

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.

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**MARIN COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES**

Dr. Eva Long, President

Mr. Philip Kranenburg, Vice President

Mr. Stuart Tanenberg, Clerk

Ms. Diana Conti

Ms. Stephanie O'Brien

Ms. Wanden Treanor

Trustee Vacancy

Jadon Seitz, Student Trustee

David Wain Coon, Superintendent/President

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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**MARIN COMMUNITY COLLEGE DISTRICT
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Strategic Plan 2015 — 2018

President's Message

It is with great pleasure that I present this Strategic Plan 2015–2018 that will guide our direction and priorities over the next three years. This is the third cycle of strategic planning based on our ten-year Educational Master Plan 2009–2019. Much has been accomplished. Check out our 2012-2015 strategic plan progress report for the details. www.marin.edu/StrategicPlan/

This tremendous progress demonstrates our commitment and the teamwork required to achieve big goals. In this new plan, we continue our focus on student access and success, improving systems and operations, including fiscal sustainability, and community responsiveness. We will gauge our success through specific outcome performance measures. I have no doubt we will again rise to the occasion and successfully achieve our goals.

Dr. David Wain Coon
President/Superintendent

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

Our Vision

College of Marin will be a premier educational and cultural center that provides programs of the highest caliber to meet the needs of an increasingly interconnected global society. Our vision will be guided by our values.

Our Mission

College of Marin's commitment to educational excellence is rooted in providing equitable opportunities and fostering success for all members of our diverse community by offering:

- preparation for transfer to four-year colleges and universities
- associate degrees and certificates
- career technical education
- basic skills improvement
- English as a second language
- lifelong learning
- community and cultural enrichment

College of Marin responds to community needs by offering student-centered programs and services in a supportive, innovative learning environment that promotes social and environmental responsibility.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

Our Values

Student and Community Centered Education

We promote student success by providing programs and services that are learner centered and reflect the changing needs of our students and surrounding community.

Academic Excellence and Innovation

We are dedicated to academic excellence and encourage innovation. We foster intellectual inquiry by encouraging critical thinking, information literacy and technical competence. We continually evaluate the effectiveness of our programs.

Collaboration and Open Communication

We cultivate a culture of mutual respect, open communication, collaborative working relationships and participation in decision making among students, faculty, staff and the communities we serve.

Diversity

We cherish a learning environment that celebrates diverse backgrounds and recognizes the knowledge and experiences among its students, faculty and staff. We provide open access and strive to remove barriers to student success.

Sustainability

We will apply environmentally sustainable and green principles in our college community to ensure the future of our planet.

Accountability

We will be accountable for our decisions and actions on behalf of the students, college and community. Our decisions will be academically, fiscally and environmentally responsible.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

Goals · Objectives · Performance Indicators

The four major areas of focus of our 10-year Educational Master Plan are Student Access, Student Success, College Systems and Community Responsiveness. The following objectives support these foci and apply to each core element of our mission.

Student Access

Assess and make changes in class scheduling practices, education options and outreach to meet student needs and improve access.

Decrease time to degree by at least one year for the first cohort of the three-year strategic plan.

Time to degree 5.5 years or less with baseline of 6.5 years. Short-term indicators: degree-seekers' first-to-second term persistence, first term mean units attempted, and second term mean units attempted.

Increase enrollment by proactively recruiting students through various means to meet the needs of the institution and our community.

Increase headcount enrollment to 2012 levels (8,018 credit and noncredit students).

Decrease the proportion of students who register late for classes.

Percent of students registering for classes after the class start date is lower than baseline of 30% with decreasing trend over three years.

Evaluate the scope and scale of the Distance Education program to support enrollment and student success goals.

Distance Education program is appropriately scaled to support transfer and graduation requirements based on data/feedback collected.

Faculty members are trained in best practices for instructional technology.

All Distance Education courses meet a minimum score of 3 (Accomplished) based on the statewide Course Design Rubric for the Online Education Initiative.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

Increase dual enrollment of high school students by 15 percentage points per year during the three years of this plan.
Number of high school students concurrently enrolled for credit 15 percentage points higher than same term in prior year.

Improve matriculation process through cohesive activities that support strong transitions to COM.
Increase student attendance as well as staff and faculty participation by 10% in all of the pre-college activities.

Student Success

Develop, implement, evaluate and track programs, activities and progress to support effective instruction and improve student success, with particular attention to students in the general-education, career-technical-education, and basic-skills pathways.

Increase institutional preparedness to address student equity.
Higher level of institutional preparedness in Spring 2017.

Increase the degree, certificate and/or transfer-seeking student persistence rate by 6 percentage points within 3 cohort years.
Percentage of degree, certificate and/or transfer-seeking students starting first time in 2014–15 who enrolled in the first three consecutive terms. Baseline is 50.4%.

Increase the percentage of degree, certificate and/or transfer-seeking students who earn at least 30 units within three years.
Percentage of degree, certificate and/or transfer-seeking students starting first time in Fall 2014 who achieved at least 30 units by the end of 3 years. Baseline is 39%.

Reduce disproportionate impact for students as identified in the Student Equity Plan (SEP).
Equivalent course success rates for all student populations identified in the SEP.
Equivalent percentage of all student groups identified in the SEP who finish the final ESL, Math, or English basic skills course then complete a degree-applicable course in that area.

Reduce financial aid disqualification by 5 percentage points each year.
Number and percentage of students on financial aid warning or disqualification each year as compared with AY 2014-15, with trend data showing declining percentage.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

Institutional/programmatic decisions reflect sound data and analysis of factors impacting student success.
Review of evidence indicating major student success related decisions are based on data and research.

Increase percentage of students advancing from pre-college level courses to college-level courses by 2018.
Ten percent more students advancing from pre-college level courses to college-level courses.

College Systems

Develop, implement and evaluate a plan that addresses the District's physical plant, educational use, long-term financial sustainability and support of the Indian Valley campus.

Fully utilize the Indian Valley Campus (IVC) to achieve District goals of financial sustainability, enrollment growth and meeting community needs.

Increased revenue generated through IVC options. Baseline is \$98,500 (facility rentals, third-party contracts, and vendings).

Increased enrollment at IVC. Baseline is 1,204 headcount and 5,614 units (Fall 2014) and 1,142 headcount and 5,207 units (Spring 2015).

Higher space utilization ratio. Baseline from Fall 2015 is 25.3 average hours/week room use at KTD and 11.4 at IVC.

Create and implement a three-year budget strategy that maintains a minimum reserve of 7.67% while reducing deficit spending within the District each year.

Reduced deficit spending by the District by 35% in year one; an additional 35% in year two; and an additional 30% in year three.

Maintain high credit ratings among Moody's and Standard & Poor's for the District to leverage buying power with financial institutions for borrowing and bonding capabilities. Baseline is AA+ S&P and AA1 Moody's.

Maintain a minimum of an "A" rating with Moody's rating agency. Maintain a minimum of an "A" rating with Standard & Poor's rating agency.

Transfer and effectively manage account balances, formerly with the COM Foundation, to the District's accounting system as part of the District's Advancement Department.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

In year one, transfer all applicable fund balances from dissolved foundation to the District's financial reporting system for transparent reporting with all other District funds.

Increase philanthropic support to address unfunded needs in the form of scholarships, endowments, academic student support programs and facilities within three years.

Increased number of donors in two years. Baseline for FY 2014–15 is 503 total donors, 416 individuals.

Increased number and dollar amount of gifts, grants and other forms of philanthropic support in two years. Baseline is \$405,850 for FY 2014–15 and \$38,066 to the COM Foundation.

Community Responsiveness

Solicit business and community feedback and share assessments campus-wide.

Engage community and economic development partners to participate in the assessment of industry and community demands for workforce and economic development and share findings with the campus community.

Publications and records of dialogue within the community and campus that focus on business/community needs assessment findings.

Strengthen College of Marin's visibility and image within Marin County and beyond.

Majority of respondents to a community survey recognize COM identity and image. More COM website hits and followers. Baseline for web sessions in month course schedule posted and homepage sessions each semester. Social media baseline using Lifetime Total Likes and Daily Total Consumers.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

PRAC Charge, Responsibilities and Membership

The Planning and Resource Allocation Committee (PRAC) provides oversight and makes recommendations for institutional planning and resource allocation, linking program reviews and strategic planning to the resources needed to accomplish college goals. PRAC reviews all plans and recommendations made by participatory governance committees and ensures their compliance with board policy and planning priorities.

