076 |
| Al-Jamal, Huda | Set Designer Peter and The Starcatcher | 3,510 | 111 | 3,621 |
| Allen, Kenneth | Instructor | 130,764 | 58,345 | 189,109 |
| Allen, Maula | Instructor | 176,760 | 56,630 | 233,390 |
| Alvarado Wing, Katerinne | Human Resources Technician II | 91,780 | 60,038 | 151,818 |
| Alvarado, Jack | Community Programs - Lifeguard | 1,501 | 138 | 1,639 |
| Alvarez Gonzalez, Jose | Gardener | 60,349 | 54,419 | 114,768 |
| Alves Nunes, Kamila | MAPS Peer Mentor | 3,620 | 44 | 3,664 |
| Amidei, Kathleen | Temporary Faculty | 77,193 | 7,005 | 84,198 |
| Amoroso, Allison | Assistant Coach | 4,635 | 424 | 5,059 |
| Amundson, Lauren | Laboratory Technician - Bio | 77,447 | 42,347 | 119,794 |
| Anderegg, Sarah | Executive Assistant I | 71,467 | 53,518 | 124,985 |
| Anderson, Zoe | FDIP Intern | 5,595 | 505 | 6,100 |
| Anderson-Zafir, Dawud | Work Study | 17,937 | 217 | 18,154 |
| Antokhin, Kathleen | Workforce- Prog Coordinator | 105,696 | 64,554 | 170,250 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|----------------------------|---|--------------------------------|--|------------------------------------|
| Applegate, Monica | Pool Maintenance Worker IVC | 65,240 | 50,159 | 115,399 |
| Arbona, Shaila | Counselor | 151,707 | 62,106 | 213,813 |
| Ariano, Vaughan | Temporary Faculty | 4,222 | 388 | 4,610 |
| Arrechea, Eduarda | Summer Bridge Student Ambassador | 459 | 6 | 465 |
| Arrick, Janet | Temporary Faculty | 70,851 | 33,434 | 104,285 |
| Ashby, Mariah | Administrative Assistant II | 62,699 | 38,477 | 101,176 |
| Atilgan Relyea, Aylin | Temporary Faculty | 27,503 | 6,036 | 33,539 |
| Atkinson, Justin | Instructional Specialist | 71,904 | 48,218 | 120,122 |
| Aviles, Francisco | Accounting Specialist | 101,653 | 63,202 | 164,855 |
| Avina Espinoza, Jacqueline | FDIP Intern | 4,688 | 434 | 5,122 |
| Bacigalupi, Lindsay | Facility Rental Supervisor | 107,367 | 57,215 | 164,582 |
| Bagtas-Carmona, Emy | Asst. Dir Enrollment Services | 155,207 | 88,829 | 244,036 |
| Bailey, Alvin | Department Assistant | 560 | 50 | 610 |
| Bailliere, Alexandra | Temporary Faculty | 440 | 41 | 481 |
| Baker, Hursey | CES Instructor - Hrly Faculty | 4,324 | 389 | 4,713 |
| Bala, Deepa | CES Instructor - Hrly Faculty | 4,932 | 448 | 5,380 |
| Banks, Cecile | Retiree Non Instructional | 13,907 | 20,912 | 34,819 |
| Bare, Sheila | Temporary Faculty | 32,080 | 2,918 | 34,998 |
| Barnett, Marixa | Enrollment Services Assoc II | 90,681 | 63,920 | 154,601 |
| Barnett, Nicole | Temporary Faculty | 18,796 | 4,100 | 22,896 |
| Barnett, Sharon | CES Instructor - Hrly Faculty | 5,869 | 529 | 6,398 |
| Bar-or, Gavriel | Student Hourly Non-Instnl Basic Needs Assistant | 1,564 | 19 | 1,583 |
| Barr, Maridel | Admin Asst III | 97,540 | 61,767 | 159,307 |
| Barrall, Mark | Temporary Faculty | 14,513 | 1,311 | 15,824 |
| Barthelemy, Lance | Instructional Specialist | 126,959 | 45,102 | 172,061 |
| Barzegar, Naghmeh | Staff Accountant II | 125,717 | 62,848 | 188,565 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Bauer, Katherine | Executive Assistant I | 86,901 | 57,152 | 144,053 |
| Bauman, Marcia | Temporary Faculty | 7,672 | 692 | 8,364 |
| Bayer, Bianca | Community Programs - Lifeguard | 1,743 | 163 | 1,906 |
| Beadle, Carole | Temporary Faculty | 17,753 | 3,872 | 21,625 |
| Beal, Rebecca | Instructor | 124,266 | 42,576 | 166,842 |
| Beattie, Kyle | Counselor | 133,636 | 65,050 | 198,686 |
| Beebe, Kathleen | Temporary Faculty | 27,577 | 6,036 | 33,613 |
| Begg, Connie | Temporary Faculty | 55,009 | 36,908 | 91,917 |
| Bellisimo, Yolanda | Instructor | 82,650 | 25,318 | 107,968 |
| Bencich, Lawrence | CES Instructor - Hrly Faculty | 5,093 | 456 | 5,549 |
| Benet, Micol | Executive Assistant II | 95,033 | 62,052 | 157,085 |
| Beraldi, Alessandra | Temporary Faculty | 4,415 | 397 | 4,812 |
| Berkelhammer, Larry | CES Instructor - Hrly Faculty | 1,131 | 102 | 1,233 |
| Berringer, Steven | Instructor | 142,773 | 74,900 | 217,673 |
| Bertolli, Laura | Temporary Faculty | 30,083 | 6,598 | 36,681 |
| Bertuol-Okun, Sueli | Temporary Faculty | 49,373 | 23,912 | 73,285 |
| Bestmartini, Elizabeth | Temporary Faculty | 4,382 | 399 | 4,781 |
| Bigeagle, Norman | Temporary Faculty | 16,703 | 475 | 17,178 |
| Biggart, Maureen | Childrens Center Site Supv | 78,717 | 29,528 | 108,245 |
| Binnings, Celeste | Temporary Faculty | 888 | 81 | 969 |
| Bishop, Lara | Work Study | 4,385 | 53 | 4,438 |
| Bjorklund, Trevor | Instructor | 122,068 | 54,132 | 176,200 |
| Blusseau, Francoise | Temporary Faculty | 50,199 | 11,017 | 61,216 |
| Boehm, Ty | Sub-Gardener | 1,436 | 134 | 1,570 |
| Bogran Raymundo, Rolando | Gardener | 66,634 | 50,939 | 117,573 |
| Bohlke, Wende | Instructor | 129,865 | 55,025 | 184,890 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|---|--------------------------------|--|------------------------------------|
| Bonander, Barbara | Instructor | 93,264 | 48,505 | 141,769 |
| Boner, Elizabeth | Instructor | 116,724 | 39,703 | 156,427 |
| Borisov, Olga | Administrative Asst II | 94,487 | 60,721 | 155,208 |
| Brady, Stephen | Temporary Faculty | 60,181 | 7,768 | 67,949 |
| Brannon, Shirleigh | Temporary Faculty | 13,054 | 379 | 13,433 |
| Breakstone, Julie | Employment Services Coord. | 121,579 | 75,513 | 197,092 |
| Bright, Alicia | Dir Nursing | 152,565 | 53,734 | 206,299 |
| Brock-Montalbano, Chanel | Program Coordinator, Next Up, CalWORKs | 84,554 | 47,688 | 132,242 |
| Brookshire, Guy | Temporary Faculty | 51,750 | 11,349 | 63,099 |
| Brown, Steven | Retiree Non Instructional | - | 5,116 | 5,116 |
| Brown, Teresa | Administrative Asst I | 61,758 | 30,754 | 92,512 |
| Brown-Carson, Jamelia | Temporary Faculty | 47,062 | 32,953 | 80,015 |
| Bruce, Erik | Temporary Faculty | 58,618 | 5,318 | 63,936 |
| Bruvry, Patricia | CES Instructor - Hrly Faculty | 3,715 | 335 | 4,050 |
| Buckley, Bo | Health Services Assistant | 64,338 | 50,217 | 114,555 |
| Bui, Xuan | Custodian | 46,282 | 30,896 | 77,178 |
| Buquen, Kenny | Temporary Faculty | 56,194 | 24,300 | 80,494 |
| Burton, Christine | Instructional Specialist | 34,486 | 19,244 | 53,730 |
| Byrne, Ryan | Dir SS - Kinesiology & Ath | 180,749 | 73,540 | 254,289 |
| Cady, Jeffrey | Instrl Spec - College Skills | 222 | 48 | 270 |
| Cairns, Michael | Temporary Faculty | 44,279 | 30,828 | 75,107 |
| Calagias, Nicholas | Work Study | 360 | 4 | 364 |
| Callahan, Shawna | HR Operations Manager, Classified Personnel | 105,079 | 69,930 | 175,009 |
| Campbell, Janet | CES Instructor - Hrly Faculty | 1,050 | 94 | 1,144 |
| Campbell, John | Mgr. Organic Farm & Garden | 22,221 | 7,001 | 29,222 |
| Canacasco, Erika | Department Assistant | 15,950 | 435 | 16,385 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|--------------------------------|--------------------------------|--|------------------------------------|
| Cantua-Alvarez, Marco | Stud Conduct and Comm Standard | 86,381 | 64,369 | 150,750 |
| Cao, Jacqueline | Intern | 2,512 | 225 | 2,737 |
| Carlisle, Dorian | Administrative Asst II | 80,893 | 61,409 | 142,302 |
| Carlson, Cheryl | Retiree Non Instructional | - | 16,104 | 16,104 |
| Carlton, James | Department Assistant | 1,284 | 16 | 1,300 |
| Carnahan, Casey | Temporary Faculty | 16,508 | 1,672 | 18,180 |
| Carrera, Steve | Instructor | 173,988 | 63,089 | 237,077 |
| Carrillo, Aimee | Admin Asst III, EOPS-CalWorks | 6,000 | 1,830 | 7,830 |
| Carroll, Sheldon | Evaluation Analyst | 94,977 | 48,429 | 143,406 |
| Casas, Jucali | FDIP Intern | 5,325 | 481 | 5,806 |
| Cashaw, Connie | Work Study | 7,380 | 89 | 7,469 |
| Centolella, Thomas | Temporary Faculty | 11,306 | 1,028 | 12,334 |
| Chable-Sasiu, Joshua | Work Study | 5,652 | 68 | 5,720 |
| Chacon, Zazil | Peer Mentor | 1,042 | 13 | 1,055 |
| Chan, Jorge | Department Assistant | 6,452 | 78 | 6,530 |
| Chan, Sheila | Temporary Faculty | 5,376 | 146 | 5,522 |
| Chang, Yungching | Temporary Faculty | 13,754 | 1,244 | 14,998 |
| Chavez Rodriguez, Luis | Temporary Faculty | 60,478 | 16,439 | 76,917 |
| Chen, Yii Shinn | FDIP Intern | 22,467 | 4,930 | 27,397 |
| Cheney, Paul | Instructor | 120,355 | 56,322 | 176,677 |
| Chi, Brian | Network PC Telephone Tech | 119,764 | 75,708 | 195,472 |
| Chinn, Jett | Temporary Faculty | 958 | 213 | 1,171 |
| Christensen, Janet | Temporary Faculty | 43,853 | 9,589 | 53,442 |
| Christensen, Tina | Instructor | 132,708 | 53,298 | 186,006 |
| Christiansen, Klaus | Dir Facilities Pln & M&O | 180,749 | 91,879 | 272,628 |
| Chung, Brent | Work Study | 5,661 | 69 | 5,730 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------------|--------------------------------|--------------------------------|--|------------------------------------|
| Chung, Shook-Chu | Senior Creative/Lead Web Dsgr. | 130,881 | 59,472 | 190,353 |
| Clark, Anthony | Director of Fiscal Services | 147,490 | 72,915 | 220,405 |
| Clark, Natalie | CES Instructor - Hrly Faculty | 3,836 | 348 | 4,184 |
| Clay, Heidi | Temporary Faculty | 10,085 | 2,210 | 12,295 |
| Clifford, Patricia | Temporary Faculty | 727 | 66 | 793 |
| Cohn, Julie | Temporary Faculty | 5,124 | 461 | 5,585 |
| Coley, William | Counselor | 135,684 | 59,610 | 195,294 |
| Colli Rodriguez, Ruby | Work Study | 7,276 | 88 | 7,364 |
| Colocho Rogel, Bryan | Puente Peer Mentor | 1,926 | 23 | 1,949 |
| Colwell, Henry | Department Assistant | 357 | 4 | 361 |
| Comings, Willard | Temporary Faculty | 36,808 | 3,324 | 40,132 |
| Compton, Joshua | Work Study | 8,730 | 106 | 8,836 |
| Conti, Diana | Board of Trustee | 5,997 | 19,950 | 25,947 |
| Contini, Victor | Temporary Faculty | 74,898 | 50,289 | 125,187 |
| Coon, David Wain | Superintendent President | 272,921 | 71,696 | 344,617 |
| Cooney, Ryan | Athletic PE Ed Equip Manager | 21,514 | 10,429 | 31,943 |
| Cooper, Laura | Temporary Faculty | 43,019 | 22,517 | 65,536 |
| Coronado, Victor | Temporary Faculty | 26,183 | 2,374 | 28,557 |
| Corpus, Joesafeen Taylor | Work Study | 3,774 | 46 | 3,820 |
| Corpuz, Donte | Facilities Technician I | 49,560 | 12,400 | 61,960 |
| Correa De Souza, Vinicius | FDIP Intern | 5,201 | 467 | 5,668 |
| Cortright, Seth | Instructor | 106,393 | 37,742 | 144,135 |
| Coss, Craig | Temporary Faculty | 71,474 | 6,460 | 77,934 |
| Cottle, Windee | Instructor | 139,823 | 60,490 | 200,313 |
| Coulson, Maria | Instructor | 233,535 | 70,359 | 303,894 |
| Cowderoy, Susan | Temporary Faculty | 111,956 | 38,659 | 150,615 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|----------------------|--|----------------------------|------------------------------------|--------------------------------|
| Craft-Neto, Maria | Department Assistant | 4,380 | 392 | 4,772 |
| Craig, Rodney | Gardener | 43,964 | 34,514 | 78,478 |
| Crawford, Yashica | Instructor | 204,796 | 66,071 | 270,867 |
| Creel, Melody | Retiree Non Instructional | - | 8,896 | 8,896 |
| Creighton, Heather | Accompanist - Sub/Lv | 931 | 83 | 1,014 |
| Crosby, Frank | Instructor | 183,232 | 50,108 | 233,340 |
| Crow, Suzanne | Board of Trustee | 5,997 | 15,516 | 21,513 |
| Cruse, Shari | CES Instructor - Hrly Faculty | 215 | 19 | 234 |
| Cruz Viera, Mercedes | Custodian | 61,903 | 36,922 | 98,825 |
| Cruz, Julio | Custodian | 93,644 | 52,844 | 146,488 |
| Cruz, Nicole | Director of Marketing & Comm. | 121,823 | 70,033 | 191,856 |
| Culbertson, Mark | Temporary Faculty | 62,826 | 13,796 | 76,622 |
| Cullen, Gina | Counselor | 194,106 | 64,276 | 258,382 |
| Da Cunha, Paula | Umoja Peer Mentor | 4,573 | 55 | 4,628 |
| da Silva, Paul | Board of Trustee | 5,997 | 28,041 | 34,038 |
| Dachauer, Josiah | Lifeguard | 1,867 | 23 | 1,890 |
| D'Agostino, Lisa | Temporary Faculty | 77,050 | 28,725 | 105,775 |
| Dailey, Karol | Custodial Services Supervisor | 90,114 | 60,289 | 150,403 |
| Danberg, Anne | Temporary Faculty | 836 | 76 | 912 |
| Darawsha, Khaoula | Work Study | 19,080 | 231 | 19,311 |
| Darr, Joshua | Performing Arts Department Assistant - House Manager | 2,159 | 26 | 2,185 |
| Daubenmire, Paul | Instructor | 156,493 | 56,047 | 212,540 |
| Dautch, Leif | Temporary Faculty | 20,627 | 4,527 | 25,154 |
| Davis, Peter | CES Instructor - Hrly Faculty | 565 | 53 | 618 |
| Davis, Tami | Instructor | 24,065 | 5,249 | 29,314 |
| Davison, Jeanette | Instructional Specialist | 35,851 | 12,644 | 48,495 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|-------------------------------|--------------------------------|--|------------------------------------|
| Day, Christopher | Tutor | 14,445 | 175 | 14,620 |
| De longh, Kyle | Instructional Assistant | 23,684 | 2,342 | 26,026 |
| De Leon Hernandez, Marina | Work Study | 17,678 | 214 | 17,892 |
| De Leon, Ada | Work Study | 3,992 | 48 | 4,040 |
| De Young, Scott | Custodian | 82,858 | 46,572 | 129,430 |
| Deines, Mark | Instructional Assistant | 22,913 | 2,198 | 25,111 |
| Del Grande, David | Temporary Faculty | 10,888 | 2,389 | 13,277 |
| del Lima, Bethany | Temporary Faculty | 8,450 | 753 | 9,203 |
| dela Pena, Jack Ronald | Temporary Faculty | 6,682 | 1,475 | 8,157 |
| Delgado Camacho, Maria | Custodial Sub | 1,006 | 27 | 1,033 |
| dell'Avo Ruttimann, Pierina | CES Instructor - Hrly Faculty | 8,022 | 715 | 8,737 |
| Demmerle, Zetana | Tutor | 2,943 | 36 | 2,979 |
| Dempsey, David | CES Instructor - Hrly Faculty | 3,739 | 342 | 4,081 |
| Diaz de Lopez, Ecxa Roxana | Custodian | 61,346 | 55,333 | 116,679 |
| Diaz Marroquin, Abner | Custodian | 67,603 | 51,417 | 119,020 |
| Diaz Perez, Angie | Department Assistant | 3,944 | 48 | 3,992 |
| Diaz Rodas, Sherlyn | Summer Bridge Ambassador | 6,702 | 81 | 6,783 |
| Diaz, Omahar | Tutor | 2,300 | 209 | 2,509 |
| Dickman, Cassandra | Temporary Faculty | 7,489 | 1,633 | 9,122 |
| Dimopoulos, Eliana | OER Program Coordinator | 105,690 | 51,304 | 156,994 |
| Dodge, Margaret | Instructor | 111,203 | 53,896 | 165,099 |
| Doermann, Elisabeth | Temporary Faculty | 59,631 | 25,062 | 84,693 |
| Dominguez, Paul | Lead Gardener | 96,198 | 61,030 | 157,228 |
| Dormann, Roger | Graphics Design Specialist | 90,791 | 46,945 | 137,736 |
| Douglass, Sandra | Temporary Faculty | 364 | 11 | 375 |
| Draheim, Teliha | CES Instructor - Hrly Faculty | 861 | 79 | 940 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|----------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Drake, Brandon | Program Coord, Community Progr | 100,801 | 62,541 | 163,342 |
| Draper, Aaron | Temporary Faculty | 3,602 | 98 | 3,700 |
| Dreskin, Wendy | CES Instructor - Hrly Faculty | 2,760 | 251 | 3,011 |
| Driscoll, Gregory | Performing Arts Assistant | 323 | 4 | 327 |
| Duchamp, Carol | Temporary Faculty | 1,131 | 101 | 1,232 |
| Dunmire, Erik | Instructor | 189,114 | 62,442 | 251,556 |
| Dunn, Jason | Instructor | 143,204 | 60,722 | 203,926 |
| Duran, Raphael | Work Study | 7,972 | 97 | 8,069 |
| Durfee, Melinda | Program Coordinator, Facility | 118,362 | 56,581 | 174,943 |
| Dutton, Caroline | Temporary Faculty | 17,345 | 3,569 | 20,914 |
| Dyer, Nequeshe | Prog Coord, Learning Comm | 99,843 | 62,558 | 162,401 |
| Early, Rinetta | Counselor | 167,794 | 48,189 | 215,983 |
| Edmondson, Chris | Retiree Non Instructional | - | 10,648 | 10,648 |
| Edwards, Shaquam | Instructor | 137,335 | 45,389 | 182,724 |
| Effat, Amir | Temporary Faculty | 22,533 | 3,604 | 26,137 |
| Egbert, Roger | Retiree Non Instructional | - | 8,896 | 8,896 |
| Ekoue Totou, Patrick | Director of Info. Technology | 208,142 | 105,431 | 313,573 |
| Eldridge, Jon | Superintendent/President | 277,647 | 70,262 | 347,909 |
| Emami, Hamid | CES Instructor - Hrly Faculty | 2,154 | 195 | 2,349 |
| Engelman, Robin | CES Instructor - Hrly Faculty | 861 | 77 | 938 |
| Erdmann, John | Instructor | 153,115 | 58,419 | 211,534 |
| Erlenheim, David | Buyer | 114,884 | 55,178 | 170,062 |
| Erwin, Julia | Work Study | 2,002 | 24 | 2,026 |
| Escobar, Caitlin | Counselor | 130,249 | 54,189 | 184,438 |
| Escobar, Linette | Temporary Faculty | 11,375 | 2,509 | 13,884 |
| Espinoza, Cesar | Custodian Sub/Lv | 15,702 | 1,417 | 17,119 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|-------------------------------|--------------------------------|--|------------------------------------|
| Essick, Edward | Temporary Faculty | 38,163 | 1,108 | 39,271 |
| Evans, Kyle | Temporary Faculty | 7,795 | 706 | 8,501 |
| Everitt, David | Instructor | 153,942 | 63,246 | 217,188 |
| Eves, Nathaniel | Tutor | 1,325 | 16 | 1,341 |
| Fallat, Moss | Performing Arts Assistant | 6,339 | 77 | 6,416 |
| Fara, Nick | Instructor | 176,345 | 62,906 | 239,251 |
| Fariwar, Mahpari | Basic Needs Student Assistant | 714 | 9 | 723 |
| Fayette, Stephanie | MAPS Peer Mentor | 1,369 | 17 | 1,386 |
| Feldman, Julia | Work Study | 1,564 | 19 | 1,583 |
| Fenn, William | Work Study | 1,802 | 22 | 1,824 |
| Fernandez, Ana | Temporary Faculty | 45,754 | 22,073 | 67,827 |
| Fiandaca, Anastasia | Temporary Faculty | 6,300 | (87) | 6,213 |
| Filane, Leonard | Temporary Faculty | 20,783 | 4,536 | 25,319 |
| Finlayson, Luna | Counselor | 131,449 | 55,265 | 186,714 |
| Finley, Cynthia | Temporary Faculty | 23,904 | 648 | 24,552 |
| Finn, Gregory | Department Assistant | 264 | 25 | 289 |
| Fisher, Steven | On-Site Event Coordinator | 650 | 18 | 668 |
| Flasher-Duzgunes, Maxine | Temporary Faculty | 2,035 | 444 | 2,479 |
| Flax, Greer | Work Study | 5,063 | 61 | 5,124 |
| Fletcher, Sandra | Temporary Faculty | 54,165 | 4,938 | 59,103 |
| Fomperosa, Nathalie | Work Study | 13,203 | 160 | 13,363 |
| Fonteno, Amber | Library Technician II | 80,615 | 42,871 | 123,486 |
| Forrest, Kathryn | Temporary Faculty | 8,148 | 726 | 8,874 |
| Forsyth, Susan | Temporary Faculty | 51,484 | 11,009 | 62,493 |
| Foster, Dorian | Work Study | 2,647 | 32 | 2,679 |
| Foulger, Kim | Administrative Asst II | 84,518 | 48,714 | 133,232 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Fox, Emily | Instructor | 130,778 | 56,471 | 187,249 |
| Fragata, Marilou | Staff Accountant | 117,887 | 68,718 | 186,605 |
| France, Patricia | Instructor | 143,504 | 39,244 | 182,748 |
| Fredrick, Dario | Temporary Faculty | 57,979 | 24,682 | 82,661 |
| Freeman, Jennifer | CES Instructor - Hrly Faculty | 646 | 58 | 704 |
| Freschl, Carl | Counselor | 111,708 | 36,541 | 148,249 |
| Friedman, Jack | Temporary Faculty | 20,137 | 1,794 | 21,931 |
| Friedman, Lori | Director of Community Programs | 145,056 | 80,319 | 225,375 |
| Friedman, Noah | Umoja Peer Mentor | 10,750 | 130 | 10,880 |
| Frishman, Alan | CES Instructor - Hrly Faculty | 727 | 65 | 792 |
| Frye, Sarah | Librarian | 178,726 | 52,704 | 231,430 |
| Gaffney, Keli | Staff Accountant | 102,572 | 50,893 | 153,465 |
| Gaitan, Jose | Department Assistant | 8,964 | 109 | 9,073 |
| Gallegos, Renee | Temporary Faculty | 377 | 35 | 412 |
| Gamal, Arif | Temporary Faculty | 63,585 | 13,954 | 77,539 |
| Gantos, Michelle | Tutor | 1,228 | 15 | 1,243 |
| Gapinski, Thelina | Lead Gardener - Organic Farm | 80,874 | 56,983 | 137,857 |
| Garado, Renz Llevan | Tutor | 4,044 | 49 | 4,093 |
| Garcia Vazquez, Donna | Work Study | 5,831 | 71 | 5,902 |
| Garcia-Calderon, Ronny | Basic Needs Student Assistant | 442 | 5 | 447 |
| Gardiner, David | Network PC Telephone Tech | 122,655 | 62,356 | 185,011 |
| Garetto, Enzo | Asst Dir M&O | 124,236 | 70,670 | 194,906 |
| Garretson, Candice | Retiree Non Instructional | - | 8,544 | 8,544 |
| Garretson, Patrick | Student Success Specialist | 78,731 | 41,702 | 120,433 |
| Garrett, Grace | Work Study | 9,351 | 113 | 9,464 |
| Garrett, Steven | Lead Gardener-Cap. Projects | 23,928 | 2,164 | 26,092 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|-------------------------------|--------------------------------|--|------------------------------------|
| Garza, Piper | Work Study | 7,696 | 93 | 7,789 |
| Geoghegan, John | CES Instructor - Hrly Faculty | 646 | 58 | 704 |
| Gibson, Dianne | Work Study | 4,110 | 50 | 4,160 |
| Giles, Geoffery | Tutor | 3,137 | 38 | 3,175 |
| Gill, Clark | Pool Maintentance Worker | 65,061 | 50,454 | 115,515 |
| Gillies, Milo | Department Assistant | 10,800 | 131 | 10,931 |
| Gisle, Kirsten | Employment Services Coord. | 108,503 | 51,826 | 160,329 |
| Glostein, Barbara | Temporary Faculty | 75,083 | 31,543 | 106,626 |
| Goldberg, Georgia | Temporary Faculty | 39,681 | 1,076 | 40,757 |
| Gonzalez Chanax, Yanira | Work Study | 7,042 | 85 | 7,127 |
| Gonzalez, Jaidy | Student Police Cadet | 16,560 | 201 | 16,761 |
| Gonzalez, James | Instructor | 187,025 | 62,387 | 249,412 |
| Gonzalez, Jonathan | Tutor | 1,615 | 20 | 1,635 |
| Gonzalez, Marco | Instructor | 200,058 | 63,549 | 263,607 |
| Good, Lesley | Laboratory Technician | 78,419 | 46,944 | 125,363 |
| Goodale, Jayme | Temporary Faculty | 40,501 | 8,882 | 49,383 |
| Goodlund, Jeffrey | Temporary Faculty | 28,094 | 6,058 | 34,152 |
| Goodwin, Ross | Temporary Faculty | 69,948 | 15,062 | 85,010 |
| Goray, Ethan | MAPS Peer Mentor | 8,892 | 108 | 9,000 |
| Gough, Daniel | Temporary Faculty | 73,439 | 29,215 | 102,654 |
| Govrin, Dvora | Temporary Faculty | 4,439 | 401 | 4,840 |
| Gramajo, Talita | Work Study | 816 | 10 | 826 |
| Graves, Tyler | Temporary Faculty | 24,332 | 2,190 | 26,522 |
| Gray, Maria | Temporary Faculty | 67,138 | 43,693 | 110,831 |
| Greer, Elijah | Work Study | 3,120 | 38 | 3,158 |
| Greitzer, Michelle | Staff Accountant II | 154,247 | 76,482 | 230,729 |

