



MARIN
COLLEGE OF MARIN

Honoring Our Past, Defining Our Future

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET

FISCAL YEAR 2026-2027
AUGUST 18, 2026



FAST FACTS

ACADEMIC YEAR 2024-2025

HEADCOUNT ENROLLMENT *

Total 13,181

Credit: 7,315 (55%)
ESL: 2,586 (20%)
Community Education: 3,245 (25%)
Kentfield Campus: 9,377 (71%)
Indian Valley Campus: 2,432 (18%)
Hybrid: 822 (6%)
Distance Education: 3,608 (287%)
Off Campus: 788 (6%)

CLASSES OFFERED *

Total 1,983

Credit: 1,401 (71%)
Non-credit: 226 (11%)
ESL: 172 (9%)
Community Education: 409 (21%)
Average Class Size: 20
Kentfield Campus: 1,213 (61%)
Indian Valley Campus: 275 (14%)
Distance Education: 305 (16%)
Off Campus: 114 (5%)

* Categories include duplication;
totals are unduplicated.

PROGRAMS OFFERED

Total 91

A.A. and A.S Degrees: 62
Certificates: 29

DEGREES AND CERTIFICATES (awarded for 2024-2025)

Total 584

A.A. and A.S Degrees: 457 (including 169
associate degrees for transfer) Certificates: 127

FACULTY, STAFF, AND ADMINISTRATORS (fall 2023)

Total Employees 505

Administrators: 38 Faculty: 289
Tenured/Tenure Track: 97
Temporary: 192 Classified: 178
Gender: Male: 211 Female: 285
Other / Not Specified: 9

Race/Ethnicity:

Asian: 42 (7%) Black/African American: 21 (5%)
Hispanic: 89 (17%) Multi-racial: 18 (3%)
Native American: 5 (0.8%) White: 268 (57%)
Native Hawaiian/Pacific Islander: 1 (0.2%)
Not Specified: 61 (10%)

CREDIT STUDENT CHARACTERISTICS

Gender: Male 43%; Female 55%;
Other/Not Specified 3% Median Age: 23

Race/Ethnicity:

Asian 456 (6%) Black/African American: 234 (3%)
Hispanic: 2,554 (35%) Multi-racial: 493 (7%)
Native American: 11 (0.2%)
Native Hawaiian/Pacific Islander: 24 (0.3%)
White: 3,434 (47%) Not Specified: 114 (2%)
Received Disability Services: 590 (8%)
Veterans/Active Military: 17 (0.2%)
First-generation: 1,889 (26%)
On Financial Aid: 2,078 (28%)
Athletes: 160 (2%)
Enrolled Full-Time: 1,667 (23%)

EDUCATION GOAL

Degree, Transfer or Certificate: 47%
Career Advancement: 17%
Basic Skills: 13%
Educational Development: 14%
Meeting 4-year College Req.: 8%
Undecided/Uncollected: 2%

INTERNATIONAL STUDENTS

Total: 96 (Representing 33 countries)

ENGLISH AS A SECOND LANGUAGE (credit and noncredit)

Median Age: 27
Credit: 47 (2%)
Noncredit: 2,557 (99%)

Gender:

Male: 1,182 (46%)
Female: 1,336 (52%)
Other/Not Specified: 70 (3%)

Race/Ethnicity:

Asian: 63 (2%)
Black/African American: 142 (5%)
Hispanic: 2,185 (84%)
Multi-racial: 5 (0.2%)
Native Hawaiian/Pacific Islander: 1 (0%)
Native American: 0 (0%)
White: 143 (6%)
Not Specified: 50 (2%)

NUMBER OF STUDENTS WHO TRANSFERRED TO 4-YEAR INSTITUTIONS (2024-2025)

Total 333

Transfers by System:

UC: 136
CSU: 101
In-State Private: 33
Out of State: 63

Top Five Transfer Institutions:

Sonoma State: 58
UC Berkeley: 39
UC Davis: 30
UC Santa Cruz: 25
UC San Diego: 17

GEOGRAPHIC LOCATION

Marin Residents: 87%
Central Marin: 54%
Novato: 19%
Southern Marin: 13%
West Marin: 2%
Outside Marin: 13%

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

This page intentionally left blank.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**MARIN COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES**

Ms. Wanden Treanor, President

Crystal Martinez, Vice President

Ms. Diana Conti, Clerk

Ms. Suzanne Brown Crow, Trustee

Dr. Paul da Silva, President

Henry Faust, Trustee

Vacant, Trustee

Henry Goray, Student Trustee

Jonathan Eldridge, Ed.D., Superintendent/President

This page intentionally left blank.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

TABLE OF CONTENTS

	<u>Page</u>
Adoption Budget 2026-2027	
PART I Budget Assumptions and Highlights	1 - 11
PART II FTES Statistics, 2018-19 to 2025-26	13
PART III Summary of Funds	15 - 17
PART IV 2026-27 Unrestricted General Fund	
A. Four-Year Budget Forecast	19
B. Statement of Changes in Fund Balances	21
C. Statement of Sources of Funds	23
D. Statement of Uses of Funds	25 - 35
E. Community Services	37
F. Restricted Programs	38 - 43
PART V 2026-27 Special Fund/Program Budgets	
A. Overview	45
B. Narrative Text and Financial Statements	46 - 87
PART VI Information Documents	
A. Overview	89
B. Gann Appropriation Limit Worksheet	90 - 91
C. 2026-27 Authorized Staffing	93 - 114
D. 2025-26 Actual Total Compensation	115 - 193
E. 2025-26 Average Employer Benefit Rates	195
F. Dictionary of Accounting and Budgeting Terms	197 - 218

This page intentionally left blank.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

REVENUE ASSUMPTIONS	FY 2026-2027 ESTIMATED ASSUMPTIONS	FY 2027-2028 ESTIMATED ASSUMPTIONS	FY 2028-2029 ESTIMATED ASSUMPTIONS	FY 2029-2030 ESTIMATED ASSUMPTIONS
Secured Property Taxes CCPI	County Estimate	3%	3%	3%
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	\$ 325	\$ 341	\$ 358	\$ 376
Non-Resident Capital Outlay Fee	\$ 87	\$ 91	\$ 96	\$ 101
Transportation Fee per FT Student	\$43/semester	\$43/semester	\$43/semester	\$43/semester
Parking Fee:				
Primary Term	\$ 46	\$ 46	\$ 46	\$ 46
Summer	\$ 29	\$ 29	\$ 29	\$ 29
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 2026-2027**

EXPENDITURE ASSUMPTIONS	FY 2026-2027 ESTIMATED ASSUMPTIONS	FY 2027-2028 ESTIMATED ASSUMPTIONS	FY 2028-2029 ESTIMATED ASSUMPTIONS	FY 2029-2030 ESTIMATED ASSUMPTIONS
Negotiated Settlements:				
UPM	0%	0%	0%	0%
CSEA	4% on Jan. 1, 2027	4% on Jan. 1, 2028	0%	0%
SEIU	3% on Jan. 1, 2027	3% on Jan. 1, 2028	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 3 of range	Step 3 of range	Step 3 of range	Step 3 of range
SEIU	Step 3 of range	Step 3 of range	Step 3 of range	Step 3 of range
Unrepresented	Middle of range	Middle of range	Middle of range	Middle of range
Medical benefits	Member (EE) + 1	Member (EE) + 1	Member (EE) + 1	Member (EE) + 1
Health and Welfare Premiums:				
Tiered District Contribution for Single, 2-Party, Family				
Medical Tiered Contribution - CSEA, Unrepresented:	\$1,700/\$2,500/\$3,050	\$1,700/\$2,500/\$3,050	\$1,700/\$2,500/\$3,050	\$1,700/\$2,500/\$3,050
Medical Tiered Contribution - SEIU	\$1,500/\$2,700/\$3,050	\$1,500/\$2,700/\$3,050	\$1,500/\$2,700/\$3,050	\$1,500/\$2,700/\$3,050
Medical - UPM FT & Eligible PT Faculty:				
Tiered District Contribution, varies by plan,				
Maximum is Blue Shield Family Plan A @ \$3,801	\$2,532 Kaiser 2-Party	\$2,532 Kaiser 2-Party	\$2,532 Kaiser 2-Party	\$2,532 Kaiser 2-Party
Annual medical increase	8.9%	15%	15%	15%
Annual dental/vision/other increase – All groups	0%	0%	0%	0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

EXPENDITURE ASSUMPTIONS	FY 2026-2027 ESTIMATED ASSUMPTIONS	FY 2027-2028 ESTIMATED ASSUMPTIONS	FY 2028-2029 ESTIMATED ASSUMPTIONS	FY 2029-2030 ESTIMATED ASSUMPTIONS
Statutory Employer Benefit Rates:				
STRS	19.10%	19.10%	19.10%	19.10%
PERS CLASSIC – CSEA	26.40%	26.80%	25.90%	25.10%
PERS CLASSIC – SEIU	26.40%	26.80%	25.90%	25.10%
PERS CLASSIC – Unrepresented	26.40%	26.80%	25.90%	25.10%
PERS PEPPRA – Non-Safety	26.40%	26.80%	25.90%	25.10%
PERS CLASSIC - Public Safety	23.19%	23.20%	23.20%	23.20%
PERS PEPPRA - Public Safety	14.86%	14.90%	14.90%	14.90%
PERS – Public Safety Unfunded Liability	\$164,587	\$172,000	\$188,000	\$189,000
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	1.38%	1.45%	1.52%	1.60%
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	0%	0%	0%	0%
Elections	\$100,000	No	\$100,000	No
Transportation Expense for FT Student	\$43/semester	\$43/semester	\$43/semester	\$43/semester

This page intentionally left blank.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

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 2025-26, the District received approximately \$48.2 million more as a Basic Aid district – the “Basic Aid increment” – than it would have received from apportionment. In 2026-27, the Basic Aid increment will be approximately \$50.2 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 2026-27

The Adoption Budget for 2026-27 has the following key elements:

- Planned expenditures exceed budgeted revenues resulting in \$1.3 million net decrease to the ending Fund Balance.
- The estimated Ending Fund Balance for 2026-27 is 40.8% of total Unrestricted General Fund expenses compared to 42.2% for 2025-26.
- A positive CPI inflation factor adjustment of 1.02% for secured property taxes is expected to result in an increase of \$2.6 million for 2026-27 secured property taxes.
- Increase in health benefits is approximately \$923 thousand for 2026-27.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

Analysis and Comparison of Revenue and Expense

Projected total General Fund Revenue for 2026-27 is \$129.1 million compared to \$113.5 million for 2025-26. This is an increase of \$15.6 million or 13.7%, principally due to an increase in property taxes and deferred revenues of categorical programs from prior years. Projected total General Fund Expenditures for 2026-27 are \$131.0 million compared to \$112.4 million for 2025-26. This is an increase of \$18.6 million or 16.5%, due to an increase in salaries and benefits as well as an increase in the carry forwards of categorical programs from prior years. The 2026-27 budgeted unrestricted revenues of \$94.4 million decreased \$2.3 million or (2.4%) less than the 2025-26 unrestricted revenues of \$96.7 million; 2026-27 budgeted unrestricted expenditures of \$95.8 million is an increase of \$200 thousand, or 0.2%, more than the 2025-26 unrestricted expenditures of \$95.6 million.

Discussion of Year-end Results for Fiscal Year 2025-26

Unrestricted revenues are about \$5.5 million higher than budgeted, principally due to receipt of \$4 million for the Employee Retention Tax Credit (ERTC), a COVID-era federal program, in addition to increased other state revenues and interest.

Unrestricted expenditures are approximately \$573 thousand higher than budgeted, primarily due to increased salaries and benefits that were partially offset by decreased fixed expenses. Salary and benefits for 2025-26 include the cost of employees accepting the District's resignation incentive.

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 2026-27 the County of Marin will provide short-term funding not to exceed \$30 million.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

Special Fund Highlights

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.

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.

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 2025-26 operations are \$78 thousand more in expenditure than externally funded revenue. For 2026-27 Adoption Budget, approximately 56% of the General Fund transfer 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.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

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.

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 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 2026-2027

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 there is \$126 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 2025-26 amounted to \$522 thousand and is projected to be \$541 thousand for 2026-27.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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 2025-26 amounted to \$549 thousand and is projected to be \$546 thousand for 2026-27.

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 \$300 thousand for 2025-26 and is projected to be \$301 thousand for 2026-27.

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 2025-26 for amounted to \$11.2 million and is projected to be \$9.0 million for 2026-27. Expenditures are covered by proceeds of the ad valorem property tax which is billed and collected by the Marin County Tax Assessor's Office.

Measure B Bond Interest and Redemption Fund

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

This fund will be used for the payment of principal and interest on the bond. Debt service for 2025-26 amounted to \$16.5 million and is projected to be \$19.8 million for 2026-27. 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 2026-2027

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 2026-27.

PARS-CCLC Pension Rate Stabilization Trust Fund

The PARS-CCLC Pension Rate Stabilization Trust Fund has been made available for the purpose of pre-funding pension obligations. The District contributed \$1.0 million for 2025-26 and has not budgeted a contribution for 2026-27.

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 have allowed the District to begin funding retiree benefits entirely from the trust beginning in the 2016-17 Fiscal Year.

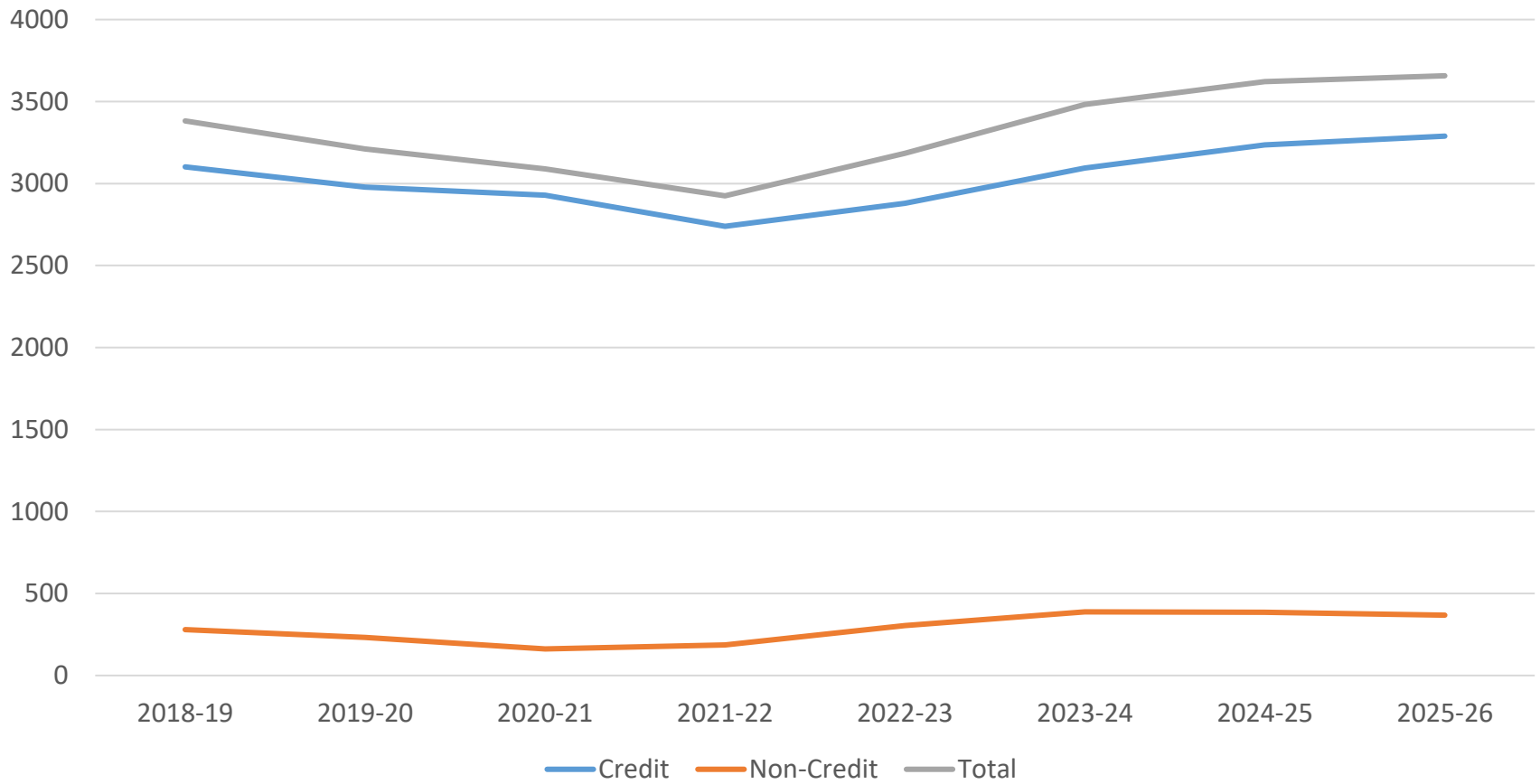
The FY 2026-27 Adoption Budget excludes "pay-as-you-go" and implicit rate subsidy reimbursements from the trust fund for its retiree medical and dental premium payments.

In 2025-26, an actuarial study was completed under the GASB 74/75 standards. The full valuation report dated May 4, 2026 showed that as of June 30, 2025 valuation date, the District's Total OPEB Liability (TOL) was \$326 thousand and the OPEB trust's Fiduciary Net Position (FNP) was \$2.6 million. This leaves a Net OPEB Liability (NOL) of (\$2.3) 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 2025-26, the College of Marin Foundation's total net assets is projected to be \$21.9M as of June 30, 2026.

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027
FTES TREND – FISCAL YEARS 2019-2026



**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

PART II - FTES STATISTICS, 2018-19 TO 2025-26

FTES DATA

<u>FTES</u>	<u>2018-19</u>	<u>% CH.</u>	<u>2019-20</u>	<u>% CH.</u>	<u>2020-21</u>	<u>% CH.</u>	<u>2021-22</u>	<u>% CH.</u>
Credit	3,102	-9.6%	2,978	-4.0%	2,928	-1.7%	2,739	-6.5%
Non-Credit	280	-1.8%	232	-17.1%	162	-30.2%	186	14.8%
TOTAL	3,382	-9.0%	3,210	-5.1%	3,090	-3.7%	2,925	-5.3%

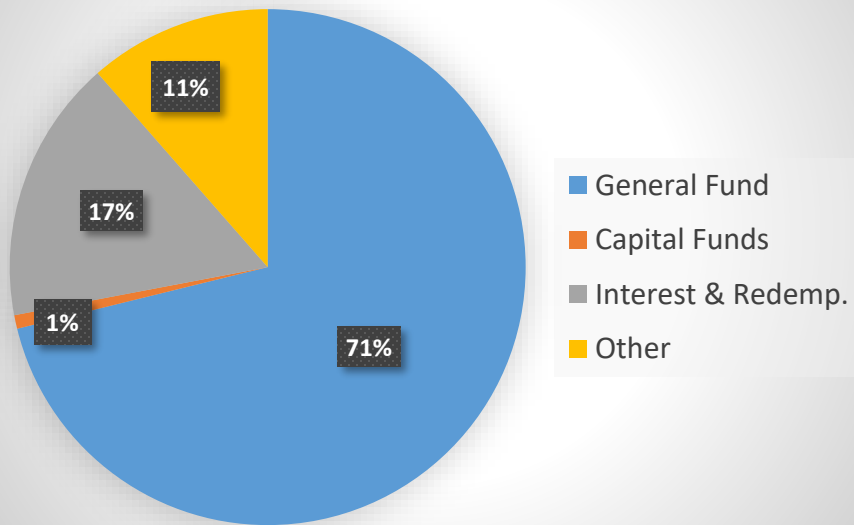
<u>FTES</u>	<u>2022-23</u>	<u>% CH.</u>	<u>2023-24</u>	<u>% CH.</u>	<u>2024-25</u>	<u>% CH.</u>	(a) <u>2025-26</u>	<u>% CH.</u>
Credit	2,880	5.1%	3,097	7.5%	3,236	4.5%	3,289	1.6%
Non-Credit	304	63.4%	386	27.0%	385	-0.3%	368	-4.4%
TOTAL	3,184	8.9%	3,483	9.4%	3,621	4.0%	3,657	1.0%

FTES

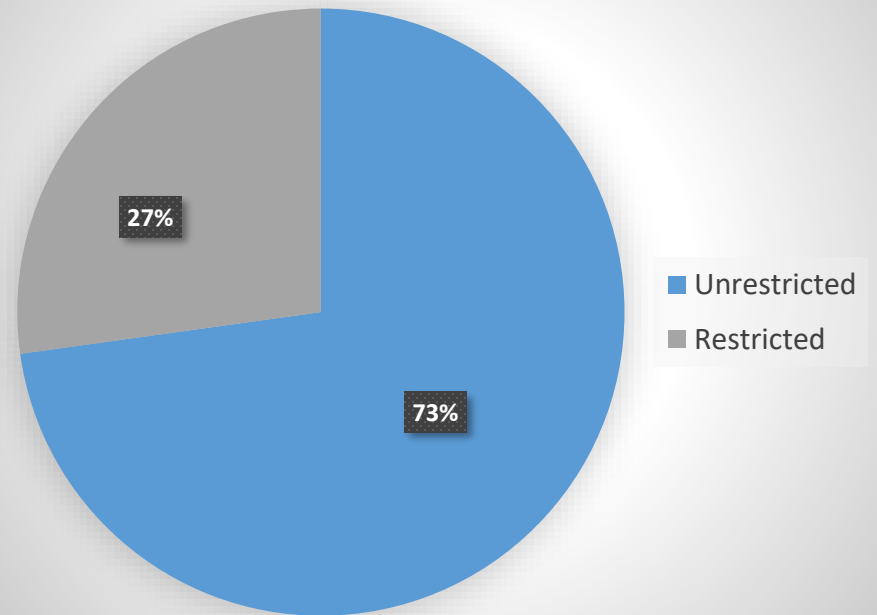
(a) CCFS-320 as of July 16, 2026

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027
SOURCES OF BUDGETED REVENUES

Sources of Revenues – All Funds



Sources of General Fund Revenues



**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

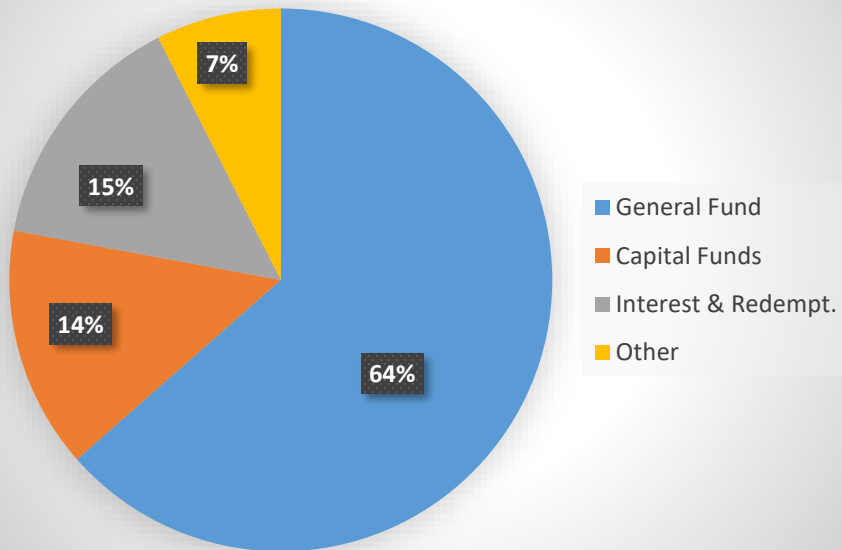
PART III - SUMMARY OF FUNDS

A. REVENUES

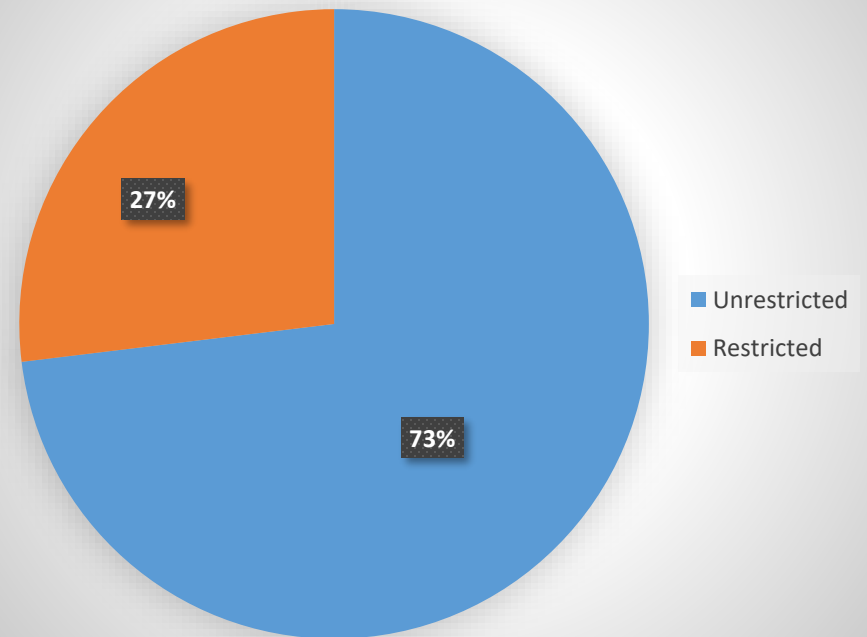
FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027
REVENUE SUMMARY					
FUND TITLE					
UNRESTRICTED GENERAL FUND	\$ 80,211,063	\$ 86,357,263	\$ 96,875,151	\$ 96,709,634	\$ 94,429,566
RESTRICTED GENERAL FUND	13,208,373	15,357,326	16,437,069	16,744,672	35,274,661
TOTAL GENERAL FUND	93,419,436	101,714,589	113,312,220	113,454,306	129,704,227
STUDENT FINANCIAL AID TRUST FUND	5,844,162	5,865,515	6,631,765	8,155,927	6,908,579
CHILD DEVELOPMENT FUND	700,300	566,483	686,271	1,127,978	1,228,293
IVC ORGANIC FARM FUND	325,875	217,553	283,439	278,864	374,746
SOLAR OPERATIONS FUND	110,512	130,548	143,692	139,000	125,000
WORKFORCE HOUSING OPERATIONS FUND	6,147	36,256	32,609	34,170	29,800
MIWOK CENTER OPERATIONS FUND	31,398	-	-	-	-
CAPITAL OUTLAY FUND	3,208,356	10,568,726	1,962,946	3,727,670	1,354,500
MEASURE B FUND, SERIES A-1	196,560	527,245	316,274	-	-
MEASURE B BUILDING FUND, SERIES B	1,713	-	-	-	-
MEASURE B FUND, SERIES B-1	1,178,661	3,483,596	3,165,811	1,260,992	200,000
HAMILTON REDEVELOPMENT BOND REDEMPTION FUND	502,995	923,250	1,013,790	596,023	344,000
LEASE REVENUE BOND (LRBs) INTEREST & REDEMPTION FUND	558,901	584,684	596,088	591,808	575,607
CERTIFICATES OF PARTICIPATION (COPS) DEBT SERVICE FUND	308,591	317,973	325,374	319,128	315,194
MEASURE C INTEREST/REDEMPTION FUND	10,781,884	10,661,896	11,540,988	9,296,050	9,100,000
MEASURE B INTEREST/REDEMPTION FUND	16,554,047	16,701,350	16,339,491	20,175,720	19,800,000
SELF-INSURANCE FUND	644,381	700,084	717,360	702,800	670,000
PARS-CCLC PENSION RATE STABILIZATION TRUST FUND	563,245	977,257	1,579,988	2,517,347	100,000
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND	40,647	161,624	233,802	162,226	10,000
COLLEGE OF MARIN FOUNDATION	4,616,622	3,038,680	3,259,977	7,706,087	11,323,926
ASSOCIATED STUDENTS ORGANIZATIONS	140,062	124,977	137,885	123,600	105,302
TOTAL - ALL FUNDS	\$ 139,734,495	\$ 157,344,790	\$ 162,280,012	\$ 170,369,806	\$ 182,269,174

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027
SOURCES OF BUDGETED EXPENDITURES

Sources of Expenditures – All Funds



Sources of General Fund Expenditures



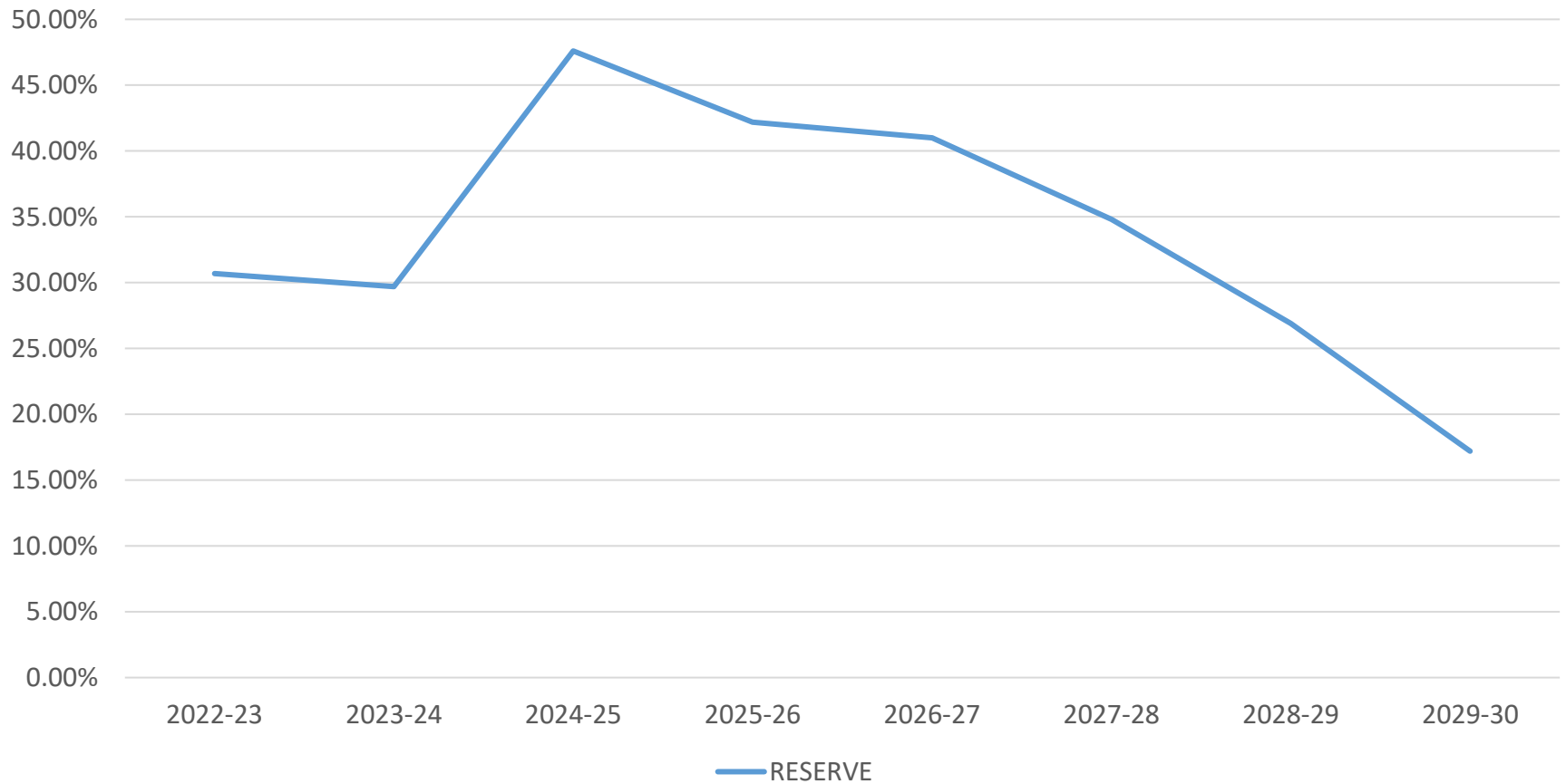
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

PART III - SUMMARY OF FUNDS

B. EXPENDITURES

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027
EXPENDITURE SUMMARY					
FUND TITLE					
UNRESTRICTED GENERAL FUND	\$ 75,397,806	\$ 84,446,922	\$ 82,611,526	\$ 95,628,196	\$ 95,751,512
RESTRICTED GENERAL FUND	13,208,373	15,357,326	16,437,069	16,744,672	35,274,661
TOTAL GENERAL FUND	88,606,179	99,804,248	99,048,595	112,372,868	131,026,173
STUDENT FINANCIAL AID TRUST FUND	5,844,162	5,865,515	6,631,765	7,608,522	6,908,579
CHILD DEVELOPMENT FUND	700,300	566,483	565,167	1,101,571	1,228,293
IVC ORGANIC FARM FUND	325,875	217,553	283,439	278,864	374,746
SOLAR OPERATIONS FUND	59,795	65,495	41,752	25,000	85,000
WORKFORCE HOUSING OPERATIONS FUND	(820)	-	-	-	55,000
MIWOK CENTER OPERATIONS FUND	2,089	-	-	-	-
CAPITAL OUTLAY FUND	24,690	1,715,662	1,282,778	2,663,228	9,435,080
MEASURE B FUND, SERIES A-1	4,924,497	4,600,154	10,881,041	-	-
MEASURE B BUILDING FUND, SERIES B	104,324	5,191	2,623	(2,623)	-
MEASURE B FUND, SERIES B-1	5,171,351	28,251,162	27,892,345	28,097,143	20,274,913
HAMILTON REDEVELOPMENT BOND REDEMPTION FUND	470,656	888,341	506,604	521,932	541,209
LEASE REVENUE BOND (LRBs) INTEREST & REDEMPTION FUND	547,356	546,857	545,606	548,607	545,607
CERTIFICATES OF PARTICIPATION (COPs) DEBT SERVICE FUND	303,594	302,194	303,944	300,194	301,194
MEASURE C INTEREST/REDEMPTION FUND	10,081,157	10,501,201	10,851,716	11,192,742	9,032,240
MEASURE B INTEREST/REDEMPTION FUND	16,268,821	16,072,851	16,463,626	16,462,887	19,761,522
SELF-INSURANCE FUND	535,189	610,321	601,710	617,400	615,000
PARS-CCLC PENSION RATE STABILIZATION TRUST FUND	30,133	31,761	36,541	42,424	40,000
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND	2,129	173,519	154,828	2,000	2,000
COLLEGE OF MARIN FOUNDATION	1,069,355	2,860,888	1,636,833	1,961,298	5,959,151
ASSOCIATED STUDENTS ORGANIZATIONS	106,593	108,060	86,631	80,547	122,005
TOTAL - ALL FUNDS	\$ 135,177,425	\$ 173,187,456	\$ 177,817,544	\$ 183,874,604	\$ 206,307,712

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027
RESERVE – FISCAL YEARS 2023-2030



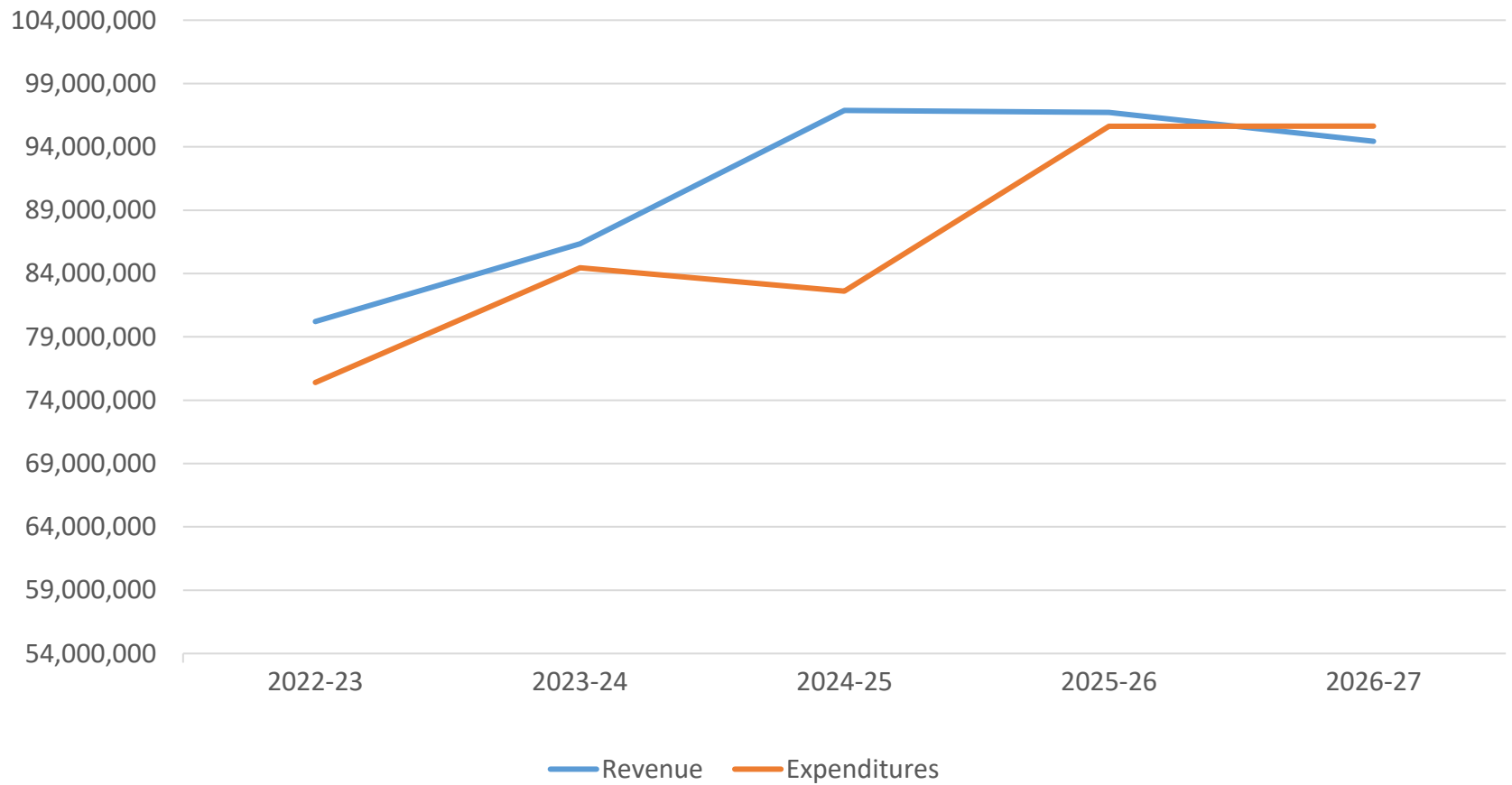
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	BUDGET FORECAST 2027-2028	BUDGET FORECAST 2028-2029	BUDGET FORECAST 2029-2030
SOURCES OF FUNDS								
BEGINNING FUND BALANCE	\$ 18,328,876	\$ 23,142,133	\$ 25,052,474	\$ 39,316,099	\$ 40,397,537	\$ 39,075,591	\$ 34,931,371	\$ 28,295,758
REVENUES								
PROGRAM-BASED FUNDING	73,348,538	76,938,396	79,812,700	82,915,246	85,422,805	87,436,769	89,999,872	92,639,868
FEDERAL	160	240	7,098,095	4,003,084	-	-	-	-
OTHER STATE	4,425,458	4,964,233	5,881,155	5,841,008	4,859,309	4,861,941	4,861,941	4,861,941
OTHER LOCAL	2,223,122	3,323,904	3,809,225	3,950,296	4,147,452	4,147,452	4,147,452	4,147,452
OTHER FINANCING SOURCES	213,785	1,130,490	273,976	-	-	150,000	150,000	150,000
TOTAL REVENUE	80,211,063	86,357,263	96,875,151	96,709,634	94,429,566	96,596,162	99,159,265	101,799,261
TOTAL SOURCES	98,539,939	109,499,396	121,927,625	136,025,733	134,827,103	135,671,753	134,090,636	130,095,019
USE OF FUNDS								
SALARIES	39,929,319	43,593,133	48,031,607	50,840,250	53,750,913	56,373,308	59,191,974	62,151,572
BENEFITS	18,918,645	20,099,289	21,788,993	23,411,101	24,675,106	26,213,588	27,524,268	28,900,481
TOTAL SALARIES & BENEFITS	58,847,964	63,692,422	69,820,600	74,251,351	78,426,019	82,586,896	86,716,242	91,052,053
FIXED EXPENSES	2,509,502	3,777,486	2,782,277	2,886,055	3,294,537	3,655,756	4,204,119	4,834,737
OTHER OPERATING	5,449,085	5,823,188	4,796,602	5,803,937	7,108,025	7,196,744	7,412,646	7,635,026
CAPITAL OUTLAY	2,361,600	778,201	1,033,368	776,011	1,444,788	1,486,587	1,531,184	1,577,120
OTHER OUTGO	6,229,655	10,375,625	4,178,679	11,910,842	5,478,143	5,814,399	5,930,687	6,049,301
TOTAL EXPENDITURES	16,549,842	20,754,500	12,790,926	21,376,845	17,325,493	18,153,486	19,078,636	20,096,184
TOTAL USES	75,397,806	84,446,922	82,611,526	95,628,196	95,751,512	100,740,382	105,794,878	111,148,237
SOURCES OVER (UNDER) USES	23,142,133	25,052,474	39,316,099	40,397,537	39,075,591	34,931,371	28,295,758	18,946,782
TRANSFER IN (OUT)	-	-	-	-	-	-	-	-
ENDING FUND BALANCE	\$ 23,142,133	\$ 25,052,474	\$ 39,316,099	\$ 40,397,537	\$ 39,075,591	\$ 34,931,371	\$ 28,295,758	\$ 18,946,782
RESERVE	30.7%	29.7%	47.6%	42.2%	40.8%	34.7%	26.7%	17.0%
EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES	\$ 4,813,257	\$ 1,910,341	\$ 14,263,625	\$ 1,081,438	\$ (1,321,946)	\$ (4,144,220)	\$ (6,635,613)	\$ (9,348,976)
Target Reserve Levels	11.0%	11.5%	12.0%	16.7%	16.7%	16.7%	16.7%	16.7%