Charge

- Ensure that the college's planning process supports student success.
- Align Board goals and priorities with college plans and the budget process.
- Ensure that the planning process is broad-based, offers opportunities for input by appropriate constituencies, allocates necessary resources, and leads to the improvement of institutional effectiveness.
- Review and make recommendations for the adoption budget for resources, including all assets of the college; fiscal resources, facilities, equipment, and personnel resources.
- Prepare planning recommendations and decisions consistent with the Education Code, the mission, vision and values of the college, accreditation standards, and strategic institutional planning priorities.
- Using the forecast of available resources provided by Fiscal Services, work with the Program Review Committee to set parameters for program reviews and administrative work plans.
- Recommend budget resource allocations based upon the strategic plan and requests presented in the instructional program reviews, student services program reviews, and administrative program reviews.
- Make recommendations for long-term budget planning, revenue and expense assumptions.
- Recommend allocations from supplementary resources.
- Review and make recommendations for adjustments between approved funding and actual expenditures.

Responsibilities

- Establish appropriate timelines and processes, assess success after the plans are implemented, and report the activities and results.
- Follow the timeline and processes described in the Integrated Planning Manual for the review of programs and the allocation of resources.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

- Review all college plans and other related or pertinent documents and forward recommended changes to the Superintendent/President.
- Make recommendations for the adoption budget and forward the adoption budget to the Superintendent/President.
- Use documented assessment results to set funding priorities and recommend program improvements.
- Provide oversight of the sub-committees and ad hoc committees of PRAC.
- Analyze the recommendations in the Educational Master Plan and set the college's long-term priorities.
- Provide oversight for the development of the Strategic Plan, including strategic objectives and action steps for each college priority.
- Provide oversight for instructional program reviews, student services program reviews, and administrative program reviews.
- Forward committee reports and resolutions to the Superintendent/President as recommendations and to College Council as information items.
- Review prior year budgets and develop budget assumptions that forecast the available resources for the coming fiscal year.

Membership - The following membership of PRAC made recommendations for the completion of the 2018-19 Adoption Budget:

- Meg Pasquel, Co-Chair – Faculty
- Bonnie Borenstein – Faculty
- Becky Brown – Faculty
- Will Coley – Faculty
- Sarah Frye – Faculty
- Lisa Morse – Faculty
- Nancy Willet – Faculty
- Jonathan Eldridge, Co-Chair - Administration
- Sally Wong – Classified Professionals
- Karen McSween – Classified Professionals
- Josef Rein - Students
- Christina Leimer – Administration
- Greg Nelson – Administration

Staff Resources

Patrick Ekoue-totou, Staff Resource – Administration

Peggy Isozaki, Staff Resource – Administration

Cari Torres, Staff Resource – Administration

Rhonda Jones, Staff Resource – Classified Professionals

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

Adoption Budget 2018-2019

Message from Fiscal Services

It is with great pleasure that I present this Adoption Budget for Fiscal Year 2018-2019 that will guide our direction and priorities over the next year and also projections for the following three years. This budget is the culmination of months of presentations and feedback from governance groups, staff, administrators, faculty and students. With these important steps the college has created a budget that ties to the strategic plan, program reviews and other operational milestones.

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

Greg Nelson
Vice President
Finance & College Operations

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

REVENUE ASSUMPTIONS	FY 2018-2019 ESTIMATED ASSUMPTIONS	FY 2019-2020 ESTIMATED ASSUMPTIONS	FY 2020-2021 ESTIMATED ASSUMPTIONS	FY 2021-2022 ESTIMATED ASSUMPTIONS
Secured Property Taxes CCPI	County Estimate	2.0%	1.0%	1.0%
Supplemental Tax Growth	(\$50,000)	(\$50,000)	(\$50,000)	(\$50,000)
Unsecured Tax Growth	County Estimate	2.5%	2.5%	2.5%
Prior Year Tax Growth	5.0%	5.0%	5.0%	5.0%
Enrollment Fee:				
Resident	\$ 46	\$ 46	\$ 46	\$ 46
Non-Resident Tuition	\$ 260	\$ 270	\$ 280	\$ 290
Non-Resident Capital Outlay Fee	\$ 60	\$ 60	\$ 60	\$ 60
Transportation Fee per FT Student	\$36/semester	\$36/semester	\$36/semester	\$36/semester
Parking Fee:				
Primary Term	\$ 42	\$ 42	\$ 42	\$ 42
Summer	\$ 26	\$ 26	\$ 26	\$ 26
Daily	\$ 4	\$ 4	\$ 4	\$ 4
Health Fee:				
Primary Term	\$ 20	\$ 20	\$ 20	\$ 20
Summer	\$ 17	\$ 17	\$ 17	\$ 17
Technology Fee per semester	\$ 10	\$ 10	\$ 10	\$ 10
Lottery Income/Estimated FTES:				
Prop 20	\$ 48	\$ 48	\$ 48	\$ 48
Non-prop 20	\$ 146	\$ 146	\$ 146	\$ 146
State Allocations (% of prior year amount)	90%-100%	100%	100%	100%
Prop 30 – Educational Protection Act	\$85 per FTE	\$85 per FTE	\$85 per FTE	\$85 per FTE
Mandated Claims – one time	\$0	\$0	\$0	\$0
Bookstore Commission	\$100,000	\$100,000	\$100,000	\$100,000
COLA for categorical programs	2.71%	2.57%	2.67%	2.75%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

EXPENDITURE ASSUMPTIONS	FY 2018-2019 ESTIMATED ASSUMPTIONS	FY 2019-2020 ESTIMATED ASSUMPTIONS	FY 2020-2021 ESTIMATED ASSUMPTIONS	FY 2021-2022 ESTIMATED ASSUMPTIONS
Negotiated Settlements:				
UPM	Increase one step annually; increase N/C by 5% annually to 95% by 2019; CES 3%; \$60K retirement incentive	Increase one step annually; increase N/C by 5% annually to 95% by 2019; CES 3%; \$60K retirement incentive	0% 0%	0% 0%
CSEA	5% on schedule 1/1/19; 3.5% PERS contribution		0% 0%	0% 0%
SEIU	4% on schedule; 2.34 PERS contrib.	4% on schedule; 2.34% PERS contrib.		
Police	4% on schedule	4% on schedule		
Unrepresented	4% on schedule; Paying 7% PERS	4% on schedule; Paying 7% PERS		
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 3, Step 11	Column 3, Step 11	Column 3, Step 11	Column 3, Step 11
CSEA	Step C of range	Step C of range	Step C of range	Step C of range
SEIU	Step C of range	Step C of range	Step C of range	Step C of range
Unrepresented	Middle of range	Middle of range	Middle of range	Middle of range
Medical benefits	Member + 1	Member + 1	Member + 1	Member + 1
Health and Welfare Premiums:				
Medical	Up to \$1,785/mo	Up to \$1,785/mo	Up to \$1,785/mo	Up to \$1,785/mo
Annual medical increase	\$1,900/mo for UPM	\$1,900/mo for UPM	\$1,900/mo for UPM	\$1,900/mo for UPM
Annual dental/vision/other increase	1.5% effective 10/1	3.5% effective 10/1	4% effective 10/1	5% effective 10/1
	0%	0%	0%	0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