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2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------------|----------------------------------|----------------------------|------------------------------------|--------------------------------|
| Grist, Gregory | Temporary Faculty | 109,548 | 48,333 | 157,881 |
| Gucciardi, Leonard | CES Instructor - Hrly Faculty | 323 | 29 | 352 |
| Gudmundsson, Jon | Tech Support Specialist I | 34,959 | 11,073 | 46,032 |
| Guerra, Anthony | Tutor | 6,075 | 74 | 6,149 |
| Guillen, Hugo | Prog Cood EOPS Undoc Students | 102,849 | 53,318 | 156,167 |
| Gutierrez Teodoro, Ashley | Work Study | 3,753 | 45 | 3,798 |
| Gutierrez, Derry | Childrens Center Site Supv | 75,313 | 42,401 | 117,714 |
| Guzman, Carlos | Performing Arts Assistant | 5,081 | 365 | 5,446 |
| Haag, Jon | Facilities Technician I | 80,287 | 43,184 | 123,471 |
| Haber, John | Media Tech Support Specialist II | 143,124 | 61,830 | 204,954 |
| Haggitt, Brianna | Staff Accountant II | 118,816 | 68,516 | 187,332 |
| Haiman, Joshua | CES Instructor - Hrly Faculty | 879 | 82 | 961 |
| Hajinian, Talin | CES Instructor - Hrly Faculty | 1,831 | 166 | 1,997 |
| Hammond, John | Temporary Faculty | 2,628 | 238 | 2,866 |
| Hansen, Candice | HR Operations Analyst | 95,262 | 54,107 | 149,369 |
| Harbison, Jesse | Reprographics Mail Clerk | 74,265 | 53,324 | 127,589 |
| Harkins, Erika | Temporary Faculty | 3,876 | 352 | 4,228 |
| Harrington, Ross | Work Study | 5,304 | 64 | 5,368 |
| Harris, Nekoda | Exec. Dir HR | 208,142 | 71,459 | 279,601 |
| Hayman, Ildiko | Tutor | 8,730 | 788 | 9,518 |
| Hayne, Katherine | Temporary Faculty | 71,297 | 42,485 | 113,782 |
| Hemphill, Pamela | Temporary Faculty | 42,217 | 3,882 | 46,099 |
| Henkel, Natalie | Fine Arts Gallery Assistant | 1,476 | 18 | 1,494 |
| Hernandez Lopez, Alex | Work Study | 13,155 | 159 | 13,314 |
| Hernandez, Barbara | Instructional Specialist | 52,051 | 11,412 | 63,463 |
| Hernandez, Carol | Dean Math, Sciences & Business | 196,244 | 76,965 | 273,209 |