NOTE: Includes Community Services, a program sub-fund of the Unrestricted General Fund

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027
REVENUE AND EXPENDITURE TRENDS FISCAL YEAR 2023-2027



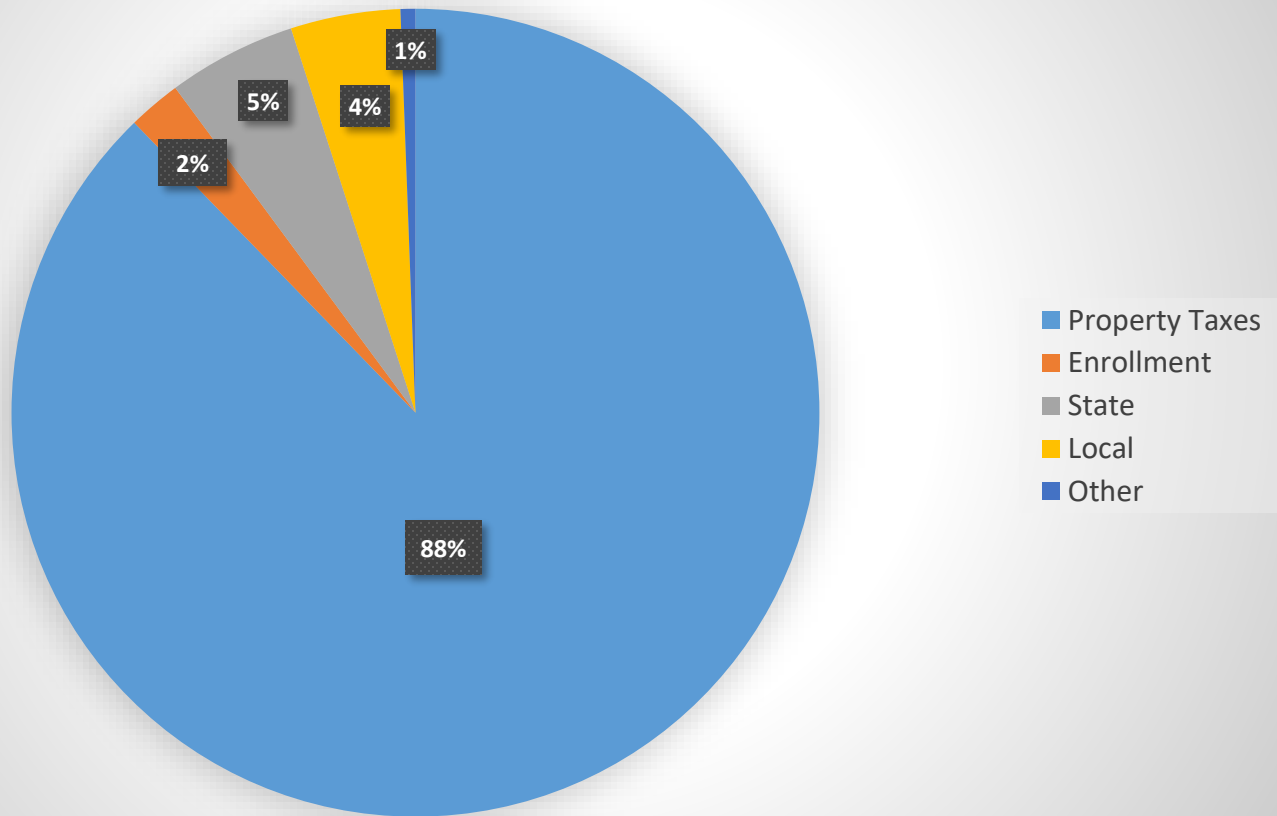
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
SOURCES OF FUNDS						
BEGINNING FUND BALANCE	\$ 18,328,876	\$ 23,142,133	\$ 25,052,474	\$ 39,316,099	\$ 40,397,537	2.8%
REVENUES						
PROGRAM-BASED FUNDING	\$ 73,348,538	\$ 76,938,396	\$ 79,812,700	\$ 82,915,246	\$ 85,422,805	3.0%
FEDERAL	160	240	7,098,095	4,003,084	-	-100.0%
OTHER STATE	4,425,458	4,964,233	5,881,155	5,841,008	4,859,309	-16.8%
OTHER LOCAL	2,223,122	3,323,904	3,809,225	3,950,296	4,147,452	5.0%
OTHER FINANCING SOURCES	213,785	1,130,490	273,976	-	-	0.0%
TOTAL REVENUE	80,211,063	86,357,263	96,875,151	96,709,634	94,429,566	-2.4%
TOTAL SOURCES	98,539,939	109,499,396	121,927,625	136,025,733	134,827,103	-0.9%
USE OF FUNDS						
SALARIES	39,929,319	43,593,133	48,031,607	50,840,250	53,750,913	5.7%
BENEFITS	18,918,645	20,099,289	21,788,993	23,411,101	24,675,106	5.4%
TOTAL SALARIES & BENEFITS	58,847,964	63,692,422	69,820,600	74,251,351	78,426,019	5.6%
FIXED EXPENSES	2,509,502	3,777,486	2,782,277	2,886,055	3,294,537	14.2%
OTHER OPERATING	5,449,085	5,823,188	4,796,602	5,803,937	7,108,025	22.5%
CAPITAL OUTLAY	2,361,600	778,201	1,033,368	776,011	1,444,788	86.2%
OTHER OUTGO	6,229,655	10,375,625	4,178,679	11,910,842	5,478,143	-54.0%
TOTAL OTHER EXPENSES	16,549,842	20,754,500	12,790,926	21,376,845	17,325,493	-19.0%
TOTAL USES	75,397,806	84,446,922	82,611,526	95,628,196	95,751,512	0.1%
SOURCES OVER/(UNDER) USES	23,142,133	25,052,474	39,316,099	40,397,537	39,075,591	-3.3%
BEGINNING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
ENDING FUND BALANCE	\$ 23,142,133	\$ 25,052,474	\$ 39,316,099	\$ 40,397,537	\$ 39,075,591	-3.3%
RESERVE	30.7%	29.7%	47.6%	42.2%	40.8%	
EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES	\$ 4,813,257	\$ 1,910,341	\$ 14,263,625	\$ 1,081,438	\$ (1,321,946)	

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027

Unrestricted Fund - Budgeted Revenues



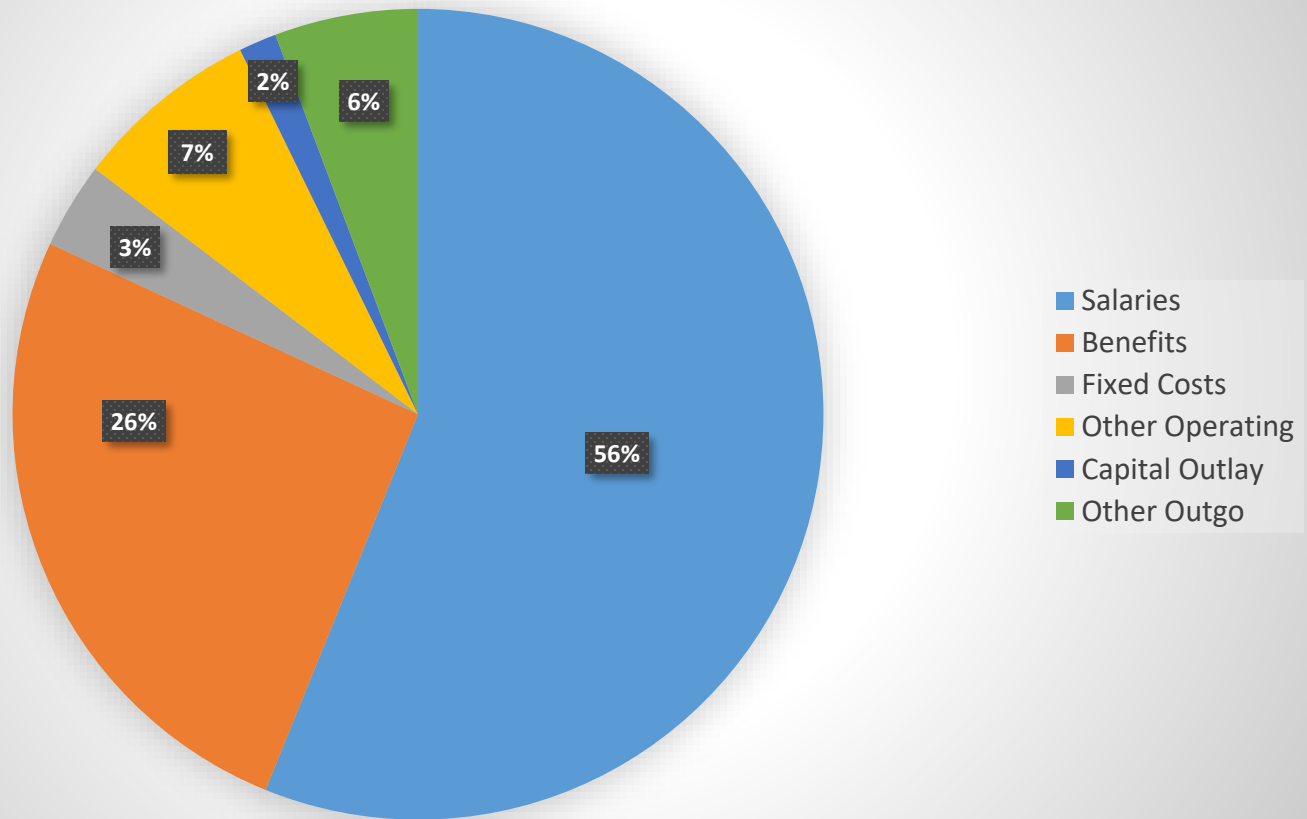
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR					ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	ESTIMATED	BUDGET	%
	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	CHANGE
PROGRAM-BASED FUNDING						
STATE GENERAL APPORTIONMENT	\$ 255,858	\$ 276,890	\$ 263,933	\$ 270,610	\$ 317,912	17.5%
STATE SUBVENTIONS	249,278	249,938	247,002	244,591	242,637	-0.8%
TOTAL	505,136	526,828	510,935	515,201	560,549	8.8%
PROPERTY TAXES						
SECURED	66,515,820	70,960,199	74,087,853	76,884,390	79,517,583	3.4%
SUPPLEMENTAL	2,392,881	1,312,892	1,217,975	1,407,857	1,321,103	-6.2%
UNSECURED	1,232,439	1,405,799	1,331,983	1,403,278	1,536,646	9.5%
PRIOR-YEAR	123,757	90,494	138,581	127,434	137,204	7.7%
RDA	710,721	576,191	459,288	612,822	345,000	-43.7%
TOTAL TAXES	70,975,618	74,345,575	77,235,680	80,435,781	82,857,536	3.0%
ENROLLMENT FEES	1,867,784	2,065,993	2,066,085	1,964,264	2,004,720	2.1%
TOTAL PROGRAM-BASED	73,348,538	76,938,396	79,812,700	82,915,246	85,422,805	3.0%
FEDERAL REVENUE	160	240	7,098,095	4,003,084	-	-100.0%
STATE REVENUE						
STRS/PERS "ON-BEHALF" PAYMENTS	1,861,509	1,952,442	2,003,005	2,353,164	1,955,273	-16.9%
OTHER STATE	814,912	1,136,220	1,949,894	1,606,351	1,169,032	-27.2%
EPA - PROP 30 / PROP 55	234,076	343,519	409,356	348,445	362,800	4.1%
FULL-TIME FACULTY HIRING	492,194	492,194	492,194	492,194	492,194	0.0%
LOTTERY	799,470	808,782	773,065	787,026	616,760	-21.6%
MANDATED COSTS	103,979	109,574	120,017	120,641	132,277	9.6%
PART-TIME FACULTY COMPENSATION	119,318	121,502	133,624	133,187	130,973	-1.7%
TOTAL STATE	4,425,458	4,964,233	5,881,155	5,841,008	4,859,309	-16.8%
LOCAL REVENUE						
INTEREST	366,071	1,003,902	1,452,092	1,486,954	1,479,765	-0.5%
NON-RESIDENCE FEES	883,212	1,032,066	1,149,796	1,148,472	1,193,309	3.9%
OTHER STUDENT CHARGES	28,225	31,988	24,991	18,944	15,000	-20.8%
MISCELLANEOUS	945,614	1,255,948	1,182,346	1,295,926	1,459,378	12.6%
	2,223,122	3,323,904	3,809,225	3,950,296	4,147,452	5.0%
OTHER FINANCING SOURCES	213,785	1,130,490	273,976	-	-	0.0%
TOTAL REVENUE	\$ 80,211,063	\$ 86,357,263	\$ 96,875,151	\$ 96,709,634	\$ 94,429,566	-2.4%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027

Unrestricted Fund - Budgeted Expenditures



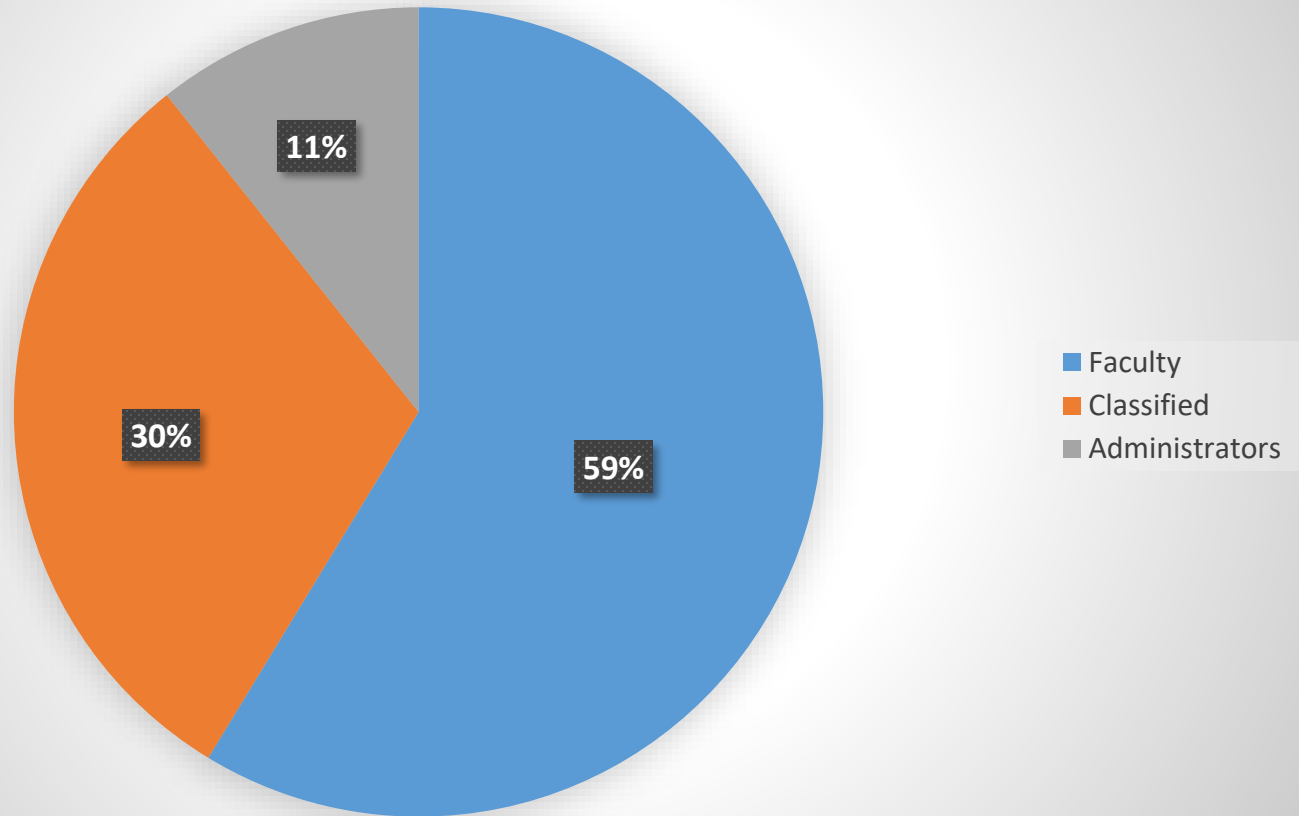
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR						ADOPTION
	ACTUAL	ACTUAL	ACTUAL	ESTIMATED	BUDGET	%
	<u>2022-2023</u>	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>	<u>2026-2027</u>	<u>CHANGE</u>
USE OF FUNDS						
SALARIES	\$ 39,929,319	\$ 43,593,133	\$ 48,031,607	\$ 50,840,250	\$ 53,750,913	5.7%
BENEFITS	18,918,645	20,099,289	21,788,993	23,411,101	24,675,106	5.4%
TOTAL SALARIES & BENEFITS	58,847,964	63,692,422	69,820,600	74,251,351	78,426,019	5.6%
FIXED EXPENSES	2,509,502	3,777,486	2,782,277	2,886,055	3,294,537	14.2%
OTHER OPERATING	5,449,085	5,823,188	4,796,602	5,803,937	7,108,025	22.5%
CAPITAL OUTLAY	2,361,600	778,201	1,033,368	776,011	1,444,788	86.2%
OTHER OUTGO	6,229,655	10,375,625	4,178,679	11,910,842	5,478,143	-54.0%
TOTAL OTHER EXPENSES	16,549,842	20,754,500	12,790,926	21,376,845	17,325,493	-19.0%
TOTAL USES	\$ 75,397,806	\$ 84,446,922	\$ 82,611,526	\$ 95,628,196	\$ 95,751,512	0.1%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027

Unrestricted Fund - Budgeted Salaries



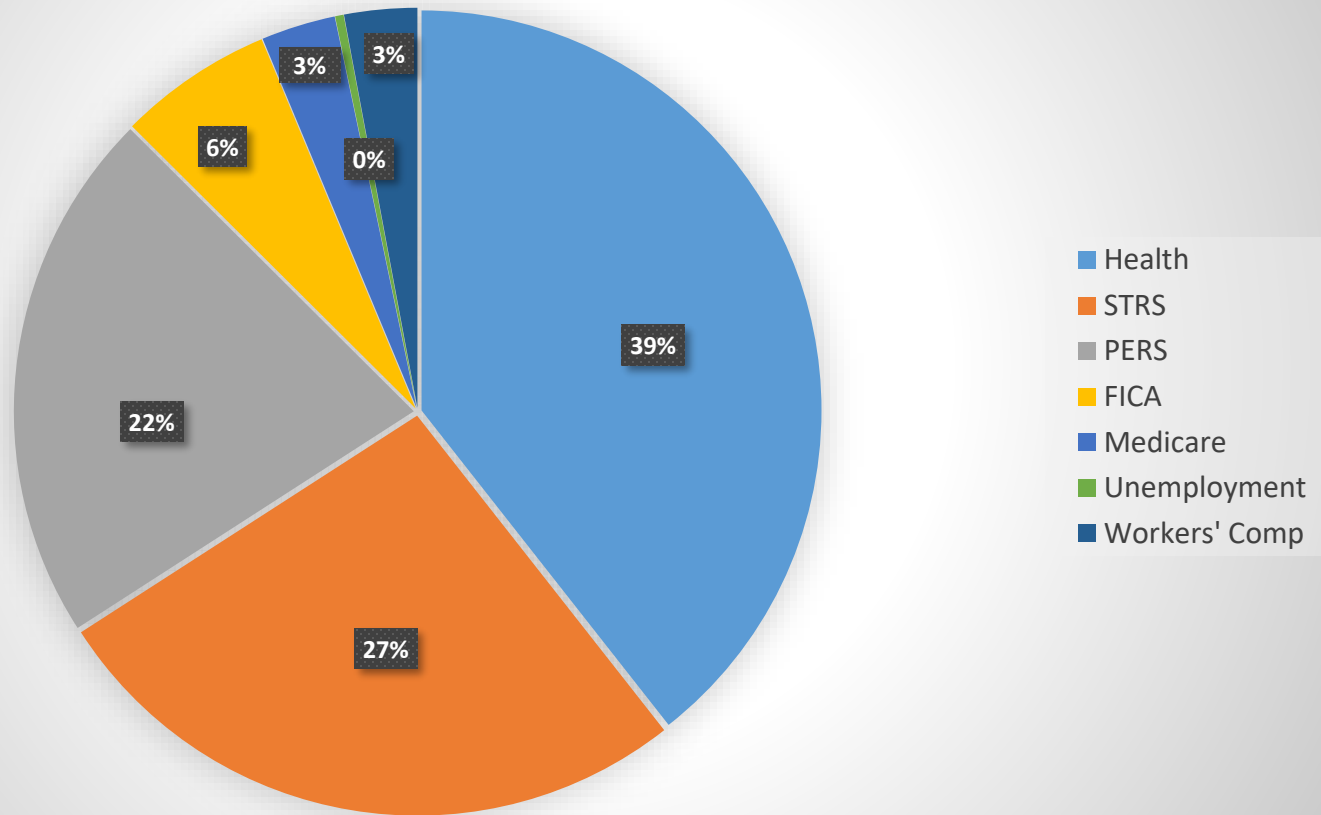
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR					ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	ESTIMATED	BUDGET	%
	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	CHANGE
SALARIES						
FACULTY						
INSTRUCTORS-REGULAR	\$ 10,126,492	\$ 11,496,995	\$ 13,240,276	\$ 13,691,896	\$ 14,370,788	5.0%
INSTRUCTORS-HOURLY	8,731,029	9,408,165	11,724,598	12,065,624	13,004,770	7.8%
NON-INSTRUCTORS-REGULAR	1,943,692	1,688,214	2,053,519	2,084,729	1,994,467	-4.3%
NON-INSTRUCTORS-HOURLY	1,575,836	1,608,973	1,750,096	2,101,619	2,179,467	3.7%
FACULTY	22,377,049	24,202,347	28,768,489	29,943,868	31,549,492	5.4%
CLASSIFIED						
STAFF - REGULAR	10,485,191	11,622,574	12,230,591	13,422,027	14,542,259	8.3%
INSTRUCTIONAL - REGULAR	937,947	1,144,470	1,049,014	1,138,542	1,400,797	23.0%
HOURLY INST./NON INST.	691,523	821,874	840,791	917,432	264,395	-71.2%
OVERTIME	208,069	319,992	308,747	283,119	250,000	-11.7%
CLASSIFIED	12,322,730	13,908,910	14,429,143	15,761,120	16,457,451	4.4%
ADMINISTRATORS						
ACADEMIC	2,486,056	2,486,412	2,349,412	2,621,663	2,705,096	3.2%
CLASSIFIED	2,743,484	2,995,464	2,484,563	2,513,599	3,038,874	20.9%
ADMINISTRATORS	5,229,540	5,481,876	4,833,975	5,135,262	5,743,970	11.9%
TOTAL SALARIES	\$ 39,929,319	\$ 43,593,133	\$ 48,031,607	\$ 50,840,250	\$ 53,750,913	5.7%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027

Unrestricted Fund - Budgeted Benefits



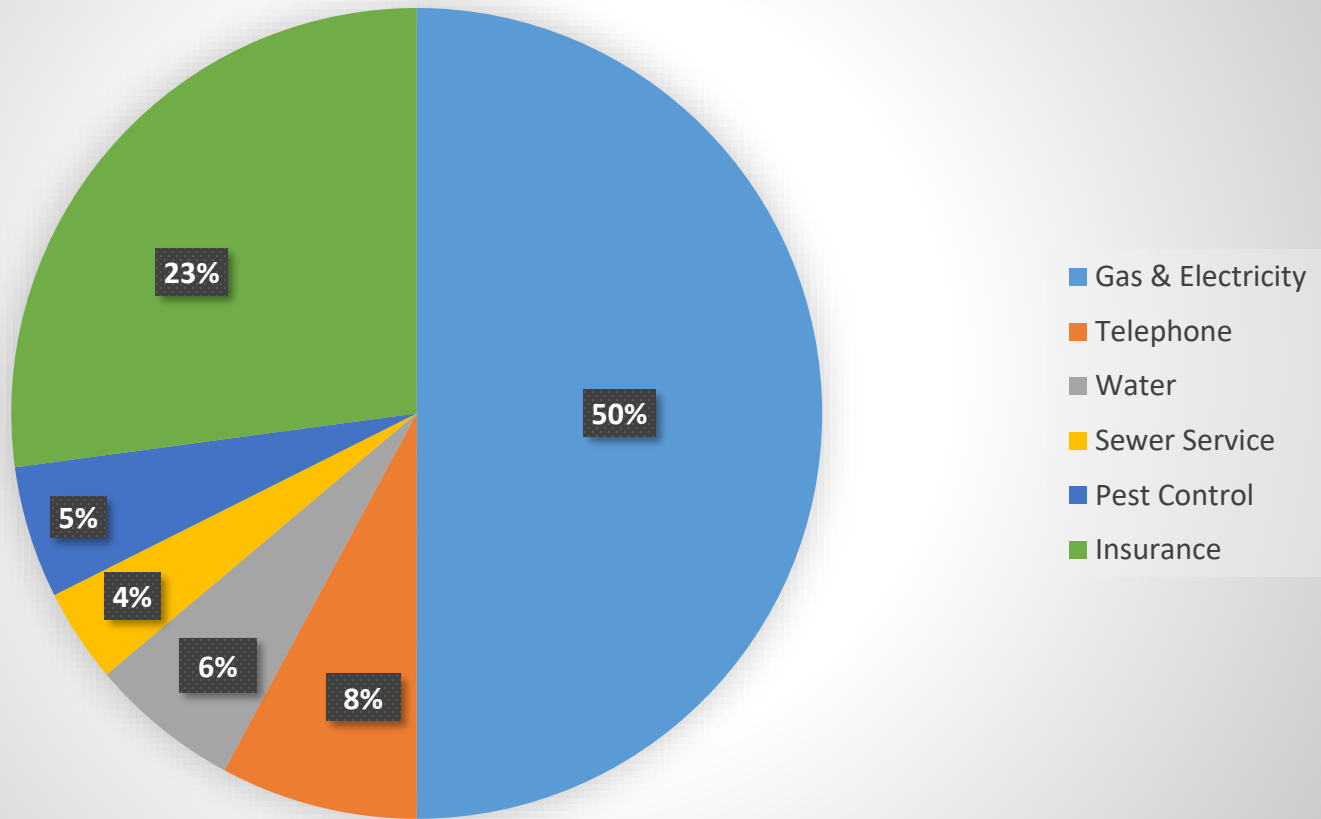
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR						
	<u>ACTUAL 2022-2023</u>	<u>ACTUAL 2023-2024</u>	<u>ACTUAL 2024-2025</u>	<u>ESTIMATED 2025-2026</u>	<u>ADOPTION BUDGET 2026-2027</u>	<u>% CHANGE</u>
PUBLIC RETIREMENT						
STRS	\$ 5,846,255	\$ 5,728,046	\$ 6,467,022	\$ 7,109,886	\$ 6,535,828	-8.1%
PERS	3,750,607	4,247,924	4,475,573	4,654,588	5,323,188	14.4%
FICA	1,085,135	1,190,597	1,242,886	1,340,607	1,542,217	15.0%
MEDICARE	569,636	621,756	687,389	725,418	741,170	2.2%
UNEMPLOYMENT	215,461	115,642	49,011	47,653	84,712	77.8%
WORKERS COMP. INS.	405,226	530,732	606,598	733,429	725,736	-1.0%
TOTAL	<u>11,872,320</u>	<u>12,434,697</u>	<u>13,528,479</u>	<u>14,611,581</u>	<u>14,952,851</u>	<u>2.3%</u>
 HEALTH PROTECTION	 <u>7,046,325</u>	 <u>7,664,592</u>	 <u>8,260,514</u>	 <u>8,799,520</u>	 <u>9,722,255</u>	 <u>10.5%</u>
 TOTAL BENEFITS	 <u>\$ 18,918,645</u>	 <u>\$ 20,099,289</u>	 <u>\$ 21,788,993</u>	 <u>\$ 23,411,101</u>	 <u>\$ 24,675,106</u>	 <u>5.4%</u>

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027

Unrestricted Fund - Budgeted Fixed Expenses



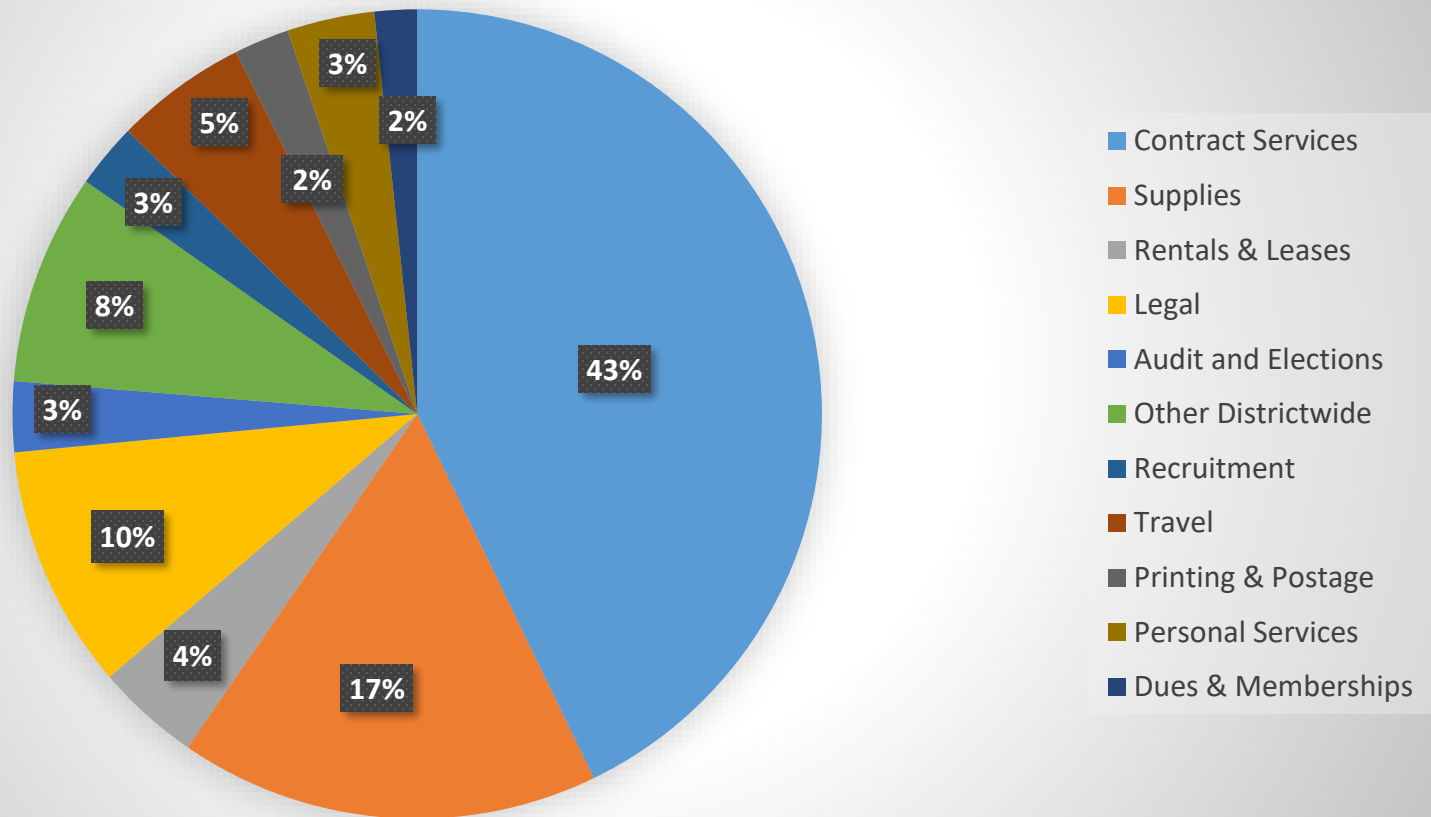
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR						
	ACTUAL	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2022-2023	2023-2024	2024-2025	2025-2026	BUDGET	CHANGE
					2026-2027	
FIXED EXPENSES						
UTILITIES						
SEWER SERVICE	\$ 131,885	\$ 137,152	\$ 145,660	\$ 114,250	\$ 123,390	8.0%
TELEPHONE	214,791	193,874	222,879	239,996	259,196	8.0%
WATER	203,788	235,287	190,316	182,782	197,405	8.0%
GAS & ELECTRICITY	1,316,095	2,432,568	1,341,917	1,432,388	1,647,246	15.0%
PEST CONTROL	159,412	182,236	154,992	160,828	173,694	8.0%
	2,025,971	3,181,117	2,055,764	2,130,244	2,400,931	12.7%
INSURANCE	483,531	596,369	726,513	755,811	893,606	18.2%
TOTAL	\$ 2,509,502	\$ 3,777,486	\$ 2,782,277	\$ 2,886,055	\$ 3,294,537	14.2%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027

Unrestricted Fund - Budgeted Operating Expenses



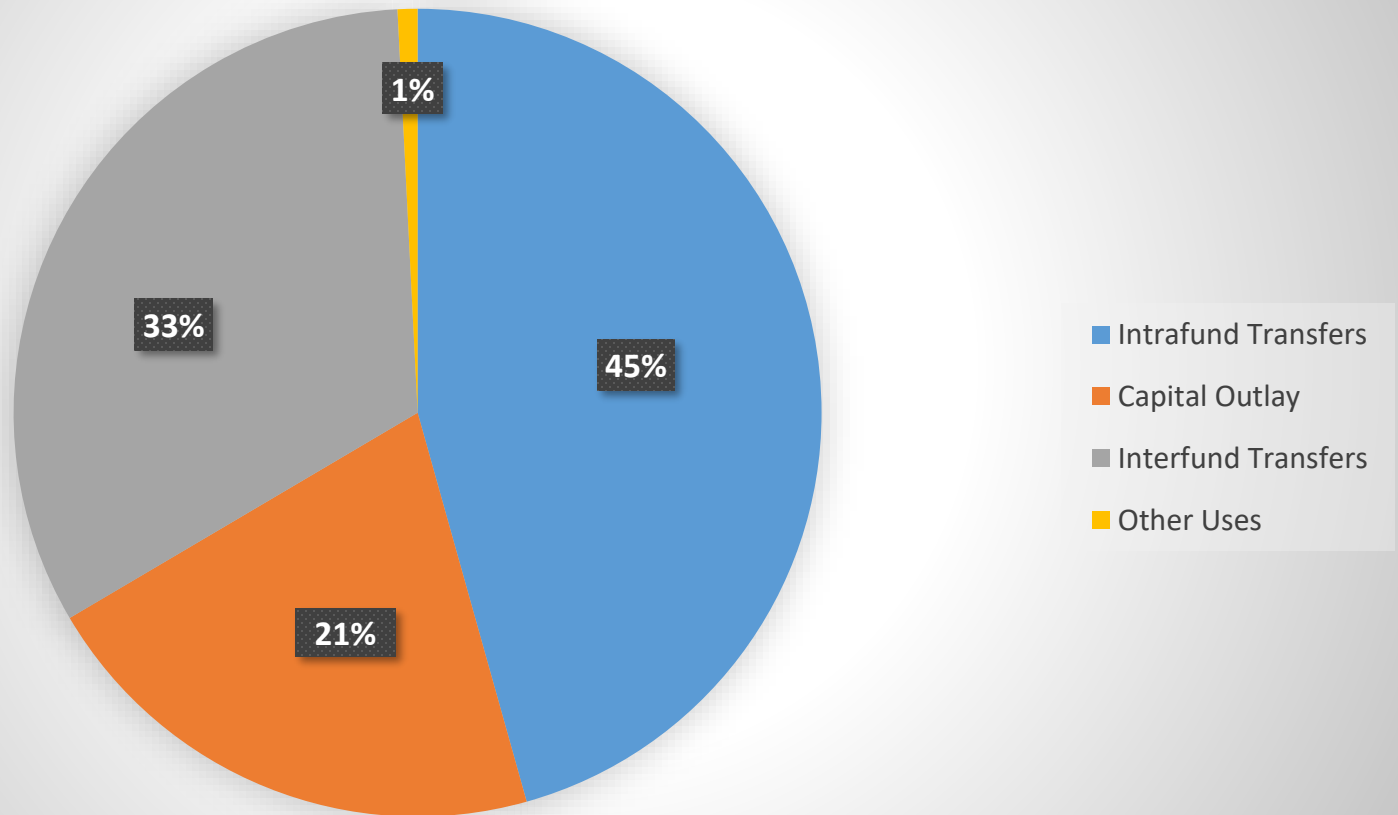
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR						ADOPTION	
	<u>ACTUAL</u>	<u>ACTUAL</u>	<u>ACTUAL</u>	<u>ESTIMATED</u>	<u>BUDGET</u>	%	<u>CHANGE</u>
	<u>2022-2023</u>	<u>2023-2024</u>	<u>2024-2025</u>	<u>2025-2026</u>	<u>2026-2027</u>		
OTHER OPERATING EXPENSES							
SUPPLIES & MATERIALS	\$ 1,349,108	\$ 1,247,862	\$ 924,429	\$ 1,248,961	\$ 1,192,936		-4.5%
PERSONAL SVCE, LECTURE	115,018	131,256	162,714	322,207	247,622		-23.1%
TRAVEL & CONFERENCE	159,658	205,024	252,662	205,771	376,054		82.8%
DUES & MEMBERSHIP	102,968	91,940	94,299	111,250	120,710		8.5%
LEGAL	583,861	332,813	372,676	283,299	692,500		144.4%
AUDITS & ELECTION	71,230	75,530	158,361	80,617	200,000		148.1%
CONTRACTED SERVICES	2,272,716	2,997,236	2,346,708	2,747,469	3,043,166		10.8%
POSTAGE	66,527	80,315	66,067	74,915	88,415		18.0%
PRINTING & PUBLICATION	57,130	60,555	53,504	66,265	68,196		2.9%
RENTAL & LEASES	281,434	264,482	249,223	305,595	294,777		-3.5%
RECRUITMENT	169,343	165,807	129,345	225,942	183,389		-18.8%
OTHER DISTRICT-WIDE EXP.	219,706	170,151	(13,386)	131,646	600,260		356.0%
MISCELLANEOUS	386	217	-	-			0.0%
TOTAL	\$ 5,449,085	\$ 5,823,188	\$ 4,796,602	\$ 5,803,937	\$ 7,108,025		22.5%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027