EXPENDITURE ASSUMPTIONS	FY 2018-2019 ESTIMATED ASSUMPTIONS	FY 2019-2020 ESTIMATED ASSUMPTIONS	FY 2020-2021 ESTIMATED ASSUMPTIONS	FY 2021-2022 ESTIMATED ASSUMPTIONS
Statutory Employer Benefit Rates:				
STRS	16.28%	18.13%	19.10%	19.29%
PERS – CSEA	19.812%	20.80%	23.50%	24.60%
PERS - SEIU	19.232%	20.80%	23.50%	24.60%
PERS - Unrepresented	18.062%	20.80%	23.50%	24.60%
PERS PEPR	18.062%	20.80%	23.50%	24.60%
PERS - Public Safety	18.32%	19.10%	20.60%	20.60%
PERS PEPR - Public Safety	12.97%	13.20%	13.90%	13.90%
PERS – Public Safety Unfunded Liability	\$107,080	\$123,000	\$80,000	\$93,000
Social Security	6.2%	6.2%	6.2%	6.2%
Medicare	1.45%	1.45%	1.45%	1.45%
Unemployment Insurance	0.05%	0.10%	0.15%	0.15%
Workers' Compensation	1.01%	1.06%	1.11%	1.17%
Fixed Costs:				
Telephone, Sewer, Pest	5.0%	5.0%	5.0%	5.0%
Water	10.0%	10.0%	10.0%	10.0%
Gas/Electricity	3.0%	3.0%	3.0%	3.0%
Insurance	5.0%	5.0%	5.0%	5.0%
Energy Savings – Tesla	\$100K	\$100K	\$100K	\$100K
Energy Savings – Sunpower	\$250K	\$250K	\$250K	\$250K
Operating Expenses	Budgeted by Depts.	2.5%	2.5%	2.5%
Elections	\$300K	No	\$400K	No
Instructional Units Budgeted	4,900	4,900	4,900	4,900
Cost Per Unit	\$4,491	\$4,593	\$4,734	\$4,925
Transportation Expense for FT Student	\$36/semester	\$36/semester	\$36/semester	\$36/semester

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

General Fund Highlights

Overview

Basic Aid Status

The District is a “Basic Aid” district, or, as it is now being called, a “self-supporting” district. The District’s core funding is determined by law to be the larger of the State funding formula known as apportionment, which is based on full-time equivalent student (FTES) enrollment, or a fixed percentage of the County of Marin’s property tax revenue. In fiscal year 2017-18, the District received approximately \$31.1 million more as a Basic Aid district – the “Basic Aid increment” – than it would have received from apportionment. In 2018-19, the Basic Aid increment will be approximately \$33.1 million.

The State Budget Process and College of Marin

The most significant element for the District in the State budget process in recent years has been the one-time mandated costs, especially in fiscal years 2015-16 and 2016-17. The District received \$209 thousand in fiscal year 2017-18, and expects to receive \$104 thousand for mandated costs reimbursements in 2018-19. The passage of Proposition 30, The Schools and Local Public Safety Protection Act of 2012, also continues to contribute to revenue. The District expects to receive \$85 per FTES annually resulting in \$282 thousand in the Adoption Budget. The Chancellor’s Office has adopted a COLA of 2.71% for its 2018-19 budget.

Discussion of the Proposed Budget for Fiscal Year 2018-19

The Adoption Budget for 2018-19 has the following key elements:

- Budgeted expenditures exceed planned revenues resulting in \$1.27 million net decrease to the ending Fund Balance.
- The estimated Ending Fund Balance for 2018-19 is 9.0% of total Unrestricted General Fund expenses compared to 10.9% for 2017-18.
- A positive CPI inflation factor adjustment of 1.02% for secured property taxes is expected to result in an increase of \$2.5 million for 2018-19 secured property taxes.
- Increase in health benefits is approximately \$376 thousand for 2018-19.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

Analysis and Comparison of Revenue and Expense

Projected total General Fund Revenue for 2018-19 is \$81.5 million compared to \$72.7 million for 2017-18. This is an increase of \$8.8 million or 12.1%, principally due to an increase in secured property taxes and deferred revenues of categorical programs from prior years. Projected total General Fund Expenditures for 2018-19 are \$82.8 million compared to \$76.0 million for 2017-18. This is an increase of \$6.8 million or 8.9%, principally due to an increase in salaries and benefits, partially offset by lower Other Outgo and an increase in the carry forwards of categorical programs from prior years. The 2018-19 budgeted unrestricted revenues of \$62.6 million increased \$1.4 million or 2.3% over the 2017-18 unrestricted revenues of \$61.2 million; 2018-19 budgeted unrestricted expenditures of \$63.3 million is a decrease of \$0.6 million or 0.9% less than the 2017-18 unrestricted expenditures of \$63.9 million.

Discussion of Year-end Results for Fiscal Year 2017-18

Unrestricted revenues are about \$605 thousand higher than budgeted, principally from higher secured property tax revenues, state apportionment, and state on-behalf payments.

Unrestricted expenditures are approximately \$4.2 million higher than budgeted, primarily due to an unbudgeted contribution to the PARS-CCLC Pension Rate Stabilization Trust Fund.

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 2018-19 the County of Marin will provide short-term funding not to exceed \$20 million.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

Special Fund Highlights

Scholarship and Loan Trust Fund

The Scholarship and Loan Trust Fund is used to account for such gifts, donations, bequests and devises (subject to donor restrictions) which are used for scholarships or for grants in aid and loans to students. There are nine scholarships and grants coordinated through this fund. The total fund balance in the Scholarship and Loan Trust Fund as of June 30, 2018 is projected at \$430 thousand.

Student Financial Aid Trust Fund

The Student Financial Aid Trust Fund was created to account for the deposit and direct payment of government funded student financial aid. The Student Financial Aid Trust Fund as of June 30, 2018 is projected to have a \$0 fund balance.

Investment Trust Fund

Previously "Foundation Trust Fund," the name of this fund was changed in accordance with the accounting and financial statement guidelines of the California Community Colleges Chancellor's Office. The donations in this fund are used to support scholarships and other direct financial aid to students, and other instructional and college improvement activities.

There are eleven endowments and grants coordinated through this fund. The total fund balance in the Investment Trust Fund as of June 30, 2018 is projected at \$1.1 million.

Child Development Fund

The Child Development Fund is utilized to account for the State and locally supported operation of the Child Study Centers located at the Indian Valley and Kentfield campuses, which provide child care for student and community parents and instructional lab support to Early Childhood Education, Pediatric Nursing, Child Psychology, Behavioral Science and related disciplines.

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 2017-18 operations are \$409 thousand more in expenditures than externally funded revenue. Approximately 52% or \$214 thousand of the \$409 thousand General Fund transfer

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

is attributable to the cost of Child Study Centers providing lab and administrative support to the College's programs and results in a \$0 year-end fund balance. The 2018-2019 Adoption Budget includes increased Parent Fees and a General Fund transfer of \$419 thousand, of which over 49% continues to support the costs of instructional lab and administrative services the Centers provide to the College and continues to result in a \$0 fund balance.

IVC Organic Farm Fund

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

Capital Outlay Fund – Hamilton Redevelopment and State Scheduled Maintenance

The Capital Outlay Fund has been used to finance various capital projects with lease revenue bond 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.

Capital Outlay Fund – Measure C Building Fund

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

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

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

The Measure C bond spending is winding down and 2018-19 will likely be the last year it has any spending activity.

Capital Outlay Fund – Measure B, Series A Building Fund

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 federally-taxable bonds (Series A-1).

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

Capital Outlay Fund – Measure B, Series A-1 Fund

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 federally-taxable bonds (Series A-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, Series A-1 fund.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

Lease Revenue Bonds (LRBs)

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

Hamilton Redevelopment Bond Interest and Redemption Fund

In 2003-04 the District approved the issuance of a lease revenue bond. The financing was accomplished, and a total of \$3.1 million of bond funds were generated. After financing and placement costs, the District had \$2.7 million available to fund capital facilities renewal projects and capital equipment purchases, and \$213 thousand held in the required debt service reserve. The bond is repaid by the stream of revenues due to the District from the Hamilton Redevelopment Project. Debt service for 2017-18 amounted to \$119 thousand and is projected to be \$125 thousand for 2018-19.

Measure C Bond Interest and Redemption Fund

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

This fund is used for the payment of principal and interest on the bond. Debt service for 2017-18 for amounted to \$10.5 million and is projected to be \$12.4 million for 2018-19. 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 2018-2019**

Measure B, Series A Bond Interest and Redemption Fund

Original Issue Premiums of \$3.6 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 for Series A.

This fund will be used for the payment of principal and interest on the bond. Debt service for 2017-18 amounted to \$2.6 million and is projected to be \$7.3 million for 2018-19. 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, Series A-1 Bond Interest and Redemption Fund

Original Issue Premiums of \$603 thousand on the sale of the bond 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 for Series A-1.

This fund will be used for the payment of principal and interest on the bond. Debt service for 2017-18 amounted to \$923 thousand and is projected to be \$7.0 million for 2018-19. Expenditures are covered by proceeds of the ad valorem property tax which is billed and collected by the Marin County Tax Assessor's Office.