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ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|----------------------|--|--------------------------------|--|------------------------------------|
| Hernandez, Cruz | PUENTE Peer Mentor | 5,009 | 61 | 5,070 |
| Herrera, Henry | Custodian | 59,804 | 49,281 | 109,085 |
| Hersch, Tonya | Dean of Educ Success Programs | 196,244 | 101,909 | 298,153 |
| Hockinson, Elizabeth | CES Instructor - Hrly Faculty | 1,723 | 155 | 1,878 |
| Hoiland, Richard | CES Instructor - Hrly Faculty | 323 | 30 | 353 |
| Holub, Karl | Library Technician II | 76,813 | 38,493 | 115,306 |
| Honda, Kimberly | Temporary Faculty | 9,008 | 2,879 | 11,887 |
| Hone, Danielle | Temporary Faculty | 407 | 11 | 418 |
| Horinek, Jon | Dean of Enrollment Services | 196,244 | 59,670 | 255,914 |
| Horn, Cynthia | Temporary Faculty | 55,404 | 12,159 | 67,563 |
| Horne, Mera | Temporary Faculty | 51,128 | 11,185 | 62,313 |
| Houghton, Laurel | CES Instructor - Hrly Faculty | 1,238 | 110 | 1,348 |
| Hovan, Michael | Facilities Technician I | 54,000 | 12,723 | 66,723 |
| Howard, Matthew | Instructional Technology Super | 126,129 | 60,866 | 186,995 |
| Howze, Kareem | Basic Needs Student Assistant | 136 | 2 | 138 |
| Hsiaw, Katherine | Work Study | 12,642 | 153 | 12,795 |
| Hudson, Shantay | Temporary Faculty | 37,548 | 8,215 | 45,763 |
| Hug, Elizabeth | CES Instructor - Hrly Faculty | 7,633 | 693 | 8,326 |
| Hui, Julie | Temporary Faculty | 55,535 | 25,272 | 80,807 |
| Huijon, Lilyana | COMPASS Coordinator | 107,271 | 70,283 | 177,554 |
| Hulin, Patricia | Instructor | 135,099 | 44,962 | 180,061 |
| Humphreys, Alyssa | Program Coordinator, Classified Prof Dev | 7,858 | 2,841 | 10,699 |
| Humphreys, Richard | Temporary Faculty | 52,872 | 24,670 | 77,542 |
| Hunter, Andrea | Enrollment Services Assoc III | 114,134 | 67,617 | 181,751 |
| Hunter, Carrie | Temporary Faculty | 72,654 | 29,027 | 101,681 |
| Hunter, Maya | On-Site Event Coordinator | 2,463 | 30 | 2,493 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|-------------------------------|--------------------------------|--|------------------------------------|
| Hurley, John | EMT Lab Asst | 1,120 | 100 | 1,220 |
| Hyman-Romero, Marco | Temporary Faculty | 22,832 | 2,071 | 24,903 |
| Imazumi, Sandra | Laboratory Technician | 36,434 | 3,532 | 39,966 |
| Indart, Loretta | Retiree Non Instructional | - | 8,544 | 8,544 |
| Indi, Ferhat | Systems Engineer | 179,300 | 90,642 | 269,942 |
| Ivkovic, Minja | Tutor | 1,751 | 21 | 1,772 |
| Jacamo, Alexander | Admin Asst II | 31,546 | 11,106 | 42,652 |
| Jackson, Kahea | Admin Asst II Child Ctr/ECE | 74,085 | 41,011 | 115,096 |
| Jacobs, Erin | Instructor | 125,811 | 42,879 | 168,690 |
| Jacunski, Neal | Temporary Faculty | 864 | 81 | 945 |
| Jameson, Ellarose | Library Tech II - Sub/Lv | 1,328 | 41 | 1,369 |
| Jejo, Hannane | Work Study | 7,650 | 93 | 7,743 |
| Jessell, Lori | Temporary Faculty | 682 | 152 | 834 |
| Jimenez Illesca, Mario | Summer Bridge Ambassador | 8,531 | 103 | 8,634 |
| Jimenez Martinez, Guadalupe | Temporary Faculty | 51,403 | 16,696 | 68,099 |
| Jimenez, Ruth | Temporary Faculty | 75,771 | 16,644 | 92,415 |
| Jimenez, Sam | Peer Mentor | 4,316 | 52 | 4,368 |
| Johnson, Linda | Tutor | 13,808 | 1,253 | 15,061 |
| Johnson, Nancy | CES Instructor - Hrly Faculty | 1,938 | 176 | 2,114 |
| Johnson, Pamela | Temporary Faculty | 30,044 | 6,296 | 36,340 |
| Johnson, Phyllis | Temporary Faculty | 19,964 | 4,368 | 24,332 |
| Jones, Alexander | Instructor | 128,651 | 66,788 | 195,439 |
| Jones, Carolyn | CES Instructor - Hrly Faculty | 108 | 10 | 118 |
| Jones, David | Instructor | 135,070 | 44,799 | 179,869 |
| Jones, Michieal | Temporary Faculty | 9,377 | 2,071 | 11,448 |
| Jones, Suzanne | Temporary Faculty | 55,387 | 29,849 | 85,236 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|-------------------------------|--------------------------------|--|------------------------------------|
| Joseph, Jamie | Temporary Faculty | 7,462 | 1,639 | 9,101 |
| Joyner, Kathleen | Retiree Non Instructional | - | 8,544 | 8,544 |
| Julien, Cerena | Assistant Coach | 1,881 | 168 | 2,049 |
| Jupe, Kimberly | Temporary Faculty | 70,340 | 6,315 | 76,655 |
| Justo, Jonathan | Temporary Faculty | 31,773 | 7,067 | 38,840 |
| Kang, Manjit | Temporary Faculty | 92,867 | 47,427 | 140,294 |
| Kaplan, Tessa | Human Resources Technician II | 77,493 | 47,472 | 124,965 |
| Karel, Ellen | Temporary Faculty | 8,352 | 757 | 9,109 |
| Kas-Osoka, Joshua | Temporary Faculty | 47,945 | 6,290 | 54,235 |
| Katayama, Allison | Temporary Faculty | 2,225 | 208 | 2,433 |
| Keener, Margarita | Custodian | 62,412 | 49,577 | 111,989 |
| Keiser, Shaun | Temporary Faculty | 17,158 | 3,785 | 20,943 |
| Kelly, Ingrid | Instructor | 242,827 | 71,327 | 314,154 |
| Kelly, Patrick | Instructor | 162,420 | 59,932 | 222,352 |
| Kelm, Pernille | Temporary Faculty | 42,602 | 14,824 | 57,426 |
| Kenneally, Lauren | Tutor | 3,524 | 43 | 3,567 |
| Kennedy, Shane | Assistant Coach | 2,862 | 262 | 3,124 |
| Kent, Nicolas | Tutor | 991 | 12 | 1,003 |
| Kerow, Chahmal | Temporary Faculty | 21,033 | 1,911 | 22,944 |
| Kerr, Grant | Instructor | 99,999 | 40,368 | 140,367 |
| Kesler, Mary | Admin Asst III | 60,127 | 21,459 | 81,586 |
| Khalifa, Sabrina | Tutor | 4,486 | 54 | 4,540 |
| Khamis, George | FDIP Intern | 6,725 | 606 | 7,331 |
| Khazaeli Parsa, Poupak | Temporary Faculty | 66,913 | 39,400 | 106,313 |
| Khoie, Gelareh | CES Instructor - Hrly Faculty | 323 | 30 | 353 |
| Killam, Paul | Temporary Faculty | 15,961 | 1,444 | 17,405 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Kim, Shinna | Temporary Faculty | 50,484 | 4,554 | 55,038 |
| Kimbrough, Joshua | CES Instructor - Hrly Faculty | 1,508 | 134 | 1,642 |
| Kimelman, Noreen | Admin Asst III | 82,887 | 44,365 | 127,252 |
| King, David | Instructor | 117,676 | 43,063 | 160,739 |
| King, Miranda | Work Study | 9,495 | 115 | 9,610 |
| Kinka Ruiz, Devon | Mgr HR Academic Personnel | 16,320 | 5,808 | 22,128 |
| Kinnard, Miranda | Admin Asst III | 79,192 | 44,349 | 123,541 |
| Klein, Jesse Jane | Executive Assistant I | 82,782 | 57,573 | 140,355 |
| Klein, Michael | Reprographics Mail Clerk | 90,081 | 54,750 | 144,831 |
| Klein, Rachel | Counselor | 127,425 | 57,234 | 184,659 |
| Klinger, Alisa | Instructor | 189,793 | 63,978 | 253,771 |
| Knickerbocker Rabbe, Katherine | Temporary Faculty | 25,317 | 2,270 | 27,587 |
| Koerner, Alden | Lifeguard | 361 | 34 | 395 |
| Koorhan, Margaret | Temporary Faculty | 22,271 | 634 | 22,905 |
| Kostyrko, Jacek | Temporary Faculty | 54,692 | 5,410 | 60,102 |
| Kranenburg, Philip | Board of Trustee | 5,497 | 26,188 | 31,685 |
| Kreit, Cara | Instructor | 179,183 | 54,403 | 233,586 |
| Kreuzer, Susanne | Temporary Faculty | 18,397 | 4,013 | 22,410 |
| Kuromiya, James | Curriculum and Artcln Tech | 92,142 | 59,848 | 151,990 |
| Kurtz, Katie | Temporary Faculty | 20,046 | 4,442 | 24,488 |
| Kwan-Sy, Kailani | Assistant Coach | 4,500 | 135 | 4,635 |
| Kwong, Evri | Temporary Faculty | 30,540 | 6,691 | 37,231 |
| Lack, Larry | CES Instructor - Hrly Faculty | 861 | 77 | 938 |
| Lambert, Thomas | Tutor | 1,049 | 13 | 1,062 |
| Lamke, Victoria | Retiree Non Instructional | - | 14,758 | 14,758 |
| Landero Valenzuela, Celina | Work Study | 5,869 | 71 | 5,940 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------|-------------------------------------|--------------------------------|--|------------------------------------|
| Langeveld, Martinus | Police Officer | 144,124 | 39,821 | 183,945 |
| Lanyadoo, Ben | MAPS Learning Community Peer Mentor | 2,295 | 28 | 2,323 |
| Lara, Ismael | Temporary Faculty | 74,839 | 16,427 | 91,266 |
| Lara-Dominguez, Lia | Program Coordinator, Basic Needs | 88,308 | 46,366 | 134,674 |
| Larre, Christelle | Custodian | 83,966 | 47,077 | 131,043 |
| Lassiter, Amanda | Temporary Faculty | 4,529 | 412 | 4,941 |
| Lava, Leslie | Department Assistant | 497 | 44 | 541 |
| Lavagetto, Lisa | Hourly | 3,200 | 291 | 3,491 |
| Lawrence, Aaron | Tutor | 3,718 | 45 | 3,763 |
| Laws, Minjae | CES Instructor - Hrly Faculty | 2,122 | 189 | 2,311 |
| Lea, Kelsey | Laboratory Technician | 73,297 | 40,988 | 114,285 |
| Lee, Kevin | HVAC Building and Controls Eng | 44,034 | 24,659 | 68,693 |
| Lee, Leslie | HR Tech II Sub/Lv | 1,470 | 138 | 1,608 |
| Lee, Sea | Temporary Faculty | 46,055 | 10,124 | 56,179 |
| Lee, Wendy | Media Tech Support Specialist II | 127,310 | 71,892 | 199,202 |
| Lefkowitz, Carol | Temporary Faculty | 93,265 | 33,207 | 126,472 |
| Lehua, Constance | Manager Employee & Labor Rel. | 187,675 | 86,907 | 274,582 |
| Leibert, Leila | Peer Mentor | 1,974 | 24 | 1,998 |
| Leon Gomez, Laura | Mi Familia Peer Mentor | 3,940 | 48 | 3,988 |
| Lesinski, Susan | On Site Event Coordinator | 1,450 | 39 | 1,489 |
| Leung, Christine | Instructor | 85,022 | 28,807 | 113,829 |
| Levin, Magdalena | Temporary Faculty | 72,823 | 44,174 | 116,997 |
| Li, Christine | Instructor | 168,387 | 61,922 | 230,309 |
| Lin, Fred | Temporary Faculty | 13,163 | 2,871 | 16,034 |
| Lince, Stacey | Instructional Designer | 127,048 | 67,964 | 195,012 |
| Lindsey, Raymond | Custodial Sub | 2,641 | 72 | 2,713 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------------|---|--------------------------------|--|------------------------------------|
| Lingo, Angela | HR Operations Manager, Academic Personnel | 125,818 | 73,218 | 199,036 |
| Linnard-Palmer, Luanne | Temporary Faculty | 20,627 | 5,200 | 25,827 |
| Lipson, Rebecca | Temporary Faculty | 66,414 | 6,024 | 72,438 |
| Littlejohn, Francisco | Facilities Technician I | 81,452 | 47,748 | 129,200 |
| Livie, Ian | Temporary Faculty | 13,752 | 2,999 | 16,751 |
| Loegering, Tessa | Administrative Asst III | 90,951 | 58,901 | 149,852 |
| Loewen, Amy | Temporary Faculty | 37,411 | 8,195 | 45,606 |
| Long, Lan-Ling | Library Technician II | 99,792 | 60,991 | 160,783 |
| Longo, Gina | Admin Asst III | 111,886 | 65,181 | 177,067 |
| Lopez De Leon, Lesly | Work Study | 4,943 | 60 | 5,003 |
| Lopez Gutierrez, Gloria | Temporary Faculty | 39,394 | 1,179 | 40,573 |
| Lopez Tizol, Irma | Work Study | 12,753 | 154 | 12,907 |
| Lopez Tizol, Petrona | Work Study | 12,115 | 147 | 12,262 |
| Lopez Tizol, Shenya | Work Study | 15,885 | 192 | 16,077 |
| Lopez-Thibodeaux, Mayra | Temporary Faculty | 13,364 | 2,933 | 16,297 |
| Mack, Evan | Tutor | 10,890 | 132 | 11,022 |
| Mack, Tyler | Short Term Hourly Non-Instrl | 5,641 | 303 | 5,944 |
| Madril, Eduardo | Temporary Faculty | 34,230 | 3,096 | 37,326 |
| Magallanes-Rivera, Alexandra | Counselor | 132,821 | 48,868 | 181,689 |
| Mahmoud, Eiman | Temporary Faculty | 63,531 | 5,752 | 69,283 |
| Mahoney, David | Graphics Design Specialist | 100,070 | 68,169 | 168,239 |
| Malmquist-West, Sara | Counselor | 112,486 | 39,244 | 151,730 |
| Malouf, Janeatte | Children Center Teacher | 51,177 | 38,207 | 89,384 |
| Manento, Daudi | Laboratory Technician | 72,247 | 40,300 | 112,547 |
| Manheimer, Robert | Temporary Faculty | 4,739 | 1,055 | 5,794 |
| Maoujoudi, Abdelhak | Temporary Faculty | 12,661 | 2,761 | 15,422 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--------------------------------|--------------------------------|--|------------------------------------|
| Marckwordt, Valerie | Comm Ed and Svcs Program Spec | 91,690 | 59,548 | 151,238 |
| Marcum, Jeffrey | Maintenance Electrician | 10,208 | 3,633 | 13,841 |
| Mariano, Elnore | Evaluation Analyst | 90,940 | 46,997 | 137,937 |
| Marinko, Vicki | Tutor | 1,404 | 128 | 1,532 |
| Mark, Julie | Instructor | 103,328 | 42,320 | 145,648 |
| Marmysz, John | Instructor | 212,427 | 68,647 | 281,074 |
| Marozick, Jeffrey | Chief of Police/Dir. of Safety | 37,190 | 7,852 | 45,042 |
| Marroquin, Lucas | Assistant Coach | 9,594 | 869 | 10,463 |
| Marsh, Margo | Tutor | 6,356 | 77 | 6,433 |
| Marshall, Ilona | CES Instructor - Hrly Faculty | 6,138 | 554 | 6,692 |
| Martinez Lopez, Fernando | Tutor | 4,752 | 245 | 4,997 |
| Martinez, Allyson | EOPS/CARE & CalWorks Coord. | 106,260 | 56,589 | 162,849 |
| Martinez, Crystal | Board of Trustee | 5,497 | 2,356 | 7,853 |
| Martinez, Danae | Temporary Faculty | 27,987 | 4,502 | 32,489 |
| Martinez, Manuel | Custodian | 74,961 | 54,017 | 128,978 |
| Martinisi, Michele | Instructor | 195,396 | 67,052 | 262,448 |
| Massion, Cheo | FT NC Instructor | 145,375 | 40,354 | 185,729 |
| Mathis Farmer, Isabella | Work Study | 1,029 | 12 | 1,041 |
| Maybank, Chandler | On Site Event Coordinator | 1,150 | 102 | 1,252 |
| Mayo, Ruth | DSPPS Program Technician | 39,470 | 20,916 | 60,386 |
| Mazumdar, Mrityunjoy | Instructional Spec. TLC/SAS | 59,363 | 46,373 | 105,736 |
| McAdam, Charlotte | Tutor | 3,477 | 42 | 3,519 |
| McBride, Christopher | Temporary Faculty | 96,613 | 34,373 | 130,986 |
| Mccaffrie, Hailey | Work Study | 5,262 | 64 | 5,326 |
| McCarthy, Ross | Temporary Faculty | 6,682 | 613 | 7,295 |
| McClendon, Dosh | CES Instructor - Hrly Faculty | 242 | 22 | 264 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| McConnel, John | Temporary Faculty | 31,582 | 2,874 | 34,456 |
| McCoy, Robert | Instructor | 113,542 | 46,211 | 159,753 |
| Mcevoy, Sara | Work Study | 13,230 | 160 | 13,390 |
| McGee, Pdraig | Temporary Faculty | 49,232 | 22,779 | 72,011 |
| McGoon, Patricia | Temporary Faculty | 36,353 | 3,331 | 39,684 |
| McIntyre, Nicole | MESA Program Director | 113,357 | 55,630 | 168,987 |
| McKinnon, Sara | Instructor | 165,455 | 44,760 | 210,215 |
| McKnight, Sheila | Temporary Faculty | 17,283 | 5,823 | 23,106 |
| McQuilkin, William | Tech Asst Farm | 16,660 | 1,509 | 18,169 |
| McSween, Karen | Library Technician III | 85,078 | 48,417 | 133,495 |
| Meade, Martha | Temporary Faculty | 4,624 | 419 | 5,043 |
| Meadows, Ashley | CES Instructor - Hrly Faculty | 1,292 | 115 | 1,407 |
| Medina, Marcela | Work Study | 11,162 | 135 | 11,297 |
| Meecham, William | Temporary Faculty | 3,257 | 296 | 3,553 |
| Mejia Alvarado, Kimberly | Work Study | 900 | 11 | 911 |
| Melendez, Evelyn | Work Study | 3,456 | 42 | 3,498 |
| Mendoza, Sandra | Prof Expert - CTE/Workforce | 12,591 | 1,155 | 13,746 |
| Mercado Trujillo, Juan | COMPASS Coordinator | 110,071 | 64,990 | 175,061 |
| Mercado Trujillo, Maria | Prog Coord, Basic Needs | 99,771 | 50,253 | 150,024 |
| Meza, Lynn | Temporary Faculty | 18,808 | 4,126 | 22,934 |
| Michelangelo, Lori | Instructor | 180,017 | 65,597 | 245,614 |
| Middleton, Holly | Temporary Faculty | 379 | 35 | 414 |
| Mielke, Arthur | Temporary Faculty | 30,941 | 2,813 | 33,754 |
| Mihal, Colleen | Instructor | 169,315 | 60,009 | 229,324 |
| Mijares, Loretta | CES Instructor - Hrly Faculty | 754 | 67 | 821 |
| Miller, Joseph | CES Instructor - Hrly Faculty | 323 | 29 | 352 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|---------------------------------------|--------------------------------|--|------------------------------------|
| Miller, Julie | Temporary Faculty | 64,882 | 32,796 | 97,678 |
| Miller, Nance | CES Instructor - Hrly Faculty | 323 | 29 | 352 |
| Miller, Trine | Instructor | 104,243 | 52,606 | 156,849 |
| Mills, Anna | Temporary Faculty | 11,961 | 2,609 | 14,570 |
| Mills, Katie | Sr Instl Research Analyst | 10,907 | 2,307 | 13,214 |
| Minchin, Sydney | Intern | 6,755 | 609 | 7,364 |
| Minoia, Marco | College Police Services Asst | 39,332 | 20,535 | 59,867 |
| Miyawaki, Darren | Tutor | 3,256 | 39 | 3,295 |
| Mondragon Rebolgar, Israel | Custodial Sub | 8,249 | 224 | 8,473 |
| Monley, Geo John | CES Instructor - Hrly Faculty | 5,249 | 360 | 5,609 |
| Monroy Ramirez, Berenice | Administrative Assistant II | 1,832 | 171 | 2,003 |
| Monterichard, Karen Theresa | Comm Ed and Svcs Program Spec | 28,423 | 10,280 | 38,703 |
| Montoya Olivares, Ricardo | Custodian | 76,097 | 51,080 | 127,177 |
| Montoya, Evelyn | AA II ESL Sub/Lv Repl | 2,786 | 261 | 3,047 |
| Moore, Jennifer | CES Instructor - Hrly Faculty | 13,945 | 1,257 | 15,202 |
| Morales, Guadalupe | Puente Learning Community Peer Mentor | 540 | 7 | 547 |
| Morales, Mariangela | Admin Asst II, Counseling | 49,964 | 25,352 | 75,316 |
| Morales-Orozco, Helen | Children Center Teacher | 51,066 | 41,070 | 92,136 |
| Morataya, Evelyn | FDIP Intern | 4,660 | 421 | 5,081 |
| Moreno, Christian-Jon | Technology Support Splst II | 49,633 | 24,865 | 74,498 |
| Moreno, Luz | Counselor | 179,042 | 51,272 | 230,314 |
| Morin, Thomas | Temporary Faculty | 52,691 | 23,516 | 76,207 |
| Morse, Lisa | Instructor | 154,242 | 57,863 | 212,105 |
| Mortimer, Cheryl | Temporary Faculty | 10,081 | 2,199 | 12,280 |
| Mosqueda, Joshua | Short Term Hourly Non-Instrl | 5,978 | 321 | 6,299 |
| Moynier, Sara | Temporary Faculty | 16,332 | 3,584 | 19,916 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------|--------------------------------------|--------------------------------|--|------------------------------------|
| Mueller, Faye | Instr Spec College Skills Sub | 6,161 | 553 | 6,714 |
| Mueller, Joseph | Instructor | 135,070 | 55,986 | 191,056 |
| Mulla, Bushra | Tutor | 8,787 | 808 | 9,595 |
| Mulla, Lubna | Tutor | 2,006 | 179 | 2,185 |
| Mullen, Laura | Tutor | 9,019 | 109 | 9,128 |
| Muller, Kevin | Instructor | 139,798 | 56,806 | 196,604 |
| Murillo, Shirley | Temporary Faculty | 29,642 | 2,701 | 32,343 |
| Murphy, Roseanne | CES Instructor - Hrly Faculty | 29,806 | 2,699 | 32,505 |
| Murrin, Isabel | Admin Asst II, Vac Repl | 20,417 | 247 | 20,664 |
| Musante, Danila | Counselor | 146,008 | 50,189 | 196,197 |
| Muthui, Muingo | Temporary Faculty | 44,953 | 22,934 | 67,887 |
| Myers, Lyza | Instructor | 127,012 | 46,073 | 173,085 |
| Nacos, Emelia | Tutor | 680 | 8 | 688 |
| Namvar, Mina | Admin Asst III | 105,998 | 64,762 | 170,760 |
| Nardo, Maryann | Temporary Faculty | 511 | 46 | 557 |
| Nathanson, Emma | Tutor | 2,211 | 27 | 2,238 |
| Nelson, Gregory | Asst. Superintendent/Vice Pres | 456,721 | 120,417 | 577,138 |
| Nelson, Lori | Temporary Faculty | 44,132 | 9,677 | 53,809 |
| Nelson, Shawn | Temporary Faculty | 37,613 | 3,403 | 41,016 |
| Newell, Walker | Tutor | 1,386 | 17 | 1,403 |
| Newton, Steven | Instructor | 153,580 | 47,038 | 200,618 |
| Ngom, Ismael | Umoja Learning Community Peer Mentor | 3,519 | 43 | 3,562 |
| Nguyen, Dong | Senior Systems Analyst | 206,154 | 98,029 | 304,183 |
| Nguyen, Hien | Instructor | 140,617 | 41,307 | 181,924 |
| Nguyen, Nguyet | Prof Expert | 218 | 19 | 237 |
| Nguyen, Thuy Trang | Library Technician II | 94,177 | 47,532 | 141,709 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|--------------------------------|--------------------------------|--|------------------------------------|
| Nguyen, Tu Anh | Work Study | 12,627 | 153 | 12,780 |
| Nicosia, Ellen | CES Instructor - Hrly Faculty | 269 | 24 | 293 |
| Noble, Mary | Temporary Faculty | 18,948 | 1,717 | 20,665 |
| Nordin, Sarah | Temporary Faculty | 20,163 | 1,239 | 21,402 |
| Northman, Robert | Enrollment Services Assoc II | 75,480 | 52,230 | 127,710 |
| Nuernberger, Jake | Work Study | 11,213 | 136 | 11,349 |
| Numaguchi, Vivian | Temporary Faculty | 62,711 | 25,733 | 88,444 |
| O'Brien, Stephanie | Board of Trustee | 5,997 | 24,749 | 30,746 |
| Ochoa, Ruth | Work Study | 22,113 | 268 | 22,381 |
| O'Connor, Brian | Temporary Faculty | 27,369 | 6,020 | 33,389 |
| O'Donnelley, Dianne | Admin Asst III | 105,998 | 64,762 | 170,760 |
| O'Keefe, Patricia | Instructor | 138,920 | 57,784 | 196,704 |
| O'Leary, Caitlin | Community Programs - Lifeguard | 1,720 | 158 | 1,878 |
| O'Leary, Lauren | Lifeguard | 176 | 16 | 192 |
| Oliver, Lia | Temporary Faculty | 36,919 | 3,323 | 40,242 |
| Olmanson, Angela | Program Admin. Health Science | 122,447 | 71,710 | 194,157 |
| Olsen, Vivian | Retiree Non Instructional | - | 5,116 | 5,116 |
| Olson, Janis | Instructional Specialist | 30,346 | 3,577 | 33,923 |
| Olson, Kevin | EMT Lab Asst | 640 | 57 | 697 |
| Ordin, Laurie | Instructor | 135,070 | 49,348 | 184,418 |
| Ornelas, Ivan | Temporary Faculty | 31,049 | 17,775 | 48,824 |
| Oropeza, Miguel | Instructor | 99,978 | 35,365 | 135,343 |
| Ortiz Badillo, Deivys | Custodian | 65,333 | 48,913 | 114,246 |
| Ortiz, Yvonne | Temporary Faculty | 22,102 | 13,029 | 35,131 |
| Oseni, Abiodun | Tutor | 7,865 | 708 | 8,573 |
| Osheroff, Aaron | Sr Database Administrator | 191,761 | 83,952 | 275,713 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--------------------------------|--------------------------------|--|------------------------------------|
| Ostojic-Portello, Radica | Temporary Faculty | 95,538 | 45,732 | 141,270 |
| Ovetz, Robert | Temporary Faculty | 10,548 | 2,301 | 12,849 |
| Owen, Ron | Senior Benefits Analyst | 113,025 | 60,494 | 173,519 |
| Oxford, Ronald | Temporary Faculty | 51,988 | 11,410 | 63,398 |
| Padron, Thomas | Temporary Faculty | 36,373 | 5,024 | 41,397 |
| Padula, Carlo | Tutor | 3,495 | 319 | 3,814 |
| Palmer, Ronald | Instructor | 274,773 | 74,459 | 349,232 |
| Palomino, Melanie | Admin Asst III | 89,037 | 50,528 | 139,565 |
| Paoli, Adam | Work Study | 12,203 | 148 | 12,351 |
| Paoli, Sarah | Prog Coord, Community Prog | 84,763 | 45,096 | 129,859 |
| Paredes, Tanya | Administrative Asst II | 69,932 | 39,866 | 109,798 |
| Parish, Peter | Temporary Faculty | 23,568 | 5,187 | 28,755 |
| Park, Jessica | Instructor | 175,622 | 59,252 | 234,874 |
| Pasquel, Alicia | Instructor | 233,790 | 79,660 | 313,450 |
| Passer, Joyce | Instructor | 164,168 | 52,641 | 216,809 |
| Patel, Beth | Instructor | 155,567 | 48,920 | 204,487 |
| Patlolla, Sandhyarani | Temporary Faculty | 13,580 | 1,210 | 14,790 |
| Patterson, David | Librarian | 169,580 | 37,041 | 206,621 |
| Paul, Jeffrey | Accompianst | 26,917 | 2,584 | 29,501 |
| Paulino, Joan | Enrollment Services Assoc II | 102,486 | 68,424 | 170,910 |
| Paulino, Julia Briel | Work Study | 3,865 | 47 | 3,912 |
| Peck, Jeffery | Retiree Non Instructional | - | 18,186 | 18,186 |
| Peitz, Heather | Enrollment Services II - CES | 101,634 | 63,214 | 164,848 |
| Pelle, Leslie | Department Assistant | 425 | 5 | 430 |
| Pensabene, Oksana | Prog Coord, TLC | 117,313 | 66,530 | 183,843 |
| Perales, Teresa | Equity & Activities Prog Coord | 105,417 | 52,080 | 157,497 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------|---|--------------------------------|--|------------------------------------|
| Peraza, Emma | Custodian | 58,610 | 48,304 | 106,914 |
| Perez, Alexio | Locksmith Carpenter | 32,750 | 16,592 | 49,342 |
| Perez, Chelsey | Program Coordinator, Career & Internships | 109,292 | 61,752 | 171,044 |
| Perez, Ramiro | Facilities Technician I | 79,307 | 45,090 | 124,397 |
| Periana, Hannah | Tutor | 1,938 | 23 | 1,961 |
| Perrone, Kristin | Counselor | 164,185 | 49,363 | 213,548 |
| Petrovsky, John | Temporary Faculty | 27,653 | 787 | 28,440 |
| Piccioni, Richard | Temporary Faculty | 47,358 | 10,399 | 57,757 |
| Pinckney, Joanna | Administrative Asst II | 101,271 | 53,379 | 154,650 |
| Pineda, Kayla | Work Study | 5,390 | 65 | 5,455 |
| Pomajulca, Cesar | Instructor | 146,004 | 58,999 | 205,003 |
| Porter, Roger | Work Study | 6,901 | 84 | 6,985 |
| Price, Capri | Work Study | 17,514 | 212 | 17,726 |
| Prince, Kuniko | Temporary Faculty | 54,758 | 12,017 | 66,775 |
| Pritchett, Kimberly | Temporary Faculty | 10,829 | 2,399 | 13,228 |
| Pritzker, Jon | Tutor | 3,053 | 37 | 3,090 |
| Privitt, Karen | Temporary Faculty | 35,128 | 6,479 | 41,607 |
| Proctor, Robert | Temporary Faculty | 227 | 21 | 248 |
| Puch, Eresa | Asst Vice Pres, Admin Services | 189,859 | 89,401 | 279,260 |
| Purcell, Shawn | Instructor | 172,366 | 58,170 | 230,536 |
| Quick, Dayna | Instructor | 133,270 | 55,435 | 188,705 |
| Rachelson, Howard | CES Instructor - Hrly Faculty | 565 | 50 | 615 |
| Rahman, Heather | Workforce Prog. Spclst | 92,559 | 51,586 | 144,145 |
| Rahman, Susan | Instructor | 253,186 | 77,735 | 330,921 |
| Ramey, Byron | Counselor | 117,074 | 52,892 | 169,966 |
| Ramos, Jarrod | Temporary Faculty | 17,203 | 1,561 | 18,764 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Reetz, Becky | Director of EOPS CARE CalWorks | 166,126 | 87,619 | 253,745 |
| Reilly, Sheila | Temporary Faculty | 78,013 | 7,078 | 85,091 |
| Renteria, Alma | Intern | 5,525 | 499 | 6,024 |
| Requenes, Tania Nathali | Temporary Faculty | 28,332 | 6,217 | 34,549 |
| Reyes, Ruby | Enrollment Services Assoc III | 97,561 | 66,815 | 164,376 |
| Reyes, Saidy | Student Trustee | 1,999 | 24 | 2,023 |
| Ricciuti, Anna | Dir of College Svcs | 135,256 | 39,019 | 174,275 |
| Richard, Laura | Temporary Faculty | 39,604 | 20,658 | 60,262 |
| Rickert, Kenneth | Short Term Hourly Non-Instrl | 3,843 | 121 | 3,964 |
| Robertshaw, Mia | General Counsel | 259,288 | 120,493 | 379,781 |
| Robertson, Noel | Temporary Faculty | 44,110 | 30,827 | 74,937 |