Unrestricted Fund - Budgeted Capital and Other Outgo



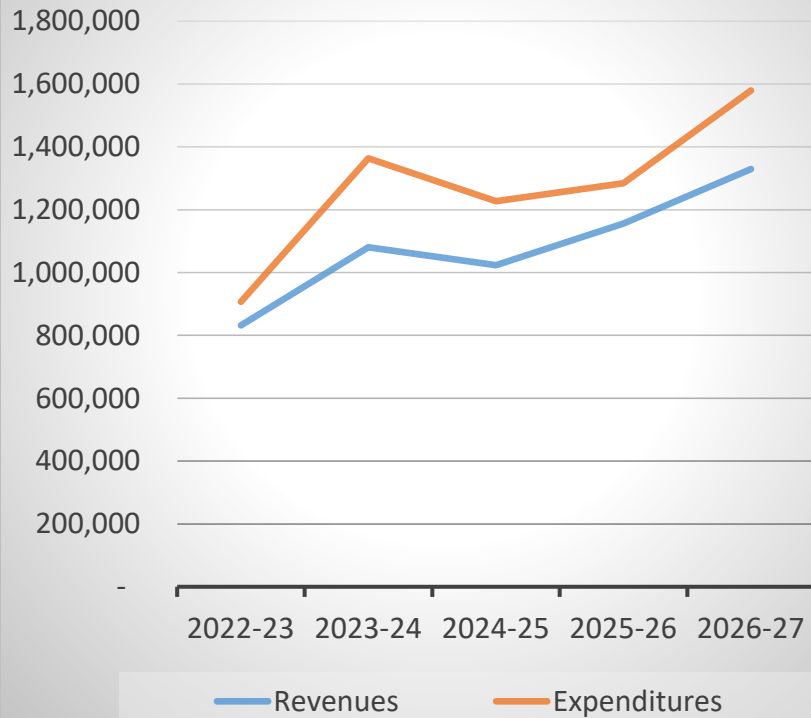
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

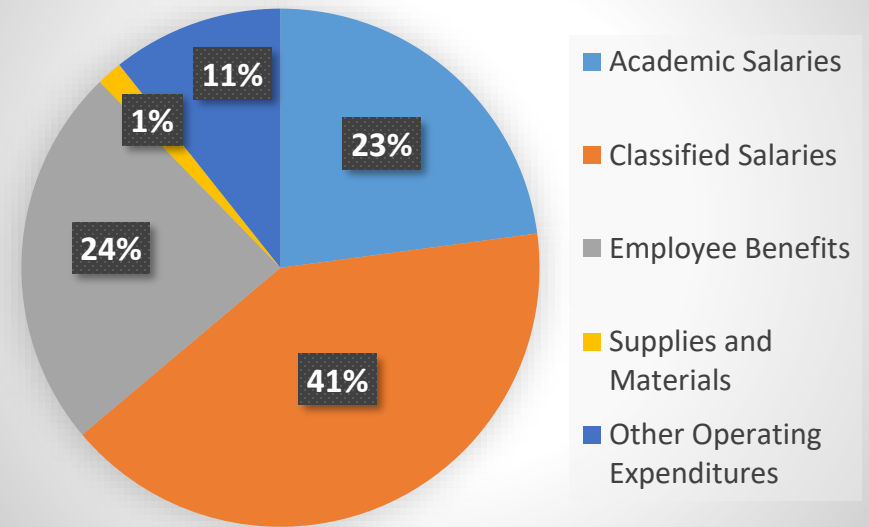
FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
CAPITAL OUTLAY						
LIBRARY BOOKS/PERIODICALS	\$ 121,562	\$ 132,215	\$ 168,053	\$ 145,843	\$ 169,040	15.9%
EQUIPMENT NEW & LEASED	2,240,038	645,986	865,315	630,168	1,275,748	102.4%
TOTAL	\$ 2,361,600	\$ 778,201	\$ 1,033,368	\$ 776,011	\$ 1,444,788	86.2%
OTHER OUTGO						
INTERFUND TRANSFERS:						
MAINTENANCE MANAGEMENT FUND	\$ 1,000,000	\$ 6,800,000	\$ -	\$ -	\$ -	0.0%
CAPITAL OUTLAY FUND	-	-	-	1,000,000	-	-100.0%
INSTRUCT. & ADMIN. SUPPORT FOR LAB SCHOOL	171,608	10,474	-	-	287,832	0.0%
CHILD DEVELOPMENT FUND	28,011	10,474	-	-	234,461	0.0%
IVC ORGANIC FARM FUND	160,425	94,583	213,616	155,690	258,905	66.3%
TECHNOLOGY FUND	500,000	-	-	200,000	200,000	0.0%
BOLINAS SITE	1,000,000	-	-	-	-	0.0%
RDA FUND	592,332	451,260	338,412	488,837	225,000	-54.0%
HAMILTON REDEV. BOND REDEMPTION	334,387	603,066	626,749	246,732	120,000	-51.4%
LEASE REVENUE BOND INTEREST & REDEMPTION	547,356	546,857	545,607	548,607	545,607	-0.5%
CERTIFICATES OF PARTICIPATION DEBT SERVICE	303,594	302,194	303,944	300,194	301,194	0.3%
SOLAR OPERATIONS FUND	90,000	95,000	97,000	97,000	90,000	-7.2%
PARS CONTRIBUTIONS	-	-	400,000	1,000,000	-	-100.0%
TOTAL INTERFUND TRANSFERS:	\$ 4,727,713	\$ 8,913,908	\$ 2,525,328	\$ 4,037,060	\$ 2,262,999	-43.9%
INTRAFUND TRANSFERS:						
MARIN EQUITY FUND	18,151	39,358	103,391	107,690	200,000	85.7%
EQUITY INITIATIVE FUND	407,021	348,414	431,789	395,550	405,000	2.4%
INNOVATION FUND	-	-	-	-	200,000	0.0%
STUDENT SUCCESS FUND	-	-	-	5,097,807	-	-100.0%
SAS	281,701	395,924	375,935	412,010	592,469	43.8%
PUENTE	68,863	88,230	-	-	12,215	0.0%
BFAP/FA	39,359	172,103	67,999	223,104	85,163	-61.8%
STUDENT EQUITY & ACHIEVEMENT (SEA)	2,000	-	26,460	171,448	184,967	7.9%
COMPASS	-	-	-	-	45,189	0.0%
SUMMER BRIDGE	18,000	-	-	-	-	0.0%
EOPS/CARE/CALWORKS/TANF	18,620	-	-	11,797	-	-100.0%
HEALTH CENTER	36,076	22,510	-	-	15,009	0.0%
LEARNING-ALIGNED EMPLOYMENT PROGRAM	-	-	27,948	-	-	0.0%
FACILITY RENTALS	-	-	30,411	673,126	691,716	2.8%
FEDERAL WORK STUDY	-	-	-	35,505	-	-100.0%
PARKING	550,437	198,609	219,442	382,818	462,739	20.9%
MENTAL HEALTH	-	88,336	222,841	240,128	265,677	10.6%
UMOJA	-	-	-	67,799	-	-100.0%
ZERO TEXTBOOK COST GRANT (ZTC)	-	-	81,149	-	-	0.0%
MISCELLANEOUS	6,521	53,040	10,861	-	-	0.0%
TOTAL INTRAFUND TRANSFERS:	\$ 1,446,749	\$ 1,406,524	\$ 1,598,226	\$ 7,818,782	\$ 3,160,144	-59.6%
OTHER USES:						
STUDENT FINANCIAL AID	55,193	55,193	55,125	55,000	55,000	0.0%
TOTAL OTHER USES	\$ 55,193	\$ 55,193	\$ 55,125	\$ 55,000	\$ 55,000	0.0%
TOTAL OTHER OUTGO	\$ 6,229,655	\$ 10,375,625	\$ 4,178,679	\$ 11,910,842	\$ 5,478,143	-54.0%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027
COMMUNITY SERVICES

Revenue and Expenditures Trends Fiscal Years 2023-2027



CES Budgeted Expenditures



**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR						
	<u>ACTUAL 2022-2023</u>	<u>ACTUAL 2023-2024</u>	<u>ACTUAL 2024-2025</u>	<u>ESTIMATED 2025-2026</u>	<u>ADOPTION BUDGET 2026-2027</u>	<u>% CHANGE</u>
REVENUE						
Program Revenue	743,736	1,005,822	965,443	1,048,189	1,240,382	18.3%
Grants/Contributions	88,147	75,095	57,949	107,142	88,996	-16.9%
Total Revenue	\$ 831,883	\$ 1,080,917	\$ 1,023,392	\$ 1,155,331	\$ 1,329,378	15.1%
EXPENDITURES:						
Academic Salaries	251,817	295,977	294,639	282,986	361,542	27.8%
Classified Salaries	304,042	544,422	472,572	489,722	646,974	32.1%
Employee Benefits	215,417	349,086	303,289	314,633	376,976	19.8%
Supplies and Materials	15,602	19,567	16,816	17,464	25,233	44.5%
Other Operating Expenditures	120,100	154,594	123,187	179,444	168,653	-6.0%
Capital Outlay	-	-	16,423	-	-	0.0%
Total Expenditures	\$ 906,978	\$ 1,363,646	\$ 1,226,926	\$ 1,284,249	\$ 1,579,378	23.0%
EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES	\$ (75,095)	\$ (282,729)	\$ (203,534)	\$ (128,918)	\$ (250,000)	93.9%

NOTE: Community Services is a program sub-fund of the Unrestricted General Fund. Data on this page is included in the Unrestricted General Fund.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
FEDERAL SOURCES						
Child Development Training Consortium	\$ 4,600	\$ 9,200	\$ 8,681	\$ 8,849	870	-90.2%
College Work Study Program	155,001	268,088	288,981	290,289	249,924	-13.9%
DOE - Open Textbook Pilot Program	246,426	195,445	4,205	214,981	105,019	-51.1%
ECE Mentor Program	4,390	4,390	2,807	6,204	2,102	-66.1%
Foster Care Education Program (39% Federal)	23,322	-	-	-	-	0.0%
Office of Emergency Services – Preparedness Plan Carry F	-	-	1,439	-	-	0.0%
PELL (Grants & Admin) & Direct Loan Programs	16,518	5,030	4,335	4,925	4,000	-18.8%
Transitional Assistance to Needy Families (48% Federal)	15,852	19,295	18,490	19,124	18,168	-5.0%
Vocational & Applied Tech. Education	113,741	110,264	127,002	122,409	115,821	-5.4%
TOTAL FEDERAL - GENERAL FUND	\$ 763,672	\$ 666,749	\$ 455,940	\$ 666,781	\$ 495,904	-25.6%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
STATE SOURCES						
AB 19 CA College Promise	209,508	182,494	227,124	369,778	443,860	20.0%
AB 19 CA College Promise, Carry Forward	74,194	84,490	87,356	-	839,491	0.0%
AB 86 Adult Education Planning/Adult Ed Block Grant (AEE)	314,616	330,862	309,182	306,171	308,167	0.7%
Adult Ed Block Grant (AEBG) Carry Forward	-	-	-	-	32,340	0.0%
Adult Ed - ELL Healthcare Pathway	-	-	42,382	40,967	-	-100.0%
Adult Ed - ELL Healthcare Pathway Round 2	-	-	-	234,734	122,729	-47.7%
AI Grand Challenge Grant	-	-	-	38,463	115,824	201.1%
APDP Round 2	-	14,965	84,035	-	-	0.0%
LGBTQ+	-	-	16,193	29,079	174,605	500.5%
Basic Needs Centers	116,671	172,276	338,850	508,583	702,985	38.2%
Board Financial Assistance Program Admin. Allowance/R2	174,212	175,826	270,644	179,228	175,074	-2.3%
Cal Fresh Outreach (SB85)	-	-	-	-	27,920	0.0%
CALWORKS	170,435	185,028	242,768	247,591	213,450	-13.8%
CA Planning & Research (OPR18121) Developing STEM T	96,663	99,196	(250)	-	13,371	0.0%
Certified Nurse Asst (CNA) Program	-	842	-	-	-	0.0%
College Rapid Rehousing	-	47,000	141,000	251,878	1,182,117	369.3%
Common Course Numbering System	-	-	35,113	154,443	723,488	368.4%
Cooperative Agencies Resources for Education (CARE)	172,264	201,641	168,230	183,381	197,033	7.4%
COVID-19 Recovery Block Grant	69,174	104,406	766,375	421,096	801,912	90.4%
Credit for Prior Learning Grant-CPL	-	-	-	-	50,000	0.0%
Culturally Responsive Pedagogy & Practices (CRPP)	-	98,166	103,397	97,937	-	-100.0%
Disabled Student Programs & Services (SAS)	910,126	925,551	959,818	1,092,395	1,115,062	2.1%
Enrollment Fee Waiver - 2% Administrative	25,031	-	-	-	-	0.0%
Equitable Placement & Completion	-	75,148	57,370	48,476	185,139	281.9%
SUB-TOTAL	\$ 2,332,894	\$ 2,697,891	\$ 3,849,587	\$ 4,204,200	\$ 7,424,567	76.6%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
STATE SOURCES CONTINUED						
Extended Opportunity Programs & Services	771,905	842,602	844,065	962,683	936,023	-2.8%
Extended Opportunity Programs & Services-Carry Forward	1,224	36,435	75,067	-	30,506	0.0%
Faculty and Staff Development-Carry Forward	-	-	-	123	-	-100.0%
Faculty and Staff Diversity-Carry Forward	82,303	59,092	109,783	173,191	605,372	249.5%
Financial Aid Account	-	-	-	-	18,578	0.0%
Financial Aid Technology & Carry Forward	46,706	107,273	74,599	52,409	63,534	21.2%
Foster Care Education Program (61% State)	36,478	-	-	-	-	0.0%
Guided Pathways	79,617	76,227	13,868	-	-	0.0%
Hazardous Substances Carry Forward	-	-	4,880	-	-	0.0%
HCAI Caring4Cal Program	-	503,594	-	-	-	0.0%
Hunger Free Campus	292	-	-	-	16,675	0.0%
Juvenile Justice	-	123,138	483,230	215,965	953,987	341.7%
Learning Aligned Employment Program (LAEP)	1,237	19,820	(27,273)	-	-	0.0%
Mental Health Support	209,936	249,950	173,292	175,294	174,312	-0.6%
MESA	147,773	340,107	359,594	475,634	745,178	56.7%
Next Up	-	380,827	377,458	304,124	252,243	-17.1%
North Bay - Trades Internship Programs (CAI)	15,053	186,545	298,402	-	-	0.0%
ECE Teacher Assistant Apprenticeship Program (CAI)	-	-	123,464	160,578	315,958	96.8%
BRIDGE RN	-	-	-	198,360	532,240	168.3%
Nursing/Economic Development & Carry Forward	109,819	153,272	42,756	98,259	158,867	61.7%
Other State Grants & Carry Forward	-	-	3,400	6,500	27,645	325.3%
Peace Officers Training	1,209	988	608	629	-	-100.0%
Physical Plant and Instructional Support	2,563,585	1,186,874	6,993	-	736,443	0.0%
SUB-TOTAL	\$ 4,067,137	\$ 4,266,744	\$ 2,964,186	\$ 2,823,749	\$ 5,567,561	97.2%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
STATE SOURCES CONTINUED						
SUB-TOTAL (PREVIOUS PAGES)	\$ 6,400,031	\$ 6,964,635	\$ 6,813,773	\$ 7,027,949	\$ 12,992,128	84.9%
Prop. 20 – Lottery – Instructional Supplies	86,757	377,390	504,905	511,449	297,496	-41.8%
Prop. 20 – Lottery – Instructional Supplies Carry Forward	-	-	-	-	1,560,918	0.0%
Regional Equity & Recovery Partnerships (RERP)	-	12,199	38,539	-	-	0.0%
Retention and Enrollment Outreach (SB85)	114,859	227,149	133,773	116,997	150,288	28.5%
Rising Scholars	-	229,500	153,000	88,260	279,246	216.4%
Scheduled Maintenance Carry-Forward	-	-	-	125,742	25,129	0.0%
STEM Scale Up	13,415	274,612	288,733	37,309	17,936	0.0%
Strong Workforce (Local) - 26/27	-	-	-	-	422,040	0.0%
Strong Workforce (Local) - 25/26	-	-	-	-	468,958	0.0%
Strong Workforce (Local) - 24/25	-	-	17,787	459,027	37,313	0.0%
Strong Workforce (Local) - Prior Years/Carry Forward	704,975	538,903	575,696	18,485	-	0.0%
Strong Workforce (Regional) - 26/27	-	-	-	-	230,781	0.0%
Strong Workforce (Regional) - 25/26	-	-	-	-	242,927	0.0%
Strong Workforce (Regional) - 24/25	-	-	-	186,029	72,000	0.0%
Strong Workforce (Regional) - Prior Years/Carry Forward	231,403	290,258	226,800	70,000	-	-100.0%
Student Equity and Achievement (SEA) Pogram	1,518,890	1,745,015	2,030,113	1,742,863	1,842,982	0.0%
Student Transfer Achievement Reform Act AB 928	-	-	-	20,883	544,334	2506.6%
Student Support Block Grant	-	-	-	-	287,263	0.0%
Systemwide Technology & Data Security	12,040	100,579	-	109,808	852,573	0.0%
Transitional Assistance to Needy Families (52% State)	17,172	20,903	20,031	17,652	16,769	-5.0%
Transfer and Articulation	-	15,612	9,616	1,855	21,612	1065.1%
UMOJA, Current and Carry Forward	4	122,448	170,985	80,618	70,458	-12.6%
Undocumented Resources Liaisons	97,542	76,673	95,327	140,176	127,237	-9.2%
Veterans Resource Center & Carry Forward	1,672	980	3,298	32,024	189,269	491.0%
	-	-	-	-	-	0.0%
TOTAL STATE	\$ 9,198,760	\$ 10,996,856	\$ 11,082,376	\$ 10,787,126	\$ 20,749,657	92.4%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
LOCAL SOURCES						
Cafeteria	14,308	16,142	-	-	-	0.0%
Career/WF Contract Ed	-	-	32,228	-	-	0.0%
COMPASS	27,688	27,016	142,765	191,737	164,740	-14.1%
Faculty Entrepreneur Champions	-	-	-	-	1,629	0.0%
Health Services - Restricted	257,536	296,002	309,567	191,992	443,853	131.2%
Instrument Rental & Repair	-	340	-	160	1,053	558.1%
Marin Equity Fund	-	-	1,040	-	-	0.0%
MCCD Facility Rentals	967,486	1,039,372	1,911,315	1,209,312	1,300,000	0.0%
Student Success - FY26 Unspent, Carry-Forward	-	-	-	(5,097,807)	5,097,807	-200.0%
SUB-TOTAL	<u>\$ 1,267,018</u>	<u>\$ 1,378,872</u>	<u>\$ 2,396,915</u>	<u>\$ (3,504,606)</u>	<u>\$ 7,009,082</u>	<u>-300.0%</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
LOCAL SOURCES CONTINUED						
SUB-TOTAL (PREVIOUS PAGE)	\$ 1,267,018	\$ 1,378,872	\$ 2,396,915	\$ (3,504,606)	\$ 7,009,082	-300.0%
Outside Scholarships	131,784	77,681	119,740	133,104	135,000	1.4%
Parking	333,663	500,775	605,497	590,205	600,000	1.7%
Risk Margin (RM)/ RM Carry Forward	-	-	46,744	-	130,033	0.0%
San Rafael Redevelopment Carry Fwd	-	-	-	-	530,521	0.0%
Ethel Seiderman Institute	2,128	-	-	-	5,396	0.0%
Summer Bridge	30,088	79,282	71,456	20,008	25,020	25.0%
Student Technology	18,296	225,423	37,543	221,983	130,000	-41.4%
Student Technology Carry Forward	-	-	-	-	298,366	0.0%
UC Berkeley - Puente Fund	1,500	1,500	18,173	6,289	5,538	0.0%
UC Berkeley - Puente Augmentation Fund	1,876	23,664	4,459	5,000	-	-100.0%
UCLA - Teagle Grant	12,839	-	-	-	-	0.0%
TOTAL LOCAL	\$ 1,799,192	\$ 2,287,197	\$ 3,300,527	\$ (2,528,017)	\$ 8,868,956	-450.8%
OTHER FINANCING SOURCES/OUTGO						
Inter/Intrafund Transfers In/(Out)	1,446,749	1,406,524	1,598,226	7,818,782	3,160,144	-59.6%
Contingency for Additional Grants	-	-	-	-	2,000,000	0.0%
TOTAL RESTRICTED PROGRAMS	\$ 13,208,373	\$ 15,357,326	\$ 16,437,069	\$ 16,744,672	\$ 35,274,661	110.7%

This page intentionally left blank.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

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 2026-27 Fiscal Year. The following funds or programs are included in this section:

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

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

B. NARRATIVE TEXT AND FINANCIAL STATEMENTS

**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 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest Income	\$ 16,607	\$ 22,515	\$ 18,014	\$ 484,506	\$ 50,000	-89.7%
Federal Student Financial Aid	4,528,301	4,435,267	4,898,440	5,406,004	5,150,000	-4.7%
State Student Financial Aid	1,292,927	1,407,733	1,715,311	2,265,417	1,708,579	-24.6%
Interfund Transfer	6,327	-	-	-	-	0.0%
Total Revenue	5,844,162	5,865,515	6,631,765	8,155,927	6,908,579	-15.3%
EXPENDITURES						
Student Financial Aid	5,844,162	5,865,515	6,631,765	7,608,522	6,908,579	-9.2%
Total Expenditures	5,844,162	5,865,515	6,631,765	7,608,522	6,908,579	-9.2%
Excess of Revenue Over Expenditures	-	-	-	547,405	-	-100.0%
Beginning Fund Balance	-	-	-	-	547,405	0.0%
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ 547,405	\$ 547,405	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 Center located the Kentfield campus. The Child Development Center serves as demonstration classroom that annually provide child observation, research and practicum opportunities, student teacher training, and Work Study jobs for more than 500 College of Marin students who are taking courses in Early Childhood Education, Pediatric Nursing, Child Psychology/Human Development, Behavioral Science, and related fields.

Due to declining enrollment and the closure of the Indian Valley Campus site, the Center has been functioning at a reduced capacity than allowed by the annual Federal contract. For FY 2026-2027, the Center has expanded staffing, enrollment expectations and extended services to include Summer Session. These actions will maximize Federal funding while expanding the capacity to

The 2026-27 projected deficit is covered by a transfer of \$522,293 from the General Fund.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**CHILD DEVELOPMENT FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest Income	\$ 2,342	\$ 3,022	\$ 8,951	\$ 6,624	\$ 6,000	-9.4%
Federal Income	8,543	467	-	-	-	0.0%
State Income	315,016	477,719	602,852	821,939	650,000	-20.9%
Other Local Income	114,780	64,327	74,468	299,415	50,000	-83.3%
Grants/Contributions	60,000	-	-	-	-	0.0%
Interfund Transfer In for Instr'l & Admin. Support	171,608	10,474	-	-	287,832	0.0%
Interfund Transfer In - General Fund	28,011	10,474	-	-	234,461	0.0%
Total Revenue	700,300	566,483	686,271	1,127,978	1,228,293	8.9%
EXPENDITURES						
Certificated Salaries	350,449	256,275	-	-	-	0.0%
Classified Salaries	72,860	87,016	366,778	699,637	716,608	2.4%
Benefits	263,122	205,185	180,612	369,560	434,719	17.6%
Supplies	5,657	2,536	3,569	12,085	12,675	4.9%
Food	6,263	7,181	8,036	12,376	14,200	14.7%
Other Operating Expenses	1,949	4,887	4,581	4,973	37,056	645.1%
Equipment	-	3,403	1,591	2,940	13,035	343.4%
Total Expenditures	700,300	566,483	565,167	1,101,571	1,228,293	11.5%
Excess of Revenue Over Expenditures	-	-	121,104	26,407	-	-100.0%
Other Outgo - Interfund Transfers (to General Fund)	-	-	(121,104)	(26,407)	-	-100.0%
Beginning Fund Balance	-	-	-	-	-	0.0%
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2025-26 projected deficit is covered by a transfer of \$155,690 from the General Fund. The 2026-27 budgeted deficit funded by the General fund is projected to be \$258,905.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR	ADOPTION					
	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	BUDGET 2026-2027	% CHANGE
REVENUE						
Interest Income	\$ 322	\$ 1,171	\$ 2,822	\$ 1,244	\$ 1,800	44.7%
Other Local Income	63,678	51,071	67,001	59,085	50,000	-15.4%
Grants/Contributions	101,450	70,728	-	62,845	64,041	1.9%
Interfund Transfer In - General Fund	160,425	94,583	213,616	155,690	258,905	66.3%
Total Revenue	325,875	217,553	283,439	278,864	374,746	34.4%
EXPENDITURES						
Classified Salaries	206,704	138,435	170,150	175,968	218,169	24.0%
Fringe Benefits	106,980	67,085	98,127	81,552	129,497	58.8%
Supplies	4,723	8,004	10,717	17,301	21,395	23.7%
Other Operating Expenses	6,572	4,029	4,445	4,043	5,685	40.6%
Equipment	896	-	-	-	-	0.0%
Total Expenditures	325,875	217,553	283,439	278,864	374,746	34.4%
Excess of Revenue Over Expenditures	-	-	-	-	-	0.0%
Beginning Fund Balance	-	-	-	-	-	0.0%
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2026-2027**

**SOLAR OPERATIONS FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest Income	\$ 5,839	\$ 20,813	\$ 29,442	\$ 30,000	\$ 20,000	-33.3%
Other Local Income	14,673	14,735	17,250	12,000	15,000	25.0%
Interfund Transfer-In - General Fund	90,000	95,000	97,000	97,000	90,000	-7.2%
Total Revenue	110,512	130,548	143,692	139,000	125,000	-10.1%
EXPENDITURES						
Other Operating Expenses	59,795	65,495	41,752	25,000	85,000	240.0%
Total Expenditures	59,795	65,495	41,752	25,000	85,000	240.0%
Excess of Revenue Over Expenditures	50,717	65,053	101,940	114,000	40,000	-64.9%
Beginning Fund Balance	406,699	457,416	522,469	624,409	738,409	18.3%
ENDING FUND BALANCE	\$ 457,416	\$ 522,469	\$ 624,409	\$ 738,409	\$ 778,409	5.4%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2026-2027**

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

FISCAL YEAR					ADOPTION BUDGET 2026-2027	% CHANGE
	<u>ACTUAL 2022-2023</u>	<u>ACTUAL 2023-2024</u>	<u>ACTUAL 2024-2025</u>	<u>ESTIMATED 2025-2026</u>		
REVENUE						
Interest Income	\$ 2,387	\$ 9,196	\$ 12,749	\$ 11,610	\$ 18,800	61.9%
Other Local Income	3,760	27,060	19,860	22,560	11,000	-51.2%
Interfund Transfer In - General Fund	-	-	-	-	-	0.0%
Total Revenue	6,147	36,256	32,609	34,170	29,800	-12.8%
EXPENDITURES						
Supplies	-	-	-	-	5,000	0.0%
Other Operating Expenses	(820)	-	-	-	50,000	0.0%
Total Expenditures	(820)	-	-	-	55,000	0.0%
Excess of Revenue Over Expenditures	6,967	36,256	32,609	34,170	(25,200)	-173.7%
Beginning Fund Balance	190,148	197,115	233,371	265,980	300,150	12.8%
ENDING FUND BALANCE	\$ 197,115	\$ 233,371	\$ 265,980	\$ 300,150	\$ 274,950	-8.4%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest Income	\$ 5,937	\$ -	\$ -	\$ -	\$ -	0.0%
Other Local Income	25,461	-	-	-	-	0.0%
Interfund Transfer In - General Fund	-	-	-	-	-	0.0%
Total Revenue	31,398	-	-	-	-	0.0%
EXPENDITURES						
Supplies	-	-	-	-	-	0.0%
Other Operating Expenses	2,089	-	-	-	-	0.0%
Total Expenditures	2,089	-	-	-	-	0.0%
Excess of Revenue Over Expenditures	29,309	-	-	-	-	0.0%
(Other Outgo - Interfund Transfers)		(529,167)	-	-	-	
Beginning Fund Balance	499,858	529,167	-	-	-	0.0%
ENDING FUND BALANCE	\$ 529,167	\$ -	\$ -	\$ -	\$ -	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2026-2027**

**CAPITAL OUTLAY FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR					ADOPTION BUDGET 2026-2027	% CHANGE
	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026		
REVENUE						
Interest Income	\$ 116,024	\$ 686,705	\$ 1,009,098	\$ 918,793	\$ 929,500	1.2%
Bolinas Site	-	2,510,761	500,000	-	-	0.0%
Other Local Income	-	-	115,436	119,869	-	-100.0%
Interfund Transfers In	3,092,332	7,371,260	338,412	2,689,008	425,000	-84.2%
Total Revenue	3,208,356	10,568,726	1,962,946	3,727,670	1,354,500	-63.7%
EXPENDITURES						
Tech Fund	14,274	30,113	155,702	585,851	1,114,060	90.2%
Bolinas Site	-	1,491,335	1,048,090	1,025,609	445,727	-56.5%
Environmental Action	-	-	-	696,747	1,803,253	158.8%
Other	10,416	194,214	78,986	350,436	76,625	-78.1%
Workforce Housing Fund	-	-	-	4,585	995,415	21610.3%
Contingency	-	-	-	-	5,000,000	0.0%
Total Expenditures and Transfers	24,690	1,715,662	1,282,778	2,663,228	9,435,080	254.3%
Excess of Revenue Over Expenditures	3,183,666	8,853,064	680,168	1,064,442	(8,080,580)	-859.1%
Beginning Fund Balance	7,638,957	10,822,623	19,675,687	20,355,855	21,420,297	5.2%
ENDING FUND BALANCE	\$ 10,822,623	\$ 19,675,687	\$ 20,355,855	\$ 21,420,297	\$ 13,339,717	-37.7%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2026-2027**

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

FISCAL YEAR		ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE							
	Interest Income	\$ 196,560	\$ 527,245	\$ 316,274	\$ -	\$ -	0.0%
	Total Revenue	196,560	527,245	316,274	-	-	0.0%
PROJECT EXPENDITURES							
DISTRICT WIDE							
35112	Information Technology	269,328	18,026	264	-	-	0.0%
35113	Instructional and Other Equipment	182,356	15,865	-	-	-	0.0%
35114	Property Acquisitions	245,843	-	-	-	-	0.0%
35115	Bolinas Site	104,508	1,627,084	456,995	-	-	0.0%
35116	Small Capital Repairs	-	192,443	39,900	-	-	0.0%
35120	Signage and Wayfinding	43,868	300,000	-	-	-	0.0%
35121	District Vehicles	-	7,190	-	-	-	0.0%
35510	Program Management, District Staff	92,757	(25,570)	(126,256)	-	-	0.0%
	Districtwide Expenditures	938,660	2,135,038	370,903	-	-	0.0%
KENTFIELD CAMPUS							
35712	Center for Student Success	2,909,172	2,288,113	10,487,897	-	-	0.0%
35713	PE Complex/Pool Renovations	110,224	71	-	-	-	0.0%
35727	Waterline and Mapping	74,461	37,773	-	-	-	0.0%
35728	Perf Arts Fire Curtain Replacement			68	-	-	0.0%
35729	Bleacher Replacement			165	-	-	0.0%
	Kentfield Campus Expenditures	3,093,857	2,325,957	10,488,130	-	-	0.0%
INDIAN VALLEY CAMPUS							
35610	Jonas Center and Building 18	3,866	-	-	-	-	0.0%
35612	ADA Barrier Removal/Site Improvements	679	-	-	-	-	0.0%
35617	IVC Organic Farm	(143)	-	-	-	-	0.0%
35618	Pomo Cluster	16,471	-	-	-	-	0.0%
35620	Miwok Center	128,609	-	-	-	-	0.0%
35624	Building 17	135,336	44	22,008	-	-	0.0%
35625	Building 21 - Child Care Cntr & Labs	607,162	139,115	-	-	-	0.0%
	Indian Valley Campus Expenditures	891,980	139,159	22,008	-	-	0.0%
Total Expenditures		4,924,497	4,600,154	10,881,041	-	-	0.0%
Excess of Revenue Over Expenditures		(4,727,937)	(4,072,909)	(10,564,767)	-	-	0.0%
Beginning Fund Balance		19,365,613	14,637,676	10,564,767	-	-	0.0%
ENDING FUND BALANCE		\$ 14,637,676	\$ 10,564,767	\$ -	\$ -	\$ -	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2026-2027**

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

FISCAL YEAR		ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE							
Interest Income		\$ 1,713	\$ -	\$ -	\$ -	\$ -	0.0%
Total Revenue		1,713	-	-	-	-	0.0%
PROJECT EXPENDITURES							
DISTRICT WIDE							
35112	Information Technology	1,612	-	-	-	-	0.0%
35113	Equipment	730	-	-	-	-	0.0%
35114	Property Acquisitions	1,143	-	-	-	-	0.0%
35115	Bolinas	447	-	2,623	(2,623)	-	-100.0%
35116	Small Capital Repairs	2,753	-	-	-	-	0.0%
35510	Program Management, District Staff	(42,713)	-	-	-	-	0.0%
	Districtwide Expenditures	(36,028)	-	2,623	(2,623)	-	-100.0%
KENTFIELD CAMPUS							
35712	Center for Student Success	137,311	5,191	-	-	-	0.0%
35713	PE Complex/Pool Renovations	413	-	-	-	-	0.0%
	Kentfield Campus Expenditures	137,724	5,191	-	-	-	0.0%
INDIAN VALLEY CAMPUS							
35610	Jonas Center	123	-	-	-	-	0.0%
35612	ADA Barrier Removal/Site Improvements	44	-	-	-	-	0.0%
35617	Organic Farm/Garden Enhancements	(2,259)	-	-	-	-	0.0%
35618	Pomo Cluster	170	-	-	-	-	0.0%
35620	New Miwok Center	4,036	-	-	-	-	0.0%
35624	Building 17	514	-	-	-	-	0.0%
	Indian Valley Campus Expenditures	2,628	-	-	-	-	0.0%
Total Expenditures		104,324	5,191	2,623	(2,623)	-	-100.0%
Excess of Revenue Over Expenditures		(102,611)	(5,191)	(2,623)	2,623	-	-100.0%
Beginning Fund Balance		107,802	5,191	-	(2,623)	-	-100.0%
ENDING FUND BALANCE		\$ 5,191	\$ -	\$ (2,623)	\$ -	\$ -	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest Income	\$ 1,178,661	\$ 3,483,596	\$ 3,165,811	\$ 1,260,992	\$ 200,000	-84.1%
Total Revenue	1,178,661	3,483,596	3,165,811	1,260,992	200,000	-84.1%
PROJECT EXPENDITURES						
DISTRICT WIDE						
35112 Information Technology	-	-	1	-	40,585	0.0%
35113 Instructional and Other Equipment	-	-	-	2,057,328	199,487	-90.3%
35115 Bolinas	-	-	8,470	21,628	-	-100.0%
35116 Small Capital Repairs	37,000	-	177	-	-	0.0%
35120 Signage and Wayfinding	-	-	-	-	100,000	0.0%
35510 Program Management, District Staff	-	-	198,636	(29,372)	1,116,720	-3902.0%
35599 Districtwide Program Contingency	-	-	-	-	12,159,078	0.0%
Districtwide Expenditures	37,000	-	207,284	2,049,584	13,615,870	564.3%
KENTFIELD CAMPUS						
35710 Student Services	-	-	-	13,542	480,221	3446.2%
35712 Center for Student Success	5,134,351	28,251,162	26,896,078	21,408,870	3,770,096	-82.4%
35728 Perf Arts Fire Curtain Replacement	-	-	5,156	231,462	705,627	204.9%
35729 Bleacher Replacement	-	-	730,939	4,144,680	256,694	-93.8%
35731 Baseball Field Safety Upgrades	-	-	23,500	89,244	389,534	336.5%
Kentfield Campus Expenditures	5,134,351	28,251,162	27,655,673	25,887,798	5,602,172	-78.4%
INDIAN VALLEY CAMPUS						
35617 Organic Farm/Garden Enhancements	-	-	-	34,200	216,430	532.8%
35620 New Miwok Center	-	-	-	-	27,414	0.0%
35622 Building 12	-	-	-	47,040	73,386	56.0%
35624 Building 17 / Fire Foundry	-	-	29,388	78,521	739,641	842.0%
Indian Valley Campus Expenditures	-	-	29,388	159,761	1,056,871	561.5%
Total Expenditures	5,171,351	28,251,162	27,892,345	28,097,143	20,274,913	-27.8%
Excess of Revenue Over Expenditures	(3,992,690)	(24,767,566)	(24,726,534)	(26,836,151)	(20,074,913)	-25.2%
Beginning Fund Balance	100,397,854	96,405,164	71,637,598	46,911,064	20,074,913	-57.2%
ENDING FUND BALANCE	\$ 96,405,164	\$ 71,637,598	\$ 46,911,064	\$ 20,074,913	\$ -	-100.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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. Currently, there is \$125,708 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 2025-26 amounted to \$521,932 and is projected to be \$541,209 for 2026-27.