Lease Revenue Bond Interest and Redemption Fund

This fund will be used for the payment of principal and interest on the lease revenue bonds. There was no debt service activity for 2017-18, and debt service is projected to be \$544 thousand for 2018-19.

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 2018-19.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

Other Post-Employment Benefits (OPEB) Trust Fund

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. It is anticipated that earnings from the irrevocable OPEB trust fund will allow the District to begin funding retiree benefits entirely from the trust beginning in the 2016-17 Fiscal Year.

The FY 2018-19 Adoption Budget includes "pay-as-you-go" reimbursements from the trust fund for its retiree medical and dental premium payments.

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

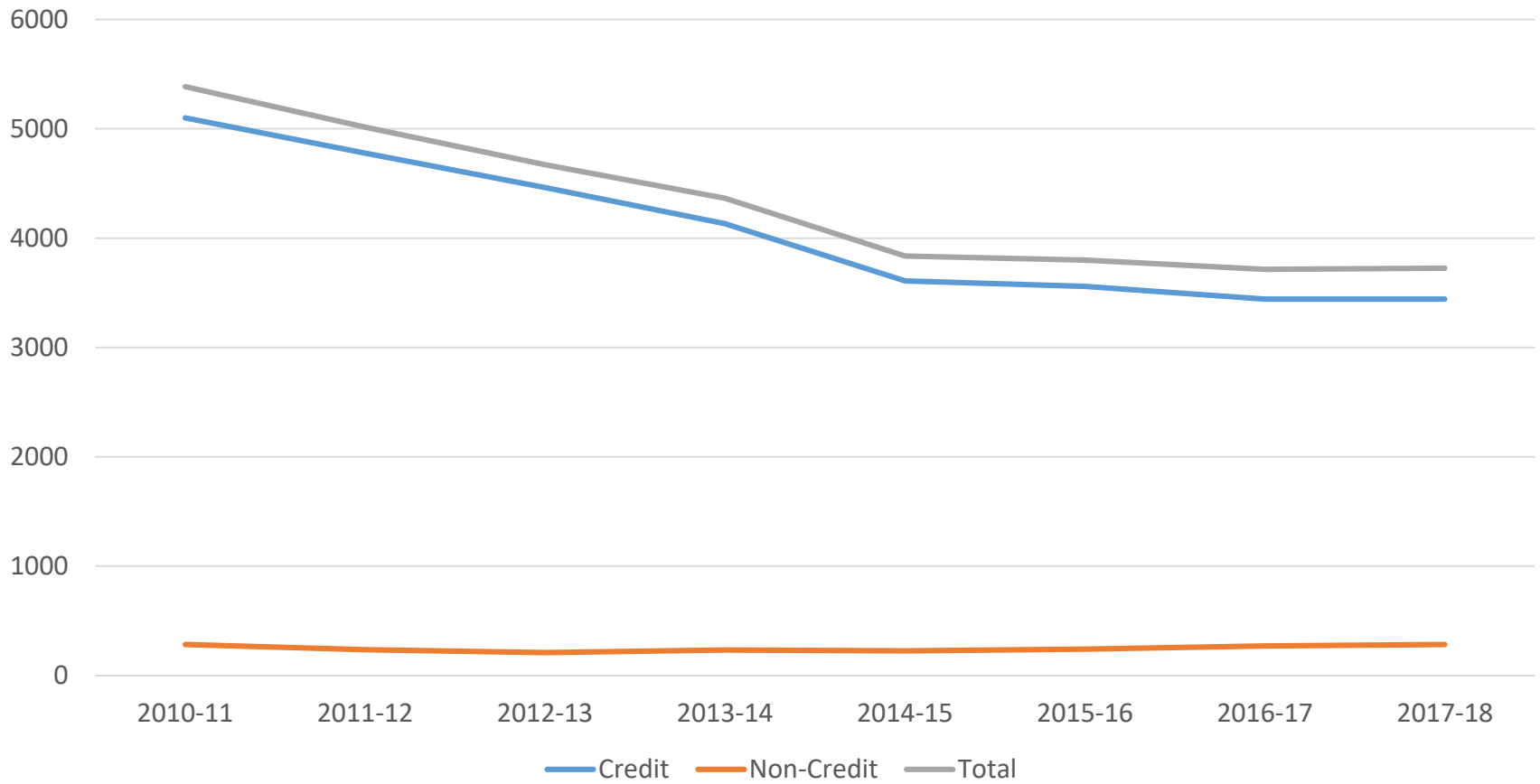
PARS-CCLC Pension Rate Stabilization Trust Fund

The PARS-CCLC Pension Rate Stabilization Trust Fund has been made available for the purpose of pre-funding pension obligations.

Other Agency Fund – Adult Ed Block Grant

In December 2015, the District established an agency trust fund with the County of Marin Treasury. The purpose of the Fund is to accept and disburse funds associated with the State's Adult Ed Block Grant AB104 which are held by the District for more than 45 days. Since its inception (2015-16) the District has received \$750 thousand from the State and disbursed all of the funds to the members of the Marin Consortium. As of June 30, 2018 the fund balance is projected to consist of \$3.7 thousand in interest.

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019
FTES TREND – FISCAL YEARS 2011-2018



**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

PART II - FTES STATISTICS, 2010-11 TO 2017-18

FTES DATA

<u>FTES</u>	<u>2010-11</u>	<u>% CH.</u>	<u>2011-12</u>	<u>% CH.</u>	<u>2012-13</u>	<u>% CH.</u>	<u>2013-14</u>	<u>% CH.</u>
Credit	5,101	-0.5%	4,779	-6.3%	4,462	-6.6%	4,134	-7.4%
Non-Credit	284	-15.0%	236	-16.9%	209	-11.4%	232	11.0%
TOTAL	5,385	-1.4%	5,015	-6.9%	4,671	-6.9%	4,366	-6.5%

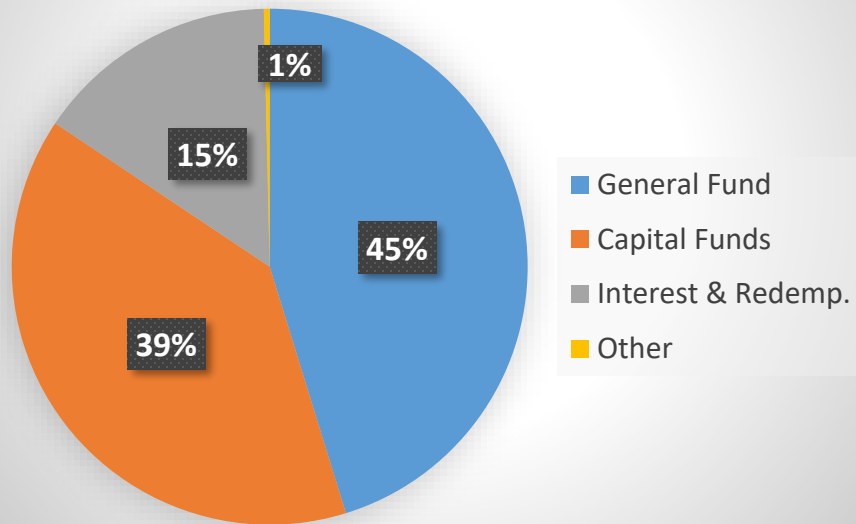
<u>FTES</u>	<u>2014-15</u>	<u>% CH.</u>	<u>2015-16</u>	<u>% CH.</u>	<u>2016-17</u>	<u>% CH.</u>	<u>(a) 2017-18</u>	<u>% CH.</u>
Credit	3,609	-12.7%	3,558	-1.4%	3,444	-3.2%	3,442	-0.1%
Non-Credit	225	-3.0%	241	7.1%	271	12.4%	283	4.4%
TOTAL	3,834	-12.2%	3,799	-0.9%	3,715	-2.2%	3,725	0.3%