| Robin, Julian | Tutor | 1,332 | 16 | 1,348 |
| Robinson, Karen | Counselor | 156,086 | 60,583 | 216,669 |
| Robinson, Mark | Laboratory Technician | 92,142 | 47,379 | 139,521 |
| Rocha Rivera, Melvin | Enrollment Services Assoc I | 69,101 | 51,166 | 120,267 |
| Rocha, Kevin | Work Study | 3,570 | 43 | 3,613 |
| Rocky, Alice | Temporary Faculty | 25,461 | 724 | 26,185 |
| Rodas, Anna | District Training | 33,532 | 10,684 | 44,216 |
| Roderick, Irina | Instructor | 211,787 | 67,843 | 279,630 |
| Rodgers, Malcolm | Set Designer | 6,015 | 536 | 6,551 |
| Rodrigues, Norbert | Maintenance Electrician Bond B | 156 | 54 | 210 |
| Rodriguez Ramirez, Maria | COMPASS Coordinator | 55,317 | 25,420 | 80,737 |
| Rodriguez, Juan | Receiving Clerk | 47,585 | 27,585 | 75,170 |
| Rogoff, Marianne | CES Instructor - Hrly Faculty | 888 | 81 | 969 |
| Rollins, Corina | Temporary Faculty | 37,859 | 35,146 | 73,005 |
| Rolston, Caitlin | Instructor | 144,740 | 57,515 | 202,255 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|--------------------------------|--------------------------------|--|------------------------------------|
| Rolston, Katherine | Temporary Faculty | 5,109 | 463 | 5,572 |
| Romo Padilla, Guadalupe | Administrative Asst II | 84,714 | 43,211 | 127,925 |
| Romson, Joseph | CES Instructor - Hrly Faculty | 538 | 50 | 588 |
| Rosas-Sanchez, Aneissa | Counselor | 143,223 | 49,088 | 192,311 |
| Rosell, Pamela | Temporary Faculty | 36,853 | 18,949 | 55,802 |
| Rosen, Ronald | CES Instructor - Hrly Faculty | 1,723 | 154 | 1,877 |
| Rosenthal, Keith | Director of Advancement | 157,848 | 82,303 | 240,151 |
| Rossi, Tina | CES Instructor - Hrly Faculty | 2,121 | 189 | 2,310 |
| Rothbart, George | Temporary Faculty | 20,098 | 1,844 | 21,942 |
| Rowson, Zachary | Research Analyst | 75,629 | 46,087 | 121,716 |
| Ruben, Natalie | Department Assistant | 612 | 7 | 619 |
| Ruddle, Joanna | Instructor | 169,487 | 62,979 | 232,466 |
| Rudolph, Monica | Administrative Asst II | 88,224 | 60,550 | 148,774 |
| Ruhaka, Tuamana | Temporary Faculty | 17,819 | 3,911 | 21,730 |
| Ruiz, Charlotte | Work Study | 4,162 | 50 | 4,212 |
| Ruiz, Dustin | Police Officer | 157,654 | 70,876 | 228,530 |
| Rumsey, Nancy | CES Instructor - Hrly Faculty | 15,506 | 435 | 15,941 |
| Russell, LyRyan | Instructor | 141,578 | 49,166 | 190,744 |
| Russell, Marian | Tutor | 54,936 | 31,806 | 86,742 |
| Sabia, Stormy | Dir SS - Stu Accessibility Svc | 180,749 | 67,690 | 248,439 |
| Saez, Hector | Instructor | 123,348 | 45,729 | 169,077 |
| Salazar, James | LAEP Dept Asst. | 4,176 | 51 | 4,227 |
| Saldana, Tristan | Temporary Faculty | 101,799 | 51,296 | 153,095 |
| Salva, Rostyslav | Department Assistant | 7,710 | 93 | 7,803 |
| Sanchez Flores, Lidia | Temporary Faculty | 18,299 | 6,027 | 24,326 |
| Sanchez, Maylin | Work Study | 3,845 | 47 | 3,892 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|--------------------------------------|--------------------------------|--|------------------------------------|
| Sandri, David | CES Instructor - Hrly Faculty | 2,557 | 234 | 2,791 |
| Santos, Ricardo | Athletic PE Ed Equip Manager | 18,920 | 4,738 | 23,658 |
| Saunders, Lisa | CES Instructor - Hrly Faculty | 4,146 | 377 | 4,523 |
| Scarcella, Joseph | Athletic Trainer | 97,052 | 61,824 | 158,876 |
| Schaefer, Emily | Temporary Faculty | 86,581 | 31,929 | 118,510 |
| Schane, Burton | Senior Systems Analyst | 194,235 | 65,699 | 259,934 |
| Schiff, Cynthia | Temporary Faculty | 73,481 | 16,140 | 89,621 |
| Schillinger, Mark | CES Instructor - Hrly Faculty | 390 | 35 | 425 |
| Schmidt, Sung Ji | Instructor | 125,811 | 42,917 | 168,728 |
| Schwappach, Lisa | Temporary Faculty | 40,015 | 8,798 | 48,813 |
| Schwartz, Carol | DSPS Specialist | 43,823 | 16,098 | 59,921 |
| Schwartz, Maureen | CES Instructor - Hrly Faculty | 323 | 30 | 353 |
| Scofield, Alan | Temporary Faculty | 44,484 | 36,599 | 81,083 |
| Scranton, Diana | Temporary Faculty | 10,151 | 919 | 11,070 |
| Scully, Andrea | CES Instructor - Hrly Faculty | 2,584 | 232 | 2,816 |
| Sedie, Theo | Professional Expert, Fiscal Services | 9,356 | 834 | 10,190 |
| Seeley, Kevin | Temporary Faculty | 48,723 | 10,083 | 58,806 |
| Seery, Patricia | FT NC Instructor | 153,325 | 59,467 | 212,792 |
| Serafin, Scott | Instructor | 200,037 | 66,859 | 266,896 |
| Sereno, Prartho | CES Instructor - Hrly Faculty | 646 | 60 | 706 |
| Servais, Lauren | Dean Arts and Humanities | 160,157 | 68,968 | 229,125 |
| Sethre, Ian | Temporary Faculty | 49,038 | 10,759 | 59,797 |
| Seval Viswam, Vidhyah | Administrative Assistant I | 12,831 | 13,132 | 25,963 |
| Seybold, Michael | Temporary Faculty | 8,388 | 747 | 9,135 |
| Shafer, Holley | Dir Institu Effectiveness | 152,565 | 86,999 | 239,564 |
| Shahi, Jessica | Police Services Asstistant | 76,915 | 54,128 | 131,043 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|-------------------------------|--------------------------------|--|------------------------------------|
| Sharei, Niku | Tutor | 11,527 | 1,037 | 12,564 |
| Shaw, Brianna | Temporary Faculty | 13,851 | 3,040 | 16,891 |
| Shaw, Ellen | Accounting Technician | 93,710 | 56,269 | 149,979 |
| Sheofsky, Elizabeth | Instructional Specialist | 100,241 | 24,591 | 124,832 |
| Shimizu, Masako | Temporary Faculty | 10,270 | 2,268 | 12,538 |
| Shipman, James | CES Instructor - Hrly Faculty | 1,561 | 139 | 1,700 |
| Shrestha, Devendra | Accounting Technician | 78,199 | 54,860 | 133,059 |
| Siar, Ahmad | Police Officer | 20,658 | 5,500 | 26,158 |
| Silver, Elizabeth | Lifeguard | 95 | 9 | 104 |
| Silvia, Jacob | Facilities Technician I | 22,732 | 13,054 | 35,786 |
| Siu-Masset, Reva | Work Study | 17,289 | 209 | 17,498 |
| Siu-Masset, Stephanie | Tutor | 3,060 | 273 | 3,333 |
| Sklove, Brett | Temporary Faculty | 13,454 | 1,535 | 14,989 |
| Smebak, Kirsten | Non-Student Hourly Non-Instrl | 1,116 | 14 | 1,130 |
| Smith, Franklin | Assistant Coach | 2,952 | 80 | 3,032 |
| Smith, Harvey | Instructor | 13,095 | 7,825 | 20,920 |
| Smith, Malaika | Administrative Asst II | 72,262 | 40,687 | 112,949 |
| Smith, Michael | Custodian | 62,499 | 49,601 | 112,100 |
| Smith, Paul | Temporary Faculty | 39,151 | 2,150 | 41,301 |
| Smith, Rion | Instructional Specialist | 85,256 | 43,263 | 128,519 |
| Smith, Shelley | Instructor | 89,620 | 46,025 | 135,645 |
| Smith, Solomon | Tutor | 5,149 | 62 | 5,211 |
| Smith, Victor | Temporary Faculty | 57,646 | 29,957 | 87,603 |
| Smyth, Kathleen | Instructor | 235,355 | 57,356 | 292,711 |
| Smyth, Trevor | Temporary Faculty | 27,691 | 2,513 | 30,204 |
| Snell, Luna | Department Assistant | 867 | 11 | 878 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|---------------------------------------|----------------------------|------------------------------------|--------------------------------|
| So, Albert | Print Production Specialist | 89,964 | 46,654 | 136,618 |
| Sobieski, Grace | Temporary Faculty | 21,800 | 4,780 | 26,580 |
| Solis Krummes, Bruno | Custodian | 65,726 | 48,890 | 114,616 |
| Solis, Julian | Director Level 2 | 113,795 | 56,378 | 170,173 |
| Sontay Vicente, Melanie | Work Study | 9,450 | 114 | 9,564 |
| Sosa De Leon, Carlos | MAPS Peer Mentor | 2,574 | 31 | 2,605 |
| Sosa Mendoza, Isela | Mi Familia Peer Mentor | 2,634 | 32 | 2,666 |
| Soster E Silva, Alice | Tutor | 6,499 | 79 | 6,578 |
| Southard, Rowena | Temporary Faculty | 40,740 | 22,698 | 63,438 |
| Sparrow, Neil | Lead Gardener | 79,486 | 55,804 | 135,290 |
| Spease, Jennifer | Enrollment Services Assoc I | 93,710 | 65,630 | 159,340 |
| Spediacci, Anthony | Police Officer | 96,663 | 11,802 | 108,465 |
| Spolter, Ralph | CES Instructor - Hrly Faculty | 902 | 80 | 982 |
| Springer, Denize | CES Instructor - Hrly Faculty | 808 | 76 | 884 |
| Staffen, Russel | Maintenance Carpenter | 93,556 | 51,694 | 145,250 |
| Stavig, Victoria | Farm Assistant / Department Assistant | 18,938 | 1,721 | 20,659 |
| Steinberg, Steven | Temporary Faculty | 415 | 92 | 507 |
| Stevenson, Troy | Counselor | 108,572 | 39,107 | 147,679 |
| Stewart, Paul | Police Officer | 130,348 | 46,694 | 177,042 |
| Stewart, Susan | Temporary Faculty | 5,026 | 455 | 5,481 |
| Stockmann, Kevin | Temporary Faculty | 646 | 59 | 705 |
| Stopher, James | Instructor | 124,348 | 53,562 | 177,910 |
| Strickland, JoAnne | Temporary Faculty | 47,110 | 10,351 | 57,461 |
| Stubbs, Gregory | Temporary Faculty | 9,846 | 886 | 10,732 |
| Stubbs, Stephanie | Temporary Faculty | 65,633 | 5,947 | 71,580 |
| Suarez Maldonado, Alejandro | Instructional Support Analyst | 131,815 | 77,440 | 209,255 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|--------------------------------------|--------------------------------|--|------------------------------------|
| Subramanian, N | Temporary Faculty | 43,293 | 1,243 | 44,536 |
| Sulaiman Hara, Sadika | Dir SS - Activities & Advocacy | 180,749 | 72,737 | 253,486 |
| Sywulak, Daria | Temporary Faculty | 55,986 | 33,564 | 89,550 |
| Tachihara, Sandra | Retiree Non Instructional | - | 13,114 | 13,114 |
| Tamayo, Juan | Instructional Specialist | 49,201 | 31,193 | 80,394 |
| Tanenberg, Lonnie | Temporary Faculty | 2,020 | 184 | 2,204 |
| Tanner Mack, Sandra | Temporary Faculty | 46,771 | 9,979 | 56,750 |
| Tedford, Matthew | Temporary Faculty | 36,417 | 7,979 | 44,396 |
| Teer, Joann | Enrollment Services Assoc II | 104,234 | 51,126 | 155,360 |
| Teixeira, Matthew | Work Study | 4,140 | 50 | 4,190 |
| Tejeda, Judith | Custodian | 62,889 | 55,227 | 118,116 |
| Tene, Esperanza | EMT Lab Asst | 1,240 | 61 | 1,301 |
| Tercero Lopez, Luis | Instructional Specialist | 73,297 | 41,008 | 114,305 |
| Terhune, Jamine | Temporary Faculty | 79,411 | 46,397 | 125,808 |
| Terry, Linda | Senior Payroll Specialist | 154,440 | 63,401 | 217,841 |
| Thaler, Reid | Temporary Faculty | 4,738 | 422 | 5,160 |
| Thelen, Edward | Lifeguard | 2,318 | 210 | 2,528 |
| Thiele, Michael | CES Instructor - Hrly Faculty | 377 | 34 | 411 |
| Thommes, Amelia | Front Desk Assistant, Fitness Center | 644 | 60 | 704 |
| Thorgersen, Olivia | Work Study | 5,105 | 62 | 5,167 |
| Tipton, James | Instructor | 189,183 | 65,447 | 254,630 |
| Todorova, Elena | Instructor | 175,612 | 51,363 | 226,975 |
| Toister, Nathan | Temporary Faculty | 802 | 175 | 977 |
| Torgovitsky, Charlotte | CES Instructor - Hrly Faculty | 808 | 74 | 882 |
| Torres, Michelle | Temporary Faculty | 2,222 | 208 | 2,430 |
| Torres-Benavides, Cari | Asst. VP of Instruction | 232,207 | 112,659 | 344,866 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Tostenson, Lisa | Health Center Nurse | 135,666 | 45,096 | 180,762 |
| Totapudi, Sofia | Temporary Faculty | 88,057 | 49,854 | 137,911 |
| Towery, Iris | Work Study | 2,646 | 32 | 2,678 |
| Traut, Bibit | Temporary Faculty | 14,485 | 3,224 | 17,709 |
| Treanor, Wanden | Board of Trustee | 5,997 | 19,965 | 25,962 |
| Trinidad Guzman, Andrea | Enrollment Services Assoc I | 66,006 | 40,007 | 106,013 |
| Tsao, Christa | Work Study | 1,815 | 22 | 1,837 |
| Tsark, Tami | CES Instructor - Hrly Faculty | 14,295 | 1,284 | 15,579 |
| Tshabalala, Tshiamo | Student Assistant | 5,746 | 70 | 5,816 |
| Tucker, Nala | Work Study | 2,196 | 27 | 2,223 |
| Tucker, Ryan | Student Police Cadet | 9,945 | 120 | 10,065 |
| Turner, Walter | Instructor | 223,643 | 66,824 | 290,467 |
| Uhalde, Sebastien | Gardener | 62,072 | 56,082 | 118,154 |
| Unterberger, Richard | Temporary Faculty | 4,038 | 364 | 4,402 |
| Urena, Jose | Counselor | 131,847 | 65,302 | 197,149 |
| Valasek, Alexander | Temporary Faculty | 8,325 | 751 | 9,076 |
| Valentine, Dominic | Kin-Ath Equip Mgr Vac Repl | 9,350 | 833 | 10,183 |
| Valladares, Jefferson | Accounting Technician | 62,294 | 37,492 | 99,786 |
| Vallance, Nancy | Lifeguard | 261 | 24 | 285 |
| Van Dorn, Eric | Temporary Faculty | 48,946 | 19,049 | 67,995 |
| Vargas Razo, Fernando | Custodial Sub | 5,923 | 161 | 6,084 |
| Varona, Alina | Dean Workforce Dev & Career Ed | 189,734 | 55,015 | 244,749 |
| Vasquez, Lisa | Temporary Faculty | 1,740 | 480 | 2,220 |
| Vasquez, Omar | Short Term Hourly Non-Instrl | 5,470 | 302 | 5,772 |
| Vaughan, Michele | Temporary Faculty | 83,300 | 43,025 | 126,325 |
| Vavrek, Karl | Temporary Faculty | 6,443 | 575 | 7,018 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|--------------------------------------|--------------------------------|--|------------------------------------|
| Velarde, Maria | Temporary Faculty | 39,382 | 8,644 | 48,026 |
| Veneroso, Mateus | Work Study | 17,278 | 209 | 17,487 |
| Ventura-Rafaela, Irving | Temporary Faculty | 47,806 | 4,346 | 52,152 |
| Verplaetse, Loretta | CES Instructor - Hrly Faculty | 727 | 65 | 792 |
| Vetter, Melanie | CES Instructor - Hrly Faculty | 538 | 48 | 586 |
| Vila, Suad | Program Coordinator, Health & Safety | 49,528 | 29,332 | 78,860 |
| Villanueva, Jessica | Work Study | 5,466 | 66 | 5,532 |
| Villarreal, Seanna | Enrollment Services Assoc II | 104,074 | 55,787 | 159,861 |
| Vogt, Mary | Temporary Faculty | 1,373 | 125 | 1,498 |
| Wade, Aubrey | CES Instructor - Hrly Faculty | 52,688 | 4,789 | 57,477 |
| Wadsworth, William | Gardener | 38,280 | 19,510 | 57,790 |
| Wagner, Katherine | Instructor | 88,950 | 29,601 | 118,551 |
| Walker, Santon | Instructional Specialist | 82,698 | 43,354 | 126,052 |
| Wallace, Alfia | Instructional Spec. -Sub/LR | 3,066 | 273 | 3,339 |
| Wallace, Jay | CES Instructor - Hrly Faculty | 969 | 86 | 1,055 |
| Walsh, Anchaleekanda | Guest Chef CES | 1,300 | 116 | 1,416 |
| Walsh, Michelle | Temporary Faculty | 1,492 | 133 | 1,625 |
| Walsh, Wendy | Instructor | 135,070 | 48,699 | 183,769 |
| Walter, Anita | Temporary Faculty | 44,762 | 4,057 | 48,819 |
| Wang, Andrea | Instructor | 174,403 | 61,327 | 235,730 |
| Wanzo, Benjamin | Temporary Faculty | 40,325 | 3,658 | 43,983 |
| Warren, Deborah | Instructional Specialist | 58,796 | 33,276 | 92,072 |
| Wat, Timothy | Instructor | 206,536 | 61,460 | 267,996 |
| Weinstock, Ann | Temporary Faculty | 14,263 | 3,111 | 17,374 |
| Welch, Alison | International Student Advisor | 89,029 | 46,328 | 135,357 |
| Wells, Stephanie | Instructor | 165,297 | 55,185 | 220,482 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Wenck-Reilly, Brennan | Temporary Faculty | 28,605 | 6,265 | 34,870 |
| Wendt, Nikita | Tutor | 5,765 | 70 | 5,835 |
| Went, Marjorie | Temporary Faculty | 26,812 | 2,389 | 29,201 |
| Werlin, Rebecca | Temporary Faculty | 50,511 | 4,568 | 55,079 |
| West, Brittney | Temporary Faculty | 4,819 | 82 | 4,901 |
| West, Walter | Temporary Faculty | 101,410 | 35,320 | 136,730 |
| White, Crystal | Laboratory Technician | 23,412 | 2,251 | 25,663 |
| White, David | Designer Stage Technician | 100,743 | 66,399 | 167,142 |
| Whyte, Courtney | Tutor | 651 | 8 | 659 |
| Widger, Daniel | Police Officer | 2,850 | 90 | 2,940 |
| Wiebe, Laura | Instructor | 127,859 | 42,143 | 170,002 |
| Wiebers, Deborah | Retiree Non Instructional | - | 8,896 | 8,896 |
| Willet, Nancy | Instructor | 143,748 | 46,062 | 189,810 |
| Williams, Dustin | Work Study | 119 | 1 | 120 |
| Williams, Jeannine | Temporary Faculty | 63,585 | 25,921 | 89,506 |
| Willits, Ronald | Temporary Faculty | 54,118 | 11,606 | 65,724 |
| Wilson, Cobi | Work Study | 11,267 | 136 | 11,403 |
| Wilson, Dina | Temporary Faculty | 65,401 | 14,038 | 79,439 |
| Wilson, Paul | Maintenance Electrician | 98,102 | 62,194 | 160,296 |
| Wiltey, Ana Flavia | Instructional Specialist | 30,377 | 2,976 | 33,353 |
| Winrow, Birdie | Temporary Faculty | 18,675 | 4,098 | 22,773 |
| Witte, Irmgard | Payroll Specialist | 96,747 | 40,276 | 137,023 |
| Wolfson, Sandra | CES Instructor - Hrly Faculty | 2,423 | 219 | 2,642 |
| Wong, Sally | Welcome Ctr & Orientation Coor | 108,482 | 70,404 | 178,886 |
| Wood, Hazel | CES Instructor - Hrly Faculty | 646 | 58 | 704 |
| Wood, Robyn | Temporary Faculty | 167,989 | 62,723 | 230,712 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|-------------------------------|--------------------------------|--|------------------------------------|
| Wood, Scott | Temporary Faculty | 25,685 | 5,672 | 31,357 |
| Woodlief, Blaze | Instructor | 158,515 | 63,077 | 221,592 |
| Worthington, Jabez | Umoja Peer Mentor | 4,216 | 51 | 4,267 |
| Wright, Elana | Choreographer | 24,628 | 5,474 | 30,102 |
| Wright, Keri | Temporary Faculty | 10,888 | 978 | 11,866 |
| Wright, Melinda | Temporary Faculty | 1,492 | 418 | 1,910 |
| Wutsch, Jason | Fitness Center Front Desk | 11,268 | 1,018 | 12,286 |
| Xiloj Chun, Desiderio | Work Study | 18,306 | 222 | 18,528 |
| Yan, Tao | Work Study | 14,202 | 172 | 14,374 |
| Yates, Jeffrey | Instructor | 121,372 | 42,022 | 163,394 |
| Yee, Colleen | Department Assistant | 2,697 | 33 | 2,730 |
| Yim, Rebecca | Admin Asst III | 89,938 | 46,635 | 136,573 |
| Yokell, June | CES Instructor - Hrly Faculty | 2,261 | 206 | 2,467 |
| Young, Brian | Laboratory Technician | 79,579 | 47,448 | 127,027 |
| Yu, Ssu Ting | CES Instructor - Hrly Faculty | 377 | 34 | 411 |
| Yuan, Mengqi | Articulation & Curr. Anayst | 116,819 | 66,963 | 183,782 |
| Zabihi, Farhad | Instructor | 227,532 | 64,506 | 292,038 |
| Zaffran, Dan | Instructor | 185,430 | 62,423 | 247,853 |
| Zamora, Efrain | Maintenance Carpenter | 86,798 | 50,561 | 137,359 |
| Zarrehparvar, Xenia | SAS Support Svcs. Coord | 101,038 | 62,992 | 164,030 |
| Zeller, Brent | CES Instructor - Hrly Faculty | 12,603 | 1,063 | 13,666 |
| Ziedrich, Cheryl | Temporary Faculty | 55,335 | 24,110 | 79,445 |
| Zoroza Lyonnet, Consuelo | CES Instructor - Hrly Faculty | 875 | 80 | 955 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Nelson, Gregory | Asst. Superintendent/Vice Pres | 456,721 | 120,417 | 577,138 |
| Robertshaw, Mia | General Counsel | 259,288 | 120,493 | 379,781 |
| Palmer, Ronald | Instructor | 274,773 | 74,459 | 349,232 |
| Eldridge, Jon | Superintendent/President | 277,647 | 70,262 | 347,909 |
| Torres-Benavides, Cari | Asst. VP of Instruction | 232,207 | 112,659 | 344,866 |
| Coon, David Wain | Superintendent President | 272,921 | 71,696 | 344,617 |
| Rahman, Susan | Instructor | 253,186 | 77,735 | 330,921 |
| Kelly, Ingrid | Instructor | 242,827 | 71,327 | 314,154 |
| Ekoue Totou, Patrick | Director of Info. Technology | 208,142 | 105,431 | 313,573 |
| Pasquel, Alicia | Instructor | 233,790 | 79,660 | 313,450 |
| Nguyen, Dong | Senior Systems Analyst | 206,154 | 98,029 | 304,183 |
| Coulson, Maria | Instructor | 233,535 | 70,359 | 303,894 |
| Hersch, Tonya | Dean of Educ Success Programs | 196,244 | 101,909 | 298,153 |
| Smyth, Kathleen | Instructor | 235,355 | 57,356 | 292,711 |
| Zabihi, Farhad | Instructor | 227,532 | 64,506 | 292,038 |
| Turner, Walter | Instructor | 223,643 | 66,824 | 290,467 |
| Marmysz, John | Instructor | 212,427 | 68,647 | 281,074 |
| Roderick, Irina | Instructor | 211,787 | 67,843 | 279,630 |
| Harris, Nekoda | Exec. Dir HR | 208,142 | 71,459 | 279,601 |
| Puch, Eresa | Asst Vice Pres, Admin Services | 189,859 | 89,401 | 279,260 |
| Osheroff, Aaron | Sr Database Administrator | 191,761 | 83,952 | 275,713 |
| Lehua, Constance | Manager Employee & Labor Rel. | 187,675 | 86,907 | 274,582 |
| Hernandez, Carol | Dean Math, Sciences & Business | 196,244 | 76,965 | 273,209 |
| Christiansen, Klaus | Dir Facilities Pln & M&O | 180,749 | 91,879 | 272,628 |
| Crawford, Yashica | Instructor | 204,796 | 66,071 | 270,867 |
| Indi, Ferhat | Systems Engineer | 179,300 | 90,642 | 269,942 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Wat, Timothy | Instructor | 206,536 | 61,460 | 267,996 |
| Serafin, Scott | Instructor | 200,037 | 66,859 | 266,896 |
| Gonzalez, Marco | Instructor | 200,058 | 63,549 | 263,607 |
| Martinisi, Michele | Instructor | 195,396 | 67,052 | 262,448 |
| Schane, Burton | Senior Systems Analyst | 194,235 | 65,699 | 259,934 |
| Cullen, Gina | Counselor | 194,106 | 64,276 | 258,382 |
| Horinek, Jon | Dean of Enrollment Services | 196,244 | 59,670 | 255,914 |
| Tipton, James | Instructor | 189,183 | 65,447 | 254,630 |
| Byrne, Ryan | Dir SS - Kinesiology & Ath | 180,749 | 73,540 | 254,289 |
| Klinger, Alisa | Instructor | 189,793 | 63,978 | 253,771 |
| Reetz, Becky | Director of EOPS CARE CalWorks | 166,126 | 87,619 | 253,745 |
| Sulaiman Hara, Sadika | Dir SS - Activities & Advocacy | 180,749 | 72,737 | 253,486 |
| Dunmire, Erik | Instructor | 189,114 | 62,442 | 251,556 |
| Gonzalez, James | Instructor | 187,025 | 62,387 | 249,412 |
| Sabia, Stormy | Dir SS - Stu Accessibility Svc | 180,749 | 67,690 | 248,439 |
| Zaffran, Dan | Instructor | 185,430 | 62,423 | 247,853 |
| Michelangelo, Lori | Instructor | 180,017 | 65,597 | 245,614 |
| Varona, Alina | Dean Workforce Dev & Career Ed | 189,734 | 55,015 | 244,749 |
| Bagtas-Carmona, Emy | Asst. Dir Enrollment Services | 155,207 | 88,829 | 244,036 |
| Rosenthal, Keith | Director of Advancement | 157,848 | 82,303 | 240,151 |
| Shafer, Holley | Dir Institu Effectiveness | 152,565 | 86,999 | 239,564 |
| Fara, Nick | Instructor | 176,345 | 62,906 | 239,251 |
| Carrera, Steve | Instructor | 173,988 | 63,089 | 237,077 |
| Wang, Andrea | Instructor | 174,403 | 61,327 | 235,730 |
| Park, Jessica | Instructor | 175,622 | 59,252 | 234,874 |
| Kreit, Cara | Instructor | 179,183 | 54,403 | 233,586 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Allen, Maula | Instructor | 176,760 | 56,630 | 233,390 |
| Crosby, Frank | Instructor | 183,232 | 50,108 | 233,340 |
| Ruddle, Joanna | Instructor | 169,487 | 62,979 | 232,466 |
| Frye, Sarah | Librarian | 178,726 | 52,704 | 231,430 |
| Greitzer, Michelle | Staff Accountant II | 154,247 | 76,482 | 230,729 |
| Wood, Robyn | Temporary Faculty | 167,989 | 62,723 | 230,712 |
| Purcell, Shawn | Instructor | 172,366 | 58,170 | 230,536 |
| Moreno, Luz | Counselor | 179,042 | 51,272 | 230,314 |
| Li, Christine | Instructor | 168,387 | 61,922 | 230,309 |
| Mihal, Colleen | Instructor | 169,315 | 60,009 | 229,324 |
| Servais, Lauren | Dean Arts and Humanities | 160,157 | 68,968 | 229,125 |
| Ruiz, Dustin | Police Officer | 157,654 | 70,876 | 228,530 |
| Todorova, Elena | Instructor | 175,612 | 51,363 | 226,975 |
| Agudelo-Silva, Fernando | Instructor | 167,992 | 58,676 | 226,668 |
| Friedman, Lori | Director of Community Programs | 145,056 | 80,319 | 225,375 |
| Kelly, Patrick | Instructor | 162,420 | 59,932 | 222,352 |
| Woodlief, Blaze | Instructor | 158,515 | 63,077 | 221,592 |
| Wells, Stephanie | Instructor | 165,297 | 55,185 | 220,482 |
| Clark, Anthony | Director of Fiscal Services | 147,490 | 72,915 | 220,405 |
| Terry, Linda | Senior Payroll Specialist | 154,440 | 63,401 | 217,841 |
| Berringer, Steven | Instructor | 142,773 | 74,900 | 217,673 |
| Everitt, David | Instructor | 153,942 | 63,246 | 217,188 |
| Passer, Joyce | Instructor | 164,168 | 52,641 | 216,809 |
| Robinson, Karen | Counselor | 156,086 | 60,583 | 216,669 |
| Early, Rietta | Counselor | 167,794 | 48,189 | 215,983 |
| Arbona, Shaila | Counselor | 151,707 | 62,106 | 213,813 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|---|----------------------------|------------------------------------|--------------------------------|
| Perrone, Kristin | Counselor | 164,185 | 49,363 | 213,548 |
| Seery, Patricia | FT NC Instructor | 153,325 | 59,467 | 212,792 |
| Daubenmire, Paul | Instructor | 156,493 | 56,047 | 212,540 |
| Morse, Lisa | Instructor | 154,242 | 57,863 | 212,105 |
| Erdmann, John | Instructor | 153,115 | 58,419 | 211,534 |
| McKinnon, Sara | Instructor | 165,455 | 44,760 | 210,215 |
| Suarez Maldonado, Alejandro | Instructional Support Analyst | 131,815 | 77,440 | 209,255 |
| Patterson, David | Librarian | 169,580 | 37,041 | 206,621 |
| Bright, Alicia | Dir Nursing | 152,565 | 53,734 | 206,299 |
| Pomajulca, Cesar | Instructor | 146,004 | 58,999 | 205,003 |
| Haber, John | Media Tech Support Specialist II | 143,124 | 61,830 | 204,954 |
| Patel, Beth | Instructor | 155,567 | 48,920 | 204,487 |
| Dunn, Jason | Instructor | 143,204 | 60,722 | 203,926 |
| Rolston, Caitlin | Instructor | 144,740 | 57,515 | 202,255 |
| Newton, Steven | Instructor | 153,580 | 47,038 | 200,618 |
| Cottle, Windee | Instructor | 139,823 | 60,490 | 200,313 |
| Lee, Wendy | Media Tech Support Specialist II | 127,310 | 71,892 | 199,202 |
| Lingo, Angela | HR Operations Manager, Academic Personnel | 125,818 | 73,218 | 199,036 |
| Beattie, Kyle | Counselor | 133,636 | 65,050 | 198,686 |
| Urena, Jose | Counselor | 131,847 | 65,302 | 197,149 |
| Breakstone, Julie | Employment Services Coord. | 121,579 | 75,513 | 197,092 |
| O'Keefe, Patricia | Instructor | 138,920 | 57,784 | 196,704 |
| Muller, Kevin | Instructor | 139,798 | 56,806 | 196,604 |
| Musante, Danila | Counselor | 146,008 | 50,189 | 196,197 |
| Chi, Brian | Network PC Telephone Tech | 119,764 | 75,708 | 195,472 |
| Jones, Alexander | Instructor | 128,651 | 66,788 | 195,439 |

**MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER**

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Coley, William | Counselor | 135,684 | 59,610 | 195,294 |
| Lince, Stacey | Instructional Designer | 127,048 | 67,964 | 195,012 |
| Garetto, Enzo | Asst Dir M&O | 124,236 | 70,670 | 194,906 |
| Olmanson, Angela | Program Admin. Health Science | 122,447 | 71,710 | 194,157 |
| Rosas-Sanchez, Aneissa | Counselor | 143,223 | 49,088 | 192,311 |
| Cruz, Nicole | Director of Marketing & Comm. | 121,823 | 70,033 | 191,856 |
| Mueller, Joseph | Instructor | 135,070 | 55,986 | 191,056 |
| Russell, LyRyan | Instructor | 141,578 | 49,166 | 190,744 |
| Chung, Shook-Chu | Senior Creative/Lead Web Dsgr. | 130,881 | 59,472 | 190,353 |
| Willet, Nancy | Instructor | 143,748 | 46,062 | 189,810 |
| Allen, Kenneth | Instructor | 130,764 | 58,345 | 189,109 |
| Quick, Dayna | Instructor | 133,270 | 55,435 | 188,705 |
| Barzegar, Naghmeh | Staff Accountant II | 125,717 | 62,848 | 188,565 |
| Haggitt, Brianna | Staff Accountant II | 118,816 | 68,516 | 187,332 |
| Fox, Emily | Instructor | 130,778 | 56,471 | 187,249 |
| Howard, Matthew | Instructional Technology Super | 126,129 | 60,866 | 186,995 |
| Finlayson, Luna | Counselor | 131,449 | 55,265 | 186,714 |
| Fragata, Marilou | Staff Accountant | 117,887 | 68,718 | 186,605 |
| Christensen, Tina | Instructor | 132,708 | 53,298 | 186,006 |
| Massion, Cheo | FT NC Instructor | 145,375 | 40,354 | 185,729 |
| Gardiner, David | Network PC Telephone Tech | 122,655 | 62,356 | 185,011 |
| Bohlke, Wende | Instructor | 129,865 | 55,025 | 184,890 |
| Klein, Rachel | Counselor | 127,425 | 57,234 | 184,659 |
| Escobar, Caitlin | Counselor | 130,249 | 54,189 | 184,438 |
| Ordin, Laurie | Instructor | 135,070 | 49,348 | 184,418 |
| Langeveld, Martinus | Police Officer | 144,124 | 39,821 | 183,945 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------------|---|----------------------------|------------------------------------|--------------------------------|
| Pensabene, Oksana | Prog Coord, TLC | 117,313 | 66,530 | 183,843 |
| Yuan, Mengqi | Articulation & Curr. Anayst | 116,819 | 66,963 | 183,782 |
| Walsh, Wendy | Instructor | 135,070 | 48,699 | 183,769 |
| France, Patricia | Instructor | 143,504 | 39,244 | 182,748 |
| Edwards, Shaquam | Instructor | 137,335 | 45,389 | 182,724 |
| Nguyen, Hien | Instructor | 140,617 | 41,307 | 181,924 |
| Hunter, Andrea | Enrollment Services Assoc III | 114,134 | 67,617 | 181,751 |
| Magallanes-Rivera, Alexandra | Counselor | 132,821 | 48,868 | 181,689 |
| Tostenson, Lisa | Health Center Nurse | 135,666 | 45,096 | 180,762 |
| Hulin, Patricia | Instructor | 135,099 | 44,962 | 180,061 |
| Jones, David | Instructor | 135,070 | 44,799 | 179,869 |
| Wong, Sally | Welcome Ctr & Orientation Coor | 108,482 | 70,404 | 178,886 |
| Stopher, James | Instructor | 124,348 | 53,562 | 177,910 |
| Huijon, Lilyana | COMPASS Coordinator | 107,271 | 70,283 | 177,554 |
| Longo, Gina | Admin Asst III | 111,886 | 65,181 | 177,067 |
| Stewart, Paul | Police Officer | 130,348 | 46,694 | 177,042 |
| Cheney, Paul | Instructor | 120,355 | 56,322 | 176,677 |
| Bjorklund, Trevor | Instructor | 122,068 | 54,132 | 176,200 |
| Mercado Trujillo, Juan | COMPASS Coordinator | 110,071 | 64,990 | 175,061 |
| Callahan, Shawna | HR Operations Manager, Classified Personnel | 105,079 | 69,930 | 175,009 |
| Durfee, Melinda | Program Coordinator, Facility | 118,362 | 56,581 | 174,943 |
| Ricciuti, Anna | Dir of College Svcs | 135,256 | 39,019 | 174,275 |
| Owen, Ron | Senior Benefits Analyst | 113,025 | 60,494 | 173,519 |
| Myers, Lyza | Instructor | 127,012 | 46,073 | 173,085 |
| Africa, Erin | Instructor | 116,901 | 55,499 | 172,400 |
| Barthelemy, Lance | Instructional Specialist | 126,959 | 45,102 | 172,061 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------|---|----------------------------|------------------------------------|--------------------------------|
| Perez, Chelsey | Program Coordinator, Career & Internships | 109,292 | 61,752 | 171,044 |
| Paulino, Joan | Enrollment Services Assoc II | 102,486 | 68,424 | 170,910 |
| Acker, Eileen | Admin Asst III | 105,998 | 64,762 | 170,760 |
| Namvar, Mina | Admin Asst III | 105,998 | 64,762 | 170,760 |
| O'Donnelley, Dianne | Admin Asst III | 105,998 | 64,762 | 170,760 |
| Antokhin, Kathleen | Workforce- Prog Coordinator | 105,696 | 64,554 | 170,250 |
| Solis, Julian | Director Level 2 | 113,795 | 56,378 | 170,173 |
| Erlenheim, David | Buyer | 114,884 | 55,178 | 170,062 |
| Wiebe, Laura | Instructor | 127,859 | 42,143 | 170,002 |
| Ramey, Byron | Counselor | 117,074 | 52,892 | 169,966 |
| Saez, Hector | Instructor | 123,348 | 45,729 | 169,077 |
| McIntyre, Nicole | MESA Program Director | 113,357 | 55,630 | 168,987 |
| Schmidt, Sung Ji | Instructor | 125,811 | 42,917 | 168,728 |
| Jacobs, Erin | Instructor | 125,811 | 42,879 | 168,690 |
| Mahoney, David | Graphics Design Specialist | 100,070 | 68,169 | 168,239 |
| White, David | Designer Stage Technician | 100,743 | 66,399 | 167,142 |
| Beal, Rebecca | Instructor | 124,266 | 42,576 | 166,842 |
| Dodge, Margaret | Instructor | 111,203 | 53,896 | 165,099 |
| Aviles, Francisco | Accounting Specialist | 101,653 | 63,202 | 164,855 |
| Peitz, Heather | Enrollment Services II - CES | 101,634 | 63,214 | 164,848 |
| Bacigalupi, Lindsay | Facility Rental Supervisor | 107,367 | 57,215 | 164,582 |
| Reyes, Ruby | Enrollment Services Assoc III | 97,561 | 66,815 | 164,376 |
| Zarrehparvar, Xenia | SAS Support Svcs. Coord | 101,038 | 62,992 | 164,030 |
| Yates, Jeffrey | Instructor | 121,372 | 42,022 | 163,394 |
| Drake, Brandon | Program Coord, Community Progr | 100,801 | 62,541 | 163,342 |
| Martinez, Allyson | EOPS/CARE & CalWorks Coord. | 106,260 | 56,589 | 162,849 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Dyer, Nequeshe | Prog Coord, Learning Comm | 99,843 | 62,558 | 162,401 |
| Long, Lan-Ling | Library Technician II | 99,792 | 60,991 | 160,783 |
| King, David | Instructor | 117,676 | 43,063 | 160,739 |
| Gisle, Kirsten | Employment Services Coord. | 108,503 | 51,826 | 160,329 |
| Wilson, Paul | Maintenance Electrician | 98,102 | 62,194 | 160,296 |
| Villarreal, Seanna | Enrollment Services Assoc II | 104,074 | 55,787 | 159,861 |
| McCoy, Robert | Instructor | 113,542 | 46,211 | 159,753 |
| Spease, Jennifer | Enrollment Services Assoc I | 93,710 | 65,630 | 159,340 |
| Barr, Maridel | Admin Asst III | 97,540 | 61,767 | 159,307 |
| Scarcella, Joseph | Athletic Trainer | 97,052 | 61,824 | 158,876 |
| Grist, Gregory | Temporary Faculty | 109,548 | 48,333 | 157,881 |
| Perales, Teresa | Equity & Activities Prog Coord | 105,417 | 52,080 | 157,497 |
| Dominguez, Paul | Lead Gardener | 96,198 | 61,030 | 157,228 |
| Benet, Micol | Executive Assistant II | 95,033 | 62,052 | 157,085 |
| Dimopoulos, Eliana | OER Program Coordinator | 105,690 | 51,304 | 156,994 |
| Miller, Trine | Instructor | 104,243 | 52,606 | 156,849 |
| Boner, Elizabeth | Instructor | 116,724 | 39,703 | 156,427 |
| Guillen, Hugo | Prog Cood EOPS Undoc Students | 102,849 | 53,318 | 156,167 |
| Teer, Joann | Enrollment Services Assoc II | 104,234 | 51,126 | 155,360 |
| Borisov, Olga | Administrative Asst II | 94,487 | 60,721 | 155,208 |
| Pinckney, Joanna | Administrative Asst II | 101,271 | 53,379 | 154,650 |
| Barnett, Marixa | Enrollment Services Assoc II | 90,681 | 63,920 | 154,601 |
| Gaffney, Keli | Staff Accountant | 102,572 | 50,893 | 153,465 |
| Saldana, Tristan | Temporary Faculty | 101,799 | 51,296 | 153,095 |
| Kuromiya, James | Curriculum and Artcln Tech | 92,142 | 59,848 | 151,990 |
| Alvarado Wing, Katerinne | Human Resources Technician II | 91,780 | 60,038 | 151,818 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Malmquist-West, Sara | Counselor | 112,486 | 39,244 | 151,730 |
| Marckwordt, Valerie | Comm Ed and Svcs Program Spec | 91,690 | 59,548 | 151,238 |
| Cantua-Alvarez, Marco | Stud Conduct and Comm Standard | 86,381 | 64,369 | 150,750 |
| Cowderoy, Susan | Temporary Faculty | 111,956 | 38,659 | 150,615 |
| Dailey, Karol | Custodial Services Supervisor | 90,114 | 60,289 | 150,403 |
| Mercado Trujillo, Maria | Prog Coord, Basic Needs | 99,771 | 50,253 | 150,024 |
| Shaw, Ellen | Accounting Technician | 93,710 | 56,269 | 149,979 |
| Loegering, Tessa | Administrative Asst III | 90,951 | 58,901 | 149,852 |
| Hansen, Candice | HR Operations Analyst | 95,262 | 54,107 | 149,369 |
| Rudolph, Monica | Administrative Asst II | 88,224 | 60,550 | 148,774 |
| Freschl, Carl | Counselor | 111,708 | 36,541 | 148,249 |
| Stevenson, Troy | Counselor | 108,572 | 39,107 | 147,679 |
| Cruz, Julio | Custodian | 93,644 | 52,844 | 146,488 |
| Mark, Julie | Instructor | 103,328 | 42,320 | 145,648 |
| Staffen, Russel | Maintenance Carpenter | 93,556 | 51,694 | 145,250 |
| Klein, Michael | Reprographics Mail Clerk | 90,081 | 54,750 | 144,831 |
| Rahman, Heather | Workforce Prog. Splcst | 92,559 | 51,586 | 144,145 |
| Cortright, Seth | Instructor | 106,393 | 37,742 | 144,135 |
| Bauer, Katherine | Executive Assistant I | 86,901 | 57,152 | 144,053 |
| Abellera, Lisa | Admin Asst III | 88,701 | 55,135 | 143,836 |
| Carroll, Sheldon | Evaluation Analyst | 94,977 | 48,429 | 143,406 |
| Carlisle, Dorian | Administrative Asst II | 80,893 | 61,409 | 142,302 |
| Bonander, Barbara | Instructor | 93,264 | 48,505 | 141,769 |
| Nguyen, Thuy Trang | Library Technician II | 94,177 | 47,532 | 141,709 |
| Ostojic-Portello, Radica | Temporary Faculty | 95,538 | 45,732 | 141,270 |
| Kerr, Grant | Instructor | 99,999 | 40,368 | 140,367 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--|----------------------------|------------------------------------|--------------------------------|
| Klein, Jesse Jane | Executive Assistant I | 82,782 | 57,573 | 140,355 |
| Kang, Manjit | Temporary Faculty | 92,867 | 47,427 | 140,294 |
| Palomino, Melanie | Admin Asst III | 89,037 | 50,528 | 139,565 |
| Robinson, Mark | Laboratory Technician | 92,142 | 47,379 | 139,521 |
| Mariano, Elnore | Evaluation Analyst | 90,940 | 46,997 | 137,937 |
| Totapudi, Sofia | Temporary Faculty | 88,057 | 49,854 | 137,911 |
| Gapinski, Thelina | Lead Gardener - Organic Farm | 80,874 | 56,983 | 137,857 |
| Dormann, Roger | Graphics Design Specialist | 90,791 | 46,945 | 137,736 |
| Zamora, Efrain | Maintenance Carpenter | 86,798 | 50,561 | 137,359 |
| Witte, Irmgard | Payroll Specialist | 96,747 | 40,276 | 137,023 |
| West, Walter | Temporary Faculty | 101,410 | 35,320 | 136,730 |
| So, Albert | Print Production Specialist | 89,964 | 46,654 | 136,618 |
| Yim, Rebecca | Admin Asst III | 89,938 | 46,635 | 136,573 |
| Smith, Shelley | Instructor | 89,620 | 46,025 | 135,645 |
| Welch, Alison | International Student Advisor | 89,029 | 46,328 | 135,357 |
| Oropeza, Miguel | Instructor | 99,978 | 35,365 | 135,343 |
| Sparrow, Neil | Lead Gardener | 79,486 | 55,804 | 135,290 |
| Lara-Dominguez, Lia | Program Coordinator, Basic Needs | 88,308 | 46,366 | 134,674 |
| McSween, Karen | Library Technician III | 85,078 | 48,417 | 133,495 |
| Foulger, Kim | Administrative Asst II | 84,518 | 48,714 | 133,232 |
| Shrestha, Devendra | Accounting Technician | 78,199 | 54,860 | 133,059 |
| Brock-Montalbano, Chanel | Program Coordinator, Next Up, CalWORKs | 84,554 | 47,688 | 132,242 |
| Larre, Christelle | Custodian | 83,966 | 47,077 | 131,043 |
| Shahi, Jessica | Police Services Assistant | 76,915 | 54,128 | 131,043 |
| McBride, Christopher | Temporary Faculty | 96,613 | 34,373 | 130,986 |
| Paoli, Sarah | Prog Coord, Community Prog | 84,763 | 45,096 | 129,859 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| De Young, Scott | Custodian | 82,858 | 46,572 | 129,430 |
| Littlejohn, Francisco | Facilities Technician I | 81,452 | 47,748 | 129,200 |
| Martinez, Manuel | Custodian | 74,961 | 54,017 | 128,978 |
| Smith, Rion | Instructional Specialist | 85,256 | 43,263 | 128,519 |
| Romo Padilla, Guadalupe | Administrative Asst II | 84,714 | 43,211 | 127,925 |
| Northman, Robert | Enrollment Services Assoc II | 75,480 | 52,230 | 127,710 |
| Harbison, Jesse | Reprographics Mail Clerk | 74,265 | 53,324 | 127,589 |
| Kimelman, Noreen | Admin Asst III | 82,887 | 44,365 | 127,252 |
| Montoya Olivares, Ricardo | Custodian | 76,097 | 51,080 | 127,177 |
| Young, Brian | Laboratory Technician | 79,579 | 47,448 | 127,027 |
| Lefkowitz, Carol | Temporary Faculty | 93,265 | 33,207 | 126,472 |
| Vaughan, Michele | Temporary Faculty | 83,300 | 43,025 | 126,325 |
| Walker, Santon | Instructional Specialist | 82,698 | 43,354 | 126,052 |
| Terhune, Jamine | Temporary Faculty | 79,411 | 46,397 | 125,808 |
| Good, Lesley | Laboratory Technician | 78,419 | 46,944 | 125,363 |
| Contini, Victor | Temporary Faculty | 74,898 | 50,289 | 125,187 |
| Anderegg, Sarah | Executive Assistant I | 71,467 | 53,518 | 124,985 |
| Kaplan, Tessa | Human Resources Technician II | 77,493 | 47,472 | 124,965 |
| Sheofsky, Elizabeth | Instructional Specialist | 100,241 | 24,591 | 124,832 |
| Perez, Ramiro | Facilities Technician I | 79,307 | 45,090 | 124,397 |
| Kinnard, Miranda | Admin Asst III | 79,192 | 44,349 | 123,541 |
| Fonteno, Amber | Library Technician II | 80,615 | 42,871 | 123,486 |
| Haag, Jon | Facilities Technician I | 80,287 | 43,184 | 123,471 |
| Rowson, Zachary | Research Analyst | 75,629 | 46,087 | 121,716 |
| Garretson, Patrick | Student Success Specialist | 78,731 | 41,702 | 120,433 |
| Rocha Rivera, Melvin | Enrollment Services Assoc I | 69,101 | 51,166 | 120,267 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|----------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Atkinson, Justin | Instructional Specialist | 71,904 | 48,218 | 120,122 |
| Amundson, Lauren | Laboratory Technician - Bio | 77,447 | 42,347 | 119,794 |
| Diaz Marroquin, Abner | Custodian | 67,603 | 51,417 | 119,020 |
| Alexander, Diamond | Kinesiology & Athl. Oper. Spec | 77,413 | 41,338 | 118,751 |
| Wagner, Katherine | Instructor | 88,950 | 29,601 | 118,551 |
| Schaefer, Emily | Temporary Faculty | 86,581 | 31,929 | 118,510 |
| Uhalde, Sebastien | Gardener | 62,072 | 56,082 | 118,154 |
| Tejeda, Judith | Custodian | 62,889 | 55,227 | 118,116 |
| Gutierrez, Derry | Childrens Center Site Supv | 75,313 | 42,401 | 117,714 |
| Bogran Raymundo, Rolando | Gardener | 66,634 | 50,939 | 117,573 |
| Levin, Magdalena | Temporary Faculty | 72,823 | 44,174 | 116,997 |
| Diaz de Lopez, Ecxa Roxana | Custodian | 61,346 | 55,333 | 116,679 |
| Gill, Clark | Pool Maintenance Worker | 65,061 | 50,454 | 115,515 |
| Applegate, Monica | Pool Maintenance Worker IVC | 65,240 | 50,159 | 115,399 |
| Holub, Karl | Library Technician II | 76,813 | 38,493 | 115,306 |
| Jackson, Kahea | Admin Asst II Child Ctr/ECE | 74,085 | 41,011 | 115,096 |
| Alvarez Gonzalez, Jose | Gardener | 60,349 | 54,419 | 114,768 |
| Solis Krummes, Bruno | Custodian | 65,726 | 48,890 | 114,616 |
| Buckley, Bo | Health Services Assistant | 64,338 | 50,217 | 114,555 |
| Tercero Lopez, Luis | Instructional Specialist | 73,297 | 41,008 | 114,305 |
| Lea, Kelsey | Laboratory Technician | 73,297 | 40,988 | 114,285 |
| Ortiz Badillo, Deivys | Custodian | 65,333 | 48,913 | 114,246 |
| Leung, Christine | Instructor | 85,022 | 28,807 | 113,829 |
| Hayne, Katherine | Temporary Faculty | 71,297 | 42,485 | 113,782 |
| Smith, Malaika | Administrative Asst II | 72,262 | 40,687 | 112,949 |
| Manento, Daudi | Laboratory Technician | 72,247 | 40,300 | 112,547 |

**MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER**

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|-----------------------------|----------------------------|------------------------------------|--------------------------------|
| Smith, Michael | Custodian | 62,499 | 49,601 | 112,100 |
| Keener, Margarita | Custodian | 62,412 | 49,577 | 111,989 |
| Gray, Maria | Temporary Faculty | 67,138 | 43,693 | 110,831 |
| Paredes, Tanya | Administrative Asst II | 69,932 | 39,866 | 109,798 |
| Herrera, Henry | Custodian | 59,804 | 49,281 | 109,085 |
| Spediacci, Anthony | Police Officer | 96,663 | 11,802 | 108,465 |
| Biggart, Maureen | Childrens Center Site Supv | 78,717 | 29,528 | 108,245 |
| Bellisimo, Yolanda | Instructor | 82,650 | 25,318 | 107,968 |
| Peraza, Emma | Custodian | 58,610 | 48,304 | 106,914 |
| Gloistein, Barbara | Temporary Faculty | 75,083 | 31,543 | 106,626 |
| Khazaeli Parsa, Poupak | Temporary Faculty | 66,913 | 39,400 | 106,313 |
| Trinidad Guzman, Andrea | Enrollment Services Assoc I | 66,006 | 40,007 | 106,013 |
| DAgostino, Lisa | Temporary Faculty | 77,050 | 28,725 | 105,775 |
| Mazumdar, Mrityunjoy | Instructional Spec. TLC/SAS | 59,363 | 46,373 | 105,736 |
| Arrick, Janet | Temporary Faculty | 70,851 | 33,434 | 104,285 |
| Gough, Daniel | Temporary Faculty | 73,439 | 29,215 | 102,654 |
| Hunter, Carrie | Temporary Faculty | 72,654 | 29,027 | 101,681 |
| Ashby, Mariah | Administrative Assistant II | 62,699 | 38,477 | 101,176 |
| Valladares, Jefferson | Accounting Technician | 62,294 | 37,492 | 99,786 |
| Cruz Viera, Mercedes | Custodian | 61,903 | 36,922 | 98,825 |
| Abbott Brady, Strawda | Temporary Faculty | 70,277 | 28,536 | 98,813 |
| Adams, John | Police Officer | 94,856 | 3,045 | 97,901 |
| Miller, Julie | Temporary Faculty | 64,882 | 32,796 | 97,678 |
| Brown, Teresa | Administrative Asst I | 61,758 | 30,754 | 92,512 |
| Jimenez, Ruth | Temporary Faculty | 75,771 | 16,644 | 92,415 |
| Morales-Orozco, Helen | Children Center Teacher | 51,066 | 41,070 | 92,136 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--------------------------------------|----------------------------|------------------------------------|--------------------------------|
| Warren, Deborah | Instructional Specialist | 58,796 | 33,276 | 92,072 |
| Begg, Connie | Temporary Faculty | 55,009 | 36,908 | 91,917 |
| Lara, Ismael | Temporary Faculty | 74,839 | 16,427 | 91,266 |
| Schiff, Cynthia | Temporary Faculty | 73,481 | 16,140 | 89,621 |
| Sywulak, Daria | Temporary Faculty | 55,986 | 33,564 | 89,550 |
| Williams, Jeannine | Temporary Faculty | 63,585 | 25,921 | 89,506 |
| Malouf, Janeatte | Children Center Teacher | 51,177 | 38,207 | 89,384 |
| Numaguchi, Vivian | Temporary Faculty | 62,711 | 25,733 | 88,444 |
| Smith, Victor | Temporary Faculty | 57,646 | 29,957 | 87,603 |
| Russell, Marian | Tutor | 54,936 | 31,806 | 86,742 |
| Jones, Suzanne | Temporary Faculty | 55,387 | 29,849 | 85,236 |
| Reilly, Sheila | Temporary Faculty | 78,013 | 7,078 | 85,091 |
| Goodwin, Ross | Temporary Faculty | 69,948 | 15,062 | 85,010 |
| Doermann, Elisabeth | Temporary Faculty | 59,631 | 25,062 | 84,693 |
| Amidei, Kathleen | Temporary Faculty | 77,193 | 7,005 | 84,198 |
| Fredrick, Dario | Temporary Faculty | 57,979 | 24,682 | 82,661 |
| Kesler, Mary | Admin Asst III | 60,127 | 21,459 | 81,586 |
| Scofield, Alan | Temporary Faculty | 44,484 | 36,599 | 81,083 |
| Hui, Julie | Temporary Faculty | 55,535 | 25,272 | 80,807 |
| Rodriguez Ramirez, Maria | COMPASS Coordinator | 55,317 | 25,420 | 80,737 |
| Buquen, Kenny | Temporary Faculty | 56,194 | 24,300 | 80,494 |
| Tamayo, Juan | Instructional Specialist | 49,201 | 31,193 | 80,394 |
| Brown-Carson, Jamelia | Temporary Faculty | 47,062 | 32,953 | 80,015 |
| Ziedrich, Cheryl | Temporary Faculty | 55,335 | 24,110 | 79,445 |
| Wilson, Dina | Temporary Faculty | 65,401 | 14,038 | 79,439 |
| Vila, Suad | Program Coordinator, Health & Safety | 49,528 | 29,332 | 78,860 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Craig, Rodney | Gardener | 43,964 | 34,514 | 78,478 |
| Coss, Craig | Temporary Faculty | 71,474 | 6,460 | 77,934 |
| Humphreys, Richard | Temporary Faculty | 52,872 | 24,670 | 77,542 |
| Gamal, Arif | Temporary Faculty | 63,585 | 13,954 | 77,539 |
| Bui, Xuan | Custodian | 46,282 | 30,896 | 77,178 |
| Chavez Rodriguez, Luis | Temporary Faculty | 60,478 | 16,439 | 76,917 |
| Jupe, Kimberly | Temporary Faculty | 70,340 | 6,315 | 76,655 |
| Culbertson, Mark | Temporary Faculty | 62,826 | 13,796 | 76,622 |
| Morin, Thomas | Temporary Faculty | 52,691 | 23,516 | 76,207 |
| Morales, Mariangela | Admin Asst II, Counseling | 49,964 | 25,352 | 75,316 |
| Rodriguez, Juan | Receiving Clerk | 47,585 | 27,585 | 75,170 |
| Cairns, Michael | Temporary Faculty | 44,279 | 30,828 | 75,107 |
| Robertson, Noel | Temporary Faculty | 44,110 | 30,827 | 74,937 |
| Moreno, Christian-Jon | Technology Support Splst II | 49,633 | 24,865 | 74,498 |
| Bertuol-Okun, Sueli | Temporary Faculty | 49,373 | 23,912 | 73,285 |
| Rollins, Corina | Temporary Faculty | 37,859 | 35,146 | 73,005 |
| Lipson, Rebecca | Temporary Faculty | 66,414 | 6,024 | 72,438 |
| McGee, Pdraig | Temporary Faculty | 49,232 | 22,779 | 72,011 |
| Stubbs, Stephanie | Temporary Faculty | 65,633 | 5,947 | 71,580 |
| Mahmoud, Eiman | Temporary Faculty | 63,531 | 5,752 | 69,283 |
| Lee, Kevin | HVAC Building and Controls Eng | 44,034 | 24,659 | 68,693 |
| Jimenez Martinez, Guadalupe | Temporary Faculty | 51,403 | 16,696 | 68,099 |
| Van Dorn, Eric | Temporary Faculty | 48,946 | 19,049 | 67,995 |
| Brady, Stephen | Temporary Faculty | 60,181 | 7,768 | 67,949 |
| Muthui, Muingo | Temporary Faculty | 44,953 | 22,934 | 67,887 |
| Fernandez, Ana | Temporary Faculty | 45,754 | 22,073 | 67,827 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Horn, Cynthia | Temporary Faculty | 55,404 | 12,159 | 67,563 |
| Prince, Kuniko | Temporary Faculty | 54,758 | 12,017 | 66,775 |
| Hovan, Michael | Facilities Technician I | 54,000 | 12,723 | 66,723 |
| Willits, Ronald | Temporary Faculty | 54,118 | 11,606 | 65,724 |
| Cooper, Laura | Temporary Faculty | 43,019 | 22,517 | 65,536 |
| Bruce, Erik | Temporary Faculty | 58,618 | 5,318 | 63,936 |
| Hernandez, Barbara | Instructional Specialist | 52,051 | 11,412 | 63,463 |
| Southard, Rowena | Temporary Faculty | 40,740 | 22,698 | 63,438 |
| Oxford, Ronald | Temporary Faculty | 51,988 | 11,410 | 63,398 |
| Brookshire, Guy | Temporary Faculty | 51,750 | 11,349 | 63,099 |
| Forsyth, Susan | Temporary Faculty | 51,484 | 11,009 | 62,493 |
| Horne, Mera | Temporary Faculty | 51,128 | 11,185 | 62,313 |
| Corpuz, Donte | Facilities Technician I | 49,560 | 12,400 | 61,960 |
| Blusseau, Francoise | Temporary Faculty | 50,199 | 11,017 | 61,216 |
| Mayo, Ruth | DSPS Program Technician | 39,470 | 20,916 | 60,386 |
| Richard, Laura | Temporary Faculty | 39,604 | 20,658 | 60,262 |
| Kostyrko, Jacek | Temporary Faculty | 54,692 | 5,410 | 60,102 |
| Schwartz, Carol | DSPS Specialist | 43,823 | 16,098 | 59,921 |
| Minoia, Marco | College Police Services Asst | 39,332 | 20,535 | 59,867 |
| Sethre, Ian | Temporary Faculty | 49,038 | 10,759 | 59,797 |
| Fletcher, Sandra | Temporary Faculty | 54,165 | 4,938 | 59,103 |
| Seeley, Kevin | Temporary Faculty | 48,723 | 10,083 | 58,806 |
| Wadsworth, William | Gardener | 38,280 | 19,510 | 57,790 |
| Piccioni, Richard | Temporary Faculty | 47,358 | 10,399 | 57,757 |
| Wade, Aubrey | CES Instructor - Hrly Faculty | 52,688 | 4,789 | 57,477 |
| Strickland, JoAnne | Temporary Faculty | 47,110 | 10,351 | 57,461 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Kelm, Pernille | Temporary Faculty | 42,602 | 14,824 | 57,426 |
| Tanner Mack, Sandra | Temporary Faculty | 46,771 | 9,979 | 56,750 |
| Lee, Sea | Temporary Faculty | 46,055 | 10,124 | 56,179 |
| Rosell, Pamela | Temporary Faculty | 36,853 | 18,949 | 55,802 |
| Werlin, Rebecca | Temporary Faculty | 50,511 | 4,568 | 55,079 |
| Kim, Shinna | Temporary Faculty | 50,484 | 4,554 | 55,038 |
| Kas-Osoka, Joshua | Temporary Faculty | 47,945 | 6,290 | 54,235 |
| Nelson, Lori | Temporary Faculty | 44,132 | 9,677 | 53,809 |
| Burton, Christine | Instructional Specialist | 34,486 | 19,244 | 53,730 |
| Christensen, Janet | Temporary Faculty | 43,853 | 9,589 | 53,442 |
| Ventura-Rafaela, Irving | Temporary Faculty | 47,806 | 4,346 | 52,152 |
| Goodale, Jayme | Temporary Faculty | 40,501 | 8,882 | 49,383 |
| Perez, Alexio | Locksmith Carpenter | 32,750 | 16,592 | 49,342 |
| Ornelas, Ivan | Temporary Faculty | 31,049 | 17,775 | 48,824 |
| Walter, Anita | Temporary Faculty | 44,762 | 4,057 | 48,819 |
| Schwappach, Lisa | Temporary Faculty | 40,015 | 8,798 | 48,813 |
| Davison, Jeanette | Instructional Specialist | 35,851 | 12,644 | 48,495 |
| Velarde, Maria | Temporary Faculty | 39,382 | 8,644 | 48,026 |
| Hemphill, Pamela | Temporary Faculty | 42,217 | 3,882 | 46,099 |
| Gudmundsson, Jon | Tech Support Specialist I | 34,959 | 11,073 | 46,032 |
| Hudson, Shantay | Temporary Faculty | 37,548 | 8,215 | 45,763 |
| Loewen, Amy | Temporary Faculty | 37,411 | 8,195 | 45,606 |
| Marozick, Jeffrey | Chief of Police/Dir. of Safety | 37,190 | 7,852 | 45,042 |
| Subramanian, N | Temporary Faculty | 43,293 | 1,243 | 44,536 |
| Tedford, Matthew | Temporary Faculty | 36,417 | 7,979 | 44,396 |
| Rodas, Anna | District Training | 33,532 | 10,684 | 44,216 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Wanzo, Benjamin | Temporary Faculty | 40,325 | 3,658 | 43,983 |
| Jacamo, Alexander | Admin Asst II | 31,546 | 11,106 | 42,652 |
| Privitt, Karen | Temporary Faculty | 35,128 | 6,479 | 41,607 |
| Padron, Thomas | Temporary Faculty | 36,373 | 5,024 | 41,397 |
| Smith, Paul | Temporary Faculty | 39,151 | 2,150 | 41,301 |
| Nelson, Shawn | Temporary Faculty | 37,613 | 3,403 | 41,016 |
| Goldberg, Georgia | Temporary Faculty | 39,681 | 1,076 | 40,757 |
| Lopez Gutierrez, Gloria | Temporary Faculty | 39,394 | 1,179 | 40,573 |
| Oliver, Lia | Temporary Faculty | 36,919 | 3,323 | 40,242 |
| Comings, Willard | Temporary Faculty | 36,808 | 3,324 | 40,132 |
| Imazumi, Sandra | Laboratory Technician | 36,434 | 3,532 | 39,966 |
| McGoon, Patricia | Temporary Faculty | 36,353 | 3,331 | 39,684 |
| Essick, Edward | Temporary Faculty | 38,163 | 1,108 | 39,271 |
| Justo, Jonathan | Temporary Faculty | 31,773 | 7,067 | 38,840 |
| Monterichard, Karen Theresa | Comm Ed and Svcs Program Spec | 28,423 | 10,280 | 38,703 |
| Madril, Edwardo | Temporary Faculty | 34,230 | 3,096 | 37,326 |
| Kwong, Evri | Temporary Faculty | 30,540 | 6,691 | 37,231 |
| Bertolli, Laura | Temporary Faculty | 30,083 | 6,598 | 36,681 |
| Johnson, Pamela | Temporary Faculty | 30,044 | 6,296 | 36,340 |
| Silvia, Jacob | Facilities Technician I | 22,732 | 13,054 | 35,786 |
| Ortiz, Yvonne | Temporary Faculty | 22,102 | 13,029 | 35,131 |
| Bare, Sheila | Temporary Faculty | 32,080 | 2,918 | 34,998 |
| Wenck-Reilly, Brennan | Temporary Faculty | 28,605 | 6,265 | 34,870 |
| Banks, Cecile | Retiree Non Instructional | 13,907 | 20,912 | 34,819 |
| Requenes, Tania Nathali | Temporary Faculty | 28,332 | 6,217 | 34,549 |
| McConnel, John | Temporary Faculty | 31,582 | 2,874 | 34,456 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Goodlund, Jeffrey | Temporary Faculty | 28,094 | 6,058 | 34,152 |
| da Silva, Paul | Board of Trustee | 5,997 | 28,041 | 34,038 |
| Olson, Janis | Instructional Specialist | 30,346 | 3,577 | 33,923 |
| Mielke, Arthur | Temporary Faculty | 30,941 | 2,813 | 33,754 |
| Beebe, Kathleen | Temporary Faculty | 27,577 | 6,036 | 33,613 |
| Atilgan Relyea, Aylin | Temporary Faculty | 27,503 | 6,036 | 33,539 |
| O'Connor, Brian | Temporary Faculty | 27,369 | 6,020 | 33,389 |
| Wiltey, Ana Flavia | Instructional Specialist | 30,377 | 2,976 | 33,353 |
| Murphy, Roseanne | CES Instructor - Hrly Faculty | 29,806 | 2,699 | 32,505 |
| Martinez, Danae | Temporary Faculty | 27,987 | 4,502 | 32,489 |
| Murillo, Shirley | Temporary Faculty | 29,642 | 2,701 | 32,343 |
| Cooney, Ryan | Athletic PE Ed Equip Manager | 21,514 | 10,429 | 31,943 |
| Kranenburg, Philip | Board of Trustee | 5,497 | 26,188 | 31,685 |
| Wood, Scott | Temporary Faculty | 25,685 | 5,672 | 31,357 |
| O'Brien, Stephanie | Board of Trustee | 5,997 | 24,749 | 30,746 |
| Smyth, Trevor | Temporary Faculty | 27,691 | 2,513 | 30,204 |
| Wright, Elana | Choreographer | 24,628 | 5,474 | 30,102 |
| Paul, Jeffrey | Accompianst | 26,917 | 2,584 | 29,501 |
| Davis, Tami | Instructor | 24,065 | 5,249 | 29,314 |
| Campbell, John | Mgr. Organic Farm & Garden | 22,221 | 7,001 | 29,222 |
| Went, Marjorie | Temporary Faculty | 26,812 | 2,389 | 29,201 |
| Parish, Peter | Temporary Faculty | 23,568 | 5,187 | 28,755 |
| Coronado, Victor | Temporary Faculty | 26,183 | 2,374 | 28,557 |
| Petrovsky, John | Temporary Faculty | 27,653 | 787 | 28,440 |
| Knickerbocker Rabbe, Katherine | Temporary Faculty | 25,317 | 2,270 | 27,587 |
| Chen, Yii Shinn | FDIP Intern | 22,467 | 4,930 | 27,397 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|------------------------------|----------------------------|------------------------------------|--------------------------------|
| Sobieski, Grace | Temporary Faculty | 21,800 | 4,780 | 26,580 |
| Graves, Tyler | Temporary Faculty | 24,332 | 2,190 | 26,522 |
| Rocky, Alice | Temporary Faculty | 25,461 | 724 | 26,185 |
| Siar, Ahmad | Police Officer | 20,658 | 5,500 | 26,158 |
| Effat, Amir | Temporary Faculty | 22,533 | 3,604 | 26,137 |
| Garrett, Steven | Lead Gardener-Cap. Projects | 23,928 | 2,164 | 26,092 |
| Alexander, Laura | Temporary Faculty | 24,097 | 1,994 | 26,091 |
| De longh, Kyle | Instructional Assistant | 23,684 | 2,342 | 26,026 |
| Seval Viswam, Vidhyah | Administrative Assistant I | 12,831 | 13,132 | 25,963 |
| Treanor, Wanden | Board of Trustee | 5,997 | 19,965 | 25,962 |
| Conti, Diana | Board of Trustee | 5,997 | 19,950 | 25,947 |
| Linnard-Palmer, Luanne | Temporary Faculty | 20,627 | 5,200 | 25,827 |
| White, Crystal | Laboratory Technician | 23,412 | 2,251 | 25,663 |
| Filane, Leonard | Temporary Faculty | 20,783 | 4,536 | 25,319 |
| Dautch, Leif | Temporary Faculty | 20,627 | 4,527 | 25,154 |
| Deines, Mark | Instructional Assistant | 22,913 | 2,198 | 25,111 |
| Hyman-Romero, Marco | Temporary Faculty | 22,832 | 2,071 | 24,903 |
| Finley, Cynthia | Temporary Faculty | 23,904 | 648 | 24,552 |
| Kurtz, Katie | Temporary Faculty | 20,046 | 4,442 | 24,488 |
| Johnson, Phyllis | Temporary Faculty | 19,964 | 4,368 | 24,332 |
| Sanchez Flores, Lidia | Temporary Faculty | 18,299 | 6,027 | 24,326 |
| Santos, Ricardo | Athletic PE Ed Equip Manager | 18,920 | 4,738 | 23,658 |
| McKnight, Sheila | Temporary Faculty | 17,283 | 5,823 | 23,106 |
| Kerow, Chahmal | Temporary Faculty | 21,033 | 1,911 | 22,944 |
| Meza, Lynn | Temporary Faculty | 18,808 | 4,126 | 22,934 |
| Koorhan, Margaret | Temporary Faculty | 22,271 | 634 | 22,905 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|---------------------------------------|----------------------------|------------------------------------|--------------------------------|
| Barnett, Nicole | Temporary Faculty | 18,796 | 4,100 | 22,896 |
| Winrow, Birdie | Temporary Faculty | 18,675 | 4,098 | 22,773 |
| Kreuzer, Susanne | Temporary Faculty | 18,397 | 4,013 | 22,410 |
| Ochoa, Ruth | Work Study | 22,113 | 268 | 22,381 |
| Alaniz, Michele | Temporary Faculty | 19,930 | 2,314 | 22,244 |
| Kinka Ruiz, Devon | Mgr HR Academic Personnel | 16,320 | 5,808 | 22,128 |
| Rothbart, George | Temporary Faculty | 20,098 | 1,844 | 21,942 |
| Friedman, Jack | Temporary Faculty | 20,137 | 1,794 | 21,931 |
| Ruhaka, Tuamana | Temporary Faculty | 17,819 | 3,911 | 21,730 |
| Beadle, Carole | Temporary Faculty | 17,753 | 3,872 | 21,625 |
| Crow, Suzanne | Board of Trustee | 5,997 | 15,516 | 21,513 |
| Nordin, Sarah | Temporary Faculty | 20,163 | 1,239 | 21,402 |
| Keiser, Shaun | Temporary Faculty | 17,158 | 3,785 | 20,943 |
| Smith, Harvey | Instructor | 13,095 | 7,825 | 20,920 |
| Dutton, Caroline | Temporary Faculty | 17,345 | 3,569 | 20,914 |
| Noble, Mary | Temporary Faculty | 18,948 | 1,717 | 20,665 |
| Murrin, Isabel | Admin Asst II, Vac Repl | 20,417 | 247 | 20,664 |
| Stavig, Victoria | Farm Assistant / Department Assistant | 18,938 | 1,721 | 20,659 |
| Moynier, Sara | Temporary Faculty | 16,332 | 3,584 | 19,916 |
| Darawsha, Khaoula | Work Study | 19,080 | 231 | 19,311 |
| Ramos, Jarrod | Temporary Faculty | 17,203 | 1,561 | 18,764 |
| Xiloj Chun, Desiderio | Work Study | 18,306 | 222 | 18,528 |
| Peck, Jeffery | Retiree Non Instructional | - | 18,186 | 18,186 |
| Carnahan, Casey | Temporary Faculty | 16,508 | 1,672 | 18,180 |
| McQuilkin, William | Tech Asst Farm | 16,660 | 1,509 | 18,169 |
| Anderson-Zafir, Dawud | Work Study | 17,937 | 217 | 18,154 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| De Leon Hernandez, Marina | Work Study | 17,678 | 214 | 17,892 |
| Price, Capri | Work Study | 17,514 | 212 | 17,726 |
| Traut, Bibit | Temporary Faculty | 14,485 | 3,224 | 17,709 |
| Siu-Masset, Reva | Work Study | 17,289 | 209 | 17,498 |
| Veneroso, Mateus | Work Study | 17,278 | 209 | 17,487 |
| Killam, Paul | Temporary Faculty | 15,961 | 1,444 | 17,405 |
| Weinstock, Ann | Temporary Faculty | 14,263 | 3,111 | 17,374 |
| Bigeagle, Norman | Temporary Faculty | 16,703 | 475 | 17,178 |
| Espinoza, Cesar | Custodian Sub/Lv | 15,702 | 1,417 | 17,119 |
| Shaw, Brianna | Temporary Faculty | 13,851 | 3,040 | 16,891 |
| Gonzalez, Jaidy | Student Police Cadet | 16,560 | 201 | 16,761 |
| Livie, Ian | Temporary Faculty | 13,752 | 2,999 | 16,751 |
| Canacasco, Erika | Department Assistant | 15,950 | 435 | 16,385 |
| Lopez-Thibodeaux, Mayra | Temporary Faculty | 13,364 | 2,933 | 16,297 |
| Carlson, Cheryl | Retiree Non Instructional | - | 16,104 | 16,104 |
| Lopez Tizol, Shený | Work Study | 15,885 | 192 | 16,077 |
| Lin, Fred | Temporary Faculty | 13,163 | 2,871 | 16,034 |
| Rumsey, Nancy | CES Instructor - Hrly Faculty | 15,506 | 435 | 15,941 |
| Barrall, Mark | Temporary Faculty | 14,513 | 1,311 | 15,824 |
| Tsark, Tami | CES Instructor - Hrly Faculty | 14,295 | 1,284 | 15,579 |
| Maoujoudi, Abdelhak | Temporary Faculty | 12,661 | 2,761 | 15,422 |
| Moore, Jennifer | CES Instructor - Hrly Faculty | 13,945 | 1,257 | 15,202 |
| Johnson, Linda | Tutor | 13,808 | 1,253 | 15,061 |
| Chang, Yungching | Temporary Faculty | 13,754 | 1,244 | 14,998 |
| Sklove, Brett | Temporary Faculty | 13,454 | 1,535 | 14,989 |
| Patlolla, Sandhyarani | Temporary Faculty | 13,580 | 1,210 | 14,790 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Lamke, Victoria | Retiree Non Instructional | - | 14,758 | 14,758 |
| Day, Christopher | Tutor | 14,445 | 175 | 14,620 |
| Mills, Anna | Temporary Faculty | 11,961 | 2,609 | 14,570 |
| Yan, Tao | Work Study | 14,202 | 172 | 14,374 |
| Escobar, Linette | Temporary Faculty | 11,375 | 2,509 | 13,884 |
| Marcum, Jeffrey | Maintenance Electrician | 10,208 | 3,633 | 13,841 |
| Mendoza, Sandra | Prof Expert - CTE/Workforce | 12,591 | 1,155 | 13,746 |
| Zeller, Brent | CES Instructor - Hrly Faculty | 12,603 | 1,063 | 13,666 |
| Brannon, Shirleigh | Temporary Faculty | 13,054 | 379 | 13,433 |
| Mcevoy, Sara | Work Study | 13,230 | 160 | 13,390 |
| Fomperosa, Nathalie | Work Study | 13,203 | 160 | 13,363 |
| Hernandez Lopez, Alex | Work Study | 13,155 | 159 | 13,314 |
| Del Grande, David | Temporary Faculty | 10,888 | 2,389 | 13,277 |
| Pritchett, Kimberly | Temporary Faculty | 10,829 | 2,399 | 13,228 |
| Mills, Katie | Sr Instl Research Analyst | 10,907 | 2,307 | 13,214 |
| Tachihara, Sandra | Retiree Non Instructional | - | 13,114 | 13,114 |
| Lopez Tizol, Irma | Work Study | 12,753 | 154 | 12,907 |
| Ovetz, Robert | Temporary Faculty | 10,548 | 2,301 | 12,849 |
| Hsiaw, Katherine | Work Study | 12,642 | 153 | 12,795 |
| Nguyen, Tu Anh | Work Study | 12,627 | 153 | 12,780 |
| Sharei, Niku | Tutor | 11,527 | 1,037 | 12,564 |
| Shimizu, Masako | Temporary Faculty | 10,270 | 2,268 | 12,538 |
| Paoli, Adam | Work Study | 12,203 | 148 | 12,351 |
| Centolella, Thomas | Temporary Faculty | 11,306 | 1,028 | 12,334 |
| Clay, Heidi | Temporary Faculty | 10,085 | 2,210 | 12,295 |
| Wutsch, Jason | Fitness Center Front Desk | 11,268 | 1,018 | 12,286 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|--|----------------------------|------------------------------------|--------------------------------|
| Mortimer, Cheryl | Temporary Faculty | 10,081 | 2,199 | 12,280 |
| Lopez Tizol, Petrona | Work Study | 12,115 | 147 | 12,262 |
| Honda, Kimberly | Temporary Faculty | 9,008 | 2,879 | 11,887 |
| Wright, Keri | Temporary Faculty | 10,888 | 978 | 11,866 |