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 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest	\$ 58,803	\$ 191,950	\$ 254,129	\$ 211,805	\$ 150,000	-29.2%
Other Local Revenue	109,805	128,234	132,912	137,486	74,000	-46.2%
Interfund Transfer In	334,387	603,066	626,749	246,732	120,000	-51.4%
Total Revenue	502,995	923,250	1,013,790	596,023	344,000	-42.3%
EXPENDITURES						
Loan Payment	174,282	172,033	169,784	166,412	164,163	-1.4%
Interest	296,374	316,308	336,820	355,520	377,046	6.1%
Transaction fees	-	-	-	-	-	0.0%
Total Expenditures	470,656	488,341	506,604	521,932	541,209	3.7%
Excess of Revenue Over Expenditures	32,339	434,909	507,186	74,091	(197,209)	-366.2%
(Other Outgo - Interfund Transfers)	-	(400,000)	-	-	-	0.0%
Beginning Fund Balance	4,541,637	4,573,976	4,608,885	5,116,071	5,190,162	1.4%
ENDING FUND BALANCE	\$ 4,573,976	\$ 4,608,885	\$ 5,116,071	\$ 5,190,162	\$ 4,992,953	-3.8%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2025-26 amounted to \$548,607 and is projected to be \$545,607 for 2026-27.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest	\$ 11,545	\$ 37,827	\$ 50,481	\$ 43,201	\$ 30,000	-30.6%
Interfund Transfer In	547,356	546,857	545,607	548,607	545,607	-0.5%
Total Revenue	558,901	584,684	596,088	591,808	575,607	-2.7%
EXPENDITURES						
Bond Principal	310,000	325,000	340,000	360,000	375,000	4.2%
Interest	237,356	221,857	205,606	188,607	170,607	-9.5%
Total Expenditures	547,356	546,857	545,606	548,607	545,607	-0.5%
Excess of Revenue Over Expenditures	11,545	37,827	50,482	43,201	30,000	0.0%
Beginning Fund Balance	586,284	597,829	635,656	686,138	729,339	6.3%
ENDING FUND BALANCE	\$ 597,829	\$ 635,656	\$ 686,138	\$ 729,339	\$ 759,339	4.1%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2025-26 amounted to \$300,194 and is projected to be \$301,194 for 2026-27.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest	\$ 4,997	\$ 15,779	\$ 21,430	\$ 18,934	\$ 14,000	-26.1%
Interfund Transfer In	303,594	302,194	303,944	300,194	301,194	0.3%
Total Revenue	308,591	317,973	325,374	319,128	315,194	-1.2%
EXPENDITURES						
Principal	160,000	165,000	175,000	180,000	190,000	5.6%
Interest	143,594	137,194	128,944	120,194	111,194	-7.5%
Total Expenditures	303,594	302,194	303,944	300,194	301,194	0.3%
Excess of Revenue Over Expenditures	4,997	15,779	21,430	18,934	14,000	0.0%
Beginning Fund Balance	205,288	210,285	226,064	247,494	266,428	7.7%
ENDING FUND BALANCE	\$ 210,285	\$ 226,064	\$ 247,494	\$ 266,428	\$ 280,428	5.3%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2025-26 amounted to \$11,192,742 and is projected to be \$9,032,240 for 2026-27. 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 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest	\$ 87,601	\$ 238,493	\$ 262,204	\$ 148,026	\$ 200,000	35.1%
Proceeds from Ad Valorem Tax	10,694,283	10,423,403	11,278,784	9,148,024	8,900,000	-2.7%
Total Revenue	10,781,884	10,661,896	11,540,988	9,296,050	9,100,000	-2.1%
EXPENDITURES						
Bond - Cost of Issuance	-	-	-	-	-	0.0%
Bond Principal	7,565,000	8,185,000	8,690,000	9,215,000	7,205,000	-21.8%
Interest	2,516,157	2,316,201	2,160,658	1,977,742	1,827,240	-7.6%
Miscellaneous Expenses	-	-	1,058	-	-	0.0%
Total Expenditures	10,081,157	10,501,201	10,851,716	11,192,742	9,032,240	-19.3%
Excess of Revenue Over Expenditures	700,727	160,695	689,272	(1,896,692)	67,760	-103.6%
(Other Outgo - Intra-Fund Transfer-Matured Debt Service)	(2,238,816)	-	-	-	-	0.0%
Beginning Fund Balance	12,194,514	10,656,425	10,817,120	11,506,392	9,609,700	-16.5%
ENDING FUND BALANCE	\$ 10,656,425	\$ 10,817,120	\$ 11,506,392	\$ 9,609,700	\$ 9,677,460	0.7%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2025-26 for amounted to \$16,463,628 and is projected to be \$19,761,522 for 2026-27. 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 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest	\$ 112,937	\$ 312,929	\$ 347,961	\$ 260,000	\$ 200,000	-23.1%
Proceeds from Ad Valorem Tax	16,441,110	16,388,421	15,991,530	19,915,720	19,600,000	-1.6%
Total Revenue	16,554,047	16,701,350	16,339,491	20,175,720	19,800,000	-1.9%
EXPENDITURES						
Bond - Cost of Issuance	-	-	-	-	-	0.0%
Bond Principal	7,590,000	7,530,000	8,085,000	8,300,000	11,860,000	42.9%
Interest	8,678,821	8,542,851	8,378,626	8,162,887	7,901,522	-3.2%
Total Expenditures	16,268,821	16,072,851	16,463,626	16,462,887	19,761,522	20.0%
Excess of Revenue Over Expenditures	285,226	628,499	(124,135)	3,712,833	38,478	-99.0%
Other Financing Sources - Intra-Fund Transfer-	2,238,816	-	-	-	-	0.0%
Matured Debt Service						
Beginning Fund Balance	11,129,843	13,653,885	14,282,384	14,158,249	17,871,082	26.2%
ENDING FUND BALANCE	\$ 13,653,885	\$ 14,282,384	\$ 14,158,249	\$ 17,871,082	\$ 17,909,560	0.2%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2026-27 Adoption Budget has revenue flat compared to the actual revenue for 2025-26.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Vision Care	\$ 41,726	\$ 42,329	\$ 43,088	\$ 44,400	\$ 40,000	-9.9%
Dental	593,873	626,570	627,212	623,400	600,000	-3.8%
Interest Income	8,782	31,185	47,060	35,000	30,000	-14.3%
Total Revenue	644,381	700,084	717,360	702,800	670,000	-4.7%
EXPENDITURES						
Vision Care:						
Administrative Fees	325	380	2,452	2,400	2,000	-16.7%
Claims	34,792	40,889	31,858	40,000	38,000	-5.0%
Dental:						
Administrative Fees	4,717	4,843	4,857	5,000	5,000	0.0%
Claims	495,355	564,209	562,543	570,000	570,000	0.0%
Total Expenditures	535,189	610,321	601,710	617,400	615,000	-0.4%
Excess of Revenue Over Expenditures	109,192	89,763	115,650	85,400	55,000	-35.6%
Beginning Fund Balance	721,497	830,689	920,452	1,036,102	1,121,502	8.2%
ENDING FUND BALANCE	\$ 830,689	\$ 920,452	\$ 1,036,102	\$ 1,121,502	\$ 1,176,502	4.9%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2026-2027**

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

FISCAL YEAR						
	<u>ACTUAL 2022-2023</u>	<u>ACTUAL 2023-2024</u>	<u>ACTUAL 2024-2025</u>	<u>ESTIMATED 2025-2026</u>	<u>ADOPTION BUDGET 2026-2027</u>	<u>% CHANGE</u>
REVENUE						
Investment Income	\$ 563,245	\$ 977,257	\$ 1,179,988	\$ 1,517,347	\$ 100,000	-93.4%
Total Revenue	563,245	977,257	1,179,988	1,517,347	100,000	-93.4%
EXPENDITURES						
Administrative Fees	30,133	31,761	36,541	42,424	40,000	-5.7%
Total Expenditures	30,133	31,761	36,541	42,424	40,000	-5.7%
Excess of Revenue Over Expenditures	533,112	945,496	1,143,447	1,474,923	60,000	-95.9%
Other Financing Sources - Contributions	-	-	400,000	1,000,000	-	-100.0%
Beginning Fund Balance	9,578,016	10,111,128	11,056,624	12,600,071	15,074,994	19.6%
ENDING FUND BALANCE	\$ 10,111,128	\$ 11,056,624	\$ 12,600,071	\$ 15,074,994	\$ 15,134,994	0.4%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2026-27 Adoption Budget excludes “pay-as-you-go” and implicit rate subsidy reimbursements from the trust fund for its retiree medical and dental premium payments.

In 2025-26, an actuarial study was completed under the Governmental Accounting Standards Board Statement No. 74/75. The most recent full valuation report dated May 4, 2026 indicates that as of June 30, 2025 valuation date, the District’s Total OPEB Liability (TOL) was \$325,806 and the OPEB trust’s Fiduciary Net Position (FNP) was \$2,627,013. This leaves a Net OPEB Liability of (TOL-FNP) (\$2,301,207).

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Investment Income	\$ 40,647	\$ 161,624	\$ 233,802	\$ 162,226	\$ 10,000	-93.8%
Total Revenue	40,647	161,624	233,802	162,226	10,000	93.8%
EXPENDITURES						
Administrative Fees	2,129	2,195	1,956	2,000	2,000	0.0%
Total Expenditures	2,129	2,195	1,956	2,000	2,000	0.0%
Excess of Revenue Over Expenditures	38,518	159,429	231,846	160,226	8,000	95.0%
Other Outgo - "Pay As You Go" Reimbursements	-	(171,324)	(152,872)	-	-	0.0%
Beginning Fund Balance	2,520,322	2,558,840	2,546,945	2,625,919	2,786,145	6.1%
ENDING FUND BALANCE	\$ 2,558,840	\$ 2,546,945	\$ 2,625,919	\$ 2,786,145	\$ 2,794,145	0.3%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

**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 2025-26, the College of Marin Foundation's total net assets is projected to be \$21,939,436 as of June 30, 2026.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Interest Income	\$ 993,258	\$ 1,615,821	\$ 1,645,981	\$ 2,621,897	\$ 2,752,992	5.0%
Grants/Contributions	3,623,364	1,422,859	1,613,996	5,016,633	5,500,000	9.6%
Other Fees & Charges	-	-	-	67,557	70,934	
Contingency	-	-	-	-	3,000,000	0.0%
Total Revenue	4,616,622	3,038,680	3,259,977	7,706,087	11,323,926	46.9%
EXPENDITURES						
Scholarships & Other Student Aid	373,789	626,510	396,885	631,257	675,000	6.9%
Program Support	406,159	1,877,233	845,988	473,673	1,236,250	161.0%
Other Operating Expenses	289,407	357,145	393,960	856,368	1,047,901	22.4%
Contingency	-	-	-	-	3,000,000	0.0%
Total Expenditures	1,069,355	2,860,888	1,636,833	1,961,298	5,959,151	203.8%
Excess of Revenue Over Expenditures	3,547,267	177,792	1,623,144	5,744,789	5,364,775	-6.6%
Beginning Fund Balance	10,846,444	14,393,711	14,571,503	16,194,647	21,939,436	35.5%
ENDING FUND BALANCE	\$ 14,393,711	\$ 14,571,503	\$ 16,194,647	\$ 21,939,436	\$ 27,304,211	24.5%

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

ASSOCIATED STUDENTS ORGANIZATIONS REVENUE AND EXPENDITURE REPORTS

Adoption Budget for Fiscal Year 2026-2027

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 2026-2027**

ASSOCIATED STUDENTS COLLEGE OF MARIN - KTD IVC

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Other Local Income	\$ 89,689	\$ 95,638	\$ 104,856	\$ 87,600	\$ 87,600	0.0%
Total Revenue	89,689	95,638	104,856	87,600	87,600	0.0%
EXPENDITURES						
Supplies	21,759	14,270	18,566	17,000	19,250	13.2%
Contracted Services	13,578	9,024	9,607	10,000	14,425	44.3%
Travel/Conference	5,572	825	131	-	2,000	0.0%
Printing	1,182	1,223	1,580	1,000	1,500	50.0%
Equipment	-	1,877	-	-	1,000	0.0%
Other Outgo:						
Intrafund Transfers-Club Support & Emergency Loan Fund	20,640	26,586	20,724	21,000	30,000	42.9%
Interfund Transfers-MCCD	9,304	11,916	9,821	5,000	9,000	80.0%
Leadership & Service Awards/Other Student Support	2,000	2,000	2,000	2,000	2,000	0.0%
Contingency	-	-	-	-	8,425	0.0%
Total Expenditures	74,035	67,721	62,429	56,000	87,600	56.4%
Excess of Revenue Over Expenditures	15,654	27,917	42,427	31,600	-	-100.0%
Beginning Fund Balance	423,568	439,222	467,139	509,566	541,166	6.2%
ENDING FUND BALANCE	\$ 439,222	\$ 467,139	\$ 509,566	\$ 541,166	\$ 541,166	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 2026-2027**

ASSOCIATED STUDENTS EMERITUS COLLEGE

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Other Local Income	\$ 29,482	\$ 7,250	\$ 10,177	\$ 16,000	\$ 5,677	-64.5%
Total Revenue	29,482	7,250	10,177	16,000	5,677	-64.5%
EXPENDITURES						
Supplies	2,434	4,302	2,187	2,200	4,600	109.1%
Contracted Services	-	12,002	150	1,200	8,230	585.8%
Printing	294	646	763	247	450	82.2%
Marketing & Advertising	4,221	4,780	2,133	2,000	2,600	30.0%
Other Outgo:						
Lecture Series	1,156	774	349	2,000	2,000	0.0%
Grants/Scholarships	4,000	-	4,000	4,000	4,000	0.0%
Service Awards	-	-	-	-	500	0.0%
Total Expenditures	12,105	22,504	9,582	11,647	22,380	92.2%
Excess of Revenue Over Expenditures	17,377	(15,254)	595	4,353	(16,703)	-483.7%
Beginning Fund Balance	98,979	116,356	101,102	101,697	106,050	4.3%
ENDING FUND BALANCE	\$ 116,356	\$ 101,102	\$ 101,697	\$ 106,050	\$ 89,347	-15.8%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

ASSOCIATED STUDENTS REPRESENTATION FEE FUND

FISCAL YEAR	ACTUAL 2022-2023	ACTUAL 2023-2024	ACTUAL 2024-2025	ESTIMATED 2025-2026	ADOPTION BUDGET 2026-2027	% CHANGE
REVENUE						
Other Local Income	\$ 20,891	\$ 22,089	\$ 22,852	\$ 20,000	\$ 12,025	-39.9%
Total Revenue	20,891	22,089	22,852	20,000	12,025	-39.9%
EXPENDITURES						
Travel / Conference	10,742	6,021	2,247	2,000	11,925	496.3%
Membership & Dues	9,711	11,041	11,574	10,200	100	-99.0%
Other Expense-admin fee	-	773	799	700	-	-100.0%
Total Expenditures	20,453	17,835	14,620	12,900	12,025	-6.8%
Excess of Revenue Over Expenditures	438	4,254	8,232	7,100	-	-100.0%
Beginning Fund Balance	125,414	125,852	130,106	138,338	145,438	5.1%
ENDING FUND BALANCE	\$ 125,852	\$ 130,106	\$ 138,338	\$ 145,438	\$ 145,438	0.0%

This page intentionally left blank.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

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.

2026-27 Authorized Staffing

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

2025-26 Actual Gross Earnings, Employer-Paid Benefits and Total Compensation

Actual fiscal year 2025-2026 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 2025-26 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.

2025-26 Average Employer Benefits Rates

Average fiscal year 2025-26 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 2026-2027**

B. GANN APPROPRIATION LIMIT WORKSHEET

I. 2026-27 Appropriations Limit:

A. 2025-26 Appropriations Limit		\$ 83,603,247
B. Price Factor:	1.0495	
C. Population Factor:		
1. 2024-25 Second Period Actual FTES:	3,581.16	
2. 2025-26 Second Period Actual FTES:	3,637.78	
3. Population Change Factor:	1.0158	
(line C.2. divided by line C.1.)		
D. Limit adjusted by inflation and population factors		89,127,925
(line A multiplied by line B and Line C.3.)		
E. Adjustments to Increase Limit		
1. Transfers in of financial responsibility	-	
2. Temporary voter approved increases	-	
3. Total adjustment - increase	-	
Subtotal		89,127,925
F. Adjustments to Decrease Limit		
1. Transfers out of financial responsibility	-	
2. Lapses of voter approved increases	-	
3. Total adjustment - decrease	-	
G. 2026-27 Appropriations Limit		<u><u>\$ 89,127,925</u></u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027
B. GANN APPROPRIATION LIMIT WORKSHEET**

II. 2026-27 Appropriations Subject to Limit:

A. State Aid (General Apportionment, Apprenticeship Allowance, and Education Protection Account tax revenue)	\$ 2,447,596
B. State Subventions (Home Owners Property Tax Relief, Timber Yield tax, etc.)	242,637
C. Local Property taxes	82,857,536
D. Estimated Excess Debt Service taxes	-
E. Estimated Parcel taxes, Square Foot taxes, etc.	-
F. Interest on proceeds of taxes	1,479,765
G. Local appropriations from taxes for unreimbursed State, Court and Federal Mandates	-
H. 2026-27 Appropriations Subject to Limit	\$ 87,027,534

This page intentionally left blank.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. AUTHORIZED STAFFING

	Faculty	Classified	Administrators	Totals
Unrestricted General Fund	118.90	164.65	30.15	313.70
Community Education and Services	-	4.80	1.00	5.80
Restricted General Fund	11.56	36.47	2.85	50.88
Child Development Fund	-	5.76	1.00	6.76
IVC Organic Farm Fund		2.00	-	2.00
District Totals	130.46	213.68	35.00	379.14

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
COUNSELOR	BEATTIE	KYLE	1.00
COUNSELOR	CULLEN	GINA	1.00
COUNSELOR	KLEIN	RACHEL	0.60
COUNSELOR	MAGALLANES-RIVERA	ALEXANDRA	1.00
COUNSELOR	MALMQUIST-WEST	SARA	1.00
COUNSELOR	PERRONE	KRISTIN	0.30
COUNSELOR	RAMEY	BYRON	1.00
COUNSELOR	ROBINSON	KAREN	1.00
COUNSELOR	VACANT		1.00
INSTRUCTOR	AFRICA	ERIN	1.00
INSTRUCTOR	AGUDELO-SILVA	FERNANDO	1.00
INSTRUCTOR	ALLEN	KENNETH	1.00
INSTRUCTOR	ALLEN	MAULA	1.00
INSTRUCTOR	ANDERSON	SHAYLAH	1.00
INSTRUCTOR	BEACH	APRIL	1.00
INSTRUCTOR	BEAL	REBECCA	1.00
INSTRUCTOR	BERRINGER	STEVEN	1.00
INSTRUCTOR	BJORKLUND	TREVOR	1.00
INSTRUCTOR	BONER	ELIZABETH	1.00
INSTRUCTOR	BONILLA	GABRIEL	1.00
INSTRUCTOR	CARRERA	STEVE	1.00
INSTRUCTOR	CHEN	YII	1.00
INSTRUCTOR	CHENEY	PAUL	1.00
INSTRUCTOR	CHRISTENSEN	TINA	1.00
INSTRUCTOR	CORTRIGHT	SETH	1.00
INSTRUCTOR	COSTILL	LAUREL	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR	COTTLE	WINDEE	1.00
INSTRUCTOR	COULSON	MARIA	1.00
INSTRUCTOR	CRAWFORD	YASHICA	1.00
INSTRUCTOR	DUNMIRE	ERIK	1.00
INSTRUCTOR	DUNN	JASON	1.00
INSTRUCTOR	EDWARDS	SHAQUAM	1.00
INSTRUCTOR	EVERITT	DAVID	1.00
INSTRUCTOR	FARA	NICK	1.00
INSTRUCTOR	FOX	EMILY	1.00
INSTRUCTOR	FRANCE	PATRICIA	1.00
INSTRUCTOR	GABLE	EMILY	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	LI	CHRISTINE	1.00
INSTRUCTOR	MARK	JULIE	1.00
INSTRUCTOR	MARMYSZ	JOHN	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR	MARTINISI	MICHELE	1.00
INSTRUCTOR	MASSION	CHEO	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	HIE	1.00
INSTRUCTOR	NORRIS	FELICITA	1.00
INSTRUCTOR	OROPEZA	MIGUEL	1.00
INSTRUCTOR	PALMER	RONALD	1.00
INSTRUCTOR	PARK	JESSICA	1.00
INSTRUCTOR	PASQUEL	ALICIA	1.00
INSTRUCTOR	PATEL	BETH	1.00
INSTRUCTOR	POMAJULCA	CESAR	1.00
INSTRUCTOR	PURCELL	SHAWN	1.00
INSTRUCTOR	QUICK	DAYNA	1.00
INSTRUCTOR	RAHMAN	SUSAN	1.00
INSTRUCTOR	RICKS	OMAR	1.00
INSTRUCTOR	RODERICK	IRINA	1.00
INSTRUCTOR	ROLSTON	CAITLIN	1.00
INSTRUCTOR	RUDDLE	JOANNA	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR	RUSSELL	LYRYAN	1.00
INSTRUCTOR	SAEZ	HECTOR	1.00
INSTRUCTOR	SEERY	PATRICIA	1.00
INSTRUCTOR	SERAFIN	SCOTT	1.00
INSTRUCTOR	SMITH	SHELLEY	1.00
INSTRUCTOR	ST JOHN	WENDY	1.00
INSTRUCTOR	STOPHER	JAMES	1.00
INSTRUCTOR	THIERRY	KEITH	1.00
INSTRUCTOR	TODOROVA	ELENA	1.00
INSTRUCTOR	TURNER	WALTER	1.00
INSTRUCTOR	VACANT, ART		1.00
INSTRUCTOR	VACANT, COURT REPORTING		1.00
INSTRUCTOR	VACANT, ENGLISH		1.00
INSTRUCTOR	VACANT, ENGLISH AS 2ND LANG-INTERMEDIATE		1.00
INSTRUCTOR	VACANT, FILM PRODUCTION		1.00
INSTRUCTOR	VACANT, HEALTH EDUCATION		1.00
INSTRUCTOR	VACANT, KINESIOLOGY		1.00
INSTRUCTOR	VACANT, MATHEMATICS, GENERAL		1.00
INSTRUCTOR	VACANT, MATHEMATICS, GENERAL		1.00
INSTRUCTOR	VACANT, MATHEMATICS, GENERAL		1.00
INSTRUCTOR	VACANT, MEDIA, COMMUNICATIONS, GEN.		1.00
INSTRUCTOR	VACANT, MULTIMEDIA		1.00
INSTRUCTOR	VACANT, MUSIC		1.00
INSTRUCTOR	VACANT, NURSING		1.00
INSTRUCTOR	VACANT, NUTRITION, FOOD, CULINARY ARTS		1.00
INSTRUCTOR	VACANT, PHYSICAL EDUCATION		1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR	VACANT, PHYSICAL SCIENCES		1.00
INSTRUCTOR	VACANT, REGISTERED NURSING		1.00
INSTRUCTOR	VACANT, SPEECH COMMUNICATION		1.00
INSTRUCTOR	VACANT, SPEECH COMMUNICATION		1.00
INSTRUCTOR	WALSH	WENDY	1.00
INSTRUCTOR	WAT	TIMOTHY	1.00
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	FRYE	SARAH	1.00
LIBRARIAN	PATTERSON	DAVID	1.00
LIBRARIAN	VACANT		1.00
TOTAL FACULTY FTE			<u>118.90</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ACCOMPANIST	PAUL	JEFFREY	0.33
ACCOUNTANT	GREITZER	MICHELLE	1.00
ACCOUNTANT	HAGGITT	BRIANNA	1.00
ACCOUNTING SPECIALIST	SANAIE	MOHA	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
ADMINISTRATIVE ASSISTANT I	SEVAL VISWAM	VIDHYAH	0.60
ADMINISTRATIVE ASSISTANT II	ASHBY	MARIAH	1.00
ADMINISTRATIVE ASSISTANT II	BORISOV	OLGA	1.00
ADMINISTRATIVE ASSISTANT II	BUGAS	REBECCA	0.50
ADMINISTRATIVE ASSISTANT II	CARLISLE	DORIAN	1.00
ADMINISTRATIVE ASSISTANT II	DA SILVA COSTA	ELOISA	1.00
ADMINISTRATIVE ASSISTANT II	FOULGER	KIM	1.00
ADMINISTRATIVE ASSISTANT II	MURRIN	ISABEL	0.50
ADMINISTRATIVE ASSISTANT II	PAREDES	TANYA	1.00
ADMINISTRATIVE ASSISTANT II	PINCKNEY	JOANNA	1.00
ADMINISTRATIVE ASSISTANT II	ROMO PADILLA	GUADALUPE	1.00
ADMINISTRATIVE ASSISTANT II	VACANT		1.00
ADMINISTRATIVE ASSISTANT III	ABELLERA	LISA	0.60
ADMINISTRATIVE ASSISTANT III	ACKER	EILEEN	1.00
ADMINISTRATIVE ASSISTANT III	AYALA MARTINEZ	KARLA	1.00
ADMINISTRATIVE ASSISTANT III	KESLER	MARY	0.80
ADMINISTRATIVE ASSISTANT III	KIMELMAN	NOREEN	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ADMINISTRATIVE ASSISTANT III	KINNARD	MIRANDA	1.00
ADMINISTRATIVE ASSISTANT III	LOEGERING	TESSA	1.00
ADMINISTRATIVE ASSISTANT III	LONGO	GINA	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	1.00
ATHLETIC TRAINER	HOLSTEN	CHRISTIAN	0.50
ATHLETIC TRAINER	HOVAN	MICHAEL	1.00
ATHLETIC TRAINER	SCARCELLA	JOSEPH	1.00
BUYER	VACANT		1.00
CUSTODIAL SERVICES SUPERVISOR	KLEIN	MICHAEL	1.00
CUSTODIAN	CRUZ	JULIO	1.00
CUSTODIAN	CRUZ VIERA	MERCEDES	1.00
CUSTODIAN	DE YOUNG	SCOTT	1.00
CUSTODIAN	DIAZ DE LOPEZ	ECXA	1.00
CUSTODIAN	DIAZ MARROQUIN	ABNER	1.00
CUSTODIAN	HERRERA	HENRY	1.00
CUSTODIAN	JIMENEZ ORELLANA	EFRAIN	1.00
CUSTODIAN	KEENER	MARGARITA	1.00
CUSTODIAN	LARRE	CHRISTELLE	1.00
CUSTODIAN	MACIAS DE MUNOZ	SANDRA	1.00
CUSTODIAN	MARTINEZ	MANUEL	1.00
CUSTODIAN	MONDRAGON REBOLLAR	ISRAEL	1.00
CUSTODIAN	MONTOYA OLIVARES	RICARDO	1.00
CUSTODIAN	ORTIZ BADILLO	DEIVYS	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
CUSTODIAN	PERAZA	EMMA	1.00
CUSTODIAN	ROMERO	VILMA	1.00
CUSTODIAN	SMITH	MICHAEL	1.00
CUSTODIAN	SOLIS KRUMMES	BRUNO	1.00
CUSTODIAN	TEJEDA	JUDITH	1.00
CUSTODIAN	VARGAS RAZO	FERNANDO	1.00
DATA SYSTEMS RESEARCH ANALYST	SRINIVASAN	SOMASEKAR	1.00
DESIGNER STAGE TECHNICIAN	DAY	MICHAEL	1.00
DESIGNER STAGE TECHNICIAN	VACANT		1.00
EMPLOYMENT SERVICES COORDINATOR	BREAKSTONE	JULIE	1.00
EMPLOYMENT SERVICES COORDINATOR	GISLE	KIRSTEN	0.80
ENROLLMENT SERVICES SPECIALIST I	HERNANDEZ HERNANDEZ	YESSENIA	0.60
ENROLLMENT SERVICES SPECIALIST I	ROCHA RIVERA	MELVIN	0.60
ENROLLMENT SERVICES SPECIALIST I	VALLADARES	JULIA	1.00
ENROLLMENT SERVICES SPECIALIST I	XILOJ CHUN	DESIDERIO	0.60
ENROLLMENT SERVICES SPECIALIST II	COVARRUBIAS PINA	SILVIA	0.60
ENROLLMENT SERVICES SPECIALIST II	NORTHMAN	ROBERT	0.60
ENROLLMENT SERVICES SPECIALIST II	PAULINO	JOAN	1.00
ENROLLMENT SERVICES SPECIALIST II	TRINIDAD GUZMAN	ANDREA	0.60
ENROLLMENT SERVICES SPECIALIST III	HUNTER	ANDREA	1.00
ENROLLMENT SERVICES SPECIALIST III	REYES	RUBY	1.00
EVALUATIONS ANALYST	CARROLL	SHELDON	1.00
EVALUATIONS ANALYST	MARIANO	ELNORE	0.60
EXECUTIVE ASSISTANT	BAUER	KATHERINE	1.00
EXECUTIVE ASSISTANT	CHRISTIAN	BRANDON	1.00
EXECUTIVE ASSISTANT	KLEIN	JESSE	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
EXECUTIVE ASSISTANT	VACANT		1.00
EXECUTIVE ASSISTANT	VACANT		1.00
FACILITIES TECHNICIAN I	CORPUZ	DONTE	1.00
FACILITIES TECHNICIAN I	FROZEN		1.00
FACILITIES TECHNICIAN I	SILVIA	JACOB	1.00
GARDENER	ALVAREZ GONZALEZ	JOSE	1.00
GARDENER	BOGRAN RAYMUNDO	ROLANDO	1.00
GARDENER	UHALDE	SEBASTIEN	1.00
GARDENER	VACANT		1.00
GARDENER	VACANT		1.00
GRAPHIC DESIGNER	DORMANN	ROGER	1.00
GRAPHICS DESIGN SPECIALIST	VACANT		1.00
HUMAN RESOURCES GENERALIST II	ALVARADO WING	KATERINNE	1.00
HUMAN RESOURCES GENERALIST II	KAPLAN	TESSA	1.00
HVAC BUILDING AND CONTROLS ENGINEER	PAN	CHUNLIN	1.00
HVAC, BUILDING AND CONTROLS ENGINEER	VACANT		1.00
INSTRUCTIONAL ASSISTANT, MACHINE & METALS	OSBORN	HAYDEN	0.43
INSTRUCTIONAL DESIGNER	LINCE	STACEY	1.00
INSTRUCTIONAL SPECIALIST	LAUCHENAUER	BRIANA	0.53
INSTRUCTIONAL SPECIALIST	VACANT, COURT REPORTII		0.43
INSTRUCTIONAL SPECIALIST	VACANT, ENGLISH		0.87
INSTRUCTIONAL SPECIALIST	VACANT, ENGLISH		0.30
INSTRUCTIONAL SPECIALIST	VACANT, SUPERVISED TUTORING		0.80
INSTRUCTIONAL SPECIALIST, CIS	BARTHELEMY	LANCE	0.42
INSTRUCTIONAL SPECIALIST, ENGLISH	HERNANDEZ	BARBARA	0.87
INSTRUCTIONAL SPECIALIST, ENGLISH	SMITH	RION	1.00
INSTRUCTIONAL SPECIALIST, ENGLISH	TAMAYO	JUAN	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
INSTRUCTIONAL SPECIALIST, ENGLISH	WARREN	DEBORAH	0.87
INSTRUCTIONAL SPECIALIST, MATH	MAZUMDAR	MRITYUNJOY	0.42
INSTRUCTIONAL SPECIALIST, MATH	TERCERO LOPEZ	LUIS	1.00
INSTRUCTIONAL SPECIALIST, MATH	WALKER	SANTON	1.00
INSTRUCTIONAL SPECIALIST, MEDICAL ASSISTING	WILTEY	ANA	0.37
INSTRUCTIONAL SUPPORT ANALYST	SUAREZ	ALEJANDRO	1.00
INSTRUCTIONAL SUPPORT SPECIALIST	VACANT		1.00
INSTRUCTIONAL TECHNOLOGY SUPERVISOR	HOWARD	MATTHEW	1.00
KINESIOLOGY & ATHLETICS COORDINATOR	VACANT		1.00
KINESIOLOGY & ATHLETICS EQUIPMENT MANAGER	COONEY	RYAN	1.00
LABORATORY SPECIALIST, AUTOMOTIVE	GOOD	LESLEY	1.00
LABORATORY SPECIALIST, FINE ARTS	YOUNG	BRIAN	1.00
LABORATORY SPECIALIST, NURSING	WHITE	CRYSTAL	0.33
LEAD GARDENER	SPARROW	NEIL	1.00
LEAD GARDENER	VACANT		1.00
LIBRARY TECHNICIAN	FONTENO	AMBER	1.00
LIBRARY TECHNICIAN	NGUYEN	THUY	1.00
LOCKSMITH CARPENTER	VEGA	MICHAEL	1.00
MAINTENANCE CARPENTER	STAFFEN	RUSSEL	1.00
MAINTENANCE CARPENTER	ZAMORA	EFRAIN	1.00
MAINTENANCE ELECTRICIAN	MARCUM	JEFFREY	1.00
MAINTENANCE ELECTRICIAN	WILSON	PAUL	1.00
MAINTENANCE PLUMBER	VACANT		1.00
MEDIA TECHNOLOGY SUPPORT SPECIALIST II	VACANT		1.00
NETWORK PC TELEPHONE TECHNICIAN	CHI	BRIAN	1.00
NETWORK PC TELEPHONE TECHNICIAN	VACANT		1.00
PAYROLL SPECIALIST	BARNETT	MARIXA	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
PAYROLL SPECIALIST	WITTE	IRMGARD	1.00
POLICE SERVICES ASSISTANT	ZARAGOZA	ESTEFANIA	1.00
POOL MAINTENTANCE WORKER	VACANT		1.00
POOL MAINTENTANCE WORKER	VACANT		1.00
POOL MAINTENTANCE WORKER IVC	APPLEGATE	MONICA	0.60
PRINT AND MAIL PRODUCTION SPECIALIST I	SO	ALBERT	1.00
PRINT AND MAIL PRODUCTION SPECIALIST I	VACANT		1.00
PRINT AND MAIL PRODUCTION SPECIALIST II	HARBISON	JESSE	1.00
PROGRAM COORDINATOR	DYER	NEQUESHE	1.00
PROGRAM COORDINATOR	GRAFF	ALYSSA	0.47
PROGRAM COORDINATOR	MARTINEZ	ALLYSON	0.15
PROGRAM COORDINATOR	MERCADO TRUJILLO	MARIA	1.00
PROGRAM COORDINATOR	MORALES OROZCO	CAROL	1.00
PROGRAM COORDINATOR	PENSABENE	OKSANA	0.80
PROGRAM COORDINATOR	PERALES	TERESA	0.21
PROGRAM COORDINATOR	PEREZ	CHELSEY	0.50
PROGRAM COORDINATOR	RAHMAN	HEATHER	0.50
PROGRAM COORDINATOR	SMITH	MALAIKA	1.00
PROGRAM COORDINATOR	VILA	SUAD	1.00
PROGRAM COORDINATOR	WELCH	ALISON	1.00
PROGRAM COORDINATOR	ZERRUDO	MARK	1.00
RECEIVING CLERK	HARTMANN	JOSEPH	1.00
RECEIVING CLERK	MARINARO	ANTHONY	1.00
RESEARCH AND PLANNING ANALYST	HORNE	SKYLAR	1.00
RESEARCH AND PLANNING ANALYST	SIRIKUL	NOPPAKAN	0.50
SCIENCE LABORATORY SPECIALIST	AMUNDSON	LAUREN	1.00
SCIENCE LABORATORY SPECIALIST	MANENTO	DAUDI	0.88