FTES

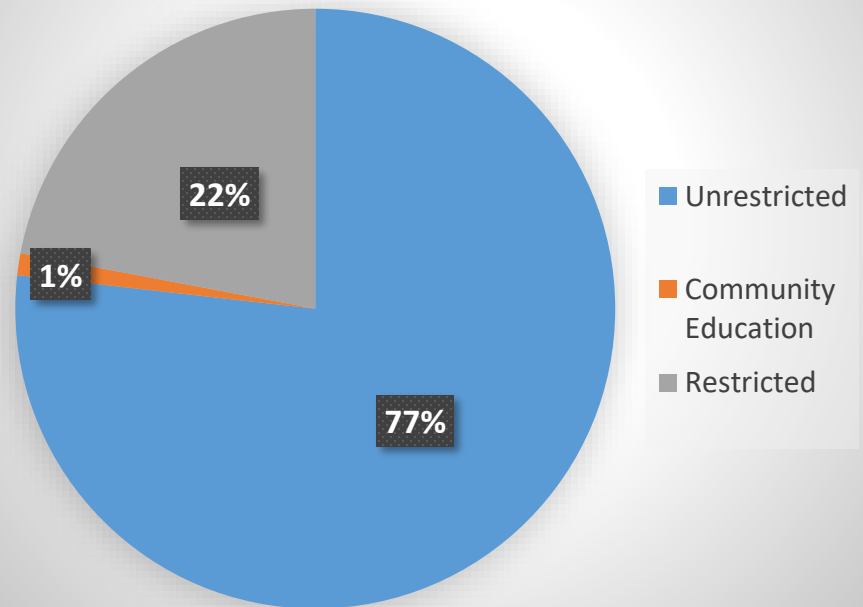
(a) CCFS-320 as of July 13, 2018

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019
SOURCES OF BUDGETED REVENUES

Sources of Revenues – All Funds



Sources of General Fund Revenues



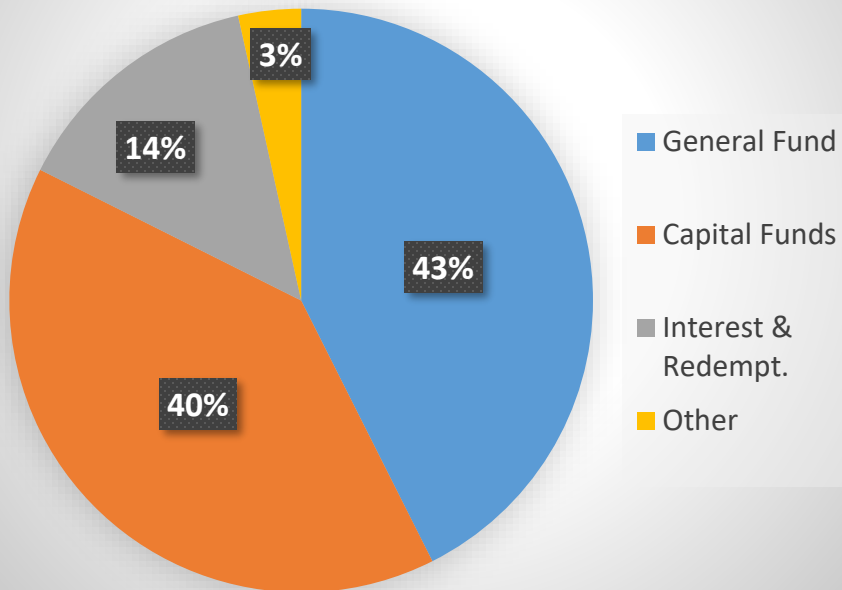
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

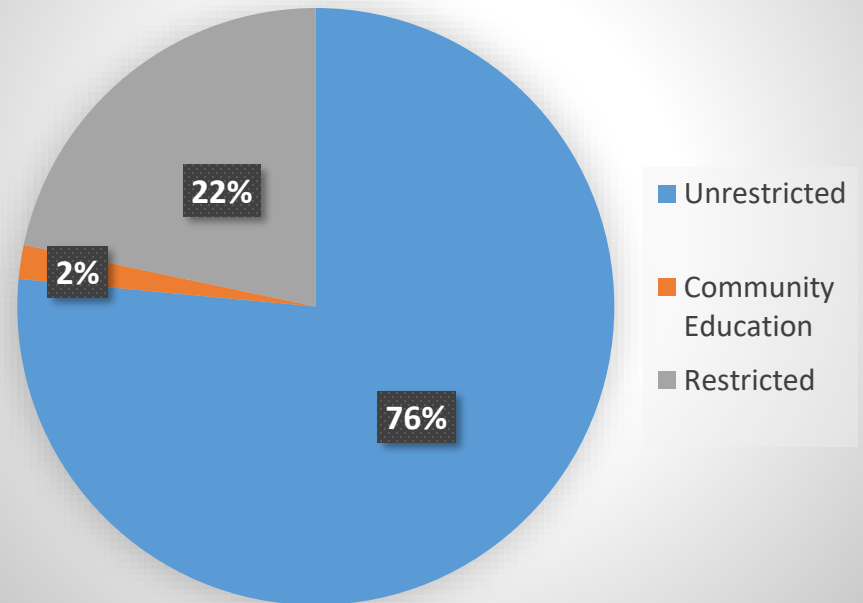
FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019
REVENUE SUMMARY				
FUND TITLE				
UNRESTRICTED GENERAL FUND	\$ 56,667,121	\$ 59,035,403	\$ 61,167,532	\$ 62,569,793
COMMUNITY SERVICES	881,472	789,138	903,595	964,565
RESTRICTED GENERAL FUND	11,786,693	12,962,954	10,598,180	17,953,466
TOTAL GENERAL FUND	69,335,286	72,787,495	72,669,307	81,487,824
SCHOLARSHIP AND LOAN TRUST FUND	117,916	284,567	220,175	367,500
STUDENT FINANCIAL AID TRUST FUND	-	-	4,028,733	3,952,065
INVESTMENT TRUST FUND	106,082	67,705	82,638	133,000
CHILD DEVELOPMENT FUND	825,953	803,188	882,633	863,810
IVC ORGANIC FARM FUND	-	3,669	235,374	247,642
CAPITAL OUTLAY FUND	544,722	481,663	310,399	15,000
CAPITAL OUTLAY FUND-MEASURE C	11,744	5,011	2,600	1,150
CAPITAL OUTLAY FUND-MEASURE B, SERIES A	-	60,153,932	440,000	70,300,000
CAPITAL OUTLAY FUND-MEASURE B, SERIES A-1	-	37,596,823	315,000	225,000
LEASE REVENUE BONDS	-	-	7,720,998	1,000
HAMILTON REDEVELOPMENT BOND REDEMPTION FUND	450,978	491,352	246,996	144,000
MEASURE C INTEREST/REDEMPTION FUND	13,582,298	10,548,787	19,238,361	12,444,251
MEASURE B INTEREST/REDEMPTION FUND, SERIES A	-	3,631,421	5,860,000	7,334,338
MEASURE B INTEREST/REDEMPTION FUND, SERIES A-1	-	604,080	7,364,000	7,026,049
LEASE REVENUE BOND INTEREST & REDEMPTION FUND	-	-	545,000	550,400
SELF-INSURANCE FUND	624,730	672,361	697,000	697,000
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND	952,942	271,379	180,900	20,000
PARS-CCLC PENSION RATE STABILIZATION TRUST FUND	-	-	4,163,162	30,000
AGENCY FUND - ADULT EDUCATION BLOCK GRANT	874,365	(121,725)	1,016	100
ASSOCIATED STUDENTS ORGANIZATIONS	150,667	136,361	128,695	125,975
TOTAL - ALL FUNDS	\$ 87,577,683	\$ 188,418,069	\$ 125,332,987	\$ 185,966,104

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019
SOURCES OF BUDGETED EXPENDITURES