| Jones, Michieal | Temporary Faculty | 9,377 | 2,071 | 11,448 |
| Wilson, Cobi | Work Study | 11,267 | 136 | 11,403 |
| Nuernberger, Jake | Work Study | 11,213 | 136 | 11,349 |
| Medina, Marcela | Work Study | 11,162 | 135 | 11,297 |
| Scranton, Diana | Temporary Faculty | 10,151 | 919 | 11,070 |
| Mack, Evan | Tutor | 10,890 | 132 | 11,022 |
| Gillies, Milo | Department Assistant | 10,800 | 131 | 10,931 |
| Friedman, Noah | Umoja Peer Mentor | 10,750 | 130 | 10,880 |
| Stubbs, Gregory | Temporary Faculty | 9,846 | 886 | 10,732 |
| Humphreys, Alyssa | Program Coordinator, Classified Prof Dev | 7,858 | 2,841 | 10,699 |
| Edmondson, Chris | Retiree Non Instructional | - | 10,648 | 10,648 |
| Marroquin, Lucas | Assistant Coach | 9,594 | 869 | 10,463 |
| Adelkar, Gauri | Temporary Faculty | 8,443 | 1,863 | 10,306 |
| Sedie, Theo | Professional Expert, Fiscal Services | 9,356 | 834 | 10,190 |
| Valentine, Dominic | Kin-Ath Equip Mgr Vac Repl | 9,350 | 833 | 10,183 |
| Tucker, Ryan | Student Police Cadet | 9,945 | 120 | 10,065 |
| King, Miranda | Work Study | 9,495 | 115 | 9,610 |
| Mulla, Bushra | Tutor | 8,787 | 808 | 9,595 |
| Sontay Vicente, Melanie | Work Study | 9,450 | 114 | 9,564 |
| Hayman, Ildiko | Tutor | 8,730 | 788 | 9,518 |
| Garrett, Grace | Work Study | 9,351 | 113 | 9,464 |
| del Lima, Bethany | Temporary Faculty | 8,450 | 753 | 9,203 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Seybold, Michael | Temporary Faculty | 8,388 | 747 | 9,135 |
| Mullen, Laura | Tutor | 9,019 | 109 | 9,128 |
| Dickman, Cassandra | Temporary Faculty | 7,489 | 1,633 | 9,122 |
| Karel, Ellen | Temporary Faculty | 8,352 | 757 | 9,109 |
| Joseph, Jamie | Temporary Faculty | 7,462 | 1,639 | 9,101 |
| Valasek, Alexander | Temporary Faculty | 8,325 | 751 | 9,076 |
| Gaitan, Jose | Department Assistant | 8,964 | 109 | 9,073 |
| Goray, Ethan | MAPS Peer Mentor | 8,892 | 108 | 9,000 |
| Creel, Melody | Retiree Non Instructional | - | 8,896 | 8,896 |
| Egbert, Roger | Retiree Non Instructional | - | 8,896 | 8,896 |
| Wiebers, Deborah | Retiree Non Instructional | - | 8,896 | 8,896 |
| Forrest, Kathryn | Temporary Faculty | 8,148 | 726 | 8,874 |
| Compton, Joshua | Work Study | 8,730 | 106 | 8,836 |
| dell'Avo Ruttimann, Pierina | CES Instructor - Hrly Faculty | 8,022 | 715 | 8,737 |
| Jimenez Illesca, Mario | Summer Bridge Ambassador | 8,531 | 103 | 8,634 |
| Oseni, Abiodun | Tutor | 7,865 | 708 | 8,573 |
| Garretson, Candice | Retiree Non Instructional | - | 8,544 | 8,544 |
| Indart, Loretta | Retiree Non Instructional | - | 8,544 | 8,544 |
| Joyner, Kathleen | Retiree Non Instructional | - | 8,544 | 8,544 |
| Evans, Kyle | Temporary Faculty | 7,795 | 706 | 8,501 |
| Mondragon Rebollar, Israel | Custodial Sub | 8,249 | 224 | 8,473 |
| Bauman, Marcia | Temporary Faculty | 7,672 | 692 | 8,364 |
| Hug, Elizabeth | CES Instructor - Hrly Faculty | 7,633 | 693 | 8,326 |
| dela Pena, Jack Ronald | Temporary Faculty | 6,682 | 1,475 | 8,157 |
| Duran, Raphael | Work Study | 7,972 | 97 | 8,069 |
| Martinez, Crystal | Board of Trustee | 5,497 | 2,356 | 7,853 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Carrillo, Aimee | Admin Asst III, EOPS-CalWorks | 6,000 | 1,830 | 7,830 |
| Salva, Rostyslav | Department Assistant | 7,710 | 93 | 7,803 |
| Garza, Piper | Work Study | 7,696 | 93 | 7,789 |
| Jejo, Hannane | Work Study | 7,650 | 93 | 7,743 |
| Cashaw, Connie | Work Study | 7,380 | 89 | 7,469 |
| Minchin, Sydney | Intern | 6,755 | 609 | 7,364 |
| Colli Rodriguez, Ruby | Work Study | 7,276 | 88 | 7,364 |
| Khamis, George | FDIP Intern | 6,725 | 606 | 7,331 |
| McCarthy, Ross | Temporary Faculty | 6,682 | 613 | 7,295 |
| Gonzalez Chanax, Yanira | Work Study | 7,042 | 85 | 7,127 |
| Vavrek, Karl | Temporary Faculty | 6,443 | 575 | 7,018 |
| Porter, Roger | Work Study | 6,901 | 84 | 6,985 |
| Diaz Rodas, Sherlyn | Summer Bridge Ambassador | 6,702 | 81 | 6,783 |
| Mueller, Faye | Instr Spec College Skills Sub | 6,161 | 553 | 6,714 |
| Marshall, Ilona | CES Instructor - Hrly Faculty | 6,138 | 554 | 6,692 |
| Soster E Silva, Alice | Tutor | 6,499 | 79 | 6,578 |
| Rodgers, Malcolm | Set Designer | 6,015 | 536 | 6,551 |
| Chan, Jorge | Department Assistant | 6,452 | 78 | 6,530 |
| Marsh, Margo | Tutor | 6,356 | 77 | 6,433 |
| Fallat, Moss | Performing Arts Assistant | 6,339 | 77 | 6,416 |
| Barnett, Sharon | CES Instructor - Hrly Faculty | 5,869 | 529 | 6,398 |
| Mosqueda, Joshua | Short Term Hourly Non-Instrl | 5,978 | 321 | 6,299 |
| Fiandaca, Anastasia | Temporary Faculty | 6,300 | (87) | 6,213 |
| Guerra, Anthony | Tutor | 6,075 | 74 | 6,149 |
| Anderson, Zoe | FDIP Intern | 5,595 | 505 | 6,100 |
| Vargas Razo, Fernando | Custodial Sub | 5,923 | 161 | 6,084 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|----------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Renteria, Alma | Intern | 5,525 | 499 | 6,024 |
| Mack, Tyler | Short Term Hourly Non-Instrl | 5,641 | 303 | 5,944 |
| Landero Valenzuela, Celina | Work Study | 5,869 | 71 | 5,940 |
| Garcia Vazquez, Donna | Work Study | 5,831 | 71 | 5,902 |
| Wendt, Nikita | Tutor | 5,765 | 70 | 5,835 |
| Tshabalala, Tshiamo | Student Assistant | 5,746 | 70 | 5,816 |
| Casas, Jucali | FDIP Intern | 5,325 | 481 | 5,806 |
| Manheimer, Robert | Temporary Faculty | 4,739 | 1,055 | 5,794 |
| Vasquez, Omar | Short Term Hourly Non-Instrl | 5,470 | 302 | 5,772 |
| Chung, Brent | Work Study | 5,661 | 69 | 5,730 |
| Chable-Sasiu, Joshua | Work Study | 5,652 | 68 | 5,720 |
| Correa De Souza, Vinicius | FDIP Intern | 5,201 | 467 | 5,668 |
| Monley, Geo John | CES Instructor - Hrly Faculty | 5,249 | 360 | 5,609 |
| Cohn, Julie | Temporary Faculty | 5,124 | 461 | 5,585 |
| Rolston, Katherine | Temporary Faculty | 5,109 | 463 | 5,572 |
| Bencich, Lawrence | CES Instructor - Hrly Faculty | 5,093 | 456 | 5,549 |
| Villanueva, Jessica | Work Study | 5,466 | 66 | 5,532 |
| Chan, Sheila | Temporary Faculty | 5,376 | 146 | 5,522 |
| Stewart, Susan | Temporary Faculty | 5,026 | 455 | 5,481 |
| Pineda, Kayla | Work Study | 5,390 | 65 | 5,455 |
| Guzman, Carlos | Performing Arts Assistant | 5,081 | 365 | 5,446 |
| Bala, Deepa | CES Instructor - Hrly Faculty | 4,932 | 448 | 5,380 |
| Harrington, Ross | Work Study | 5,304 | 64 | 5,368 |
| Mccaffrie, Hailey | Work Study | 5,262 | 64 | 5,326 |
| Smith, Solomon | Tutor | 5,149 | 62 | 5,211 |
| Thorgersen, Olivia | Work Study | 5,105 | 62 | 5,167 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|----------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Thaler, Reid | Temporary Faculty | 4,738 | 422 | 5,160 |
| Flax, Greer | Work Study | 5,063 | 61 | 5,124 |
| Avina Espinoza, Jacqueline | FDIP Intern | 4,688 | 434 | 5,122 |
| Brown, Steven | Retiree Non Instructional | - | 5,116 | 5,116 |
| Olsen, Vivian | Retiree Non Instructional | - | 5,116 | 5,116 |
| Morataya, Evelyn | FDIP Intern | 4,660 | 421 | 5,081 |
| Hernandez, Cruz | PUENTE Peer Mentor | 5,009 | 61 | 5,070 |
| Amoroso, Allison | Assistant Coach | 4,635 | 424 | 5,059 |
| Meade, Martha | Temporary Faculty | 4,624 | 419 | 5,043 |
| Lopez De Leon, Lesly | Work Study | 4,943 | 60 | 5,003 |
| Martinez Lopez, Fernando | Tutor | 4,752 | 245 | 4,997 |
| Lassiter, Amanda | Temporary Faculty | 4,529 | 412 | 4,941 |
| West, Brittney | Temporary Faculty | 4,819 | 82 | 4,901 |
| Govrin, Dvora | Temporary Faculty | 4,439 | 401 | 4,840 |
| Beraldi, Alessandra | Temporary Faculty | 4,415 | 397 | 4,812 |
| Bestmartini, Elizabeth | Temporary Faculty | 4,382 | 399 | 4,781 |
| Craft-Neto, Maria | Department Assistant | 4,380 | 392 | 4,772 |
| Baker, Hursey | CES Instructor - Hrly Faculty | 4,324 | 389 | 4,713 |
| Kwan-Sy, Kailani | Assistant Coach | 4,500 | 135 | 4,635 |
| Da Cunha, Paula | Umoja Peer Mentor | 4,573 | 55 | 4,628 |
| Ariano, Vaughan | Temporary Faculty | 4,222 | 388 | 4,610 |
| Khalifa, Sabrina | Tutor | 4,486 | 54 | 4,540 |
| Saunders, Lisa | CES Instructor - Hrly Faculty | 4,146 | 377 | 4,523 |
| Bishop, Lara | Work Study | 4,385 | 53 | 4,438 |
| Unterberger, Richard | Temporary Faculty | 4,038 | 364 | 4,402 |
| Jimenez, Sam | Peer Mentor | 4,316 | 52 | 4,368 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|---------------------------|--|----------------------------|------------------------------------|--------------------------------|
| Worthington, Jabez | Umoja Peer Mentor | 4,216 | 51 | 4,267 |
| Harkins, Erika | Temporary Faculty | 3,876 | 352 | 4,228 |
| Salazar, James | LAEP Dept Asst. | 4,176 | 51 | 4,227 |
| Ruiz, Charlotte | Work Study | 4,162 | 50 | 4,212 |
| Teixeira, Matthew | Work Study | 4,140 | 50 | 4,190 |
| Clark, Natalie | CES Instructor - Hrly Faculty | 3,836 | 348 | 4,184 |
| Gibson, Dianne | Work Study | 4,110 | 50 | 4,160 |
| Garado, Renz Llevan | Tutor | 4,044 | 49 | 4,093 |
| Dempsey, David | CES Instructor - Hrly Faculty | 3,739 | 342 | 4,081 |
| Bruvry, Patricia | CES Instructor - Hrly Faculty | 3,715 | 335 | 4,050 |
| De Leon, Ada | Work Study | 3,992 | 48 | 4,040 |
| Diaz Perez, Angie | Department Assistant | 3,944 | 48 | 3,992 |
| Leon Gomez, Laura | Mi Familia Peer Mentor | 3,940 | 48 | 3,988 |
| Rickert, Kenneth | Short Term Hourly Non-Instrl | 3,843 | 121 | 3,964 |
| Paulino, Julia Briel | Work Study | 3,865 | 47 | 3,912 |
| Sanchez, Maylin | Work Study | 3,845 | 47 | 3,892 |
| Corpus, Joesafeen Taylor | Work Study | 3,774 | 46 | 3,820 |
| Padula, Carlo | Tutor | 3,495 | 319 | 3,814 |
| Gutierrez Teodoro, Ashley | Work Study | 3,753 | 45 | 3,798 |
| Lawrence, Aaron | Tutor | 3,718 | 45 | 3,763 |
| Draper, Aaron | Temporary Faculty | 3,602 | 98 | 3,700 |
| Alves Nunes, Kamila | MAPS Peer Mentor | 3,620 | 44 | 3,664 |
| Al-Jamal, Huda | Set Designer Peter and The Starcatcher | 3,510 | 111 | 3,621 |
| Rocha, Kevin | Work Study | 3,570 | 43 | 3,613 |
| Kenneally, Lauren | Tutor | 3,524 | 43 | 3,567 |
| Ngom, Ismael | Umoja Learning Community Peer Mentor | 3,519 | 43 | 3,562 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-----------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Meecham, William | Temporary Faculty | 3,257 | 296 | 3,553 |
| McAdam, Charlotte | Tutor | 3,477 | 42 | 3,519 |
| Melendez, Evelyn | Work Study | 3,456 | 42 | 3,498 |
| Lavagetto, Lisa | Hourly | 3,200 | 291 | 3,491 |
| Wallace, Alfia | Instructional Spec. -Sub/LR | 3,066 | 273 | 3,339 |
| Siu-Masset, Stephanie | Tutor | 3,060 | 273 | 3,333 |
| Miyawaki, Darren | Tutor | 3,256 | 39 | 3,295 |
| Giles, Geoffery | Tutor | 3,137 | 38 | 3,175 |
| Greer, Elijah | Work Study | 3,120 | 38 | 3,158 |
| Kennedy, Shane | Assistant Coach | 2,862 | 262 | 3,124 |
| Pritzker, Jon | Tutor | 3,053 | 37 | 3,090 |
| Montoya, Evelyn | AA II ESL Sub/Lv Repl | 2,786 | 261 | 3,047 |
| Smith, Franklin | Assistant Coach | 2,952 | 80 | 3,032 |
| Dreskin, Wendy | CES Instructor - Hrly Faculty | 2,760 | 251 | 3,011 |
| Demmerle, Zetana | Tutor | 2,943 | 36 | 2,979 |
| Widger, Daniel | Police Officer | 2,850 | 90 | 2,940 |
| Hammond, John | Temporary Faculty | 2,628 | 238 | 2,866 |
| Scully, Andrea | CES Instructor - Hrly Faculty | 2,584 | 232 | 2,816 |
| Sandri, David | CES Instructor - Hrly Faculty | 2,557 | 234 | 2,791 |
| Cao, Jacqueline | Intern | 2,512 | 225 | 2,737 |
| Yee, Colleen | Department Assistant | 2,697 | 33 | 2,730 |
| Lindsey, Raymond | Custodial Sub | 2,641 | 72 | 2,713 |
| Foster, Dorian | Work Study | 2,647 | 32 | 2,679 |
| Towery, Iris | Work Study | 2,646 | 32 | 2,678 |
| Sosa Mendoza, Isela | Mi Familia Peer Mentor | 2,634 | 32 | 2,666 |
| Wolfson, Sandra | CES Instructor - Hrly Faculty | 2,423 | 219 | 2,642 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--|----------------------------|------------------------------------|--------------------------------|
| Sosa De Leon, Carlos | MAPS Peer Mentor | 2,574 | 31 | 2,605 |
| Thelen, Edward | Lifeguard | 2,318 | 210 | 2,528 |
| Diaz, Omahar | Tutor | 2,300 | 209 | 2,509 |
| Hunter, Maya | On-Site Event Coordinator | 2,463 | 30 | 2,493 |
| Flasher-Duzgunes, Maxine | Temporary Faculty | 2,035 | 444 | 2,479 |
| Yokell, June | CES Instructor - Hrly Faculty | 2,261 | 206 | 2,467 |
| Katayama, Allison | Temporary Faculty | 2,225 | 208 | 2,433 |
| Torres, Michelle | Temporary Faculty | 2,222 | 208 | 2,430 |
| Emami, Hamid | CES Instructor - Hrly Faculty | 2,154 | 195 | 2,349 |
| Lanyadoo, Ben | MAPS Learning Community Peer Mentor | 2,295 | 28 | 2,323 |
| Laws, Minjae | CES Instructor - Hrly Faculty | 2,122 | 189 | 2,311 |
| Rossi, Tina | CES Instructor - Hrly Faculty | 2,121 | 189 | 2,310 |
| Nathanson, Emma | Tutor | 2,211 | 27 | 2,238 |
| Tucker, Nala | Work Study | 2,196 | 27 | 2,223 |
| Vasquez, Lisa | Temporary Faculty | 1,740 | 480 | 2,220 |
| Tanenberg, Lonnie | Temporary Faculty | 2,020 | 184 | 2,204 |
| Darr, Joshua | Performing Arts Department Assistant - House Manager | 2,159 | 26 | 2,185 |
| Mulla, Lubna | Tutor | 2,006 | 179 | 2,185 |
| Johnson, Nancy | CES Instructor - Hrly Faculty | 1,938 | 176 | 2,114 |
| Ali, Omar | Work Study | 2,051 | 25 | 2,076 |
| Julien, Cerena | Assistant Coach | 1,881 | 168 | 2,049 |
| Erwin, Julia | Work Study | 2,002 | 24 | 2,026 |
| Reyes, Saidy | Student Trustee | 1,999 | 24 | 2,023 |
| Monroy Ramirez, Berenice | Administrative Assistant II | 1,832 | 171 | 2,003 |
| Leibert, Leila | Peer Mentor | 1,974 | 24 | 1,998 |
| Hajinian, Talin | CES Instructor - Hrly Faculty | 1,831 | 166 | 1,997 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|----------------------|---|----------------------------|------------------------------------|--------------------------------|
| Periana, Hannah | Tutor | 1,938 | 23 | 1,961 |
| Colocho Rogel, Bryan | Puente Peer Mentor | 1,926 | 23 | 1,949 |
| Wright, Melinda | Temporary Faculty | 1,492 | 418 | 1,910 |
| Bayer, Bianca | Community Programs - Lifeguard | 1,743 | 163 | 1,906 |
| Dachauer, Josiah | Lifeguard | 1,867 | 23 | 1,890 |
| Hockinson, Elizabeth | CES Instructor - Hrly Faculty | 1,723 | 155 | 1,878 |
| O'Leary, Caitlin | Community Programs - Lifeguard | 1,720 | 158 | 1,878 |
| Rosen, Ronald | CES Instructor - Hrly Faculty | 1,723 | 154 | 1,877 |
| Tsao, Christa | Work Study | 1,815 | 22 | 1,837 |
| Fenn, William | Work Study | 1,802 | 22 | 1,824 |
| Ivkovic, Minja | Tutor | 1,751 | 21 | 1,772 |
| Shipman, James | CES Instructor - Hrly Faculty | 1,561 | 139 | 1,700 |
| Kimbrough, Joshua | CES Instructor - Hrly Faculty | 1,508 | 134 | 1,642 |
| Alvarado, Jack | Community Programs - Lifeguard | 1,501 | 138 | 1,639 |
| Gonzalez, Jonathan | Tutor | 1,615 | 20 | 1,635 |
| Walsh, Michelle | Temporary Faculty | 1,492 | 133 | 1,625 |
| Lee, Leslie | HR Tech II Sub/Lv | 1,470 | 138 | 1,608 |
| Bar-or, Gavriel | Student Hourly Non-Instnl Basic Needs Assistant | 1,564 | 19 | 1,583 |
| Feldman, Julia | Work Study | 1,564 | 19 | 1,583 |
| Boehm, Ty | Sub-Gardener | 1,436 | 134 | 1,570 |
| Marinko, Vicki | Tutor | 1,404 | 128 | 1,532 |
| Vogt, Mary | Temporary Faculty | 1,373 | 125 | 1,498 |
| Henkel, Natalie | Fine Arts Gallery Assistant | 1,476 | 18 | 1,494 |
| Lesinski, Susan | On Site Event Coordinator | 1,450 | 39 | 1,489 |
| Walsh, Anchaleekanda | Guest Chef CES | 1,300 | 116 | 1,416 |
| Meadows, Ashley | CES Instructor - Hrly Faculty | 1,292 | 115 | 1,407 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|-------------------------|-------------------------------|----------------------------|------------------------------------|--------------------------------|
| Newell, Walker | Tutor | 1,386 | 17 | 1,403 |
| Fayette, Stephanie | MAPS Peer Mentor | 1,369 | 17 | 1,386 |
| Jameson, Ellarose | Library Tech II - Sub/Lv | 1,328 | 41 | 1,369 |
| Houghton, Laurel | CES Instructor - Hrly Faculty | 1,238 | 110 | 1,348 |
| Robin, Julian | Tutor | 1,332 | 16 | 1,348 |
| Eves, Nathaniel | Tutor | 1,325 | 16 | 1,341 |
| Tene, Esperanza | EMT Lab Asst | 1,240 | 61 | 1,301 |
| Carlton, James | Department Assistant | 1,284 | 16 | 1,300 |
| Maybank, Chandler | On Site Event Coordinator | 1,150 | 102 | 1,252 |
| Gantos, Michelle | Tutor | 1,228 | 15 | 1,243 |
| Berkelhammer, Larry | CES Instructor - Hrly Faculty | 1,131 | 102 | 1,233 |
| Duchamp, Carol | Temporary Faculty | 1,131 | 101 | 1,232 |
| Hurley, John | EMT Lab Asst | 1,120 | 100 | 1,220 |
| Abe, Helen | CES Instructor - Hrly Faculty | 1,077 | 98 | 1,175 |
| Chinn, Jett | Temporary Faculty | 958 | 213 | 1,171 |
| Campbell, Janet | CES Instructor - Hrly Faculty | 1,050 | 94 | 1,144 |
| Smebak, Kirsten | Non-Student Hourly Non-Instrl | 1,116 | 14 | 1,130 |
| Lambert, Thomas | Tutor | 1,049 | 13 | 1,062 |
| Wallace, Jay | CES Instructor - Hrly Faculty | 969 | 86 | 1,055 |
| Chacon, Zazil | Peer Mentor | 1,042 | 13 | 1,055 |
| Mathis Farmer, Isabella | Work Study | 1,029 | 12 | 1,041 |
| Delgado Camacho, Maria | Custodial Sub | 1,006 | 27 | 1,033 |
| Creighton, Heather | Accompanist - Sub/Lv | 931 | 83 | 1,014 |
| Kent, Nicolas | Tutor | 991 | 12 | 1,003 |
| Spolter, Ralph | CES Instructor - Hrly Faculty | 902 | 80 | 982 |
| Toister, Nathan | Temporary Faculty | 802 | 175 | 977 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------------|--------------------------------------|----------------------------|------------------------------------|--------------------------------|
| Rogoff, Marianne | CES Instructor - Hrly Faculty | 888 | 81 | 969 |
| Binnings, Celeste | Temporary Faculty | 888 | 81 | 969 |
| Haiman, Joshua | CES Instructor - Hrly Faculty | 879 | 82 | 961 |
| Zoroza Lyonnet, Consuelo | CES Instructor - Hrly Faculty | 875 | 80 | 955 |
| Jacunski, Neal | Temporary Faculty | 864 | 81 | 945 |
| Draheim, Teliha | CES Instructor - Hrly Faculty | 861 | 79 | 940 |
| Engelman, Robin | CES Instructor - Hrly Faculty | 861 | 77 | 938 |
| Lack, Larry | CES Instructor - Hrly Faculty | 861 | 77 | 938 |
| Danberg, Anne | Temporary Faculty | 836 | 76 | 912 |
| Mejia Alvarado, Kimberly | Work Study | 900 | 11 | 911 |
| Springer, Denize | CES Instructor - Hrly Faculty | 808 | 76 | 884 |
| Torgovitsky, Charlotte | CES Instructor - Hrly Faculty | 808 | 74 | 882 |
| Snell, Luna | Department Assistant | 867 | 11 | 878 |
| Jessell, Lori | Temporary Faculty | 682 | 152 | 834 |
| Gramajo, Talita | Work Study | 816 | 10 | 826 |
| Mijares, Loretta | CES Instructor - Hrly Faculty | 754 | 67 | 821 |
| Clifford, Patricia | Temporary Faculty | 727 | 66 | 793 |
| Frishman, Alan | CES Instructor - Hrly Faculty | 727 | 65 | 792 |
| Verplaetse, Loretta | CES Instructor - Hrly Faculty | 727 | 65 | 792 |
| Fariwar, Mahpari | Basic Needs Student Assistant | 714 | 9 | 723 |
| Sereno, Prartho | CES Instructor - Hrly Faculty | 646 | 60 | 706 |
| Stockmann, Kevin | Temporary Faculty | 646 | 59 | 705 |
| Freeman, Jennifer | CES Instructor - Hrly Faculty | 646 | 58 | 704 |
| Geoghegan, John | CES Instructor - Hrly Faculty | 646 | 58 | 704 |
| Wood, Hazel | CES Instructor - Hrly Faculty | 646 | 58 | 704 |
| Thommes, Amelia | Front Desk Assistant, Fitness Center | 644 | 60 | 704 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|------------------------|---------------------------------------|----------------------------|------------------------------------|--------------------------------|
| Olson, Kevin | EMT Lab Asst | 640 | 57 | 697 |
| Nacos, Emelia | Tutor | 680 | 8 | 688 |
| Fisher, Steven | On-Site Event Coordinator | 650 | 18 | 668 |
| Whyte, Courtney | Tutor | 651 | 8 | 659 |
| Ruben, Natalie | Department Assistant | 612 | 7 | 619 |
| Davis, Peter | CES Instructor - Hrly Faculty | 565 | 53 | 618 |
| Rachelson, Howard | CES Instructor - Hrly Faculty | 565 | 50 | 615 |
| Bailey, Alvin | Department Assistant | 560 | 50 | 610 |
| Romson, Joseph | CES Instructor - Hrly Faculty | 538 | 50 | 588 |
| Vetter, Melanie | CES Instructor - Hrly Faculty | 538 | 48 | 586 |
| Nardo, Maryann | Temporary Faculty | 511 | 46 | 557 |
| Morales, Guadalupe | Puente Learning Community Peer Mentor | 540 | 7 | 547 |
| Lava, Leslie | Department Assistant | 497 | 44 | 541 |
| Steinberg, Steven | Temporary Faculty | 415 | 92 | 507 |
| Bailliere, Alexandra | Temporary Faculty | 440 | 41 | 481 |
| Arrechea, Eduarda | Summer Bridge Student Ambassador | 459 | 6 | 465 |
| Garcia-Calderon, Ronny | Basic Needs Student Assistant | 442 | 5 | 447 |
| Pelle, Leslie | Department Assistant | 425 | 5 | 430 |
| Schillinger, Mark | CES Instructor - Hrly Faculty | 390 | 35 | 425 |
| Hone, Danielle | Temporary Faculty | 407 | 11 | 418 |
| Middleton, Holly | Temporary Faculty | 379 | 35 | 414 |
| Gallegos, Renee | Temporary Faculty | 377 | 35 | 412 |
| Thiele, Michael | CES Instructor - Hrly Faculty | 377 | 34 | 411 |
| Yu, Ssu Ting | CES Instructor - Hrly Faculty | 377 | 34 | 411 |
| Koerner, Alden | Lifeguard | 361 | 34 | 395 |
| Douglass, Sandra | Temporary Faculty | 364 | 11 | 375 |