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
SCIENCE LABORATORY SPECIALIST	ROBINSON	MARK	1.00
SCIENCE LABORATORY SPECIALIST	SCHMIEGE	MATTHEW	1.00
SCIENCE MUSEUM LABORATORY SPECIALIST	IMAZUMI	SANDRA	0.77
SENIOR BENEFITS ANALYST	WANSTALL	BRADLEY	1.00
SENIOR CREATIVE/LEAD WEB DESIGNER	HANSBROUGH	NOVATILA	1.00
SENIOR DATABASE ADMINISTRATOR	OSHEROFF	AARON	1.00
SENIOR HUMAN RESOURCES ANALYST	BLACK	JESSALYN	1.00
SENIOR LIBRARY TECHNICIAN	PALELLA	LISA	1.00
SENIOR LIBRARY TECHNICIAN	SANCHEZ	MIGUEL	1.00
SENIOR LIBRARY TECHNICIAN	TABOR	ROWAN	1.00
SENIOR PAYROLL SPECIALIST	TERRY	LINDA	1.00
SENIOR SYSTEMS ANALYST	NGUYEN	DONG	1.00
SENIOR SYSTEMS ANALYST	SCHANE	BURTON	1.00
STAFF ACCOUNTANT	FRAGATA	MARILOU	0.50
STAFF ACCOUNTANT	FRAGATA	MARILOU	0.50
STAFF ACCOUNTANT	GAFFNEY	KELI	1.00
STAFF ACCOUNTANT	MAYA CEJA	ADILENI	0.70
STAFF ACCOUNTANT	MAYA CEJA	ADILENI	0.30
STUDENT CONDUCT AND COMMUNITY STANDARDS COORDINATOR	CANTUA-ALVAREZ	MARCO	1.00
SYSTEMS ANALYST	VACANT		1.00
SYSTEMS ENGINEER	INDI	FERHAT	1.00
TECHNOLOGY SUPPORT SPECIALIST II	MORENO	CHRISTIAN-JON	1.00
TECHNOLOGY SUPPORT SPECIALIST II	THORP IV	CHARLES	1.00
TECHNOLOGY SUPPORT SPECIALIST II	VENEROSO	MATEUS	1.00
TECHNOLOGY SUPPORT SPECIALIST II	VACANT		1.00
TOTAL CLASSIFIED FTE			<u>164.65</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>ADMINISTRATORS</u>			
<u>ACADEMIC:</u>			
SUPERINTENDENT/PRESIDENT	ELDRIDGE	JONATHAN	1.00
ASSISTANT SUPERINTENDENT/ VICE PRESIDENT OF STUDENT LEARNING & SUCCESS	EMERSON	DANA	0.80
ASSOCIATE VICE PRESIDENT OF COUNSELING AND STUDENT SERVICES	SABIA	STORMY	1.00
DEAN OF EDUCATIONAL SUCCESS PROGRAMS	FROZEN		1.00
DEAN OF INSTRUCTIONAL MANAGEMENT	TORRES-BENAVIDES	CARI	1.00
DEAN OF ARTS AND HUMANITIES	VACANT		1.00
INTERIM DEAN OF INSTRUCTION - MATH AND SCIENCE	ZINK	ANDREW	1.00
DEAN OF INSTRUCTION - WORKFORCE DEV. & CAREER TECHNICAL EDUCATION	VARONA	ALINA	1.00
DEAN OF ENROLLMENT SERVICES	HORINEK	JON	0.85
ACTIVITIES AND ADVOCACY	SULAIMAN HARA	SADIKA	1.00
ATHLETICS	BYRNE	RYAN	1.00
DIRECTOR OF NURSING	VACANT		1.00
DIRECTOR OF PLANNING, RESEARCH AND INSTITUTIONAL EFFECTIVENESS	SHAFFER	HOLLEY	1.00
DIRECTOR OF STUDENT SUPPORT PROGRAMS AND SERVICES	VACANT		0.50
TOTAL ACADEMIC ADMINISTRATORS			<u>13.15</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>ADMINISTRATORS</u>			
<u>CLASSIFIED:</u>			
GENERAL COUNSEL	ROBERTSHAW	MIA	1.00
VICE PRESIDENT OF FINANCE AND OPERATIONS	PUCH	ERESA	1.00
VICE PRESIDENT OF HUMAN RESOURCES	HARRIS	NEKODA	1.00
CHIEF OF POLICE/DIRECTOR OF SAFETY	VACANT		1.00
DIRECTOR OF ADVANCEMENT	ROSENTHAL	KEITH	1.00
DIRECTOR OF FISCAL SERVICES	JACKSON	SAMANTHA	1.00
DIRECTOR OF FACILITIES PLANNING, MAINTENANCE & OPERATIONS	CHRISTIANSEN	KLAUS	1.00
DIRECTOR OF ALLIED HEALTH	OLMANSON	ANGELA	1.00
DIRECTOR OF INFORMATION TECHNOLOGY	CANON	STEPHANIE	1.00
DIRECTOR OF MARKETING AND COMMUNICATIONS	CRUZ	NICOLE	1.00
DIRECTOR OF SCHOOL AND COMMUNITY PARTNERSHIPS	VACANT		1.00
ASSISTANT DIRECTOR OF ENROLLMENT SERVICES	BAGTAS-CARMONA	EMY	1.00
ASSISTANT DIRECTOR OF FACILITIES PLANNING, MAINTENANCE AND OPERATIONS	GARETTO	ENZO	1.00
ASSISTANT DIRECTOR FISCAL SERVICES	VACANT		1.00
INTERIM ASSISTANT DIRECTOR OF DONOR RELATIONS AND COMMUNITY ENGAGEMENT	BERGER	SARAH	1.00
HUMAN RESOURCES MANAGER, ACADEMIC PERSONNEL	LINGO	ANGELA	1.00
HUMAN RESOURCES MANAGER, CLASSIFIED PERSONNEL	CALLAHAN	SHAWNA	1.00
TOTAL CLASSIFIED ADMINISTRATORS			<u>17.00</u>
TOTAL ADMINISTRATIVE FTE			<u>30.15</u>
TOTAL UNRESTRICTED FTE			<u>313.70</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. COMMUNITY EDUCATION AND SERVICES AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ADMINISTRATIVE ASSISTANT III	RUDOLPH	MONICA	1.00
COMMUNITY PROGRAMS SPECIALIST I	HILLSTROM	LISA	1.00
COMMUNITY PROGRAMS SPECIALIST II	MARCKWORDT	VALERIE	1.00
COMMUNITY PROGRAMS SPECIALIST II	MONTERICHARD	KAREN	0.80
PROGRAM COORDINATOR	DRAKE	BRANDON	1.00
TOTAL CLASSIFIED FTE			<u>4.80</u>
<u>ADMINISTRATORS</u>			
<u>CLASSIFIED</u>			
DIRECTOR OF COMMUNITY EDUCATION	VACANT		1.00
TOTAL ADMINISTRATIVE FTE			<u>1.00</u>
TOTAL COMMUNITY EDUCATION AND SERVICES FTE			<u>5.80</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
COUNSELOR	ARBONA	SHAILA	1.00
COUNSELOR	COLEY	WILLIAM	1.00
COUNSELOR	ESCOBAR	CAITLIN	0.73
COUNSELOR	FINLAYSON	LUNA	1.00
COUNSELOR	FRESCHL	CARL	0.80
COUNSELOR	KLEIN	RACHEL	0.40
COUNSELOR	MORENO	LUZ	1.00
COUNSELOR	MUSANTE	DANILA	1.00
COUNSELOR	PERRONE	KRISTIN	0.70
COUNSELOR	ROSAS-SANCHEZ	ANEISSA	1.00
COUNSELOR	STEVENSON	TROY	0.93
COUNSELOR	URENA	JOSE	1.00
HEALTH CENTER NURSE	VACANT		1.00
TOTAL FACULTY FTE			<u>11.56</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ADMINISTRATIVE ASSISTANT II	BUGAS	REBECCA	0.50
ADMINISTRATIVE ASSISTANT II	MENDEZ PIOQUINTO	ROSA	1.00
ADMINISTRATIVE ASSISTANT II	MURRIN	ISABEL	0.50
ADMINISTRATIVE ASSISTANT II	VACANT		1.00
ADMINISTRATIVE ASSISTANT II	VACANT		1.00
ADMINISTRATIVE ASSISTANT III	ABELLERA	LISA	0.40
ADMINISTRATIVE ASSISTANT III	CARRILLO	AIMEE	1.00
ADMINISTRATIVE ASSISTANT III	PALOMINO	MELANIE	0.20
ASSISTIVE TECHNOLOGY ACCESS SPECIALIST	MOGERE	EPHANTUS	1.00
ENROLLMENT SERVICES SPECIALIST I	HERNANDEZ HERNANDEZ	YESSENIA	0.40
ENROLLMENT SERVICES SPECIALIST I	ROCHA RIVERA	MELVIN	0.40
ENROLLMENT SERVICES SPECIALIST I	COVARRUBIAS PINA	SILVIA	0.40
ENROLLMENT SERVICES SPECIALIST I	XILOJ CHUN	DESIDERIO	0.40
ENROLLMENT SERVICES SPECIALIST II	NORTHMAN	ROBERT	0.40
ENROLLMENT SERVICES SPECIALIST II	TRINIDAD GUZMAN	ANDREA	0.40
EVALUATIONS ANALYST	MARIANO	ELNORE	0.40
FACILITIES TECHNICIAN I	FROZEN		1.00
FACILITIES TECHNICIAN I	LITTLEJOHN	FRANCISCO	1.00
FACILITIES TECHNICIAN I	PEREZ	RAMIRO	1.00
FACILITY RENTAL SUPERVISOR	BACIGALUPI	LINDSAY	1.00
HEALTH SERVICES ASSISTANT	BUCKLEY	BO	1.00
INSTRUCTIONAL ASSISTANT, ADAPTED PE	DE IONGH	KYLE	0.35
INSTRUCTIONAL SPECIALIST, ADAPTED PE	DAVISON	JEANETTE	0.43
INSTRUCTIONAL SPECIALIST, MATH	MAZUMDAR	MRITYUNJOY	0.42
MATRICULATION SPECIALIST	GARRETSON	PATRICK	1.00
POLICE OFFICER	LANGEVELD	MARTINUS	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
POLICE OFFICER	RUIZ	DUSTIN	1.00
POLICE OFFICER	SCHNEIDER	THOMAS	1.00
POLICE OFFICER	STEWART	PAUL	1.00
POLICE SERVICES ASSISTANT	SHAHI	JESSICA	1.00
PROGRAM COORDINATOR	ANTOKHIN	KATHLEEN	1.00
PROGRAM COORDINATOR	BROCK-MONTALBANO	CHANEL	1.00
PROGRAM COORDINATOR	CIFUENTES GUDIEL	SEYDI	1.00
PROGRAM COORDINATOR	COBOS	DIEGO	1.00
PROGRAM COORDINATOR	DURFEE	MELINDA	1.00
PROGRAM COORDINATOR	GRAFF	ALYSSA	0.53
PROGRAM COORDINATOR	GUILLEN	HUGO	1.00
PROGRAM COORDINATOR	LARA-DOMINGUEZ	LIA	1.00
PROGRAM COORDINATOR	MARTINEZ	ALLYSON	0.85
PROGRAM COORDINATOR	MERCADO TRUJILLO	JUAN	1.00
PROGRAM COORDINATOR	PAOLI	SARAH	1.00
PROGRAM COORDINATOR	PENSABENE	OKSANA	0.20
PROGRAM COORDINATOR	PERALES	TERESA	0.79
PROGRAM COORDINATOR	PEREZ	CHELSEY	0.50
PROGRAM COORDINATOR	RAHMAN	HEATHER	0.50
PROGRAM COORDINATOR	WONG	SALLY	1.00
RESEARCH AND PLANNING ANALYST	SIRIKUL	NOPPAKAN	0.50
SAS SUPPORT SERVICES COORDINATOR	VACANT		1.00
TOTAL CLASSIFIED FTE			<u>36.47</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>ADMINISTRATORS</u>			
<u>ACADEMIC:</u>			
ASSISTANT SUPERINTENDENT / VICE PRESIDENT - STUDENT LEARNING & SUCCESS	EMERSON	DANA	0.20
DEAN OF ENROLLMENT SERVICES	HORINEK	JON	0.15
DIRECTOR OF STUDENT SERVICES - STUDENT ACCESSIBILITY SERVICES	RULLODA	GAIL	1.00
DIRECTOR OF STUDENT SUPPORT PROGRAMS AND SERVICES	VACANT		0.50
TOTAL ACADEMIC ADMINISTRATORS			<u>1.85</u>
<u>CLASSIFIED:</u>			
DIRECTOR OF MESA PROGRAM	MCINTYRE	NICOLE	1.00
TOTAL CLASSIFIED ADMINISTRATORS			<u>1.00</u>
TOTAL ADMINISTRATIVE FTE			<u>2.85</u>
TOTAL RESTRICTED FTE			<u>50.88</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. CHILD DEVELOPMENT AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ADMINISTRATIVE ASSISTANT II	JACKSON	KAHEA	0.92
CHILD STUDY CENTER SITE COORDINATOR	SUSMANI	ANGELINA	1.00
CHILD STUDY CENTER SPECIALIST II	MORALES-OROZCO	HELEN	0.84
CHILD STUDY CENTER SPECIALIST II	VACANT		1.00
CHILD STUDY CENTER SPECIALIST III	O'BRIEN	GARRETT	1.00
CHILD STUDY CENTER SPECIALIST III	OTT	GRETCHEN	1.00
TOTAL CLASSIFIED FTE			<u>5.76</u>
<u>ADMINISTRATORS</u>			
<u>CLASSIFIED:</u>			
DIRECTOR OF CHILD DEVELOPMENT PROGRAM	REEDER	RUTHIE	1.00
TOTAL ADMINISTRATIVE FTE			<u>1.00</u>
TOTAL CHILD DEVELOPMENT FUND FTE			<u>6.76</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

C. IVC ORGANIC FARM AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
LEAD GARDENER - ORGANIC FARM	VACANT		1.00
PROGRAM COORDINATOR	GAPINSKI	THELINA	<u>1.00</u>
TOTAL CLASSIFIED FTE			<u>2.00</u>
DISTRICT TOTAL			<u>379.14</u>

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 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	59,373	21,487	80,860
Abe, Helen	CES Instructor - Hrly Faculty	323	30	353
Abellera, Lisa	Administrative Assistant III	95,236	56,212	151,448
Aberta, Martina	Peer Mentor	6,303	91	6,394
Aceves Garcia, Alexis	Instructional Specialist - Hourly	8,629	788	9,417
Acker, Eileen M	Administrative Assistant III	113,161	71,361	184,522
Admassu, Meba	MAPS Peer Mentor	5,760	83	5,843
Africa, Erin J	Instructor	146,816	69,472	216,288
Agraviador, Mary Desiree	CES Instructor CNA	14,706	1,344	16,050
Agudelo-Silva, Fernando	Instructor	231,268	84,386	315,654
Aguilar, Raul E	Chief of Police/Director of Safety	143,727	36,374	180,101
Aguirre, Maura	Non Student embedded ECEPTS Tutor	1,684	154	1,838
Ahn, Donald	Basic Needs Ambassador	11,651	167	11,818
Alaniz, Michele	Temporary Faculty	33,038	5,118	38,156
Alexander, Diamond L	Kinesiology & Athletics Coordinator	85,497	47,261	132,758
Alfaro Chavez, Alfonso	Temporary Faculty	620	57	677
Alfaro Matul, Alis	Summer Bridge Student Ambassador	666	20	686
Al-Jamal, Huda	Temporary Faculty	14,959	3,296	18,255
Allen, Devin	Temporary Faculty	9,029	1,990	11,019
Allen, Kenneth P	Instructor	153,648	67,503	221,151
Allen, Maula K	Instructor	179,758	56,672	236,430
Allen, Pasha	Guest Chef CES	4,800	141	4,941
Alvarado Wing, Katerinne K	Human Resources Generalist II	104,064	54,831	158,895
Alvarez Gonzalez, Jose R	Gardener	69,101	60,816	129,917
Alvarez, Sonia	Custodial Sub	8,274	756	9,030

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Alves Nunes, Kamila	Summer Bridge Student Ambassador	980	14	994
Amidei, Kathleen	Temporary Faculty	73,215	6,689	79,904
Amundson, Lauren M	Science Laboratory Specialist	83,365	47,127	130,492
Anderegg, Sarah	Executive Assistant	85,393	63,154	148,547
Anderson, Shaylah	Instructor	152,949	72,240	225,189
Anderson, Zoe	Temporary Faculty	84,170	28,358	112,528
Anderson-Zafir, Dawud	Student Tutor	8,769	126	8,895
Antokhin, Kathleen	Program Coordinator	114,480	71,491	185,971
Applegate, Monica J	Pool Maintenance Worker IVC	63,782	25,553	89,335
Arbolante III, Teodoro R	Technology Support Specialist II	62,273	32,120	94,393
Arbona, Shaila	Counselor	172,274	72,109	244,383
Ard, Brian	CES Instructor - Hrly Faculty	377	34	411
Armstrong, Alisa	CES Instructor - Hrly Faculty	808	74	882
Arrick, Janet	Temporary Faculty	78,741	32,930	111,671
Ashby, Mariah J	Administrative Assistant II	84,782	61,147	145,929
Atilgan Relyea, Aylin	Temporary Faculty	32,558	7,174	39,732
Aviles, Emma	Work Study	5,964	86	6,050
Aviles, Francisco R	Accounting Specialist	158,578	72,186	230,764
Ayala Martinez, Karla N	Administrative Assistant III	12,625	7,442	20,067
Bacigalupi, Lindsay W	Facility Rental Supervisor	126,296	65,109	191,405
Bagot, Madeline	Student Embedded Tutor	1,119	16	1,135
Bagtas-Carmona, Emy	Assistant Director of Enrollment Services	174,155	99,204	273,359
Bailey, Alvin	CES Department Assistant - Hourly	540	49	589
Baker, Hursey	CES Instructor - Hrly Faculty	4,926	450	5,376
Bala, Deepa	CES Instructor - Hrly Faculty	3,580	327	3,907

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Bamane, Aadesh	Work Study	5,859	84	5,943
Banks, Cecile	Retiree	-	17,108	17,108
Banks, Elyse	Temporary Faculty	10,515	2,317	12,832
Bare, Sheila	Temporary Faculty	29,908	2,732	32,640
Barnett, Marixa	Payroll Specialist	99,247	71,727	170,974
Barnett, Nicole	Interim Director of Nursing	31,189	7,104	38,293
Barnett, Sharon	CES Instructor - Hrly Faculty	5,842	534	6,376
Barnosky, Willow	Temporary Faculty	3,267	720	3,987
Barthelemy, Lance G	Instructional Specialist, CIS	177,633	71,461	249,094
Basnet, Deepa	Student Tutor	6,472	93	6,565
Bauer, Katherine N	Executive Assistant	94,690	51,941	146,631
Bauer, Michael	Temporary Faculty	9,241	2,036	11,277
Bauman, Marcia	CES Instructor - Hrly Faculty	1,857	170	2,027
Beach, April M	Instructor	186,340	53,232	239,572
Beadle, Carole	Temporary Faculty	20,824	4,589	25,413
Beal, Rebecca J	Instructor	148,406	49,271	197,677
Beattie, Kyle J	Counselor	146,389	74,689	221,078
Beckett, Morgan	Temporary Faculty	5,550	1,223	6,773
Bedell, Geneva	Work Study	9,975	143	10,118
Bedell, Jamie	Work Study	8,298	119	8,417
Beebe, Kathleen	Temporary Faculty	15,814	3,485	19,299
Begg, Connie	Temporary Faculty	71,873	43,728	115,601
Bell, Clark	CES Instructor-Sub	404	37	441
Bell, Gunilla	CES Instructor CNA	10,450	955	11,405
Bellisimo, Anthony	Temporary Faculty	2,600	238	2,838

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Bencich, Lawrence	CES Instructor - Hrly Faculty	6,676	610	7,286
Benet, Micol A	Executive Assistant	101,429	67,628	169,057
Benitez Sabino, Wilberth	Work Study	5,285	76	5,361
Beraldi, Alessandra	CES Instructor - Hrly Faculty	6,488	593	7,081
Berger, Sarah L	Interim Assistant Director of Donor Relations and Community Engagement	80,689	39,576	120,265
Berkelhammer, Larry	CES Instructor - Hrly Faculty	323	30	353
Berman, Abra	Costume Designer Drama	3,500	437	3,937
Berringer, Grace	Fitness Center Front Desk	925	85	1,010
Berringer, Steven D	Instructor	189,282	94,098	283,380
Berry, Brittany	Student Tutor	8,249	118	8,367
Bertolina, Alessandra	Department Assistant I	245	4	249
Bertolli, Laura	Temporary Faculty	42,260	26,119	68,379
Bertuol-Okun, Sueli	Temporary Faculty	67,740	23,646	91,386
Bham, Fatima	Employment Services Coord - Hourly	3,108	925	4,033
Bianculli, Pasquale	CES Instructor - Hrly Faculty	3,984	364	4,348
Biasatti, Valentina	Mi Familia Peer Mentor	7,472	226	7,698
Bigeagle, Norman	Temporary Faculty	9,605	282	9,887
Billington, Nathaniel	Lifeguard	2,109	193	2,302
Binnings, Celeste	CES Instructor - Hrly Faculty	1,211	111	1,322
Bird, Shantara	Work Study	3,969	57	4,026
Bjorklund, Trevor C	Instructor	145,139	67,323	212,462
Blanco Ramirez, Jonnathan	Summer Bridge Student Ambassador	603	18	621
Blusseau, Francoise	Temporary Faculty	59,040	13,010	72,050
Bogran Raymundo, Rolando S	Gardener	76,604	57,546	134,150

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Bohlke, Wende I	Instructor	122,727	50,714	173,441
Bonander, Barbara	Instructor	140,340	27,480	167,820
Bondarenko, Denis	Temporary Faculty	2,503	229	2,732
Boner, Elizabeth H	Instructor	146,705	47,874	194,579
Bonilla, Gabriel S	Instructor	121,250	46,008	167,258
Borgol, Olivier	SAS Student Assistant	3,109	45	3,154
Borisov, Olga	Administrative Assistant II	101,189	66,852	168,041
Bowen, Travis	Temporary Faculty	7,002	206	7,208
Brady, Stephen	Temporary Faculty	71,046	9,002	80,048
Brandabur Langer, Keiran	Temporary Faculty	49,132	10,072	59,204
Brannon, Shirleigh	Temporary Faculty	8,103	238	8,341
Breakstone, Julie E	Employment Services Coordinator	133,967	84,384	218,351
Bright, Alicia	Director of Nursing	163,027	24,100	187,127
Brock-Montalbano, Chanel	Program Coordinator	111,204	61,597	172,801
Brookshire, Guy	Temporary Faculty	65,996	14,543	80,539
Brown, Kate	Temporary Faculty	45,147	9,949	55,096
Brown, Steven	Retiree	-	1,444	1,444
Brown-Carson, Jamelia	Temporary Faculty	44,280	18,982	63,262
Bruce, Erik	Temporary Faculty	48,751	4,454	53,205
Bruvry, Patricia	CES Instructor - Hrly Faculty	3,715	339	4,054
Buckley, Bo E	Health Services Assistant	70,766	56,167	126,933
Buehler, Kaitlyn	FDIP Intern	175	5	180
Bugas, Rebecca L	Administrative Assistant II	67,768	57,602	125,370
Bullard, Sophia	Work Study	7,591	109	7,700
Buquen, Kenny	Temporary Faculty	66,904	29,210	96,114

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Burlingham, Jan	Temporary Faculty	51,750	11,404	63,154
Burton, Robyn	Temporary Faculty	11,039	324	11,363
Bustinza Nguyen, Consuelo	Administrative Assistant III - Hourly	33,335	3,046	36,381
Byrne, Ryan T	Associate Dean of Student Services - Kinesiology & Athletics	208,628	82,357	290,985
Cairns, Michael	Temporary Faculty	63,588	33,815	97,403
Callahan, Shawna J	Human Resources Manager, Classified Personnel	141,188	87,873	229,061
Campbell, Janet	CES Instructor - Hrly Faculty	323	30	353
Canacasco, Erika	DEPARTMENT ASSISTANT	21,340	7,671	29,011
Canon, Stephanie J	Director of Information Technology	60,312	29,347	89,659
Cantua-Alvarez, Marco A	Student Conduct and Community Standards Coordinator	98,351	64,726	163,077
Cao, Jacqueline	Instructional Specialist English Vac/Rep	26,311	2,404	28,715
Carbonaro, Giovanni	Basic Needs Ambassador	3,857	55	3,912
Cardwell, Emily	Student Trustee	5,971	86	6,057
Carlin, Kai	Student Tutor	9,360	134	9,494
Carlisle, Dorian H	Administrative Assistant II	85,439	67,113	152,552
Carlson, Cheryl	Retiree	-	6,805	6,805
Carnahan, Casey	Temporary Faculty	28,408	4,469	32,877
Carrera, Steve G	Instructor	240,533	76,448	316,981
Carrillo, Aimee	Administrative Assistant III	82,177	51,346	133,523
Carroll, Sheldon J	Evaluations Analyst	102,690	54,332	157,022
Carter, Shane	Temporary Faculty	10,673	2,352	13,025
Casabella, Jessica	Temporary Faculty	26,103	5,752	31,855
Centolella, Thomas	CES Instructor - Hrly Faculty	10,364	947	11,311
Chan, Corliss	CES Instructor - Hrly Faculty	646	59	705
Chan, Jorge	Basic Needs Ambassador	8,094	116	8,210

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Chan, Sheila	Temporary Faculty	3,068	90	3,158
Chang, Terrence	Temporary Faculty	9,844	2,169	12,013
Chaplin, Andrew	Student Tutor	5,101	73	5,174
Chavez Rodriguez, Luis	Temporary Faculty	99,371	23,545	122,916
Chen, Yii Shinn	Instructor	115,317	40,664	155,981
Cheney, Paul A	Instructor	158,101	74,113	232,214
Chi, Alicia	Library Technician Sub	24,197	710	24,907
Chi, Brian T	Network PC Telephone Technician	137,332	84,111	221,443
Christensen, Janet	Temporary Faculty	100,982	49,274	150,256
Christensen, Tina A	Instructor	133,878	56,086	189,964
Christian, Brandon K	Executive Assistant	85,393	49,276	134,669
Christiansen, Klaus A	Director of Facilities Planning, Maintenance & Operations	191,575	99,732	291,307
Chun, Kurt	Temporary Faculty	9,567	2,108	11,675
Chung, Brent	FA Gallery Assistant Office Aid	901	13	914
Chupkin, Paul	Basic Needs Ambassador	7,589	109	7,698
Cifuentes Gudiel, Seydi V	Program Coordinator	97,435	64,870	162,305
Clark, Anthony	Director of Fiscal Services	32,770	16,372	49,142
Clark, Natalie	CES Instructor - Hrly Faculty	3,446	315	3,761
Cleere, Elizabeth	Temporary Faculty	37,483	8,260	45,743
Clifford, Patricia	CES Instructor - Hrly Faculty	969	89	1,058
Cobos, Diego	Program Coordinator	97,346	51,630	148,976
Cohn, Julie	CES Instructor - Hrly Faculty	4,523	413	4,936
Coleman, Bryce	LIFEGUARD	5,209	476	5,685
Coleman, Cordell	Peer Mentor	7,682	110	7,792
Coley, William R	Counselor	171,406	77,029	248,435

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Colli Rodriguez, Ruby	Work Study	19,976	1,724	21,700
Comings, Willard	Temporary Faculty	26,505	2,422	28,927
Conti, Diana	Board of Trustee	6,612	22,463	29,075
Contini, Victor	Temporary Faculty	101,808	59,499	161,307
Cooney, Ryan T	Kinesiology & Athletics Equipment Manager	74,852	61,811	136,663
Cooper, Daniel	Temporary Faculty	60,955	13,146	74,101
Cooper, Laura	Temporary Faculty	181,468	54,177	235,645
Coronado, Victor	Temporary Faculty	59,301	18,679	77,980
Corpuz, Donte J	Facilities Technician I	68,095	41,405	109,500
Cortright, Seth K	Instructor	151,357	44,347	195,704
Coss, Craig	Temporary Faculty	84,354	7,707	92,061
Costill, Laurel M	Instructor	134,232	44,788	179,020
Cottle, Windee L	Instructor	159,907	73,479	233,386
Coulson, Elizabeth	Instructional Support Specialist - Hourly	2,912	266	3,178
Coulson, Maria M	Instructor	227,607	78,405	306,012
Cowderoy, Susan	Temporary Faculty	11,316	2,494	13,810
Craft-Neto, Maria	CES Department Assistant - Culinary	1,696	155	1,851
Crain, Caitlin	CES Instructor - Hrly Faculty	2,584	236	2,820
Crawford, Yashica	Instructor	279,053	78,533	357,586
Creel, Melody	Retiree	-	9,036	9,036
Crosby, Frank D	Instructor	170,564	26,312	196,876
Crow, Suzanne	Board of Trustee	6,612	17,883	24,495
Cruse, Shari	CES Instructor - Hrly Faculty	2,154	197	2,351
Crusto, Ashley	EOPS Student Assistant	1,873	27	1,900
Crusto, Sean Tyler	Work Study	5,262	76	5,338

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Cruz Viera, Mercedes D	Custodian	69,050	42,221	111,271
Cruz, Julio C	Custodian	93,336	59,547	152,883
Cruz, Nicole A	Director of Marketing and Communications	136,414	67,131	203,545
Culbertson, Mark	Temporary Faculty	76,672	16,895	93,567
Cullen, Gina M	Counselor	213,070	71,500	284,570
Cunningham, James	Temporary Faculty	22,690	666	23,356
Curdov, Nichita	Fitness Front Desk Assistant	3,908	357	4,265
Da Silva Costa, Eloisa B	Administrative Assistant II	73,296	45,254	118,550
Da Silva, Paul	Board of Trustee	6,612	30,834	37,446
D'Agostino, Lisa	Temporary Faculty	87,308	33,706	121,014
Damonte, Oleksandra	Temporary Faculty	53,873	37,394	91,267
Danberg, Anne	CES Instructor - Hrly Faculty	323	30	353
Darawsha, Khaoula	Student Tutor	20,059	288	20,347
Darr, Joshua	Performing Arts Dept. Asst.	1,226	18	1,244
Daubenmire, Paul	Instructor	151,753	64,687	216,440
Dautch, Leif	Temporary Faculty	23,722	5,227	28,949
Davis, Kevin	Temporary Faculty	80,736	36,665	117,401
Davison, Jeanette G	Instructional Specialist, Adapted PE	39,147	14,204	53,351
Day, Michael J	Designer Stage Technician	82,860	45,690	128,550
De longh, Kyle M	Instructional Assistant, Adapted PE	26,073	2,586	28,659
De Leon Alvarez, Allison	Work Study	1,994	29	2,023
De Leon Alvarez, Heather	Work Study	15,449	222	15,671
De Leon Torres, Hendy	Work Study	12,852	185	13,037
De Oliveira, Luis Eduardo	Work Study	5,670	81	5,751
De Souza, Aline	MAPS Learning Community Peer Mentor	648	9	657

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
De Young, Scott A	Custodian	91,429	52,363	143,792
del Lima, Bethany	Temporary Faculty	50,281	7,756	58,037
Del Rio, Marisol	Temporary Faculty	80,722	17,788	98,510
dela Pena, Jack Ronald	Temporary Faculty	2,519	541	3,060
dell'Avo Ruttimann, Pierina	CES Instructor - Hrly Faculty	4,388	401	4,789
Demmerle, Zetana	Student Tutor	1,141	16	1,157
Dempsey, David	CES Instructor - Hrly Faculty	2,167	198	2,365
Diaz de Lopez, Ecxa Roxana	Custodian	69,472	60,857	130,329
Diaz Diaz, Manderly	Basic Needs Ambassador	4,294	62	4,356
Diaz Marroquin, Abner H	Custodian	76,598	57,964	134,562
Diaz, Chester	Temporary Faculty	1,837	168	2,005
Diaz, Owen	Mi Familia Peer Mentor	3,969	57	4,026
Do, Cuong	FDIP Intern	6,405	585	6,990
Doermann, Elisabeth	Temporary Faculty	78,887	34,190	113,077
Doi, Jennifer	FDIP Intern	175	5	180
Dominguez, Paul K	Lead Gardener	152,758	62,457	215,215
Dormann, Roger W	Graphic Designer	81,780	46,533	128,313
Draheim, Teliha	CES Instructor - Hrly Faculty	1,696	155	1,851
Drake, Brandon A	Program Coordinator	122,597	74,407	197,004
Dreskin, Wendy	CES Instructor - Hrly Faculty	3,903	357	4,260
Duchamp, Carol	CES Instructor - Hrly Faculty	485	44	529
Dunbar, Reed	Work Study	193	3	196
Dunmire, Erik N	Instructor	198,608	69,620	268,228
Dunn, Jason T	Instructor	153,505	67,973	221,478
Dunnigan, Faeryn	Department Assistant I	502	7	509

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Duran, Raphael	Auto Department Assistant	5,607	81	5,688
Durfee, Melinda M	Program Coordinator	133,075	64,037	197,112
Dutton, Caroline	Temporary Faculty	30,336	2,772	33,108
Dyer, Nequeshe L	Program Coordinator	110,532	70,321	180,853
Early, Rinetta	Counselor	301,300	58,274	359,574
Eastwood, Devin	Work Study	2,415	35	2,450
Eberlein, Wyeth	Department Assistant I	502	7	509
Eckert, Sophia	Temporary Faculty	10,574	2,330	12,904
Edmondson, Chris	Retiree	-	5,908	5,908
Edwards, Shaquam K	Instructor	163,472	52,361	215,833
Effat, Amir	Temporary Faculty	20,903	2,613	23,516
Eldridge, Jonathan D	Superintendent President	323,191	69,935	393,126
Elfenbaum, Adrian	Temporary Faculty	10,786	2,377	13,163
Emami, Hamid	CES Instructor - Hrly Faculty	2,907	266	3,173
Embry, Matthew	FDIP Intern	700	21	721
Emerson, Dana	Assistant Superintendent / Vice President - Student Learning & Success	244,427	76,675	321,102
Engell, Katharine	Temporary Faculty	11,601	1,060	12,661
Erdmann, John B	Librarian	113,807	37,505	151,312
Erwin, Julia	Work Study	2,594	37	2,631
Escobar, Caitlin R	Counselor	166,956	70,151	237,107
Essick, Edward	Temporary Faculty	39,629	1,163	40,792
Everitt, David L	Instructor	176,934	67,858	244,792
Ezial, Allan	CES Instructor - Hrly Faculty	1,131	103	1,234
Fabbri, Barbara	Temporary Faculty	13,035	2,872	15,907

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Fallat, Moss	Performing Arts Assistant	3,743	54	3,797
Fara, Nick H	Instructor	211,076	71,604	282,680
Farmer, Frances	CES Instructor - Hrly Faculty	8,426	770	9,196
Farogbe, Kolawole	CNA tutor	513	7	520
Faust, Henry	Board of Trustee	6,612	636	7,248
Fernandez, Ana	Temporary Faculty	68,793	31,966	100,759
Filane, Leonard	Temporary Faculty	6,334	1,396	7,730
Filanosky, William	Work Study	11,452	164	11,616
Finch, Audrey	Student Embedded Tutor	1,108	16	1,124
Finlayson, Luna C	Counselor	174,550	67,722	242,272
Finley, Cynthia	Temporary Faculty	13,745	404	14,149
Finnie, William	Temporary Faculty	7,249	1,597	8,846
Fisher, Steven	On-Site Event Coordinator	300	9	309
Flax, Greer	Work Study	11,592	166	11,758
Fletcher, Sandra	Temporary Faculty	15,472	1,414	16,886
Flores, Kristen	Temporary Faculty	3,227	95	3,322
Fonteno, Amber L	Library Technician	86,366	48,452	134,818
Ford, Nathan	Assistant Coach	3,506	320	3,826
Forney, Amari	Work Study	2,166	31	2,197
Forsyth, Susan	Temporary Faculty	60,688	13,087	73,775
Foulger, Kim S	Administrative Assistant II	91,652	54,917	146,569
Fox, Emily P	Instructor	140,348	67,270	207,618
Fragata, Marilou B	Staff Accountant	123,726	75,018	198,744
France, Patricia D	Instructor	194,323	60,830	255,153
Fredrick, Dario	Temporary Faculty	61,262	27,967	89,229

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Freeman, Jennifer	CES Instructor - Hrly Faculty	269	25	294
Freschl, Carl E	Counselor	137,983	42,945	180,928
Frias-Bravo, Ana	Temporary Faculty	59,643	13,000	72,643
Friedman, Jack	Temporary Faculty	38,070	3,478	41,548
Friedman, Lori A	Director of Community Education	23,406	2,469	25,875
Friedman, Noah	Fitness Center Front Desk	1,822	26	1,848
Frishman, Alan	CES Instructor - Hrly Faculty	3,580	327	3,907
Frye, Sarah M	Librarian	208,257	55,836	264,093
Furuichi, Satomi	Senior Institutional Research Analyst	13,267	6,678	19,945
Gable, Emily Y	Instructor	122,726	42,303	165,029
Gaffney, Keli M	Staff Accountant	118,260	59,730	177,990
Galdamez, Louie	Assistant Coach	618	18	636
Gallegos, Renee	CES Instructor - Hrly Faculty	565	52	617
Gamal, Arif	Temporary Faculty	95,529	21,051	116,580
Gantos, Michelle	Math Lab Tutor	1,479	21	1,500
Gapinski, Thelina J	Program Coordinator	94,827	70,541	165,368
Garado, Renz Llevan	Work Study	6,270	90	6,360
Garcia, Betzaid	Puente Peer Mentor	1,980	28	2,008
Gardiner, David N	Network PC Telephone Technician	202,957	74,319	277,276
Garetto, Enzo	Assistant Director of Facilities Planning, Maintenance and Operations	151,244	91,213	242,457
Garretson, Candice	Retiree	-	10,088	10,088
Garretson, Patrick C	Matriculation Specialist	85,837	48,115	133,952
Garrett, Steven	Gardener Short-Term Hourly	1,860	170	2,030
Gelburd, Joel	Temporary Faculty	48,202	10,622	58,824

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Geoghegan, John	CES Instructor - Hrly Faculty	242	22	264
Gibson, Venaisi	Performing Arts Assistant	7,471	107	7,578
Giles, Geoffery	Student Tutor	14,879	214	15,093
Gisle, Kirsten K	Employment Services Coordinator	115,133	57,658	172,791
Gittleman, Marlena	FDIP Intern	3,424	313	3,737
Gloistein, Barbara	Temporary Faculty	71,222	32,165	103,387
Goddard, Robin	Assistant Coach	1,138	104	1,242
Goldberg, Georgia	Temporary Faculty	66,447	1,951	68,398
Gonzalez, Jaidy	Student Police Cadet	20,258	291	20,549
Gonzalez, James M	Instructor	270,668	66,109	336,777
Gonzalez, Marco J	Instructor	235,487	73,490	308,977
Good, Aida	CES Instructor - Hrly Faculty	969	89	1,058
Good, Lesley A	Laboratory Specialist, Automotive	82,340	51,523	133,863
Goodale, Jayme	Temporary Faculty	27,677	6,099	33,776
Goodloe, Lacey	Temporary Faculty	51,939	11,445	63,384
Goodwin, Ross	Temporary Faculty	36,159	7,968	44,127
Goodwin, Ryan	Temporary Faculty	18,545	4,086	22,631
Gordon, Abigail	CES Instructor - Hrly Faculty	404	37	441
Gough, Daniel	Temporary Faculty	69,948	29,795	99,743
Govrin, Dvora	CES Instructor - Hrly Faculty	3,634	332	3,966
Graff, Alyssa J	Program Coordinator	80,177	31,451	111,628
Gramajo, Talita	Work Study	8,859	127	8,986
Grassl, Edward	Temporary Faculty	79,396	17,496	96,892
Grassl, Jack	Assistant Coach	11,099	326	11,425
Graves, Tyler	Temporary Faculty	10,389	949	11,338

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Gray, Maria	Temporary Faculty	80,537	45,587	126,124
Greitzer, Michelle L	Accountant	168,568	83,283	251,851
Grist, Gregory	Temporary Faculty	124,193	54,936	179,129
Guillen, Hugo	Program Coordinator	116,153	63,173	179,326
Gullixson-Temen, Thomas	Work Study	10,489	151	10,640
Gutgsell, Nancy	CES Instructor - Hrly Faculty	1,777	162	1,939
Gutierrez Duenas, Guadalupe	MESA Assistant II	5,359	77	5,436
Gutierrez, Derry	Child Study Center Site Coordinator	32,379	9,976	42,355
Guzman, Carlos	Mi Familia Peer Mentor	5,534	506	6,040
Haber, John A	Media Technology Support Specialist II	216,863	74,829	291,692
Haggitt, Brianna D	Accountant	139,529	77,625	217,154
Hajinian, Talin	CES Instructor - Hrly Faculty	2,100	192	2,292
Hansbrough, Novatila W	Senior Creative/Lead Web Designer	23,597	17,629	41,226
Harbison, Jesse G	Print and Mail Production Specialist II	85,490	61,057	146,547
Harkins, Erika	CES Instructor - Hrly Faculty	754	69	823
Harmon, Troy	Gardener Vacancy Replacement	3,390	310	3,700
Harrington, Jackson	NON STUDENT TUTOR	12,566	273	12,839
Harrington, Ross	Work Study	14,005	201	14,206
Harris, Kahtara	Temporary Faculty	39,852	42,637	82,489
Harris, Nekoda O	Vice President of Human Resources	238,041	84,817	322,858
Harrison, Jamaia	Work Study	551	8	559
Hartmann, Joseph R	Receiving Clerk	62,860	44,444	107,304
Hayman, Ildiko	Non Student Tutor	2,137	195	2,332
Hayne, Katherine	Temporary Faculty	83,630	46,435	130,065
Hediding, Nafissa	Work Study	8,995	129	9,124

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Hellman, Leonard	CES Department Assistant - Culinary	180	16	196
Hellman, Sarah	Guest Chef	1,500	137	1,637
Hemphill, Pamela	Temporary Faculty	20,458	1,869	22,327
Hernandez Davila, Juan	CNA TUTOR	1,831	26	1,857
Hernandez Lopez, Alex	Work Study	17,260	248	17,508
Hernandez, Barbara E	Instructional Specialist, English	73,817	15,736	89,553
Hernandez, Carol	Dean of Instruction - Math & Sciences	21,131	1,076	22,207
Hernandez, Raymond	Professional Expert Nursing	74,315	2,283	76,598
Herrera, Henry C	Custodian	70,602	55,822	126,424
Hillstrom, Lisa A	Community Programs Specialist I	84,843	52,334	137,177
Holland, Astaria	FDIP Intern	5,170	472	5,642
Holsten, Christian R	Athletic Trainer	8,680	3,168	11,848
Honda, Kimberly	Temporary Faculty	27,511	17,920	45,431
Hori, Lindsey	Student Embedded Tutor	2,368	34	2,402
Horinek, Jon B	Dean of Enrollment Services	210,731	64,489	275,220
Horn, Cynthia	Temporary Faculty	50,233	11,069	61,302
Horne, Mera	Temporary Faculty	39,457	9,508	48,965
Houghton, Laurel	CES Instructor - Hrly Faculty	1,184	108	1,292
Hovan, Michael J	Facilities Technician I	76,871	57,749	134,620
Howard, Matthew J	Instructional Technology Supervisor	141,822	69,108	210,930
Howze, Kareem	Work Study	10,353	149	10,502
Hu, Boyang	Basic Needs Ambassador	6,343	579	6,922
Hudson, Shantay	Temporary Faculty	3,198	705	3,903
Hug, Elizabeth	CES Instructor - Hrly Faculty	7,753	708	8,461
Hui, Julie	Temporary Faculty	61,929	29,240	91,169

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Huijon, Lilyana	Temporary Faculty	59,103	50,089	109,192
Huinac Garcia, Antony	Basic Needs Ambassador	1,606	23	1,629
Hulin, Patricia R	Instructor	149,511	49,223	198,734
Hunter, Andrea	Enrollment Services Specialist III	120,242	73,926	194,168
Hunter, Carrie	Temporary Faculty	75,126	36,910	112,036
Hyman-Romero, Marco	Temporary Faculty	36,520	3,336	39,856
Imazumi, Sandra E	Science Museum Laboratory Specialist	61,902	22,331	84,233
Indart, Loretta	Retiree	-	2,456	2,456
Indi, Ferhat	Systems Engineer	192,773	96,179	288,952
Isshak, Amir	FITNESS FRONT DESK ASSISTANT	935	85	1,020
Jackson, Kahea L	Administrative Assistant II	82,101	46,937	129,038
Jackson, Samantha P	Director of Fiscal Services	151,224	85,708	236,932
Jacobs, Erin C	Instructor	156,206	51,017	207,223
Jacobs, Keith	Temporary Faculty	64,002	5,847	69,849
Janeway, Richard	Assistant Coach	1,097	100	1,197
Janus, Curt	Performing Arts Department Asst.	846	12	858
Jimenez Martinez, Guadalupe	Temporary Faculty	81,586	21,835	103,421
Jimenez Orellana, Efrain A	Custodian	61,581	52,555	114,136
Johnson, Angelica	FA Gallery Assistant Office Aid	3,417	49	3,466
Johnson, Linda	Department Assistant/Reader	13,303	1,215	14,518
Johnson, Nancy	CES Instructor - Hrly Faculty	4,846	443	5,289
Johnson, Pamela	Temporary Faculty	54,214	21,477	75,691
Johnson, Tiara	CES Department Assistant - Culinary	832	76	908
Jones, Alexander R	Instructor	171,067	86,280	257,347
Jones, David A	Instructor	113,547	41,360	154,907