**Sources of Expenditures –
All Funds**



**Sources of General Fund
Expenditures**

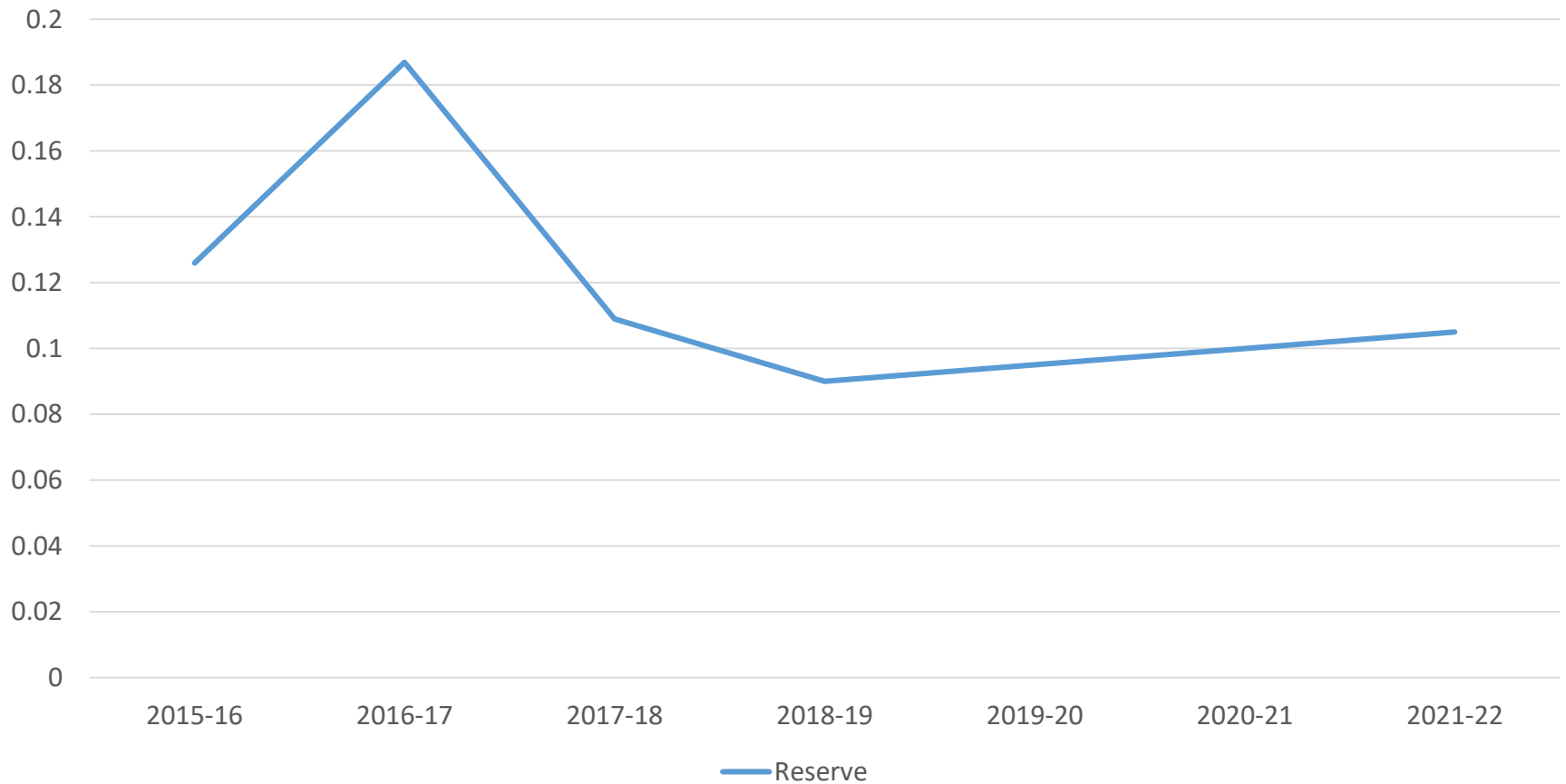


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR				
EXPENDITURE SUMMARY	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019
FUND TITLE				
UNRESTRICTED GENERAL FUND	\$ 55,909,607	\$ 55,107,285	\$ 63,948,342	\$ 63,289,027
COMMUNITY SERVICES	1,273,735	1,426,070	1,475,513	1,514,565
RESTRICTED GENERAL FUND	11,786,693	12,962,954	10,598,180	17,953,466
TOTAL GENERAL FUND	68,970,035	69,496,309	76,022,035	82,757,058
SCHOLARSHIP AND LOAN TRUST FUND	100,204	145,227	192,064	251,645
STUDENT FINANCIAL AID TRUST FUND	-	-	4,028,733	3,952,065
INVESTMENT TRUST FUND	120,637	64,707	1,503	128,000
CHILD DEVELOPMENT FUND	825,953	803,188	882,633	863,810
IVC ORGANIC FARM FUND	-	-	232,292	247,642
CAPITAL OUTLAY FUND	1,304,095	998,067	63,402	1,008,413
CAPITAL OUTLAY FUND-MEASURE C	8,723,466	1,673,125	290,820	322,929
CAPITAL OUTLAY FUND-MEASURE B, SERIES A	-	4,851,056	25,066,619	62,347,281
CAPITAL OUTLAY FUND-MEASURE B, SERIES A-1	-	670,996	2,239,327	12,554,995
LEASE REVENUE BONDS	-	-	6,560,588	1,161,410
HAMILTON REDEVELOPMENT BOND REDEMPTION FUND	112,953	117,951	121,294	127,294
MEASURE C INTEREST/REDEMPTION FUND	11,855,619	11,255,789	10,885,641	12,444,251
MEASURE B INTEREST/REDEMPTION FUND, SERIES A	-	570,995	2,561,738	7,334,338
MEASURE B INTEREST/REDEMPTION FUND, SERIES A-1	-	141,065	925,837	7,026,049
LEASE REVENUE BOND INTEREST & REDEMPTION FUND	-	-	-	546,946
SELF-INSURANCE FUND	572,516	626,542	660,900	678,300
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND	2,297	482,240	434,155	458,901
PARS-CCLC PENSION RATE STABILIZATION TRUST FUND	-	-	4,306	10,800
AGENCY FUND - ADULT EDUCATION BLOCK GRANT	163,291	316,339	270,371	-
ASSOCIATED STUDENTS ORGANIZATIONS	170,537	96,992	105,049	152,925
TOTAL - ALL FUNDS	\$ 92,921,603	\$ 92,310,588	\$ 131,549,307	\$ 194,375,052

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019
RESERVE – FISCAL YEARS 2016-2022