MARIN COMMUNITY COLLEGE DISTRICT
2023-24 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

| EMPLOYEE | JOB TITLE | GROSS EARNINGS (\$) | EMPLOYER-PAID BENEFITS (\$) | TOTAL COMPENSATION (\$) |
|--------------------|--------------------------------|----------------------------|------------------------------------|--------------------------------|
| Calagias, Nicholas | Work Study | 360 | 4 | 364 |
| Colwell, Henry | Department Assistant | 357 | 4 | 361 |
| Hoiland, Richard | CES Instructor - Hrly Faculty | 323 | 30 | 353 |
| Khoie, Gelareh | CES Instructor - Hrly Faculty | 323 | 30 | 353 |
| Schwartz, Maureen | CES Instructor - Hrly Faculty | 323 | 30 | 353 |
| Gucciardi, Leonard | CES Instructor - Hrly Faculty | 323 | 29 | 352 |
| Miller, Joseph | CES Instructor - Hrly Faculty | 323 | 29 | 352 |
| Miller, Nance | CES Instructor - Hrly Faculty | 323 | 29 | 352 |
| Driscoll, Gregory | Performing Arts Assistant | 323 | 4 | 327 |
| Nicosia, Ellen | CES Instructor - Hrly Faculty | 269 | 24 | 293 |
| Finn, Gregory | Department Assistant | 264 | 25 | 289 |
| Vallance, Nancy | Lifeguard | 261 | 24 | 285 |
| Cady, Jeffrey | Instrl Spec - College Skills | 222 | 48 | 270 |
| McClendon, Dosh | CES Instructor - Hrly Faculty | 242 | 22 | 264 |
| Proctor, Robert | Temporary Faculty | 227 | 21 | 248 |
| Nguyen, Nguyet | Prof Expert | 218 | 19 | 237 |
| Cruse, Shari | CES Instructor - Hrly Faculty | 215 | 19 | 234 |
| Rodrigues, Norbert | Maintenance Electrician Bond B | 156 | 54 | 210 |
| O'Leary, Lauren | Lifeguard | 176 | 16 | 192 |
| Howze, Kareem | Basic Needs Student Assistant | 136 | 2 | 138 |
| Williams, Dustin | Work Study | 119 | 1 | 120 |
| Jones, Carolyn | CES Instructor - Hrly Faculty | 108 | 10 | 118 |
| Silver, Elizabeth | Lifeguard | 95 | 9 | 104 |

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

E. Average FY 2023-2024 Employer Benefit Rates

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

| EMPLOYEE GROUP | CSEA Staff | SEIU Staff | SEIU (Police) | Permanent Faculty | Children Center Faculty | Temporary Faculty | Confidential Staff | Supervisory Staff | Mgmt., Academic | Mgmt., Classified | Supt. / Pres. | Grand Total |
|-------------------------|-----------------------|-----------------------|--------------------------|------------------------------|--|------------------------------|-------------------------------|------------------------------|----------------------------|------------------------------|--------------------------|------------------------|
| SOCIAL SECURITY | 6.00% | 6.16% | 0.00% | 0.27% | 1.23% | 1.93% | 6.18% | 4.14% | 1.72% | 4.77% | 0.00% | 2.80% |
| MEDICARE | 1.44% | 1.45% | 1.44% | 1.43% | 1.42% | 1.45% | 1.45% | 1.45% | 1.42% | 1.43% | 1.45% | 1.44% |
| STATE UNEMPLOYMENT INS. | 0.21% | 0.20% | 0.20% | 0.20% | 0.18% | 0.19% | 0.20% | 0.20% | 0.20% | 0.19% | 0.30% | 0.20% |
| WORKER'S COMP. INS. | 1.21% | 1.21% | 1.21% | 1.21% | 1.21% | 1.21% | 1.21% | 1.21% | 1.21% | 1.21% | 1.21% | 1.21% |
| CALSTRS | 0.38% | 0.00% | 0.00% | 16.51% | 14.26% | 11.81% | 0.00% | 6.32% | 12.07% | 0.94% | 13.56% | 8.97% |
| CALPERS | 23.80% | 24.35% | 13.74% | 1.03% | 4.40% | 0.30% | 26.68% | 17.83% | 8.23% | 21.98% | 0.00% | 10.23% |
| HEALTH & WELFARE | 21.45% | 31.30% | 15.20% | 14.87% | 36.30% | 12.17% | 29.15% | 23.97% | 15.86% | 14.80% | 9.75% | 17.35% |
| TOTAL | 54.49% | 64.67% | 31.79% | 35.52% | 59.00% | 29.06% | 64.87% | 55.12% | 40.71% | 45.32% | 26.27% | 42.20% |

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2024-2025**

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 2024-2025

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 2024-2025

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 2024-2025

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 2024-2025

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 2024-2025

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 2024-2025

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 2024-2025

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 2024-2025

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 2024-2025

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 2024-2025

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 2024-2025

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.

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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.

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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.

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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.

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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.

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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.

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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.

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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.

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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.

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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.

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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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