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Jones, Suzanne	Temporary Faculty	79,502	23,638	103,140
Joyner, Kathleen	Retiree	-	10,088	10,088
Julien, Cerena	FDIP Intern	8,296	758	9,054
Jupe, Kimberly	Temporary Faculty	72,902	6,660	79,562
Kang, Manjit	Temporary Faculty	27,617	9,267	36,884
Kaplan, Tessa N	Human Resources Generalist II	94,473	55,934	150,407
Karel, Ellen	Temporary Faculty	6,403	585	6,988
Kas-Osoka, Joshua	Temporary Faculty	57,835	6,682	64,517
Kaur, Manjot	CES Instructor CNA	14,744	1,347	16,091
Keener, Margarita	Custodian	71,802	55,982	127,784
Keiser, Shaun	Temporary Faculty	50,253	11,074	61,327
Kelly, Ingrid P	Instructor	301,077	85,181	386,258
Kelly, Patrick A	Instructor	248,903	65,139	314,042
Kenig, Nicolas	Lab Assistant, EMT	1,391	41	1,432
Kenneally, Lauren	Student Embedded Tutor	4,076	59	4,135
Kerow, Chahmal	Temporary Faculty	21,403	1,955	23,358
Kerr, Grant R	Instructor	119,819	61,748	181,567
Kesler, Mary E	Administrative Assistant III	71,973	26,010	97,983
Khaing, Christopher	Student Embedded Tutor	8,494	122	8,616
Khazaeli Parsa, Poupak	Temporary Faculty	161,088	68,721	229,809
Killam, Paul	Temporary Faculty	18,782	1,716	20,498
Kim, James	Temporary Faculty	13,533	1,236	14,769
Kim, Jane	Work Study	2,602	37	2,639
Kim, NaYoung	Set Designer	3,510	321	3,831
Kim, Shinna	Temporary Faculty	4,072	3,407	7,479

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Kimbrough, Joshua	CES Instructor - Hrly Faculty	3,015	275	3,290
Kimelman, Benjamin	Temporary Faculty	9,299	2,049	11,348
Kimelman, Noreen A	Administrative Assistant III	94,424	51,287	145,711
King, David T	Instructor	139,265	45,978	185,243
Kinka Ruiz, Devon	Senior Human Resources Analyst	44,221	15,896	60,117
Kinnard, Miranda L	Administrative Assistant III	94,856	51,376	146,232
Klein, Jesse Jane B	Executive Assistant	90,695	64,696	155,391
Klein, Michael A	Custodial Services Supervisor	78,546	58,921	137,467
Klein, Rachel A	Counselor	144,362	68,546	212,908
Klinger, Alisa M	Instructor	85,094	50,958	136,052
Knickerbocker Rabbe, Katherine	Temporary Faculty	17,076	1,560	18,636
Koorhan, Margaret	Temporary Faculty	12,958	380	13,338
Kopra, Timothy	Temporary Faculty	17,126	3,774	20,900
Kostyrko, Jacek	Temporary Faculty	84,576	12,417	96,993
Kreit, Cara S	Instructor	180,426	54,686	235,112
Krempez, Ronald	Set Designer	3,510	321	3,831
Kreuzer, Susanne	Temporary Faculty	26,159	5,764	31,923
Kuromiya, James H	Instructional Support Specialist	20,623	14,234	34,857
Kurtz, Katie	Temporary Faculty	15,369	3,387	18,756
Laff, Rebecca H	Instructor	126,370	66,781	193,151
LaFond, Janelle	Work Study	7,001	101	7,102
Lama, Dexter	Department Assistant	3,563	51	3,614
Lamke, Victoria	Retiree	-	17,108	17,108
Langeveld, Martinus A	Police Officer	159,175	45,130	204,305
Langhoff, Nicholas	Temporary Faculty	19,359	4,266	23,625

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Lantzy, Henry	District Training	19,394	4,274	23,668
Lara, Ismael	Temporary Faculty	79,860	15,968	95,828
Lara-Dominguez, Lia M	Program Coordinator	103,020	54,449	157,469
Larre, Christelle J	Custodian	89,736	52,119	141,855
Lassiter, Amanda	Assistant Coach	4,560	417	4,977
Lauchenauer, Briana N	Instructional Specialist	10,779	3,951	14,730
Lauchenauer, Emma	Fiscal Services Assistant	2,718	39	2,757
Lavagetto, Lisa	Guest Chef	1,200	110	1,310
Laws, Minjae	CES Instructor - Hrly Faculty	1,938	177	2,115
Le, Anh	Accounting Technician - Hourly	8,248	310	8,558
Lee, Sea	Temporary Faculty	59,669	13,149	72,818
Lee, Wendy	Technology Support Specialist I	90,716	25,790	116,506
Leekam, Dario	Temporary Faculty	10,333	2,277	12,610
Lefkowitz, Carol	Temporary Faculty	101,553	39,466	141,019
Lehua, Constance	Prof Expert Human Resources	59,245	5,413	64,658
Leomiti, Aulani	Assistant Coach	3,423	313	3,736
Leon Gomez, Laura	ESL Dept. Assistant	13,764	198	13,962
Lesinski, Susan	On-Site Event Coordinator	2,175	64	2,239
Leung, Christine N	Instructor	20,020	2,492	22,512
Levin, Adrian	Math Lab Tutor	1,598	23	1,621
Levin, Magdalena	Temporary Faculty	84,084	52,893	136,977
Li, Christine X	Instructor	212,391	74,063	286,454
Lienres, Heather	CES Instructor - Hrly Faculty	1,938	177	2,115
Lingo, Angela K	Human Resources Manager, Academic Personnel	146,138	81,785	227,923
Linnard-Palmer, Luanne	Temporary Faculty	23,991	6,039	30,030

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Lipson, Rebecca	Temporary Faculty	135,009	26,716	161,725
Littlejohn, Francisco B	Facilities Technician I	96,523	54,727	151,250
Livie, Ian	Temporary Faculty	24,260	3,854	28,114
Loegering, Tessa J	Administrative Assistant III	96,423	65,295	161,718
Loewen, Amy	Temporary Faculty	78,045	45,448	123,493
Logan, Emma	Temporary Faculty	19,432	571	20,003
Loheyde, Kristin	Temporary Faculty	14,962	3,297	18,259
Lok, Leanna	Temporary Faculty	32,640	7,192	39,832
Long, Kimberly	lib substitute	2,660	586	3,246
Long, Lan-Ling	Library Technician	90,260	39,404	129,664
Longo, Gina L	Administrative Assistant III	119,821	72,180	192,001
Lopez De Leon, Lesly	Student Tutor	14,303	205	14,508
Lopez Gutierrez, Gloria	Temporary Faculty	26,548	779	27,327
Lopez Tizol, Petrona	Work Study	5,274	76	5,350
Loskutoff, Hazel	LIFEGUARD	2,142	63	2,205
Loucks, Alexandra	MESA Tutor II	4,005	58	4,063
Lynn, Elizabeth	CES Instructor - Hrly Faculty	2,961	271	3,232
Ma, Yuanchao	Student Tutor	2,502	36	2,538
Machan, Revathi	Professional Expert Environmental Impact	162,690	27,169	189,859
Macias de Munoz, Sandra D	Custodian	60,479	52,131	112,610
Madrigali, Ben	Student Tutor	6,057	87	6,144
Madril, Edwardo	Temporary Faculty	49,206	4,495	53,701
Magallanes-Rivera, Alexandra	Counselor	155,331	55,151	210,482
Mahmoud, Eiman	Temporary Faculty	71,691	6,550	78,241
Mahoney, David M	Graphics Design Specialist	9,677	6,184	15,861

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Mahyavanshi, Amrita	Work Study	2,853	41	2,894
Malmquist-West, Sara E	Counselor	147,398	46,852	194,250
Malouf, Janeatte K	Child Study Center Specialist II	146,811	48,498	195,309
Manento, Daudi B	Science Laboratory Specialist	79,718	45,933	125,651
Mansheeva, Dari	Student Tutor	2,575	37	2,612
Maoujoudi, Abdelhak	Temporary Faculty	29,710	6,547	36,257
Marckwordt, Colin	Work Study	7,299	105	7,404
Marckwordt, Valerie A	Community Programs Specialist II	103,275	66,772	170,047
Marcum, Jeffrey L	Maintenance Electrician	102,253	66,937	169,190
Mariano, Elnore F	Evaluations Analyst	99,063	53,020	152,083
Marinero, Anthony C	Receiving Clerk	62,787	53,460	116,247
Marinko, Vicki	Non Student Tutor	2,448	224	2,672
Mark, Julie B	Instructor	127,833	40,072	167,905
Mark, Rebecca	Lifeguard summer	2,366	69	2,435
Marmysz, John A	Instructor	247,631	77,698	325,329
Marsh, Margo	MESA Tutor II	9,454	136	9,590
Marshall, Dovas	Work Study	8,411	121	8,532
Marshall, Ilona	CES Instructor - Hrly Faculty	10,768	984	11,752
Martinez, Allyson J	Program Coordinator	113,470	62,668	176,138
Martinez, Crystal	Board of Trustee	6,612	2,476	9,088
Martinez, Danae	Temporary Faculty	82,108	15,057	97,165
Martinez, Manuel E	Custodian	83,459	60,482	143,941
Martinisi, Michele	Instructor	243,138	85,140	328,278
Massion, Cheo L	Instructor	166,168	50,909	217,077
Mathalise, Ntsieni	Child Study Center Specialist II - Sub	209	19	228

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Mathysen, Wyatt	LIFEGUARD	1,278	117	1,395
Matson, Nimfa	Temporary Faculty	1,809	165	1,974
Mautner, Eva	CES Instructor - Hrly Faculty	485	44	529
Maya Ceja, Adileni J	Staff Accountant	80,767	62,514	143,281
Maybank, Chandler	On-Site Event Coordinator	250	23	273
Mazumdar, Mrityunjoy	Instructional Specialist, Math	74,207	55,823	130,030
McBride, Christopher	Temporary Faculty	105,687	36,415	142,102
Mccaffrie, Hailey	Work Study	14,781	212	14,993
McCarthy, Ross	Temporary Faculty	36,488	3,334	39,822
McConnel, John	Temporary Faculty	61,951	18,914	80,865
McGee, Padraig	Temporary Faculty	65,704	28,945	94,649
McIntyre, Nicole	Director of MESA Program	131,786	65,431	197,217
McQuilkin, William	Lead Gardener - Organic Farm Vac Repl	44,451	8,264	52,715
McShea, Anna	Department Assistant	1,665	24	1,689
McSween, Karen	Library Technician III	11,825	5,502	17,327
McVey, Loraine	Library Technician Sub	9,581	281	9,862
Meade, Martha	CES Instructor - Hrly Faculty	4,523	413	4,936
Meecham, William	CES Instructor - Hrly Faculty	942	86	1,028
Meehan, James	FDIP Intern	6,318	577	6,895
Melendez, Evelyn	Work Study	4,586	66	4,652
Mendez De Leon, Lesli	Work Study	9,278	133	9,411
Mendez Pioquinto, Rosa M	Administrative Assistant II	38,720	29,296	68,016
Mercado Trujillo, Juan	Program Coordinator	115,676	71,409	187,085
Mercado Trujillo, Maria G	Program Coordinator	113,054	57,419	170,473
Mercado, Faiza	SAS Support Services Coordinator - Hourly	17,976	1,642	19,618

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Merriwether, Christian	Assistant Coach	2,600	238	2,838
Meza, Lynn	Temporary Faculty	40,780	8,986	49,766
Michelangelo, Lori	Instructor	186,166	71,888	258,054
Mihal, Colleen C	Instructor	224,039	73,935	297,974
Miller, Julie	Temporary Faculty	74,013	28,351	102,364
Miller, Trine	Instructor	71,626	62,939	134,565
Mills, Anna	Temporary Faculty	61,223	13,204	74,427
Miyawaki, Darren	Student Tutor	2,858	41	2,899
Mobbs, Paul	Temporary Faculty	18,909	4,167	23,076
Mogere, Ephantus O	Assistive Technology Access Specialist	90,381	63,038	153,419
Molina Martinez, Lucille	FDIP Intern	4,223	124	4,347
Mondragon Rebollar, Israel	Custodian	62,336	52,321	114,657
Montellato, James	Late Timecard Activation	2,328	213	2,541
Monterichard, Karen Theresa A	Community Programs Specialist II	69,246	25,024	94,270
Montoya Olivares, Ricardo	Custodian	82,318	57,035	139,353
Moon, Lindsay	CES Instructor - Hrly Faculty	835	76	911
Moore, Jennifer	CES Instructor - Hrly Faculty	17,202	1,572	18,774
Morales Orozco, Carol L	Program Coordinator	97,255	51,622	148,877
Morales, Mariella	Temporary Faculty	18,220	1,665	19,885
Morales-Orozco, Helen C	Child Study Center Specialist II	86,711	61,732	148,443
Morataya, Evelyn	Temporary Faculty	70,823	32,413	103,236
Moreno, Christian-Jon V	Technology Support Specialist II	124,528	60,468	184,996
Moreno, Ethan	MESA Tutor II	3,515	50	3,565
Moreno, Luz O	Counselor	210,974	59,515	270,489
Morin, Thomas	Temporary Faculty	24,753	5,455	30,208

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Morse, Lisa M	Instructor	177,403	68,730	246,133
Moynier, Sara	Temporary Faculty	9,391	2,069	11,460
Mpandenyama, Alessandra S	Instructor	131,351	68,105	199,456
Mueller, Joseph R	Instructor	212,230	76,832	289,062
Mugica, Monica	Administrative Assistant II - Hourly	19,078	1,743	20,821
Mulla, Bushra	Non Student Tutor	6,669	609	7,278
Mullen, Laura	Student Tutor	10,160	146	10,306
Muller, Kevin R	Instructor	164,671	71,685	236,356
Murai, Lauren	Temporary Faculty	53,041	11,688	64,729
Murillo, Shirley	Temporary Faculty	31,742	2,900	34,642
Murphy, Roseanne	CES Instructor - Hrly Faculty	18,736	1,712	20,448
Murray, Sandra	Temporary Faculty	26,711	2,440	29,151
Murrin, Isabel B	Administrative Assistant II	81,644	51,164	132,808
Musante, Danila S	Counselor	160,719	57,159	217,878
Muthui, Muingo	Temporary Faculty	47,386	10,442	57,828
Myers, Lyza S	Instructor	159,605	55,097	214,702
Nakagawa, Marlene	Farm Assistant - Department Assistant	5,751	169	5,920
Nakhuda, Aarif	On-Site Event Coordinator	2,208	32	2,240
Namvar, Mina	Admin Asst III	115,142	37,817	152,959
Nardo, Maryann	CES Instructor - Hrly Faculty	350	32	382
Nelson, Lori	Temporary Faculty	66,601	29,143	95,744
Nelson, Shawn	Temporary Faculty	41,513	3,793	45,306
Newell, Walker	Work Study	6,494	93	6,587
Newton, Steven F	Instructor	169,747	52,924	222,671
Nguyen, Anh Mai Thao	Work Study	8,222	118	8,340

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Nguyen, Dong T	Senior Systems Analyst	228,028	107,664	335,692
Nguyen, Hien D	Instructor	160,089	49,175	209,264
Nguyen, Thuy Trang T	Library Technician	100,921	53,050	153,971
Nguyen, Tu Anh	Work Study	18,508	266	18,774
Nicolas, Isabelle	Work Study	1,294	19	1,313
Nielson, Vincent	Work Study	2,495	36	2,531
Noble, Mary	Faculty Substitute Instructional - Drama	304	28	332
Nocito, Santiago J	Buyer	21,097	11,056	32,153
Nordin, Sarah	Temporary Faculty	28,668	4,130	32,798
Norris, Felicita M	Instructor	116,526	46,550	163,076
Northman, Robert M	Enrollment Services Specialist II	89,377	62,419	151,796
Norton, Paget	Temporary Faculty	2,435	222	2,657
Nuernberger, Jake	Work Study	8,942	128	9,070
Numaguchi, Vivian	Temporary Faculty	60,595	27,805	88,400
O'Brien, Garrett R	Child Study Center Specialist III	65,768	35,134	100,902
O'Brien, Stephanie	Board of Trustee	6,061	21,068	27,129
Ochoa, Elizabeth	Work Study	1,649	24	1,673
O'Connor, Brian	Temporary Faculty	67,939	14,971	82,910
O'Donnelley, Dianne F	Administrative Assistant III	112,676	71,184	183,860
Oliver, Lia	Temporary Faculty	87,231	26,636	113,867
Olmanson, Angela R	Director of Allied Health	142,012	81,995	224,007
Olson, Kevin	Temporary Faculty	2,199	481	2,680
Orbegozo riveros, Karidad	Non-Student Embedded Tutor	910	13	923
Ornelas, Ivan	Temporary Faculty	62,688	29,408	92,096
Oropeza, Miguel S	Instructor	119,578	41,901	161,479

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Ortiz Badillo, Deivys J	Custodian	81,201	56,259	137,460
Osborn, Hayden S	Instructional Assistant, Machine & Metals	19,089	1,845	20,934
Osheroff, Aaron B	Senior Database Administrator	208,618	93,413	302,031
Osovskiy, Ilya	Temporary Faculty	15,478	3,411	18,889
Ostojic-Portello, Radica	Temporary Faculty	7,743	227	7,970
Ott, Gretchen C	Child Study Center Specialist III	68,804	50,555	119,359
Overaa, Jennifer	Prof Expert Library	6,908	631	7,539
Ovetz, Robert	Temporary Faculty	24,469	5,392	29,861
Owen, Ron	Senior Benefits Analyst	21,785	4,558	26,343
Oxford, Ronald	Temporary Faculty	108,596	23,930	132,526
Oyama, Traci	Athletic Trainer - Hourly	21,735	1,986	23,721
Padron, Thomas	Temporary Faculty	59,501	16,495	75,996
Padula, Carlo	Temporary Faculty	26,243	2,398	28,641
Palella, Lisa	Senior Library Technician	71,873	47,688	119,561
Palmer, Ronald E	Instructor	311,849	85,056	396,905
Palmerin Ramirez, Savina	Temporary Faculty	49,076	10,814	59,890
Palomino, Melanie	Administrative Assistant III	94,789	55,694	150,483
Pan, Chunlin	HVAC Building and Controls Engineer	79,874	56,262	136,136
Paoli, Adam	Work Study	16,519	237	16,756
Paoli, Sarah A	Program Coordinator	102,479	53,528	156,007
Paredes, Tanya E	Administrative Assistant II	83,466	47,408	130,874
Parish, Peter	Temporary Faculty	26,340	5,804	32,144
Park, Jessica E	Instructor	222,893	72,595	295,488
Parks, Karah	Temporary Faculty	31,307	6,899	38,206
Pasquel, Alicia M	Instructor	262,077	93,754	355,831

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Passer, Joyce A	Instructor	211,033	63,394	274,427
Patel, Beth B	Instructor	168,079	64,416	232,495
Patlolla, Sandhyarani	Temporary Faculty	94,305	24,791	119,096
Patterson, David J	Librarian	174,535	37,094	211,629
Paul, Jeffrey	Accompanist	27,690	2,740	30,430
Paulino, Joan B	Enrollment Services Specialist II	107,623	74,384	182,007
Paulino, Julia Briel	Work Study	18,512	266	18,778
Peck, Jeffery	Retiree	-	3,346	3,346
Pectol, Samantha	Temporary Faculty	10,303	941	11,244
Penkethman, Jennifer	Temporary Faculty	13,449	2,964	16,413
Pensabene, Oksana	Program Coordinator	127,247	74,563	201,810
Perales, Teresa R	Program Coordinator	110,587	57,194	167,781
Peraza, Emma	Custodian	66,813	54,464	121,277
Perez, Chelsey L	Program Coordinator	113,061	77,213	190,274
Perez, Ramiro	Facilities Technician I	89,758	52,457	142,215
Perez, Serafin	Temporary Faculty	8,612	787	9,399
Perrone, Kristin J	Counselor	176,486	50,745	227,231
Petrovsky, John	Temporary Faculty	10,280	302	10,582
Piccioni, Richard	Temporary Faculty	24,488	5,396	29,884
Pinckney, Joanna L	Administrative Assistant II	111,164	59,055	170,219
Pineda, Anthony	Work Study	6,790	98	6,888
Pines, Brian	CES Instructor - Hrly Faculty	1,454	43	1,497
Pletcher, Elena	FARM ASSISTANT - DEPARTMENT ASSISTANT	5,745	169	5,914
Pomajulca, Cesar A	Instructor	201,846	79,998	281,844
Porter, Roger	Work Study	1,249	18	1,267

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Portillo, Diego	Student Tutor	6,543	94	6,637
Prince, Kuniko	Temporary Faculty	64,283	14,165	78,448
Pritchett, Kimberly	Temporary Faculty	15,242	3,321	18,563
Privitt, Karen	Temporary Faculty	67,255	9,165	76,420
Puch, Eresa	Vice President of Finance and Operations	214,704	98,612	313,316
Purcell, Shawn W	Instructor	221,415	72,662	294,077
Quick, Dayna J	Instructor	163,366	65,482	228,848
Rachelson, Howard	CES Instructor - Hrly Faculty	242	22	264
Radcliffe, Everett	Basic Needs Ambassador	10,375	948	11,323
Radford, Zion	Custodial Sub	1,789	163	1,952
Rahman, Heather J	Program Coordinator	107,685	60,279	167,964
Rahman, Susan A	Instructor	270,653	76,730	347,383
Ramey, Byron A	Counselor	139,809	52,661	192,470
Ramirez, Enrique	Work Study	500	7	507
Ramos, Jarrod	Temporary Faculty	7,661	700	8,361
Rangel Medina, Jonathan	Work Study	12,115	174	12,289
Rataiczky, Thomas	CES Instructor - Hrly Faculty	485	44	529
Rea-Eastland, Raina	Work Study	423	6	429
Reeder, Jeffrey T	Interim Dean of Instruction - Math and Science	162,420	70,393	232,813
Reeder, Ruthie R	Director of Child Development Program	141,677	69,056	210,733
Reetz, Becky M	Director of Student Support Programs and Services	265,948	106,634	372,582
Rego, Daria	FDIP Intern	5,776	528	6,304
Reilly, Sheila	Temporary Faculty	94,107	8,598	102,705
Renteria, Alma	Temporary Faculty	49,726	10,958	60,684
Requenes, Tania Nathali	Temporary Faculty	27,055	5,962	33,017

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Reyes Herrera, Rosbin	Custodial Sub	25,745	756	26,501
Reyes, Ralph	Puente Peer Mentor	4,814	69	4,883
Reyes, Ruby P	Enrollment Services Specialist III	101,376	72,493	173,869
Richard, Laura	Temporary Faculty	46,822	38,324	85,146
Ricks, Omar B	Instructor	113,900	39,225	153,125
Robertshaw, Mia N	General Counsel	280,493	132,642	413,135
Robertson, Noel	Temporary Faculty	51,014	32,667	83,681
Robin, Julian	Math Lat Tutor	56	1	57
Robinson, Karen F	Counselor	167,591	67,223	234,814
Robinson, Mark R	Science Laboratory Specialist	98,960	52,942	151,902
Rocha Rivera, Melvin J	Enrollment Services Specialist I	79,000	47,539	126,539
Rocha, Kevin	Work Study	15,350	220	15,570
Rocky, Alice	Temporary Faculty	30,506	896	31,402
Rodas, Anna	Temporary Faculty	42,067	3,843	45,910
Roderick, Irina	Instructor	236,667	80,856	317,523
Rodgers, Malcolm	Set Designer	3,510	321	3,831
Roghani, Parisa	Temporary Faculty	30,839	6,796	37,635
Rollins, Corina	Temporary Faculty	44,391	37,788	82,179
Rolston, Caitlin A	Instructor	148,094	63,176	211,270
Rolston, Katherine	CES Instructor - Hrly Faculty	2,530	231	2,761
Romo Padilla, Guadalupe D	Administrative Assistant II	100,294	66,770	167,064
Roohnavaz, Iman	Temporary Faculty	13,624	3,002	16,626
Rosas, Stephen	Professional Expert-CE	3,500	320	3,820
Rosas-Sanchez, Aneissa M	Counselor	179,814	58,108	237,922
Rosell, Pamela	Temporary Faculty	27,163	5,986	33,149

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Rosen, Ronald	CES Instructor - Hrly Faculty	3,742	342	4,084
Rosenthal, Keith M	Director of Advancement	172,803	90,477	263,280
Rosiak, Theresa	Temporary Faculty	60,547	13,056	73,603
Ross, June	Administrative Asst II - Hourly	41,296	3,773	45,069
Roth, Nicholas	Assistant Coach	14,955	439	15,394
Rothbart, George	Temporary Faculty	29,964	2,738	32,702
Ruddle, Joanna C	Instructor	243,306	90,015	333,321
Rudolph, Monica K	Administrative Assistant III	105,812	73,439	179,251
Ruiz, Dustin J	Police Officer	154,843	73,552	228,395
Rulloda, Gail Ann D	Director of Student Services - Student Accessibility Services	103,163	47,786	150,949
Russ, Teresa	Temporary Faculty	37,141	8,184	45,325
Russell, LyRyan C	Instructor	195,960	59,994	255,954
Sabia, Stormy M	Associate Vice President of Counseling and Student Services	89,182	31,991	121,173
Sabido, Max	Work Study	10,596	152	10,748
Saez, Hector R	Instructor	163,813	56,984	220,797
Salazar, Glen	CES Instructor - Hrly Faculty	4,361	398	4,759
Saldana, Tristan	Temporary Faculty	22,922	5,051	27,973
Salzmann, Emiria	Temporary Faculty	65,083	14,342	79,425
Samayoa, Miguel	Lab Assistant, EMT	1,435	42	1,477
Sanaie, Moha	Accounting Specialist	81,135	51,075	132,210
Sanchez Galvan, Axel	Performing Arts Department Asst.	639	9	648
Sanchez, Miguel	Senior Library Technician	35,337	27,931	63,268
Sanchez, Omar	Temporary Faculty	66,974	14,758	81,732
Sandoval, Maria	CES Instructor - Hrly Faculty	162	15	177
Sandri, David	CES Instructor - Hrly Faculty	135	12	147

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Sanjeev, Varun	Math Lab Tutor	1,166	17	1,183
Santini Rodriguez, Stefania	Basic Needs Ambassador	3,848	55	3,903
Santo, Jay-Nee	FDIP Intern	525	48	573
Sarjeant, Michelle	CES Instructor - Hrly Faculty	1,750	160	1,910
Saunders, Lisa	CES Instructor - Hrly Faculty	2,840	259	3,099
Scarcella, Joseph	Athletic Trainer	109,686	69,882	179,568
Schaefer, Emily	Temporary Faculty	100,147	50,415	150,562
Schane, Burton D	Senior Systems Analyst	223,506	72,641	296,147
Schiff, Cynthia	Temporary Faculty	90,471	19,936	110,407
Schmiege, Matthew J	Science Laboratory Specialist	73,454	48,321	121,775
Schneider, Thomas L	Police Officer	98,884	47,040	145,924
Schwappach, Lisa	Temporary Faculty	57,395	12,648	70,043
Schwartz, Maureen	CES Instructor - Hrly Faculty	323	30	353
Scofield, Alan	Temporary Faculty	49,666	38,950	88,616
Scranton, Diana	CES Instructor - Hrly Faculty	4,980	455	5,435
Scully, Andrea	CES Instructor - Hrly Faculty	5,384	492	5,876
Seery, Patricia J	Instructor	92,281	51,216	143,497
Serafin, Scott V	Instructor	226,026	77,484	303,510
Sereno, Prartho	CES Instructor - Hrly Faculty	1,292	118	1,410
Servais, Lauren	Dean of Arts and Humanities	201,733	80,805	282,538
Sethre, Ian	Temporary Faculty	62,401	13,751	76,152
Seval Viswam, Vidhyah	Administrative Assistant I	69,953	44,737	114,690
Seybold, Michael	Temporary Faculty	26,071	2,382	28,453
Shafer, Holley L	Director of Planning, Research and Institutional Effectiveness	196,733	102,231	298,964
Shahi, Jessica E	Police Services Assistant	92,888	62,012	154,900

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Sharei, Niku	Temporary Faculty	18,208	4,012	22,220
Sharma, Anu	Temporary Faculty	25,081	5,527	30,608
Shaw, Brieanna	Temporary Faculty	15,929	3,510	19,439
Shaw, Ellen	Accounting Technician	99,763	58,290	158,053
Sheofsky, Elizabeth A	Instructional Specialist	118,396	25,769	144,165
Shipman, James	CES Instructor - Hrly Faculty	1,534	140	1,674
Shrestha, Devendra K	Accounting Technician	84,233	60,728	144,961
Signor, Kaitlyn	Work Study	7,282	105	7,387
Silvia, Jacob	Facilities Technician I	76,577	44,402	120,979
Sirikul, Noppakan	Research and Planning Analyst	21,093	1,783	22,876
Sklove, Brett	Temporary Faculty	11,604	1,097	12,701
Smith, Franklin	Assistant Coach	555	16	571
Smith, Malaika	Program Coordinator	99,619	53,218	152,837
Smith, Michael V	Custodian	75,608	57,666	133,274
Smith, Paul	CES Instructor - Hrly Faculty	215	6	221
Smith, Rion R	Instructional Specialist, English	89,700	47,776	137,476
Smith, Shelley A	Instructor	121,360	56,775	178,135
Smith, Victor	Temporary Faculty	67,033	36,312	103,345
Smyth, Kathleen	Instructor	270,001	50,993	320,994
Smyth, Trevor	Temporary Faculty	41,511	10,128	51,639
So, Albert S	Print and Mail Production Specialist I	93,632	51,121	144,753
Solis Krummes, Bruno	Custodian	83,613	55,937	139,550
Solis, Julian T	Director of School and Community Partnerships	131,786	65,465	197,251
Sosa Mendoza, Isela	Department Assistant II	4,129	59	4,188
Sparrow, Neil O	Lead Gardener	90,808	63,081	153,889

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Spease, Jennifer A	Enrollment Services Specialist I	150,329	73,211	223,540
Spinelli-Skakel, Sean	Student Embedded Tutor	4,461	64	4,525
Spolter, Ralph	CES Instructor - Hrly Faculty	323	30	353
Srinivasan, Somasekar	Data Systems Research Analyst	96,088	50,782	146,870
St John, Wendy A	Instructor	131,855	43,314	175,169
Staffen, Russel	Maintenance Carpenter	107,564	58,716	166,280
Starr, Lara	CES Instructor - Hrly Faculty	323	30	353
Starr, Ruby	Work Study	16,755	241	16,996
Stavig, Victoria	FARM ASSISTANT - DEPARTMENT ASSISTANT	17,588	1,607	19,195
Stevenson, Troy	Counselor	130,278	45,314	175,592
Stewart, Paul W	Police Officer	146,200	52,496	198,696
Stewart, Susan	CES Instructor - Hrly Faculty	4,926	450	5,376
Stockmann, Kevin	CES Sub Lecture Instrl	431	39	470
Stopher, James A	Instructor	144,808	66,189	210,997
Strickland, JoAnne	Temporary Faculty	54,075	11,916	65,991
Stubbs, Stephanie	Temporary Faculty	72,392	6,614	79,006
Suarez, Alejandro	Instructional Support Analyst	146,844	86,323	233,167
Subramanian, N	Temporary Faculty	62,134	1,824	63,958
Sulaiman Hara, Sadika S	Associate Dean of Student Services - Student Activities and Advocacy	208,628	79,255	287,883
Susmani, Angelina M	Child Study Center Site Coordinator	53,839	12,438	66,277
Sywulak, Daria	Temporary Faculty	82,633	46,049	128,682
Tabor, Rowan P	Senior Library Technician	28,835	17,871	46,706
Tachihara, Sandra	Retiree	-	5,908	5,908
Tamayo, Juan C	Instructional Specialist, English	85,671	45,205	130,876

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Tanamachi, Erica	Temporary Faculty	11,089	2,444	13,533
Tanner Mack, Sandra	Temporary Faculty	40,016	8,818	48,834
Tatis Batista, Tania	Basic Needs Ambassador	611	9	620
Taylor, Willem	Student Tutor	3,000	43	3,043
Tedford, Matthew	Temporary Faculty	50,857	11,207	62,064
Teer, Joann	Enrollment Services Specialist II	173,326	60,970	234,296
Tejeda, Judith	Custodian	67,918	60,534	128,452
Tene, Esperanza	Temporary Faculty	3,304	302	3,606
Tercero Lopez, Luis F	Instructional Specialist, Math	82,615	47,056	129,671
Terhune, Jamine	Temporary Faculty	101,249	38,937	140,186
Terry, Linda D	Senior Payroll Specialist	183,551	73,330	256,881
Terry, Michael	Assistant Coach	2,600	238	2,838
Thaler, Reid	CES Instructor - Hrly Faculty	2,800	256	3,056
Thelen, Edward	LIFEGUARD LEAD	1,458	133	1,591
Thierry, Keith A	Instructor	143,100	52,408	195,508
Thomas, Alexander	CES Instructor - Hrly Faculty	1,023	93	1,116
Thorgersen, Olivia	Work Study	555	8	563
Thorne, Casey	Faculty Substitute Instructional	1,748	385	2,133
Thorp IV, Charles M	Technology Support Specialist II	113,869	76,469	190,338
Thurtell, Miranda	Assistant Coach	8,422	247	8,669
Tipton, James	Instructor	292,268	72,382	364,650
Tobler, Jackson	LIFEGUARD	570	52	622
Todorova, Elena T	Instructor	197,961	62,541	260,502
Toland, Laura	CES Instructor - Hrly Faculty	781	71	852
Tomfohr, Joel	Temporary Faculty	11,483	2,530	14,013

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Torgovitsky, Charlotte	CES Instructor - Hrly Faculty	808	74	882
Torous, Jane	CES Instructor - Hrly Faculty	310	28	338
Torres-Benavides, Cari M	Dean of Instructional Management	232,207	117,230	349,437
Totapudi, Sofia	Temporary Faculty	91,911	57,430	149,341
Trainer, Zoe	lib substitute	912	201	1,113
Traub, Arianna	Student Tutor	2,258	32	2,290
Treanor, Wanden	Board of Trustee	6,612	22,478	29,090
Trinidad Guzman, Andrea	Enrollment Services Specialist II	81,751	46,466	128,217
Trunk, Sean	Temporary Faculty	24,932	5,494	30,426
Tsark, Tami	CES Instructor - Hrly Faculty	21,536	1,968	23,504
Tshabalala, Tshiamo	Basic Needs Assistant	3,543	51	3,594
Tucker, Ryan	Student Police Cadet	5,800	83	5,883
Turner, Walter B	Instructor	213,992	67,595	281,587
Ubau Martinez, Alex	Student Police Cadet	13,892	199	14,091
Uhalde, Sebastien	Gardener	71,506	61,958	133,464
Unterberger, Richard	CES Instructor - Hrly Faculty	3,123	285	3,408
Urena, Jose J	Counselor	164,324	76,189	240,513
Valladares, Jefferson L	Accounting Technician	75,231	44,239	119,470
Valladares, Julia M	Enrollment Services Specialist I	70,633	42,557	113,190
Van Dorn, Eric	Temporary Faculty	61,925	23,372	85,297
Vargas Razo, Fernando J	Custodian	72,092	55,070	127,162
Varona, Alina R	Dean of Workforce Development & Career Technical Education	218,115	78,089	296,204
Vaughan, Michele	Temporary Faculty	96,250	38,016	134,266
Vavrek, Karl	Faculty Substitute	912	83	995
Vega, Michael I	Locksmith Carpenter	87,362	61,477	148,839

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 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	20,040	4,416	24,456
Velasquez Hernandez, Jaquelin	Work Study	10,220	147	10,367
Veneroso, Mateus X	Technology Support Specialist II	58,394	1,603	59,997
Ventura-Rafaella, Irving	Temporary Faculty	34,935	3,192	38,127
Verplaetse, Loretta	CES Instructor - Hrly Faculty	283	26	309
Vetter, Melanie	CES Instructor - Hrly Faculty	1,642	150	1,792
Vila, Suad	Program Coordinator	91,319	49,504	140,823
Villanueva, Edward	Temporary Faculty	21,030	4,634	25,664
Villarreal, Seanna M	Enrollment Services Specialist II	122,785	43,115	165,900
Vo, Nicole	Basic Needs Ambassador	6,456	93	6,549
Vogel, Benjamin	Work Study	1,855	27	1,882
Vogt, Mary	CES Instructor - Hrly Faculty	323	30	353
Wade, Aubrey	Temporary Faculty	95,558	8,730	104,288
Walker, Santon J	Instructional Specialist, Math	89,127	49,380	138,507
Wallace, Alfia	Instructional Spec. -Sub/LR	24,501	2,238	26,739
Walsh, Michelle	Temporary Faculty	54,588	25,436	80,024
Walsh, Wendy L	Instructor	157,544	55,594	213,138
Walter, Anita	Temporary Faculty	51,638	4,718	56,356
Wang, Andrea Q	Instructor	190,170	53,736	243,906
Wanstall, Bradley T	Senior Benefits Analyst	66,038	37,153	103,191
Wanzo, Benjamin	Temporary Faculty	72,006	18,634	90,640
Warren, Deborah L	Instructional Specialist, English	66,525	38,135	104,660
Wat, Timothy H	Instructor	260,467	67,617	328,084
Welch, Alison B	Program Coordinator	98,879	52,952	151,831
Wells, Stephanie E	Instructor	171,150	55,524	226,674

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 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	41,447	9,133	50,580
Went, Marjorie	Temporary Faculty	72,228	25,379	97,607
Werlin, Rebecca	Temporary Faculty	59,519	18,764	78,283
West, Walter	Temporary Faculty	126,947	42,307	169,254
White, Crystal I	Laboratory Specialist, Nursing	26,997	2,674	29,671
White, David	Designer Stage Technician	166,723	74,966	241,689
Whittington, Rebecca	Temporary Faculty	2,071	189	2,260
Wiebe, Laura J	Instructor	157,603	51,341	208,944
Wiebers, Deborah	Retiree	-	9,036	9,036
Wiemer, Emily	CES Instructor - Hrly Faculty	1,359	124	1,483
Willet, Nancy L	Instructor	177,033	55,162	232,195
Williams, Brooke	Work Study	8,914	128	9,042
Willits, Ronald	Temporary Faculty	67,359	14,557	81,916
Wilson, Paul G	Maintenance Electrician	111,071	70,378	181,449
Wiltey, Ana Flavia	Instructional Specialist, Medical Assisting	33,043	3,251	36,294
Winkler, Stacey J	Instructional Designer	142,046	75,772	217,818
Winsor, Leslie	Human Resources Analyst	14,616	5,435	20,051
Witte, Irmgard R	Payroll Specialist	111,086	45,450	156,536
Wittmann, Julie	CES Instructor - Hrly Faculty	1,077	98	1,175
Woldeselasie, Michaela	Prof Expert Common Course Num Project	26,740	2,443	29,183
Wong, Sally S	Program Coordinator	120,273	78,328	198,601
Wood, Hazel	CES Instructor - Hrly Faculty	646	59	705
Wood, Robyn	Temporary Faculty	177,014	71,776	248,790
Woodlief, Blaze L	Instructor	184,612	78,520	263,132
Wright, Elana	Temporary Faculty	8,506	1,874	10,380

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Wright, Keri	Temporary Faculty	9,391	858	10,249
Wright, Melinda	Temporary Faculty	29,025	6,548	35,573
Wuerth, Mary	Temporary Faculty	9,008	265	9,273
Yacoobali, Abubakar	Work Study	16,989	244	17,233
Yah, Vicky	FDIP Intern	6,238	570	6,808
Yates, Jeffrey D	Instructor	151,981	49,523	201,504
Yim, Rebecca K	Administrative Assistant III	97,706	52,530	150,236
Yokell, June	CES Instructor - Hrly Faculty	3,903	357	4,260
Young, Brian J	Laboratory Specialist, Fine Arts	86,854	53,246	140,100
Yu, Ssu Ting	CES Instructor - Hrly Faculty	242	22	264
Yuan, Mengqi	Articulation and Curriculum Analyst	130,767	73,741	204,508
Zabihi, Farhad	Instructor	227,787	59,873	287,660
Zaffran, Dan J	Instructor	220,146	68,551	288,697
Zamora, Efrain	Maintenance Carpenter	100,845	58,060	158,905
Zaragoza, Estefania C	Police Services Assistant	66,589	25,166	91,755
Zarrehparvar, Xenia	SAS Support Services Coordinator	129,746	53,516	183,262
Zart, Michelle	Work Study	7,549	108	7,657
Zeller, Brent	CES Instructor - Hrly Faculty	9,503	868	10,371
Zerrudo, Mark A	Program Coordinator	99,619	57,061	156,680
Zhang, Yilu	Work Study	6,272	90	6,362
Ziedrich, Cheryl	Temporary Faculty	64,654	28,714	93,368
Zingg, Andrew	FDIP Intern	4,952	452	5,404
Zoroza Lyonnet, Consuelo	CES Instructor - Hrly Faculty	4,442	406	4,848
Zybach, Zinaida	CES Instructor - Hrly Faculty	323	30	353

This page intentionally left blank.