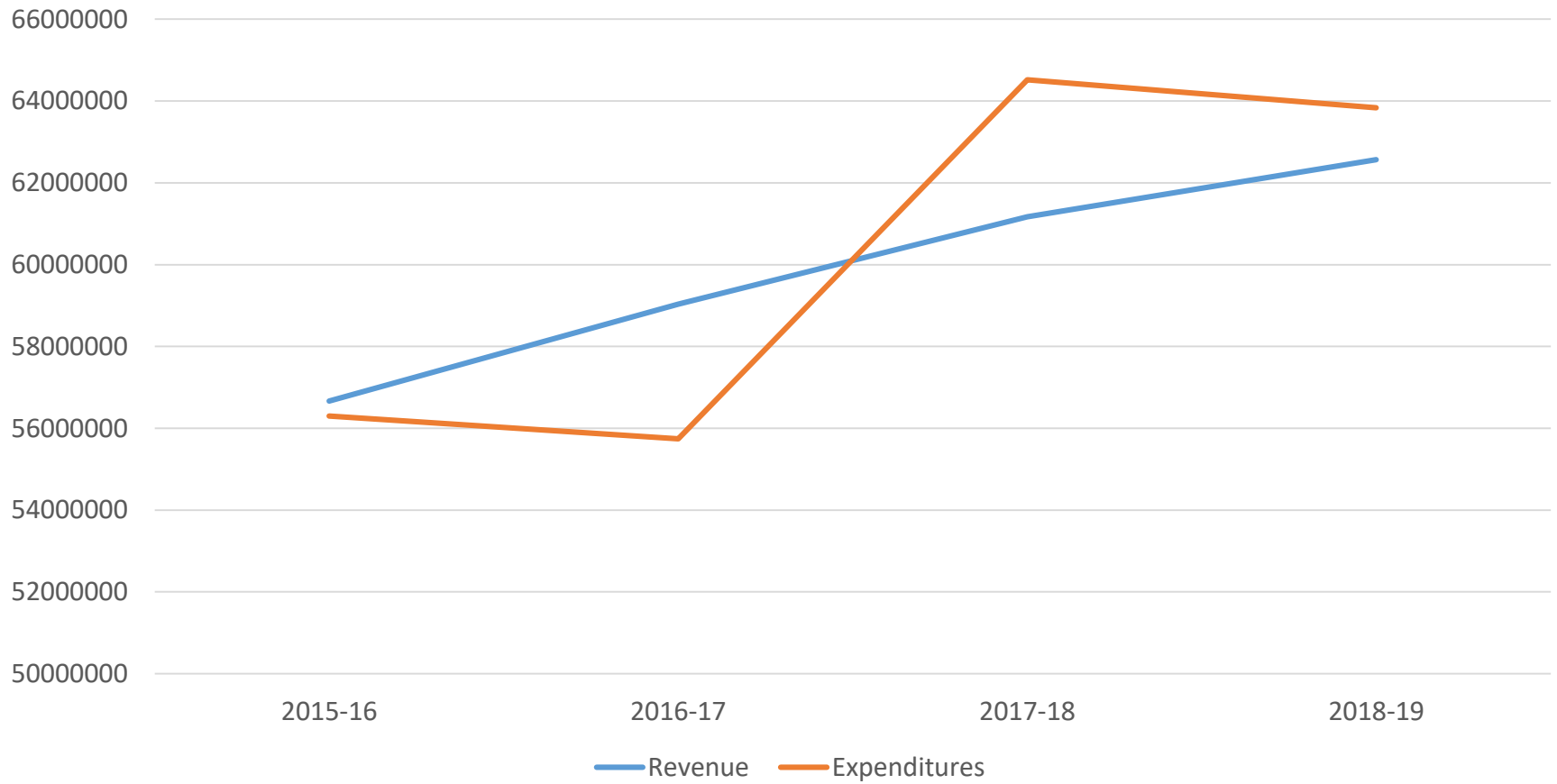


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	BUDGET FORECAST 2019-2020	BUDGET FORECAST 2020-2021	BUDGET FORECAST 2021-2022
SOURCES OF FUNDS							
BEGINNING FUND BALANCE	\$ 6,740,231	\$ 7,105,482	\$ 10,396,668	\$ 7,043,940	\$ 5,774,706	\$ 6,277,240	\$ 6,813,368
REVENUES							
PROGRAM-BASED FUNDING	50,929,981	54,447,526	56,709,112	58,717,596	61,016,333	62,832,154	64,620,219
FEDERAL	297	-	252	-	-	-	-
OTHER STATE	4,509,350	2,570,597	2,647,665	2,057,988	2,057,988	2,057,988	2,057,988
OTHER LOCAL	1,226,219	1,538,238	1,180,818	1,338,408	1,372,581	1,407,117	1,437,215
OTHER FINANCING SOURCES	1,274	479,042	629,685	455,801	2,253,045	2,602,413	346,752
TOTAL REVENUE	56,667,121	59,035,403	61,167,532	62,569,793	66,699,947	68,899,672	68,462,174
TOTAL SOURCES	63,407,352	66,140,885	71,564,200	69,613,733	72,474,653	75,176,912	75,275,542
USE OF FUNDS							
SALARIES	32,521,727	32,282,136	34,265,136	36,484,389	37,794,075	38,877,982	40,314,802
BENEFITS	13,601,552	13,833,983	14,588,986	16,087,768	16,617,513	17,477,080	18,883,509
TOTAL SALARIES & BENEFITS	46,123,279	46,116,119	48,854,122	52,572,157	54,411,588	56,355,062	59,198,311
FIXED EXPENSES	2,276,913	2,342,822	2,308,736	2,153,629	2,253,208	2,357,764	2,467,604
OTHER OPERATING	4,149,539	4,145,855	4,634,570	5,053,054	4,897,505	5,419,944	5,145,442
CAPITAL OUTLAY	428,107	411,538	684,919	542,794	556,364	570,273	584,530
OTHER OUTGO	2,931,769	2,090,951	7,465,995	2,967,393	3,578,748	3,610,501	3,642,665
EXPENDITURE REDUCTIONS - 2020/2021						(400,000)	
EXPENDITURE REDUCTIONS - 2021/2022							(3,300,000)
TOTAL EXPENDITURES	9,786,328	8,991,166	15,094,220	10,716,870	11,285,825	11,558,482	8,540,241
TOTAL USES	55,909,607	55,107,285	63,948,342	63,289,027	65,697,413	67,913,544	67,738,552
SOURCES OVER (UNDER) USES	7,497,745	11,033,600	7,615,858	6,324,706	6,777,240	7,263,368	7,536,990
TRANSFER IN (OUT)	(392,263)	(636,932)	(571,918)	(550,000)	(500,000)	(450,000)	(400,000)
ENDING FUND BALANCE	\$ 7,105,482	\$ 10,396,668	\$ 7,043,940	\$ 5,774,706	\$ 6,277,240	\$ 6,813,368	\$ 7,136,990
RESERVE	12.6%	18.7%	10.9%	9.0%	9.5%	10.0%	10.5%
EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES	\$ 365,251	\$ 3,291,186	\$ (3,352,728)	\$ (1,269,234)	\$ 502,534	\$ 536,128	\$ 323,622

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019
REVENUE AND EXPENDITURE TRENDS



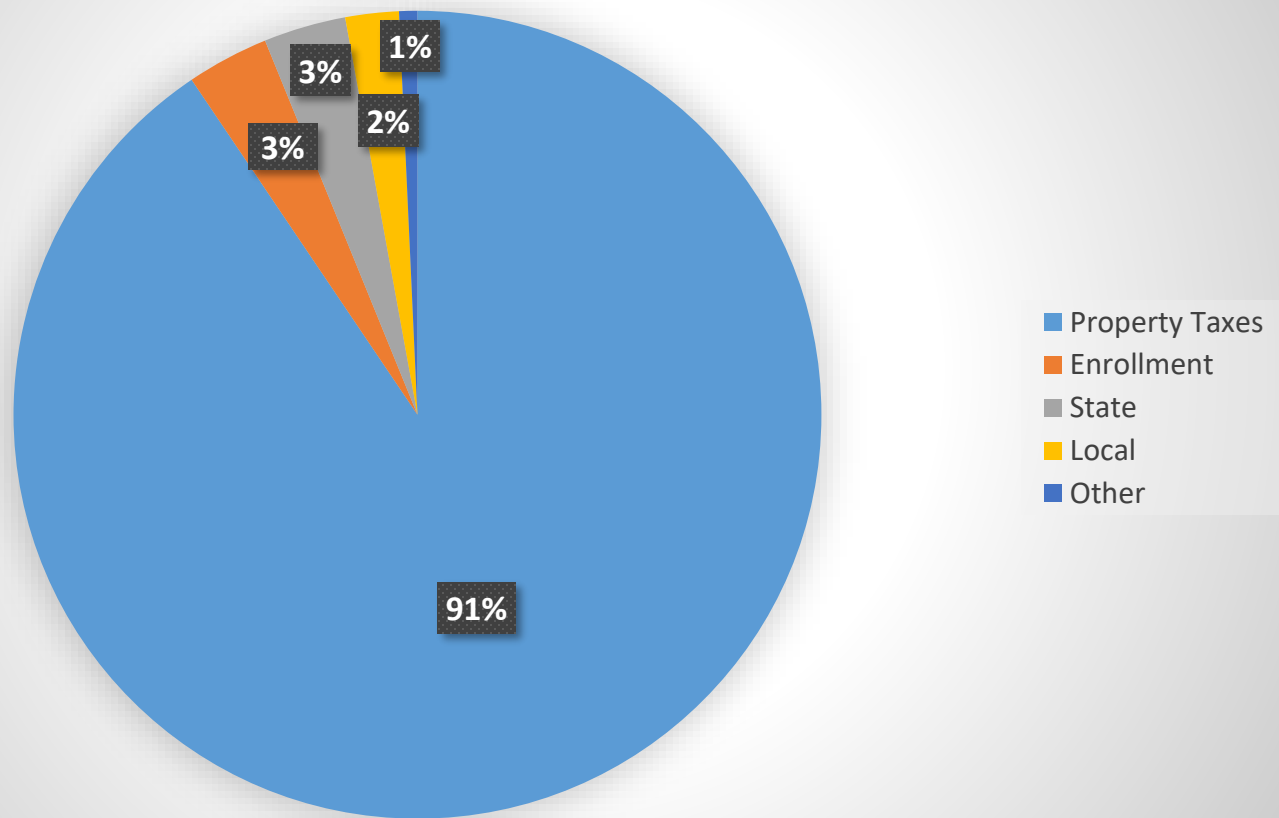
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
SOURCES OF FUNDS					
BEGINNING FUND BALANCE	\$ 6,740,231	\$ 7,105,482	\$ 10,396,668	\$ 7,043,940	-32.2%
REVENUES					
PROGRAM-BASED FUNDING	\$ 50,929,981	\$ 54,447,526	\$ 56,709,112	\$ 58,717,596	3.5%
FEDERAL	297	-	252	-	-100.0%
OTHER STATE	4,509,350	2,570,597	2,647,665	2,057,988	-22.3%
OTHER LOCAL	1,226,219	1,538,238	1,180,818	1,338,408	13.3%
OTHER FINANCING SOURCES	1,274	479,042	629,685	455,801	-27.6%
TOTAL REVENUE	56,667,121	59,035,403	61,167,532	62,569,793	2.3%
TOTAL SOURCES	63,407,352	66,140,885	71,564,200	69,613,733	-2.7%
USE OF FUNDS					
SALARIES	32,521,727	32,282,136	34,265,136	36,484,389	6.5%
BENEFITS	13,601,552	13,833,983	14,588,986	16,087,768	10.3%
TOTAL SALARIES & BENEFITS	46,123,279	46,116,119	48,854,122	52,572,157	7.6%
FIXED EXPENSES	2,276,913	2,342,822	2,308,736	2,153,629	-6.7%
OTHER OPERATING	4,149,539	4,145,855	4,634,570	5,053,054	9.0%
CAPITAL OUTLAY	428,107	411,538	684,919	542,794	-20.8%
OTHER OUTGO	2,931,769	2,090,951	7,465,995	2,967,393	-60.3%
TOTAL OTHER EXPENSES	9,786,328	8,991,166	15,094,220	10,716,870	-29.0%
TOTAL USES	55,909,607	55,107,285	63,948,342	63,289,027	-1.0%
SOURCES OVER/(UNDER) USES	7,497,745	11,033,600	7,615,858	6,324,706	-17.0%
TRANSFER IN (OUT)	(392,263)	(636,932)	(571,918)	(550,000)	-3.8%
ENDING FUND BALANCE	\$ 7,105,482	\$ 10,396,668	\$ 7,043,940	\$ 5,774,706	-18.0%
RESERVE	12.6%	18.7%	10.9%	9.0%	
EXCESS/(DEFICIENCY) OF REVENUES OVER EXPENDITURES	\$ 365,251	\$ 3,291,186	\$ (3,352,728)	\$ (1,269,234)	