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Robertshaw, Mia N	General Counsel	280,493	132,642	413,135
Palmer, Ronald E	Instructor	311,849	85,056	396,905
Eldridge, Jonathan D	Superintendent President	323,191	69,935	393,126
Kelly, Ingrid P	Instructor	301,077	85,181	386,258
Reetz, Becky M	Director of Student Support Programs and Services	265,948	106,634	372,582
Tipton, James	Instructor	292,268	72,382	364,650
Early, Rinetta	Counselor	301,300	58,274	359,574
Crawford, Yashica	Instructor	279,053	78,533	357,586
Pasquel, Alicia M	Instructor	262,077	93,754	355,831
Torres-Benavides, Cari M	Dean of Instructional Management	232,207	117,230	349,437
Rahman, Susan A	Instructor	270,653	76,730	347,383
Gonzalez, James M	Instructor	270,668	66,109	336,777
Nguyen, Dong T	Senior Systems Analyst	228,028	107,664	335,692
Ruddle, Joanna C	Instructor	243,306	90,015	333,321
Martinisi, Michele	Instructor	243,138	85,140	328,278
Wat, Timothy H	Instructor	260,467	67,617	328,084
Marmysz, John A	Instructor	247,631	77,698	325,329
Harris, Nekoda O	Vice President of Human Resources	238,041	84,817	322,858
Emerson, Dana	Assistant Superintendent / Vice President - Student Learning & Success	244,427	76,675	321,102
Smyth, Kathleen	Instructor	270,001	50,993	320,994
Roderick, Irina	Instructor	236,667	80,856	317,523
Carrera, Steve G	Instructor	240,533	76,448	316,981
Agudelo-Silva, Fernando	Instructor	231,268	84,386	315,654
Kelly, Patrick A	Instructor	248,903	65,139	314,042

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Puch, Eresa	Vice President of Finance and Operations	214,704	98,612	313,316
Gonzalez, Marco J	Instructor	235,487	73,490	308,977
Coulson, Maria M	Instructor	227,607	78,405	306,012
Serafin, Scott V	Instructor	226,026	77,484	303,510
Osheroff, Aaron B	Senior Database Administrator	208,618	93,413	302,031
Shafer, Holley L	Director of Planning, Research and Institutional Effectiveness	196,733	102,231	298,964
Mihal, Colleen C	Instructor	224,039	73,935	297,974
Varona, Alina R	Dean of Workforce Development & Career Technical Education	218,115	78,089	296,204
Schane, Burton D	Senior Systems Analyst	223,506	72,641	296,147
Park, Jessica E	Instructor	222,893	72,595	295,488
Purcell, Shawn W	Instructor	221,415	72,662	294,077
Haber, John A	Media Technology Support Specialist II	216,863	74,829	291,692
Christiansen, Klaus A	Director of Facilities Planning, Maintenance & Operations	191,575	99,732	291,307
Byrne, Ryan T	Associate Dean of Student Services - Kinesiology & Athletics	208,628	82,357	290,985
Mueller, Joseph R	Instructor	212,230	76,832	289,062
Indi, Ferhat	Systems Engineer	192,773	96,179	288,952
Zaffran, Dan J	Instructor	220,146	68,551	288,697
Sulaiman Hara, Sadika S	Associate Dean of Student Services - Student Activities and Advocacy	208,628	79,255	287,883
Zabihi, Farhad	Instructor	227,787	59,873	287,660
Li, Christine X	Instructor	212,391	74,063	286,454
Cullen, Gina M	Counselor	213,070	71,500	284,570
Berringer, Steven D	Instructor	189,282	94,098	283,380
Fara, Nick H	Instructor	211,076	71,604	282,680
Servais, Lauren	Dean of Arts and Humanities	201,733	80,805	282,538

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Pomajulca, Cesar A	Instructor	201,846	79,998	281,844
Turner, Walter B	Instructor	213,992	67,595	281,587
Gardiner, David N	Network PC Telephone Technician	202,957	74,319	277,276
Horinek, Jon B	Dean of Enrollment Services	210,731	64,489	275,220
Passer, Joyce A	Instructor	211,033	63,394	274,427
Bagtas-Carmona, Emy	Assistant Director of Enrollment Services	174,155	99,204	273,359
Moreno, Luz O	Counselor	210,974	59,515	270,489
Dunmire, Erik N	Instructor	198,608	69,620	268,228
Frye, Sarah M	Librarian	208,257	55,836	264,093
Rosenthal, Keith M	Director of Advancement	172,803	90,477	263,280
Woodlief, Blaze L	Instructor	184,612	78,520	263,132
Todorova, Elena T	Instructor	197,961	62,541	260,502
Michelangelo, Lori	Instructor	186,166	71,888	258,054
Jones, Alexander R	Instructor	171,067	86,280	257,347
Terry, Linda D	Senior Payroll Specialist	183,551	73,330	256,881
Russell, LyRyan C	Instructor	195,960	59,994	255,954
France, Patricia D	Instructor	194,323	60,830	255,153
Greitzer, Michelle L	Accountant	168,568	83,283	251,851
Barthelemy, Lance G	Instructional Specialist, CIS	177,633	71,461	249,094
Wood, Robyn	Temporary Faculty	177,014	71,776	248,790
Coley, William R	Counselor	171,406	77,029	248,435
Morse, Lisa M	Instructor	177,403	68,730	246,133
Everitt, David L	Instructor	176,934	67,858	244,792
Arbona, Shaila	Counselor	172,274	72,109	244,383
Wang, Andrea Q	Instructor	190,170	53,736	243,906

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Garetto, Enzo	Assistant Director of Facilities Planning, Maintenance and Operations	151,244	91,213	242,457
Finlayson, Luna C	Counselor	174,550	67,722	242,272
White, David	Designer Stage Technician	166,723	74,966	241,689
Urena, Jose J	Counselor	164,324	76,189	240,513
Beach, April M	Instructor	186,340	53,232	239,572
Rosas-Sanchez, Aneissa M	Counselor	179,814	58,108	237,922
Escobar, Caitlin R	Counselor	166,956	70,151	237,107
Jackson, Samantha P	Director of Fiscal Services	151,224	85,708	236,932
Allen, Maula K	Instructor	179,758	56,672	236,430
Muller, Kevin R	Instructor	164,671	71,685	236,356
Cooper, Laura	Temporary Faculty	181,468	54,177	235,645
Kreit, Cara S	Instructor	180,426	54,686	235,112
Robinson, Karen F	Counselor	167,591	67,223	234,814
Teer, Joann	Enrollment Services Specialist II	173,326	60,970	234,296
Cottle, Windee L	Instructor	159,907	73,479	233,386
Suarez, Alejandro	Instructional Support Analyst	146,844	86,323	233,167
Reeder, Jeffrey T	Interim Dean of Instruction - Math and Science	162,420	70,393	232,813
Patel, Beth B	Instructor	168,079	64,416	232,495
Cheney, Paul A	Instructor	158,101	74,113	232,214
Willet, Nancy L	Instructor	177,033	55,162	232,195
Aviles, Francisco R	Accounting Specialist	158,578	72,186	230,764
Khzaeli Parsa, Poupak	Temporary Faculty	161,088	68,721	229,809
Callahan, Shawna J	Human Resources Manager, Classified Personnel	141,188	87,873	229,061
Quick, Dayna J	Instructor	163,366	65,482	228,848

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Ruiz, Dustin J	Police Officer	154,843	73,552	228,395
Lingo, Angela K	Human Resources Manager, Academic Personnel	146,138	81,785	227,923
Perrone, Kristin J	Counselor	176,486	50,745	227,231
Wells, Stephanie E	Instructor	171,150	55,524	226,674
Anderson, Shaylah	Instructor	152,949	72,240	225,189
Olmanson, Angela R	Director of Allied Health	142,012	81,995	224,007
Spease, Jennifer A	Enrollment Services Specialist I	150,329	73,211	223,540
Newton, Steven F	Instructor	169,747	52,924	222,671
Dunn, Jason T	Instructor	153,505	67,973	221,478
Chi, Brian T	Network PC Telephone Technician	137,332	84,111	221,443
Allen, Kenneth P	Instructor	153,648	67,503	221,151
Beattie, Kyle J	Counselor	146,389	74,689	221,078
Saez, Hector R	Instructor	163,813	56,984	220,797
Breakstone, Julie E	Employment Services Coordinator	133,967	84,384	218,351
Musante, Danila S	Counselor	160,719	57,159	217,878
Winkler, Stacey J	Instructional Designer	142,046	75,772	217,818
Haggitt, Brianna D	Accountant	139,529	77,625	217,154
Massion, Cheo L	Instructor	166,168	50,909	217,077
Daubenmire, Paul	Instructor	151,753	64,687	216,440
Africa, Erin J	Instructor	146,816	69,472	216,288
Edwards, Shaquam K	Instructor	163,472	52,361	215,833
Dominguez, Paul K	Lead Gardener	152,758	62,457	215,215
Myers, Lyza S	Instructor	159,605	55,097	214,702
Walsh, Wendy L	Instructor	157,544	55,594	213,138
Klein, Rachel A	Counselor	144,362	68,546	212,908

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Bjorklund, Trevor C	Instructor	145,139	67,323	212,462
Patterson, David J	Librarian	174,535	37,094	211,629
Rolston, Caitlin A	Instructor	148,094	63,176	211,270
Stopher, James A	Instructor	144,808	66,189	210,997
Howard, Matthew J	Instructional Technology Supervisor	141,822	69,108	210,930
Reeder, Ruthie R	Director of Child Development Program	141,677	69,056	210,733
Magallanes-Rivera, Alexandra	Counselor	155,331	55,151	210,482
Nguyen, Hien D	Instructor	160,089	49,175	209,264
Wiebe, Laura J	Instructor	157,603	51,341	208,944
Fox, Emily P	Instructor	140,348	67,270	207,618
Jacobs, Erin C	Instructor	156,206	51,017	207,223
Yuan, Mengqi	Articulation and Curriculum Analyst	130,767	73,741	204,508
Langeveld, Martinus A	Police Officer	159,175	45,130	204,305
Cruz, Nicole A	Director of Marketing and Communications	136,414	67,131	203,545
Pensabene, Oksana	Program Coordinator	127,247	74,563	201,810
Yates, Jeffrey D	Instructor	151,981	49,523	201,504
Mpandenyama, Alessandra S	Instructor	131,351	68,105	199,456
Fragata, Marilou B	Staff Accountant	123,726	75,018	198,744
Hulin, Patricia R	Instructor	149,511	49,223	198,734
Stewart, Paul W	Police Officer	146,200	52,496	198,696
Wong, Sally S	Program Coordinator	120,273	78,328	198,601
Beal, Rebecca J	Instructor	148,406	49,271	197,677
Solis, Julian T	Director of School and Community Partnerships	131,786	65,465	197,251
McIntyre, Nicole	Director of MESA Program	131,786	65,431	197,217
Durfee, Melinda M	Program Coordinator	133,075	64,037	197,112

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Drake, Brandon A	Program Coordinator	122,597	74,407	197,004
Crosby, Frank D	Instructor	170,564	26,312	196,876
Cortright, Seth K	Instructor	151,357	44,347	195,704
Thierry, Keith A	Instructor	143,100	52,408	195,508
Malouf, Janeatte K	Child Study Center Specialist II	146,811	48,498	195,309
Boner, Elizabeth H	Instructor	146,705	47,874	194,579
Malmquist-West, Sara E	Counselor	147,398	46,852	194,250
Hunter, Andrea	Enrollment Services Specialist III	120,242	73,926	194,168
Laff, Rebecca H	Instructor	126,370	66,781	193,151
Ramey, Byron A	Counselor	139,809	52,661	192,470
Longo, Gina L	Administrative Assistant III	119,821	72,180	192,001
Bacigalupi, Lindsay W	Facility Rental Supervisor	126,296	65,109	191,405
Thorp IV, Charles M	Technology Support Specialist II	113,869	76,469	190,338
Perez, Chelsey L	Program Coordinator	113,061	77,213	190,274
Christensen, Tina A	Instructor	133,878	56,086	189,964
Machan, Revathi	Professional Expert Environmental Impact	162,690	27,169	189,859
Bright, Alicia	Director of Nursing	163,027	24,100	187,127
Mercado Trujillo, Juan	Program Coordinator	115,676	71,409	187,085
Antokhin, Kathleen	Program Coordinator	114,480	71,491	185,971
King, David T	Instructor	139,265	45,978	185,243
Moreno, Christian-Jon V	Technology Support Specialist II	124,528	60,468	184,996
Acker, Eileen M	Administrative Assistant III	113,161	71,361	184,522
O'Donnelley, Dianne F	Administrative Assistant III	112,676	71,184	183,860
Zarrehparvar, Xenia	SAS Support Services Coordinator	129,746	53,516	183,262
Paulino, Joan B	Enrollment Services Specialist II	107,623	74,384	182,007

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Kerr, Grant R	Instructor	119,819	61,748	181,567
Wilson, Paul G	Maintenance Electrician	111,071	70,378	181,449
Freschl, Carl E	Counselor	137,983	42,945	180,928
Dyer, Nequeshe L	Program Coordinator	110,532	70,321	180,853
Aguilar, Raul E	Chief of Police/Director of Safety	143,727	36,374	180,101
Scarcella, Joseph	Athletic Trainer	109,686	69,882	179,568
Guillen, Hugo	Program Coordinator	116,153	63,173	179,326
Rudolph, Monica K	Administrative Assistant III	105,812	73,439	179,251
Grist, Gregory	Temporary Faculty	124,193	54,936	179,129
Costill, Laurel M	Instructor	134,232	44,788	179,020
Smith, Shelley A	Instructor	121,360	56,775	178,135
Gaffney, Keli M	Staff Accountant	118,260	59,730	177,990
Martinez, Allyson J	Program Coordinator	113,470	62,668	176,138
Stevenson, Troy	Counselor	130,278	45,314	175,592
St John, Wendy A	Instructor	131,855	43,314	175,169
Reyes, Ruby P	Enrollment Services Specialist III	101,376	72,493	173,869
Bohlke, Wende I	Instructor	122,727	50,714	173,441
Brock-Montalbano, Chanel	Program Coordinator	111,204	61,597	172,801
Gisle, Kirsten K	Employment Services Coordinator	115,133	57,658	172,791
Barnett, Marixa	Payroll Specialist	99,247	71,727	170,974
Mercado Trujillo, Maria G	Program Coordinator	113,054	57,419	170,473
Pinckney, Joanna L	Administrative Assistant II	111,164	59,055	170,219
Marckwordt, Valerie A	Community Programs Specialist II	103,275	66,772	170,047
West, Walter	Temporary Faculty	126,947	42,307	169,254
Marcum, Jeffrey L	Maintenance Electrician	102,253	66,937	169,190

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Benet, Micol A	Executive Assistant	101,429	67,628	169,057
Borisov, Olga	Administrative Assistant II	101,189	66,852	168,041
Rahman, Heather J	Program Coordinator	107,685	60,279	167,964
Mark, Julie B	Instructor	127,833	40,072	167,905
Bonander, Barbara	Instructor	140,340	27,480	167,820
Perales, Teresa R	Program Coordinator	110,587	57,194	167,781
Bonilla, Gabriel S	Instructor	121,250	46,008	167,258
Romo Padilla, Guadalupe D	Administrative Assistant II	100,294	66,770	167,064
Staffen, Russel	Maintenance Carpenter	107,564	58,716	166,280
Villarreal, Seanna M	Enrollment Services Specialist II	122,785	43,115	165,900
Gapinski, Thelina J	Program Coordinator	94,827	70,541	165,368
Gable, Emily Y	Instructor	122,726	42,303	165,029
Cantua-Alvarez, Marco A	Student Conduct and Community Standards Coordinator	98,351	64,726	163,077
Norris, Felicita M	Instructor	116,526	46,550	163,076
Cifuentes Gudiel, Seydi V	Program Coordinator	97,435	64,870	162,305
Lipson, Rebecca	Temporary Faculty	135,009	26,716	161,725
Loegering, Tessa J	Administrative Assistant III	96,423	65,295	161,718
Oropeza, Miguel S	Instructor	119,578	41,901	161,479
Contini, Victor	Temporary Faculty	101,808	59,499	161,307
Zamora, Efrain	Maintenance Carpenter	100,845	58,060	158,905
Alvarado Wing, Katerinne K	Human Resources Generalist II	104,064	54,831	158,895
Shaw, Ellen	Accounting Technician	99,763	58,290	158,053
Lara-Dominguez, Lia M	Program Coordinator	103,020	54,449	157,469
Carroll, Sheldon J	Evaluations Analyst	102,690	54,332	157,022
Zerrudo, Mark A	Program Coordinator	99,619	57,061	156,680

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Witte, Irmgard R	Payroll Specialist	111,086	45,450	156,536
Paoli, Sarah A	Program Coordinator	102,479	53,528	156,007
Chen, Yii Shinn	Instructor	115,317	40,664	155,981
Klein, Jesse Jane B	Executive Assistant	90,695	64,696	155,391
Jones, David A	Instructor	113,547	41,360	154,907
Shahi, Jessica E	Police Services Assistant	92,888	62,012	154,900
Nguyen, Thuy Trang T	Library Technician	100,921	53,050	153,971
Sparrow, Neil O	Lead Gardener	90,808	63,081	153,889
Mogere, Ephantus O	Assistive Technology Access Specialist	90,381	63,038	153,419
Ricks, Omar B	Instructor	113,900	39,225	153,125
Namvar, Mina	Admin Asst III	115,142	37,817	152,959
Cruz, Julio C	Custodian	93,336	59,547	152,883
Smith, Malaika	Program Coordinator	99,619	53,218	152,837
Carlisle, Dorian H	Administrative Assistant II	85,439	67,113	152,552
Mariano, Elnore F	Evaluations Analyst	99,063	53,020	152,083
Robinson, Mark R	Science Laboratory Specialist	98,960	52,942	151,902
Welch, Alison B	Program Coordinator	98,879	52,952	151,831
Northman, Robert M	Enrollment Services Specialist II	89,377	62,419	151,796
Abellera, Lisa	Administrative Assistant III	95,236	56,212	151,448
Erdmann, John B	Librarian	113,807	37,505	151,312
Littlejohn, Francisco B	Facilities Technician I	96,523	54,727	151,250
Rulloda, Gail Ann D	Director of Student Services - Student Accessibility Services	103,163	47,786	150,949
Schaefer, Emily	Temporary Faculty	100,147	50,415	150,562
Palomino, Melanie	Administrative Assistant III	94,789	55,694	150,483
Kaplan, Tessa N	Human Resources Generalist II	94,473	55,934	150,407

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Christensen, Janet	Temporary Faculty	100,982	49,274	150,256
Yim, Rebecca K	Administrative Assistant III	97,706	52,530	150,236
Totapudi, Sofia	Temporary Faculty	91,911	57,430	149,341
Cobos, Diego	Program Coordinator	97,346	51,630	148,976
Morales Orozco, Carol L	Program Coordinator	97,255	51,622	148,877
Vega, Michael I	Locksmith Carpenter	87,362	61,477	148,839
Anderegg, Sarah	Executive Assistant	85,393	63,154	148,547
Morales-Orozco, Helen C	Child Study Center Specialist II	86,711	61,732	148,443
Srinivasan, Somasekar	Data Systems Research Analyst	96,088	50,782	146,870
Bauer, Katherine N	Executive Assistant	94,690	51,941	146,631
Foulger, Kim S	Administrative Assistant II	91,652	54,917	146,569
Harbison, Jesse G	Print and Mail Production Specialist II	85,490	61,057	146,547
Kinnard, Miranda L	Administrative Assistant III	94,856	51,376	146,232
Ashby, Mariah J	Administrative Assistant II	84,782	61,147	145,929
Schneider, Thomas L	Police Officer	98,884	47,040	145,924
Kimelman, Noreen A	Administrative Assistant III	94,424	51,287	145,711
Shrestha, Devendra K	Accounting Technician	84,233	60,728	144,961
So, Albert S	Print and Mail Production Specialist I	93,632	51,121	144,753
Sheofsky, Elizabeth A	Instructional Specialist	118,396	25,769	144,165
Martinez, Manuel E	Custodian	83,459	60,482	143,941
De Young, Scott A	Custodian	91,429	52,363	143,792
Seery, Patricia J	Instructor	92,281	51,216	143,497
Maya Ceja, Adileni J	Staff Accountant	80,767	62,514	143,281
Perez, Ramiro	Facilities Technician I	89,758	52,457	142,215
McBride, Christopher	Temporary Faculty	105,687	36,415	142,102

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Larre, Christelle J	Custodian	89,736	52,119	141,855
Lefkowitz, Carol	Temporary Faculty	101,553	39,466	141,019
Vila, Suad	Program Coordinator	91,319	49,504	140,823
Terhune, Jamine	Temporary Faculty	101,249	38,937	140,186
Young, Brian J	Laboratory Specialist, Fine Arts	86,854	53,246	140,100
Solis Krummes, Bruno	Custodian	83,613	55,937	139,550
Montoya Olivares, Ricardo	Custodian	82,318	57,035	139,353
Walker, Santon J	Instructional Specialist, Math	89,127	49,380	138,507
Smith, Rion R	Instructional Specialist, English	89,700	47,776	137,476
Klein, Michael A	Custodial Services Supervisor	78,546	58,921	137,467
Ortiz Badillo, Deivys J	Custodian	81,201	56,259	137,460
Hillstrom, Lisa A	Community Programs Specialist I	84,843	52,334	137,177
Levin, Magdalena	Temporary Faculty	84,084	52,893	136,977
Cooney, Ryan T	Kinesiology & Athletics Equipment Manager	74,852	61,811	136,663
Pan, Chunlin	HVAC Building and Controls Engineer	79,874	56,262	136,136
Klinger, Alisa M	Instructor	85,094	50,958	136,052
Fonteno, Amber L	Library Technician	86,366	48,452	134,818
Christian, Brandon K	Executive Assistant	85,393	49,276	134,669
Hovan, Michael J	Facilities Technician I	76,871	57,749	134,620
Miller, Trine	Instructor	71,626	62,939	134,565
Diaz Marroquin, Abner H	Custodian	76,598	57,964	134,562
Vaughan, Michele	Temporary Faculty	96,250	38,016	134,266
Bogran Raymundo, Rolando S	Gardener	76,604	57,546	134,150
Garretson, Patrick C	Matriculation Specialist	85,837	48,115	133,952
Good, Lesley A	Laboratory Specialist, Automotive	82,340	51,523	133,863

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Carrillo, Aimee	Administrative Assistant III	82,177	51,346	133,523
Uhalde, Sebastien	Gardener	71,506	61,958	133,464
Smith, Michael V	Custodian	75,608	57,666	133,274
Murrin, Isabel B	Administrative Assistant II	81,644	51,164	132,808
Alexander, Diamond L	Kinesiology & Athletics Coordinator	85,497	47,261	132,758
Oxford, Ronald	Temporary Faculty	108,596	23,930	132,526
Sanaie, Moha	Accounting Specialist	81,135	51,075	132,210
Tamayo, Juan C	Instructional Specialist, English	85,671	45,205	130,876
Paredes, Tanya E	Administrative Assistant II	83,466	47,408	130,874
Amundson, Lauren M	Science Laboratory Specialist	83,365	47,127	130,492
Diaz de Lopez, Ecxa Roxana	Custodian	69,472	60,857	130,329
Hayne, Katherine	Temporary Faculty	83,630	46,435	130,065
Mazumdar, Mrityunjoy	Instructional Specialist, Math	74,207	55,823	130,030
Alvarez Gonzalez, Jose R	Gardener	69,101	60,816	129,917
Tercero Lopez, Luis F	Instructional Specialist, Math	82,615	47,056	129,671
Long, Lan-Ling	Library Technician	90,260	39,404	129,664
Jackson, Kahea L	Administrative Assistant II	82,101	46,937	129,038
Sywulak, Daria	Temporary Faculty	82,633	46,049	128,682
Day, Michael J	Designer Stage Technician	82,860	45,690	128,550
Tejeda, Judith	Custodian	67,918	60,534	128,452
Dormann, Roger W	Graphic Designer	81,780	46,533	128,313
Trinidad Guzman, Andrea	Enrollment Services Specialist II	81,751	46,466	128,217
Keener, Margarita	Custodian	71,802	55,982	127,784
Vargas Razo, Fernando J	Custodian	72,092	55,070	127,162
Buckley, Bo E	Health Services Assistant	70,766	56,167	126,933

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Rocha Rivera, Melvin J	Enrollment Services Specialist I	79,000	47,539	126,539
Herrera, Henry C	Custodian	70,602	55,822	126,424
Gray, Maria	Temporary Faculty	80,537	45,587	126,124
Manento, Daudi B	Science Laboratory Specialist	79,718	45,933	125,651
Bugas, Rebecca L	Administrative Assistant II	67,768	57,602	125,370
Loewen, Amy	Temporary Faculty	78,045	45,448	123,493
Chavez Rodriguez, Luis	Temporary Faculty	99,371	23,545	122,916
Schmiege, Matthew J	Science Laboratory Specialist	73,454	48,321	121,775
Peraza, Emma	Custodian	66,813	54,464	121,277
Sabia, Stormy M	Associate Vice President of Counseling and Student Services	89,182	31,991	121,173
D'Agostino, Lisa	Temporary Faculty	87,308	33,706	121,014
Silvia, Jacob	Facilities Technician I	76,577	44,402	120,979
Berger, Sarah L	Interim Assistant Director of Donor Relations and Community Engagement	80,689	39,576	120,265
Palella, Lisa	Senior Library Technician	71,873	47,688	119,561
Valladares, Jefferson L	Accounting Technician	75,231	44,239	119,470
Ott, Gretchen C	Child Study Center Specialist III	68,804	50,555	119,359
Patlolla, Sandhyarani	Temporary Faculty	94,305	24,791	119,096
Da Silva Costa, Eloisa B	Administrative Assistant II	73,296	45,254	118,550
Davis, Kevin	Temporary Faculty	80,736	36,665	117,401
Gamal, Arif	Temporary Faculty	95,529	21,051	116,580
Lee, Wendy	Technology Support Specialist I	90,716	25,790	116,506
Marinero, Anthony C	Receiving Clerk	62,787	53,460	116,247
Begg, Connie	Temporary Faculty	71,873	43,728	115,601
Seval Viswam, Vidhyah	Administrative Assistant I	69,953	44,737	114,690

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Mondragon Rebollar, Israel	Custodian	62,336	52,321	114,657
Jimenez Orellana, Efrain A	Custodian	61,581	52,555	114,136
Oliver, Lia	Temporary Faculty	87,231	26,636	113,867
Valladares, Julia M	Enrollment Services Specialist I	70,633	42,557	113,190
Doermann, Elisabeth	Temporary Faculty	78,887	34,190	113,077
Macias de Munoz, Sandra D	Custodian	60,479	52,131	112,610
Anderson, Zoe	Temporary Faculty	84,170	28,358	112,528
Hunter, Carrie	Temporary Faculty	75,126	36,910	112,036
Arrick, Janet	Temporary Faculty	78,741	32,930	111,671
Graff, Alyssa J	Program Coordinator	80,177	31,451	111,628
Cruz Viera, Mercedes D	Custodian	69,050	42,221	111,271
Schiff, Cynthia	Temporary Faculty	90,471	19,936	110,407
Corpuz, Donte J	Facilities Technician I	68,095	41,405	109,500
Huijon, Lilyana	Temporary Faculty	59,103	50,089	109,192
Hartmann, Joseph R	Receiving Clerk	62,860	44,444	107,304
Warren, Deborah L	Instructional Specialist, English	66,525	38,135	104,660
Wade, Aubrey	Temporary Faculty	95,558	8,730	104,288
Jimenez Martinez, Guadalupe	Temporary Faculty	81,586	21,835	103,421
Glostein, Barbara	Temporary Faculty	71,222	32,165	103,387
Smith, Victor	Temporary Faculty	67,033	36,312	103,345
Morataya, Evelyn	Temporary Faculty	70,823	32,413	103,236
Wanstall, Bradley T	Senior Benefits Analyst	66,038	37,153	103,191
Jones, Suzanne	Temporary Faculty	79,502	23,638	103,140
Reilly, Sheila	Temporary Faculty	94,107	8,598	102,705
Miller, Julie	Temporary Faculty	74,013	28,351	102,364

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
O'Brien, Garrett R	Child Study Center Specialist III	65,768	35,134	100,902
Fernandez, Ana	Temporary Faculty	68,793	31,966	100,759
Gough, Daniel	Temporary Faculty	69,948	29,795	99,743
Del Rio, Marisol	Temporary Faculty	80,722	17,788	98,510
Kesler, Mary E	Administrative Assistant III	71,973	26,010	97,983
Went, Marjorie	Temporary Faculty	72,228	25,379	97,607
Cairns, Michael	Temporary Faculty	63,588	33,815	97,403
Martinez, Danae	Temporary Faculty	82,108	15,057	97,165
Kostyrko, Jacek	Temporary Faculty	84,576	12,417	96,993
Grassl, Edward	Temporary Faculty	79,396	17,496	96,892
Buquen, Kenny	Temporary Faculty	66,904	29,210	96,114
Lara, Ismael	Temporary Faculty	79,860	15,968	95,828
Nelson, Lori	Temporary Faculty	66,601	29,143	95,744
McGee, Pdraig	Temporary Faculty	65,704	28,945	94,649
Arbolante III, Teodoro R	Technology Support Specialist II	62,273	32,120	94,393
Monterichard, Karen Theresa A	Community Programs Specialist II	69,246	25,024	94,270
Culbertson, Mark	Temporary Faculty	76,672	16,895	93,567
Ziedrich, Cheryl	Temporary Faculty	64,654	28,714	93,368
Ornelas, Ivan	Temporary Faculty	62,688	29,408	92,096
Coss, Craig	Temporary Faculty	84,354	7,707	92,061
Zaragoza, Estefania C	Police Services Assistant	66,589	25,166	91,755
Bertuol-Okun, Sueli	Temporary Faculty	67,740	23,646	91,386
Damonte, Oleksandra	Temporary Faculty	53,873	37,394	91,267
Hui, Julie	Temporary Faculty	61,929	29,240	91,169
Wanzo, Benjamin	Temporary Faculty	72,006	18,634	90,640

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Canon, Stephanie J	Director of Information Technology	60,312	29,347	89,659
Hernandez, Barbara E	Instructional Specialist, English	73,817	15,736	89,553
Applegate, Monica J	Pool Maintenance Worker IVC	63,782	25,553	89,335
Fredrick, Dario	Temporary Faculty	61,262	27,967	89,229
Scofield, Alan	Temporary Faculty	49,666	38,950	88,616
Numaguchi, Vivian	Temporary Faculty	60,595	27,805	88,400
Van Dorn, Eric	Temporary Faculty	61,925	23,372	85,297
Richard, Laura	Temporary Faculty	46,822	38,324	85,146
Imazumi, Sandra E	Science Museum Laboratory Specialist	61,902	22,331	84,233
Robertson, Noel	Temporary Faculty	51,014	32,667	83,681
O'Connor, Brian	Temporary Faculty	67,939	14,971	82,910
Harris, Kahtara	Temporary Faculty	39,852	42,637	82,489
Rollins, Corina	Temporary Faculty	44,391	37,788	82,179
Willits, Ronald	Temporary Faculty	67,359	14,557	81,916
Sanchez, Omar	Temporary Faculty	66,974	14,758	81,732
McConnel, John	Temporary Faculty	61,951	18,914	80,865
Abbott Brady, Strawda	Temporary Faculty	59,373	21,487	80,860
Brookshire, Guy	Temporary Faculty	65,996	14,543	80,539
Brady, Stephen	Temporary Faculty	71,046	9,002	80,048
Walsh, Michelle	Temporary Faculty	54,588	25,436	80,024
Amidei, Kathleen	Temporary Faculty	73,215	6,689	79,904
Jupe, Kimberly	Temporary Faculty	72,902	6,660	79,562
Salzmann, Emiria	Temporary Faculty	65,083	14,342	79,425
Stubbs, Stephanie	Temporary Faculty	72,392	6,614	79,006
Prince, Kuniko	Temporary Faculty	64,283	14,165	78,448

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Werlin, Rebecca	Temporary Faculty	59,519	18,764	78,283
Mahmoud, Eiman	Temporary Faculty	71,691	6,550	78,241
Coronado, Victor	Temporary Faculty	59,301	18,679	77,980
Hernandez, Raymond	Professional Expert Nursing	74,315	2,283	76,598
Privitt, Karen	Temporary Faculty	67,255	9,165	76,420
Sethre, Ian	Temporary Faculty	62,401	13,751	76,152
Padron, Thomas	Temporary Faculty	59,501	16,495	75,996
Johnson, Pamela	Temporary Faculty	54,214	21,477	75,691
Mills, Anna	Temporary Faculty	61,223	13,204	74,427
Cooper, Daniel	Temporary Faculty	60,955	13,146	74,101
Forsyth, Susan	Temporary Faculty	60,688	13,087	73,775
Rosiak, Theresa	Temporary Faculty	60,547	13,056	73,603
Lee, Sea	Temporary Faculty	59,669	13,149	72,818
Frias-Bravo, Ana	Temporary Faculty	59,643	13,000	72,643
Blusseau, Francoise	Temporary Faculty	59,040	13,010	72,050
Schwappach, Lisa	Temporary Faculty	57,395	12,648	70,043
Jacobs, Keith	Temporary Faculty	64,002	5,847	69,849
Goldberg, Georgia	Temporary Faculty	66,447	1,951	68,398
Bertolli, Laura	Temporary Faculty	42,260	26,119	68,379
Mendez Pioquinto, Rosa M	Administrative Assistant II	38,720	29,296	68,016
Susmani, Angelina M	Child Study Center Site Coordinator	53,839	12,438	66,277
Strickland, JoAnne	Temporary Faculty	54,075	11,916	65,991
Murai, Lauren	Temporary Faculty	53,041	11,688	64,729
Lehua, Constance	Prof Expert Human Resources	59,245	5,413	64,658
Kas-Osoka, Joshua	Temporary Faculty	57,835	6,682	64,517

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Subramanian, N	Temporary Faculty	62,134	1,824	63,958
Goodloe, Lacey	Temporary Faculty	51,939	11,445	63,384
Sanchez, Miguel	Senior Library Technician	35,337	27,931	63,268
Brown-Carson, Jamelia	Temporary Faculty	44,280	18,982	63,262
Burlingham, Jan	Temporary Faculty	51,750	11,404	63,154
Tedford, Matthew	Temporary Faculty	50,857	11,207	62,064
Keiser, Shaun	Temporary Faculty	50,253	11,074	61,327
Horn, Cynthia	Temporary Faculty	50,233	11,069	61,302
Renteria, Alma	Temporary Faculty	49,726	10,958	60,684
Kinka Ruiz, Devon	Senior Human Resources Analyst	44,221	15,896	60,117
Veneroso, Mateus X	Technology Support Specialist II	58,394	1,603	59,997
Palmerin Ramirez, Savina	Temporary Faculty	49,076	10,814	59,890
Brandabur Langer, Keiran	Temporary Faculty	49,132	10,072	59,204
Gelburd, Joel	Temporary Faculty	48,202	10,622	58,824
del Lima, Bethany	Temporary Faculty	50,281	7,756	58,037
Muthui, Muingo	Temporary Faculty	47,386	10,442	57,828
Walter, Anita	Temporary Faculty	51,638	4,718	56,356
Brown, Kate	Temporary Faculty	45,147	9,949	55,096
Madril, Edwardo	Temporary Faculty	49,206	4,495	53,701
Davison, Jeanette G	Instructional Specialist, Adapted PE	39,147	14,204	53,351
Bruce, Erik	Temporary Faculty	48,751	4,454	53,205
McQuilkin, William	Lead Gardener - Organic Farm Vac Repl	44,451	8,264	52,715
Smyth, Trevor	Temporary Faculty	41,511	10,128	51,639
Wenck Reilly, Brennan	Temporary Faculty	41,447	9,133	50,580
Meza, Lynn	Temporary Faculty	40,780	8,986	49,766

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Clark, Anthony	Director of Fiscal Services	32,770	16,372	49,142
Horne, Mera	Temporary Faculty	39,457	9,508	48,965
Tanner Mack, Sandra	Temporary Faculty	40,016	8,818	48,834
Tabor, Rowan P	Senior Library Technician	28,835	17,871	46,706
Rodas, Anna	Temporary Faculty	42,067	3,843	45,910
Cleere, Elizabeth	Temporary Faculty	37,483	8,260	45,743
Honda, Kimberly	Temporary Faculty	27,511	17,920	45,431
Russ, Teresa	Temporary Faculty	37,141	8,184	45,325
Nelson, Shawn	Temporary Faculty	41,513	3,793	45,306
Ross, June	Administrative Asst II - Hourly	41,296	3,773	45,069
Goodwin, Ross	Temporary Faculty	36,159	7,968	44,127
Gutierrez, Derry	Child Study Center Site Coordinator	32,379	9,976	42,355
Friedman, Jack	Temporary Faculty	38,070	3,478	41,548
Hansbrough, Novatila W	Senior Creative/Lead Web Designer	23,597	17,629	41,226
Essick, Edward	Temporary Faculty	39,629	1,163	40,792
Hyman-Romero, Marco	Temporary Faculty	36,520	3,336	39,856
Lok, Leanna	Temporary Faculty	32,640	7,192	39,832
McCarthy, Ross	Temporary Faculty	36,488	3,334	39,822
Atilgan Relyea, Aylin	Temporary Faculty	32,558	7,174	39,732
Barnett, Nicole	Interim Director of Nursing	31,189	7,104	38,293
Parks, Karah	Temporary Faculty	31,307	6,899	38,206
Alaniz, Michele	Temporary Faculty	33,038	5,118	38,156
Ventura-Rafaela, Irving	Temporary Faculty	34,935	3,192	38,127
Roghani, Parisa	Temporary Faculty	30,839	6,796	37,635
Da Silva, Paul	Board of Trustee	6,612	30,834	37,446

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Kang, Manjit	Temporary Faculty	27,617	9,267	36,884
Bustinza Nguyen, Consuelo	Administrative Assistant III - Hourly	33,335	3,046	36,381
Witley, Ana Flavia	Instructional Specialist, Medical Assisting	33,043	3,251	36,294
Maoujoudi, Abdelhak	Temporary Faculty	29,710	6,547	36,257
Wright, Melinda	Temporary Faculty	29,025	6,548	35,573
Kuromiya, James H	Instructional Support Specialist	20,623	14,234	34,857
Murillo, Shirley	Temporary Faculty	31,742	2,900	34,642
Goodale, Jayme	Temporary Faculty	27,677	6,099	33,776
Rosell, Pamela	Temporary Faculty	27,163	5,986	33,149
Dutton, Caroline	Temporary Faculty	30,336	2,772	33,108
Requenes, Tania Nathali	Temporary Faculty	27,055	5,962	33,017
Carnahan, Casey	Temporary Faculty	28,408	4,469	32,877
Nordin, Sarah	Temporary Faculty	28,668	4,130	32,798
Rothbart, George	Temporary Faculty	29,964	2,738	32,702
Bare, Sheila	Temporary Faculty	29,908	2,732	32,640
Nocito, Santiago J	Buyer	21,097	11,056	32,153
Parish, Peter	Temporary Faculty	26,340	5,804	32,144
Kreuzer, Susanne	Temporary Faculty	26,159	5,764	31,923
Casabella, Jessica	Temporary Faculty	26,103	5,752	31,855
Rocky, Alice	Temporary Faculty	30,506	896	31,402
Sharma, Anu	Temporary Faculty	25,081	5,527	30,608
Paul, Jeffrey	Accompanist	27,690	2,740	30,430
Trunk, Sean	Temporary Faculty	24,932	5,494	30,426
Morin, Thomas	Temporary Faculty	24,753	5,455	30,208
Linnard-Palmer, Luanne	Temporary Faculty	23,991	6,039	30,030

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Piccioni, Richard	Temporary Faculty	24,488	5,396	29,884
Ovetz, Robert	Temporary Faculty	24,469	5,392	29,861
White, Crystal I	Laboratory Specialist, Nursing	26,997	2,674	29,671
Woldeselasia, Michaela	Prof Expert Common Course Num Project	26,740	2,443	29,183
Murray, Sandra	Temporary Faculty	26,711	2,440	29,151
Treanor, Wanden	Board of Trustee	6,612	22,478	29,090
Conti, Diana	Board of Trustee	6,612	22,463	29,075
Canacasco, Erika	DEPARTMENT ASSISTANT	21,340	7,671	29,011
Dautch, Leif	Temporary Faculty	23,722	5,227	28,949
Comings, Willard	Temporary Faculty	26,505	2,422	28,927
Cao, Jacqueline	Instructional Specialist English Vac/Rep	26,311	2,404	28,715
De longh, Kyle M	Instructional Assistant, Adapted PE	26,073	2,586	28,659
Padula, Carlo	Temporary Faculty	26,243	2,398	28,641
Seybold, Michael	Temporary Faculty	26,071	2,382	28,453
Livie, Ian	Temporary Faculty	24,260	3,854	28,114
Saldana, Tristan	Temporary Faculty	22,922	5,051	27,973
Lopez Gutierrez, Gloria	Temporary Faculty	26,548	779	27,327
O'Brien, Stephanie	Board of Trustee	6,061	21,068	27,129
Wallace, Alfa	Instructional Spec. -Sub/LR	24,501	2,238	26,739
Reyes Herrera, Rosbin	Custodial Sub	25,745	756	26,501
Owen, Ron	Senior Benefits Analyst	21,785	4,558	26,343
Friedman, Lori A	Director of Community Education	23,406	2,469	25,875
Villanueva, Edward	Temporary Faculty	21,030	4,634	25,664
Beadle, Carole	Temporary Faculty	20,824	4,589	25,413
Chi, Alicia	Library Technician Sub	24,197	710	24,907

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Crow, Suzanne	Board of Trustee	6,612	17,883	24,495
Velarde, Maria	Temporary Faculty	20,040	4,416	24,456
Oyama, Traci	Athletic Trainer - Hourly	21,735	1,986	23,721
Lantzy, Henry	District Training	19,394	4,274	23,668
Langhoff, Nicholas	Temporary Faculty	19,359	4,266	23,625
Effat, Amir	Temporary Faculty	20,903	2,613	23,516
Tsark, Tami	CES Instructor - Hrly Faculty	21,536	1,968	23,504
Kerow, Chahmal	Temporary Faculty	21,403	1,955	23,358
Cunningham, James	Temporary Faculty	22,690	666	23,356
Mobbs, Paul	Temporary Faculty	18,909	4,167	23,076
Sirikul, Noppakan	Research and Planning Analyst	21,093	1,783	22,876
Goodwin, Ryan	Temporary Faculty	18,545	4,086	22,631
Leung, Christine N	Instructor	20,020	2,492	22,512
Hemphill, Pamela	Temporary Faculty	20,458	1,869	22,327
Sharei, Niku	Temporary Faculty	18,208	4,012	22,220
Hernandez, Carol	Dean of Instruction - Math & Sciences	21,131	1,076	22,207
Colli Rodriguez, Ruby	Work Study	19,976	1,724	21,700
Osborn, Hayden S	Instructional Assistant, Machine & Metals	19,089	1,845	20,934
Kopra, Timothy	Temporary Faculty	17,126	3,774	20,900
Mugica, Monica	Administrative Assistant II - Hourly	19,078	1,743	20,821
Gonzalez, Jaidy	Student Police Cadet	20,258	291	20,549
Killam, Paul	Temporary Faculty	18,782	1,716	20,498
Murphy, Roseanne	CES Instructor - Hrly Faculty	18,736	1,712	20,448
Darawsha, Khaoula	Student Tutor	20,059	288	20,347
Ayala Martinez, Karla N	Administrative Assistant III	12,625	7,442	20,067

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Winsor, Leslie	Human Resources Analyst	14,616	5,435	20,051
Logan, Emma	Temporary Faculty	19,432	571	20,003
Furuichi, Satomi	Senior Institutional Research Analyst	13,267	6,678	19,945
Morales, Mariella	Temporary Faculty	18,220	1,665	19,885
Mercado, Faiza	SAS Support Services Coordinator - Hourly	17,976	1,642	19,618
Shaw, Brieanna	Temporary Faculty	15,929	3,510	19,439
Beebe, Kathleen	Temporary Faculty	15,814	3,485	19,299
Stavig, Victoria	FARM ASSISTANT - DEPARTMENT ASSISTANT	17,588	1,607	19,195
Osovskiy, Ilya	Temporary Faculty	15,478	3,411	18,889
Paulino, Julia Briel	Work Study	18,512	266	18,778
Moore, Jennifer	CES Instructor - Hrly Faculty	17,202	1,572	18,774
Nguyen, Tu Anh	Work Study	18,508	266	18,774
Kurtz, Katie	Temporary Faculty	15,369	3,387	18,756
Knickerbocker Rabbe, Katherine	Temporary Faculty	17,076	1,560	18,636
Pritchett, Kimberly	Temporary Faculty	15,242	3,321	18,563
Loheyde, Kristin	Temporary Faculty	14,962	3,297	18,259
Al-Jamal, Huda	Temporary Faculty	14,959	3,296	18,255
Hernandez Lopez, Alex	Work Study	17,260	248	17,508
McSween, Karen	Library Technician III	11,825	5,502	17,327
Yacoobali, Abubakar	Work Study	16,989	244	17,233
Banks, Cecile	Retiree	-	17,108	17,108
Lamke, Victoria	Retiree	-	17,108	17,108
Starr, Ruby	Work Study	16,755	241	16,996
Fletcher, Sandra	Temporary Faculty	15,472	1,414	16,886
Paoli, Adam	Work Study	16,519	237	16,756

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Roohnavaz, Iman	Temporary Faculty	13,624	3,002	16,626
Penkethman, Jennifer	Temporary Faculty	13,449	2,964	16,413
Kaur, Manjot	CES Instructor CNA	14,744	1,347	16,091
Agraviador, Mary Desiree	CES Instructor CNA	14,706	1,344	16,050
Fabbri, Barbara	Temporary Faculty	13,035	2,872	15,907
Mahoney, David M	Graphics Design Specialist	9,677	6,184	15,861
De Leon Alvarez, Heather	Work Study	15,449	222	15,671
Rocha, Kevin	Work Study	15,350	220	15,570
Roth, Nicholas	Assistant Coach	14,955	439	15,394
Giles, Geoffery	Student Tutor	14,879	214	15,093
Mccaffrie, Hailey	Work Study	14,781	212	14,993
Kim, James	Temporary Faculty	13,533	1,236	14,769
Lauchenauer, Briana N	Instructional Specialist	10,779	3,951	14,730
Johnson, Linda	Department Assistant/Reader	13,303	1,215	14,518
Lopez De Leon, Lesly	Student Tutor	14,303	205	14,508
Harrington, Ross	Work Study	14,005	201	14,206
Finley, Cynthia	Temporary Faculty	13,745	404	14,149
Ubau Martinez, Alex	Student Police Cadet	13,892	199	14,091
Tomfohr, Joel	Temporary Faculty	11,483	2,530	14,013
Leon Gomez, Laura	ESL Dept. Assistant	13,764	198	13,962
Cowderoy, Susan	Temporary Faculty	11,316	2,494	13,810
Tanamachi, Erica	Temporary Faculty	11,089	2,444	13,533
Koorhan, Margaret	Temporary Faculty	12,958	380	13,338
Elfenbaum, Adrian	Temporary Faculty	10,786	2,377	13,163
De Leon Torres, Hendy	Work Study	12,852	185	13,037

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Carter, Shane	Temporary Faculty	10,673	2,352	13,025
Eckert, Sophia	Temporary Faculty	10,574	2,330	12,904
Harrington, Jackson	NON STUDENT TUTOR	12,566	273	12,839
Banks, Elyse	Temporary Faculty	10,515	2,317	12,832
Sklove, Brett	Temporary Faculty	11,604	1,097	12,701
Engell, Katharine	Temporary Faculty	11,601	1,060	12,661
Leekam, Dario	Temporary Faculty	10,333	2,277	12,610
Rangel Medina, Jonathan	Work Study	12,115	174	12,289
Chang, Terrence	Temporary Faculty	9,844	2,169	12,013
Holsten, Christian R	Athletic Trainer	8,680	3,168	11,848
Ahn, Donald	Basic Needs Ambassador	11,651	167	11,818
Flax, Greer	Work Study	11,592	166	11,758
Marshall, Ilona	CES Instructor - Hrly Faculty	10,768	984	11,752
Chun, Kurt	Temporary Faculty	9,567	2,108	11,675
Filanosky, William	Work Study	11,452	164	11,616
Moynier, Sara	Temporary Faculty	9,391	2,069	11,460
Grassl, Jack	Assistant Coach	11,099	326	11,425
Bell, Gunilla	CES Instructor CNA	10,450	955	11,405
Burton, Robyn	Temporary Faculty	11,039	324	11,363
Kimelman, Benjamin	Temporary Faculty	9,299	2,049	11,348
Graves, Tyler	Temporary Faculty	10,389	949	11,338
Radcliffe, Everett	Basic Needs Ambassador	10,375	948	11,323
Centolella, Thomas	CES Instructor - Hrly Faculty	10,364	947	11,311
Bauer, Michael	Temporary Faculty	9,241	2,036	11,277
Pectol, Samantha	Temporary Faculty	10,303	941	11,244

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Allen, Devin	Temporary Faculty	9,029	1,990	11,019
Sabido, Max	Work Study	10,596	152	10,748
Gullixson-Temen, Thomas	Work Study	10,489	151	10,640
Petrovsky, John	Temporary Faculty	10,280	302	10,582
Howze, Kareem	Work Study	10,353	149	10,502
Wright, Elana	Temporary Faculty	8,506	1,874	10,380
Zeller, Brent	CES Instructor - Hrly Faculty	9,503	868	10,371
Velasquez Hernandez, Jaquelin	Work Study	10,220	147	10,367
Mullen, Laura	Student Tutor	10,160	146	10,306
Wright, Keri	Temporary Faculty	9,391	858	10,249
Bedell, Geneva	Work Study	9,975	143	10,118
Garretson, Candice	Retiree	-	10,088	10,088
Joyner, Kathleen	Retiree	-	10,088	10,088
Bigeagle, Norman	Temporary Faculty	9,605	282	9,887
McVey, Loraine	Library Technician Sub	9,581	281	9,862
Marsh, Margo	MESA Tutor II	9,454	136	9,590
Carlin, Kai	Student Tutor	9,360	134	9,494
Aceves Garcia, Alexis	Instructional Specialist - Hourly	8,629	788	9,417
Mendez De Leon, Lesli	Work Study	9,278	133	9,411
Perez, Serafin	Temporary Faculty	8,612	787	9,399
Wuerth, Mary	Temporary Faculty	9,008	265	9,273
Farmer, Frances	CES Instructor - Hrly Faculty	8,426	770	9,196
Hediding, Nafissa	Work Study	8,995	129	9,124
Martinez, Crystal	Board of Trustee	6,612	2,476	9,088
Nuernberger, Jake	Work Study	8,942	128	9,070

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Julien, Cerena	FDIP Intern	8,296	758	9,054
Williams, Brooke	Work Study	8,914	128	9,042
Creel, Melody	Retiree	-	9,036	9,036
Wiebers, Deborah	Retiree	-	9,036	9,036
Alvarez, Sonia	Custodial Sub	8,274	756	9,030
Gramajo, Talita	Work Study	8,859	127	8,986
Anderson-Zafir, Dawud	Student Tutor	8,769	126	8,895
Finnie, William	Temporary Faculty	7,249	1,597	8,846
Thurtell, Miranda	Assistant Coach	8,422	247	8,669
Khaing, Christopher	Student Embedded Tutor	8,494	122	8,616
Le, Anh	Accounting Technician - Hourly	8,248	310	8,558
Marshall, Dovas	Work Study	8,411	121	8,532
Hug, Elizabeth	CES Instructor - Hrly Faculty	7,753	708	8,461
Bedell, Jamie	Work Study	8,298	119	8,417
Berry, Brittany	Student Tutor	8,249	118	8,367
Ramos, Jarrod	Temporary Faculty	7,661	700	8,361
Brannon, Shirleigh	Temporary Faculty	8,103	238	8,341
Nguyen, Anh Mai Thao	Work Study	8,222	118	8,340
Chan, Jorge	Basic Needs Ambassador	8,094	116	8,210
Ostojic-Portello, Radica	Temporary Faculty	7,743	227	7,970
Coleman, Cordell	Peer Mentor	7,682	110	7,792
Filane, Leonard	Temporary Faculty	6,334	1,396	7,730
Bullard, Sophia	Work Study	7,591	109	7,700
Biasatti, Valentina	Mi Familia Peer Mentor	7,472	226	7,698
Chupkin, Paul	Basic Needs Ambassador	7,589	109	7,698

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Zart, Michelle	Work Study	7,549	108	7,657
Gibson, Venaisi	Performing Arts Assistant	7,471	107	7,578
Overaa, Jennifer	Prof Expert Library	6,908	631	7,539
Kim, Shinna	Temporary Faculty	4,072	3,407	7,479
Marckwordt, Colin	Work Study	7,299	105	7,404
Signor, Kaitlyn	Work Study	7,282	105	7,387
Bencich, Lawrence	CES Instructor - Hrly Faculty	6,676	610	7,286
Mulla, Bushra	Non Student Tutor	6,669	609	7,278
Faust, Henry	Board of Trustee	6,612	636	7,248
Bowen, Travis	Temporary Faculty	7,002	206	7,208
LaFond, Janelle	Work Study	7,001	101	7,102
Beraldi, Alessandra	CES Instructor - Hrly Faculty	6,488	593	7,081
Do, Cuong	FDIP Intern	6,405	585	6,990
Karel, Ellen	Temporary Faculty	6,403	585	6,988
Hu, Boyang	Basic Needs Ambassador	6,343	579	6,922
Meehan, James	FDIP Intern	6,318	577	6,895
Pineda, Anthony	Work Study	6,790	98	6,888
Yah, Vicky	FDIP Intern	6,238	570	6,808
Carlson, Cheryl	Retiree	-	6,805	6,805
Beckett, Morgan	Temporary Faculty	5,550	1,223	6,773
Portillo, Diego	Student Tutor	6,543	94	6,637
Newell, Walker	Work Study	6,494	93	6,587
Basnet, Deepa	Student Tutor	6,472	93	6,565
Vo, Nicole	Basic Needs Ambassador	6,456	93	6,549
Aberta, Martina	Peer Mentor	6,303	91	6,394

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Barnett, Sharon	CES Instructor - Hrly Faculty	5,842	534	6,376
Zhang, Yilu	Work Study	6,272	90	6,362
Garado, Renz Llevan	Work Study	6,270	90	6,360
Rego, Daria	FDIP Intern	5,776	528	6,304
Madrigali, Ben	Student Tutor	6,057	87	6,144
Cardwell, Emily	Student Trustee	5,971	86	6,057
Aviles, Emma	Work Study	5,964	86	6,050
Guzman, Carlos	Mi Familia Peer Mentor	5,534	506	6,040
Bamane, Aadesh	Work Study	5,859	84	5,943
Nakagawa, Marlene	Farm Assistant - Department Assistant	5,751	169	5,920
Pletcher, Elena	FARM ASSISTANT - DEPARTMENT ASSISTANT	5,745	169	5,914
Edmondson, Chris	Retiree	-	5,908	5,908
Tachihara, Sandra	Retiree	-	5,908	5,908
Tucker, Ryan	Student Police Cadet	5,800	83	5,883
Scully, Andrea	CES Instructor - Hrly Faculty	5,384	492	5,876
Admassu, Meba	MAPS Peer Mentor	5,760	83	5,843
De Oliveira, Luis Eduardo	Work Study	5,670	81	5,751
Duran, Raphael	Auto Department Assistant	5,607	81	5,688
Coleman, Bryce	LIFEGUARD	5,209	476	5,685
Holland, Astaria	FDIP Intern	5,170	472	5,642
Gutierrez Duenas, Guadalupe	MESA Assistant II	5,359	77	5,436
Scranton, Diana	CES Instructor - Hrly Faculty	4,980	455	5,435
Zingg, Andrew	FDIP Intern	4,952	452	5,404
Baker, Hursey	CES Instructor - Hrly Faculty	4,926	450	5,376
Stewart, Susan	CES Instructor - Hrly Faculty	4,926	450	5,376

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Benitez Sabino, Wilberth	Work Study	5,285	76	5,361
Lopez Tizol, Petrona	Work Study	5,274	76	5,350
Crusto, Sean Tyler	Work Study	5,262	76	5,338
Johnson, Nancy	CES Instructor - Hrly Faculty	4,846	443	5,289
Chaplin, Andrew	Student Tutor	5,101	73	5,174
Lassiter, Amanda	Assistant Coach	4,560	417	4,977
Allen, Peshia	Guest Chef CES	4,800	141	4,941
Cohn, Julie	CES Instructor - Hrly Faculty	4,523	413	4,936
Meade, Martha	CES Instructor - Hrly Faculty	4,523	413	4,936
Reyes, Ralph	Puente Peer Mentor	4,814	69	4,883
Zoroza Lyonnet, Consuelo	CES Instructor - Hrly Faculty	4,442	406	4,848
dell'Avo Ruttimann, Pierina	CES Instructor - Hrly Faculty	4,388	401	4,789
Salazar, Glen	CES Instructor - Hrly Faculty	4,361	398	4,759
Melendez, Evelyn	Work Study	4,586	66	4,652
Spinelli-Skakel, Sean	Student Embedded Tutor	4,461	64	4,525
Diaz Diaz, Manderly	Basic Needs Ambassador	4,294	62	4,356
Bianculi, Pasquale	CES Instructor - Hrly Faculty	3,984	364	4,348
Molina Martinez, Lucille	FDIP Intern	4,223	124	4,347
Curdov, Nichita	Fitness Front Desk Assistant	3,908	357	4,265
Dreskin, Wendy	CES Instructor - Hrly Faculty	3,903	357	4,260
Yokell, June	CES Instructor - Hrly Faculty	3,903	357	4,260
Sosa Mendoza, Isela	Department Assistant II	4,129	59	4,188
Kenneally, Lauren	Student Embedded Tutor	4,076	59	4,135
Rosen, Ronald	CES Instructor - Hrly Faculty	3,742	342	4,084
Loucks, Alexandra	MESA Tutor II	4,005	58	4,063

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Bruvry, Patricia	CES Instructor - Hrly Faculty	3,715	339	4,054
Bham, Fatima	Employment Services Coord - Hourly	3,108	925	4,033
Bird, Shantara	Work Study	3,969	57	4,026
Diaz, Owen	Mi Familia Peer Mentor	3,969	57	4,026
Barnosky, Willow	Temporary Faculty	3,267	720	3,987
Govrin, Dvora	CES Instructor - Hrly Faculty	3,634	332	3,966
Berman, Abra	Costume Designer Drama	3,500	437	3,937
Carbonaro, Giovanni	Basic Needs Ambassador	3,857	55	3,912
Bala, Deepa	CES Instructor - Hrly Faculty	3,580	327	3,907
Frishman, Alan	CES Instructor - Hrly Faculty	3,580	327	3,907
Hudson, Shantay	Temporary Faculty	3,198	705	3,903
Santini Rodriguez, Stefania	Basic Needs Ambassador	3,848	55	3,903
Kim, NaYoung	Set Designer	3,510	321	3,831
Krempetz, Ronald	Set Designer	3,510	321	3,831
Rodgers, Malcolm	Set Designer	3,510	321	3,831
Ford, Nathan	Assistant Coach	3,506	320	3,826
Rosas, Stephen	Professional Expert-CE	3,500	320	3,820
Fallat, Moss	Performing Arts Assistant	3,743	54	3,797
Clark, Natalie	CES Instructor - Hrly Faculty	3,446	315	3,761
Gittleman, Marlena	FDIP Intern	3,424	313	3,737
Leomiti, Aulani	Assistant Coach	3,423	313	3,736
Harmon, Troy	Gardener Vacancy Replacement	3,390	310	3,700
Lama, Dexter	Department Assistant	3,563	51	3,614
Tene, Esperanza	Temporary Faculty	3,304	302	3,606
Tshabalala, Tshiamo	Basic Needs Assistant	3,543	51	3,594

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Moreno, Ethan	MESA Tutor II	3,515	50	3,565
Johnson, Angelica	FA Gallery Assistant Office Aid	3,417	49	3,466
Unterberger, Richard	CES Instructor - Hrly Faculty	3,123	285	3,408
Peck, Jeffery	Retiree	-	3,346	3,346
Flores, Kristen	Temporary Faculty	3,227	95	3,322
Kimbrough, Joshua	CES Instructor - Hrly Faculty	3,015	275	3,290
Long, Kimberly	lib substitute	2,660	586	3,246
Lynn, Elizabeth	CES Instructor - Hrly Faculty	2,961	271	3,232
Coulson, Elizabeth	Instructional Support Specialist - Hourly	2,912	266	3,178
Emami, Hamid	CES Instructor - Hrly Faculty	2,907	266	3,173
Chan, Sheila	Temporary Faculty	3,068	90	3,158
Borgol, Olivier	SAS Student Assistant	3,109	45	3,154
Saunders, Lisa	CES Instructor - Hrly Faculty	2,840	259	3,099
dela Pena, Jack Ronald	Temporary Faculty	2,519	541	3,060
Thaler, Reid	CES Instructor - Hrly Faculty	2,800	256	3,056
Taylor, Willem	Student Tutor	3,000	43	3,043
Miyawaki, Darren	Student Tutor	2,858	41	2,899
Mahyavanshi, Amrita	Work Study	2,853	41	2,894
Bellisimo, Anthony	Temporary Faculty	2,600	238	2,838
Merriwether, Christian	Assistant Coach	2,600	238	2,838
Terry, Michael	Assistant Coach	2,600	238	2,838
Crain, Caitlin	CES Instructor - Hrly Faculty	2,584	236	2,820
Rolston, Katherine	CES Instructor - Hrly Faculty	2,530	231	2,761
Lauchenauer, Emma	Fiscal Services Assistant	2,718	39	2,757
Bondarenko, Denis	Temporary Faculty	2,503	229	2,732

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Olson, Kevin	Temporary Faculty	2,199	481	2,680
Marinko, Vicki	Non Student Tutor	2,448	224	2,672
Norton, Paget	Temporary Faculty	2,435	222	2,657
Kim, Jane	Work Study	2,602	37	2,639
Erwin, Julia	Work Study	2,594	37	2,631
Mansheeva, Dari	Student Tutor	2,575	37	2,612
Montellato, James	Late Timecard Activation	2,328	213	2,541
Ma, Yuanchao	Student Tutor	2,502	36	2,538
Nielson, Vincent	Work Study	2,495	36	2,531
Indart, Loretta	Retiree	-	2,456	2,456
Eastwood, Devin	Work Study	2,415	35	2,450
Mark, Rebecca	Lifeguard summer	2,366	69	2,435
Hori, Lindsey	Student Embedded Tutor	2,368	34	2,402
Dempsey, David	CES Instructor - Hrly Faculty	2,167	198	2,365
Cruse, Shari	CES Instructor - Hrly Faculty	2,154	197	2,351
Hayman, Ildiko	Non Student Tutor	2,137	195	2,332
Billington, Nathaniel	Lifeguard	2,109	193	2,302
Hajinian, Talin	CES Instructor - Hrly Faculty	2,100	192	2,292
Traub, Arianna	Student Tutor	2,258	32	2,290
Whittington, Rebecca	Temporary Faculty	2,071	189	2,260
Nakhuda, Aarif	On-Site Event Coordinator	2,208	32	2,240
Lesinski, Susan	On-Site Event Coordinator	2,175	64	2,239
Loskutoff, Hazel	LIFEGUARD	2,142	63	2,205
Forney, Amari	Work Study	2,166	31	2,197
Thorne, Casey	Faculty Substitute Instructional	1,748	385	2,133

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Laws, Minjae	CES Instructor - Hrly Faculty	1,938	177	2,115
Liencrest, Heather	CES Instructor - Hrly Faculty	1,938	177	2,115
Garrett, Steven	Gardener Short-Term Hourly	1,860	170	2,030
Bauman, Marcia	CES Instructor - Hrly Faculty	1,857	170	2,027
De Leon Alvarez, Allison	Work Study	1,994	29	2,023
Garcia, Betzaid	Puente Peer Mentor	1,980	28	2,008
Diaz, Chester	Temporary Faculty	1,837	168	2,005
Matson, Nimfa	Temporary Faculty	1,809	165	1,974
Radford, Zion	Custodial Sub	1,789	163	1,952
Gutgsell, Nancy	CES Instructor - Hrly Faculty	1,777	162	1,939
Sarjeant, Michelle	CES Instructor - Hrly Faculty	1,750	160	1,910
Crusto, Ashley	EOPS Student Assistant	1,873	27	1,900
Vogel, Benjamin	Work Study	1,855	27	1,882
Hernandez Davila, Juan	CNA TUTOR	1,831	26	1,857
Craft-Neto, Maria	CES Department Assistant - Culinary	1,696	155	1,851
Draheim, Teliha	CES Instructor - Hrly Faculty	1,696	155	1,851
Friedman, Noah	Fitness Center Front Desk	1,822	26	1,848
Aguirre, Maura	Non Student embedded ECEPTS Tutor	1,684	154	1,838
Vetter, Melanie	CES Instructor - Hrly Faculty	1,642	150	1,792
McShea, Anna	Department Assistant	1,665	24	1,689
Shipman, James	CES Instructor - Hrly Faculty	1,534	140	1,674
Ochoa, Elizabeth	Work Study	1,649	24	1,673
Hellman, Sarah	Guest Chef	1,500	137	1,637
Huinac Garcia, Antony	Basic Needs Ambassador	1,606	23	1,629
Levin, Adrian	Math Lab Tutor	1,598	23	1,621

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Thelen, Edward	LIFEGUARD LEAD	1,458	133	1,591
Gantos, Michelle	Math Lab Tutor	1,479	21	1,500
Pines, Brian	CES Instructor - Hrly Faculty	1,454	43	1,497
Wiemer, Emily	CES Instructor - Hrly Faculty	1,359	124	1,483
Samayoa, Miguel	Lab Assistant, EMT	1,435	42	1,477
Brown, Steven	Retiree	-	1,444	1,444
Kenig, Nicolas	Lab Assistant, EMT	1,391	41	1,432
Sereno, Prartho	CES Instructor - Hrly Faculty	1,292	118	1,410
Mathysen, Wyatt	LIFEGUARD	1,278	117	1,395
Binnings, Celeste	CES Instructor - Hrly Faculty	1,211	111	1,322
Nicolas, Isabelle	Work Study	1,294	19	1,313
Lavagetto, Lisa	Guest Chef	1,200	110	1,310
Houghton, Laurel	CES Instructor - Hrly Faculty	1,184	108	1,292
Porter, Roger	Work Study	1,249	18	1,267
Darr, Joshua	Performing Arts Dept. Asst.	1,226	18	1,244
Goddard, Robin	Assistant Coach	1,138	104	1,242
Ezial, Allan	CES Instructor - Hrly Faculty	1,131	103	1,234
Janeway, Richard	Assistant Coach	1,097	100	1,197
Sanjeev, Varun	Math Lab Tutor	1,166	17	1,183
Wittmann, Julie	CES Instructor - Hrly Faculty	1,077	98	1,175
Demmerle, Zetana	Student Tutor	1,141	16	1,157
Bagot, Madeline	Student Embedded Tutor	1,119	16	1,135
Finch, Audrey	Student Embedded Tutor	1,108	16	1,124
Thomas, Alexander	CES Instructor - Hrly Faculty	1,023	93	1,116
Trainer, Zoe	lib substitute	912	201	1,113

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Clifford, Patricia	CES Instructor - Hrly Faculty	969	89	1,058
Good, Aida	CES Instructor - Hrly Faculty	969	89	1,058
Meecham, William	CES Instructor - Hrly Faculty	942	86	1,028
Isshak, Amir	FITNESS FRONT DESK ASSISTANT	935	85	1,020
Berringer, Grace	Fitness Center Front Desk	925	85	1,010
Vavrek, Karl	Faculty Substitute	912	83	995
Alves Nunes, Kamila	Summer Bridge Student Ambassador	980	14	994
Orbegozo riveros, Karidad	Non-Student Embedded Tutor	910	13	923
Chung, Brent	FA Gallery Assistant Office Aid	901	13	914
Moon, Lindsay	CES Instructor - Hrly Faculty	835	76	911
Johnson, Tiara	CES Department Assistant - Culinary	832	76	908
Armstrong, Alisa	CES Instructor - Hrly Faculty	808	74	882
Torgovitsky, Charlotte	CES Instructor - Hrly Faculty	808	74	882
Janus, Curt	Performing Arts Department Asst.	846	12	858
Toland, Laura	CES Instructor - Hrly Faculty	781	71	852
Harkins, Erika	CES Instructor - Hrly Faculty	754	69	823
Embry, Matthew	FDIP Intern	700	21	721
Chan, Corliss	CES Instructor - Hrly Faculty	646	59	705
Wood, Hazel	CES Instructor - Hrly Faculty	646	59	705
Alfaro Matul, Alis	Summer Bridge Student Ambassador	666	20	686
Alfaro Chavez, Alfonso	Temporary Faculty	620	57	677
De Souza, Aline	MAPS Learning Community Peer Mentor	648	9	657
Sanchez Galvan, Axel	Performing Arts Department Asst.	639	9	648
Galdamez, Louie	Assistant Coach	618	18	636
Tobler, Jackson	LIFEGUARD	570	52	622

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Blanco Ramirez, Jonnathan	Summer Bridge Student Ambassador	603	18	621
Tatis Batista, Tania	Basic Needs Ambassador	611	9	620
Gallegos, Renee	CES Instructor - Hrly Faculty	565	52	617
Bailey, Alvin	CES Department Assistant - Hourly	540	49	589
Santo, Jay-Nee	FDIP Intern	525	48	573
Smith, Franklin	Assistant Coach	555	16	571
Thorgersen, Olivia	Work Study	555	8	563
Harrison, Jamaia	Work Study	551	8	559
Duchamp, Carol	CES Instructor - Hrly Faculty	485	44	529
Mautner, Eva	CES Instructor - Hrly Faculty	485	44	529
Rataiczky, Thomas	CES Instructor - Hrly Faculty	485	44	529
Farogbe, Kolawole	CNA tutor	513	7	520
Dunnigan, Faeryn	Department Assistant I	502	7	509
Eberlein, Wyeth	Department Assistant I	502	7	509
Ramirez, Enrique	Work Study	500	7	507
Stockmann, Kevin	CES Sub Lecture Instrl	431	39	470
Bell, Clark	CES Instructor-Sub	404	37	441
Gordon, Abigail	CES Instructor - Hrly Faculty	404	37	441
Rea-Eastland, Raina	Work Study	423	6	429
Ard, Brian	CES Instructor - Hrly Faculty	377	34	411
Nardo, Maryann	CES Instructor - Hrly Faculty	350	32	382
Abe, Helen	CES Instructor - Hrly Faculty	323	30	353
Berkelhammer, Larry	CES Instructor - Hrly Faculty	323	30	353
Campbell, Janet	CES Instructor - Hrly Faculty	323	30	353
Danberg, Anne	CES Instructor - Hrly Faculty	323	30	353

MARIN COMMUNITY COLLEGE DISTRICT
2025-26 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS (\$)	EMPLOYER-PAID BENEFITS (\$)	TOTAL COMPENSATION (\$)
Schwartz, Maureen	CES Instructor - Hrly Faculty	323	30	353
Spolter, Ralph	CES Instructor - Hrly Faculty	323	30	353
Starr, Lara	CES Instructor - Hrly Faculty	323	30	353
Vogt, Mary	CES Instructor - Hrly Faculty	323	30	353
Zybach, Zinaida	CES Instructor - Hrly Faculty	323	30	353
Torous, Jane	CES Instructor - Hrly Faculty	310	28	338
Noble, Mary	Faculty Substitute Instructional - Drama	304	28	332
Fisher, Steven	On-Site Event Coordinator	300	9	309
Verplaetse, Loretta	CES Instructor - Hrly Faculty	283	26	309
Freeman, Jennifer	CES Instructor - Hrly Faculty	269	25	294
Maybank, Chandler	On-Site Event Coordinator	250	23	273
Geoghegan, John	CES Instructor - Hrly Faculty	242	22	264
Rachelson, Howard	CES Instructor - Hrly Faculty	242	22	264
Yu, Ssu Ting	CES Instructor - Hrly Faculty	242	22	264
Bertolina, Alessandra	Department Assistant I	245	4	249
Mathalise, Ntsieni	Child Study Center Specialist II - Sub	209	19	228
Smith, Paul	CES Instructor - Hrly Faculty	215	6	221
Dunbar, Reed	Work Study	193	3	196
Hellman, Leonard	CES Department Assistant - Culinary	180	16	196
Buehler, Kaitlyn	FDIP Intern	175	5	180
Doi, Jennifer	FDIP Intern	175	5	180
Sandoval, Maria	CES Instructor - Hrly Faculty	162	15	177
Sandri, David	CES Instructor - Hrly Faculty	135	12	147
Robin, Julian	Math Lat Tutor	56	1	57

This page intentionally left blank.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

E. Average FY 2025-2026 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	Temporary Faculty	Confidential Staff	Supervisory Staff	Mgmt., Academic	Mgmt., Classified	Supt. / Pres.	Grand Total
SOCIAL SECURITY	5.84%	6.15%	1.38%	0.28%	1.68%	6.15%	3.28%	1.43%	5.50%	0.00%	2.72%
MEDICARE	1.43%	1.44%	1.43%	1.43%	1.45%	1.44%	1.43%	1.42%	1.42%	1.45%	1.44%
STATE UNEMPLOYMENT INS.	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%
WORKER'S COMP. INS.	1.43%	1.44%	1.44%	1.44%	1.44%	1.44%	1.44%	1.44%	1.44%	1.44%	1.43%
CALSTRS	0.61%	0.03%	0.00%	16.04%	13.00%	0.00%	9.00%	12.23%	0.00%	11.07%	9.15%
CALPERS	23.17%	24.93%	17.04%	1.06%	0.00%	26.31%	14.18%	6.60%	23.98%	0.00%	9.85%
HEALTH & WELFARE	21.47%	32.36%	21.17%	14.52%	12.20%	25.03%	20.68%	14.52%	16.21%	7.63%	17.20%
TOTAL	54.00%	66.40%	42.51%	34.82%	29.82%	60.42%	50.06%	37.69%	48.60%	21.64%	41.84%

This page intentionally left blank.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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 2026-2027

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 2026-2027

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 2026-2027

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 2026-2027

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 2026-2027

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 2026-2027

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 2026-2027

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 2026-2027

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 2026-2027

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 2026-2027

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 2026-2027

Fixed Costs

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

Full-Time Equivalent (FTE) Employees

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

Full-Time Equivalent Students (FTES)

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

Fund

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

Fund Balance

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

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

Uniform minimum standards and guidelines for financial accounting and reporting.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

Gann Limitation

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

General Fund

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

General Obligation Bonds (GO Bonds)

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

General Reserve

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

Governmental Accounting

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

Governmental Accounting Standards Board (GASB)

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

Governor's Budget

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

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

Grants

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

Headcount

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

Indirect Expenses or Costs

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

Internal Control Structure

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

Invoice

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

Lease Revenue Bonds

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

Levy

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

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

Long-term debt

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

Lottery Funds

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

Mandated Costs

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

May Revise

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

Marginal costs

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

Modified Accrual Basis (modified cash basis)

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

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

Noncredit

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

Nonresident Tuition

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

Object Code

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

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

OPEB

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

Operating Budget

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

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

Outsourcing

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

P1 and P2

See Apportionment, above.

PERS (or CalPERS) California Public Employees' Retirement System

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

Proposition 13

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

Proposition 39

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

Proposition 98

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

Purchase Order

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

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

Reserves

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

Restricted Funds

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

Retiree Health Benefits

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

Revenue

Income from all sources.

Revenue Bonds

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

Revenue Limit

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

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

Revolving Fund

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

Rollover Budgeting

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

75/25 Ratio

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

Scheduled Maintenance

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

Shortfall

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

Short-Term Debt

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

Special Revenue Funds

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

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

State Apportionment

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

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

Student Financial Aid Funds

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

Subventions

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

Supervisor

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

Supplanting

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

Tentative Budget

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

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2026-2027

Title 5, California Code of Regulations

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

TOP Code

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

TRANS

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

Unappropriated Fund Balance

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

Unencumbered Balance

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

Unfunded FTES

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

Unrestricted Funds

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

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2026-2027**

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.

This page intentionally left blank.