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019

Unrestricted Fund - Budgeted Revenues



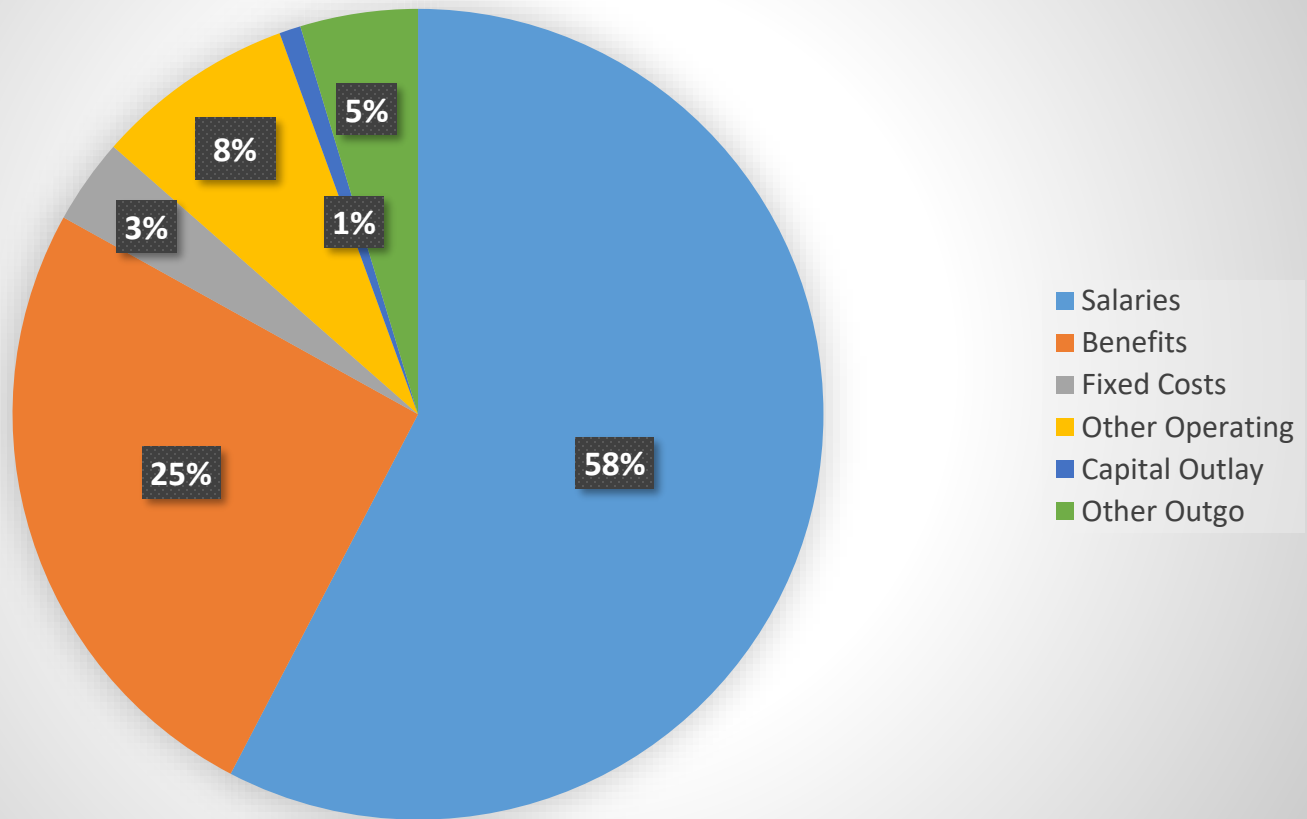
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR					
	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
PROGRAM-BASED FUNDING					
STATE APPORTIONMENT	\$ 63,646	\$ 440,483	\$ 264,036		-100.0%
STATE SUBVENTIONS	261,477	259,476	253,958	\$ 253,381	-0.2%
TOTAL	325,123	699,959	517,994	253,381	-51.1%
PROPERTY TAXES					
SECURED	45,822,771	48,906,726	51,554,741	54,059,571	4.9%
SUPPLEMENTAL	1,311,574	1,184,805	1,200,000	1,150,000	-4.2%
UNSECURED	929,563	970,516	987,406	1,021,004	3.4%
PRIOR-YEAR	54,714	85,758	74,302	78,017	5.0%
RDA	485,089	532,059	339,399	100,000	-70.5%
TOTAL TAXES	48,603,711	51,679,864	54,155,848	56,408,592	4.2%
ENROLLMENT FEES	2,001,147	2,067,703	2,035,270	2,055,623	1.0%
TOTAL PROGRAM-BASED	50,929,981	54,447,526	56,709,112	58,717,596	3.5%
FEDERAL REVENUE	297	-	252	-	-100.0%
STATE REVENUE					
"ON-BEHALF" PAYMENTS	1,270,216	1,055,369	1,320,824	1,000,000	-24.3%
OTHER STATE	3,239,134	1,515,228	1,326,841	1,057,988	-20.3%
TOTAL STATE	4,509,350	2,570,597	2,647,665	2,057,988	-22.3%
LOCAL REVENUE					
INTEREST	23,891	52,424	91,800	91,800	0.0%
NON-RESIDENCE FEES	721,985	712,881	690,440	840,058	21.7%
OTHER STUDENT CHARGES	34,921	42,242	41,238	42,063	2.0%
NON-RESIDENCE INSURANCE	32,026	17,023	12,786	13,042	2.0%
MISCELLANEOUS	413,396	713,668	344,554	351,445	2.0%
	1,226,219	1,538,238	1,180,818	1,338,408	13.3%
OTHER FINANCING SOURCES	1,274	479,042	629,685	455,801	-27.6%
TOTAL REVENUE	\$ 56,667,121	\$ 59,035,403	\$ 61,167,532	\$ 62,569,793	2.3%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019

Unrestricted Fund - Budgeted Expenditures



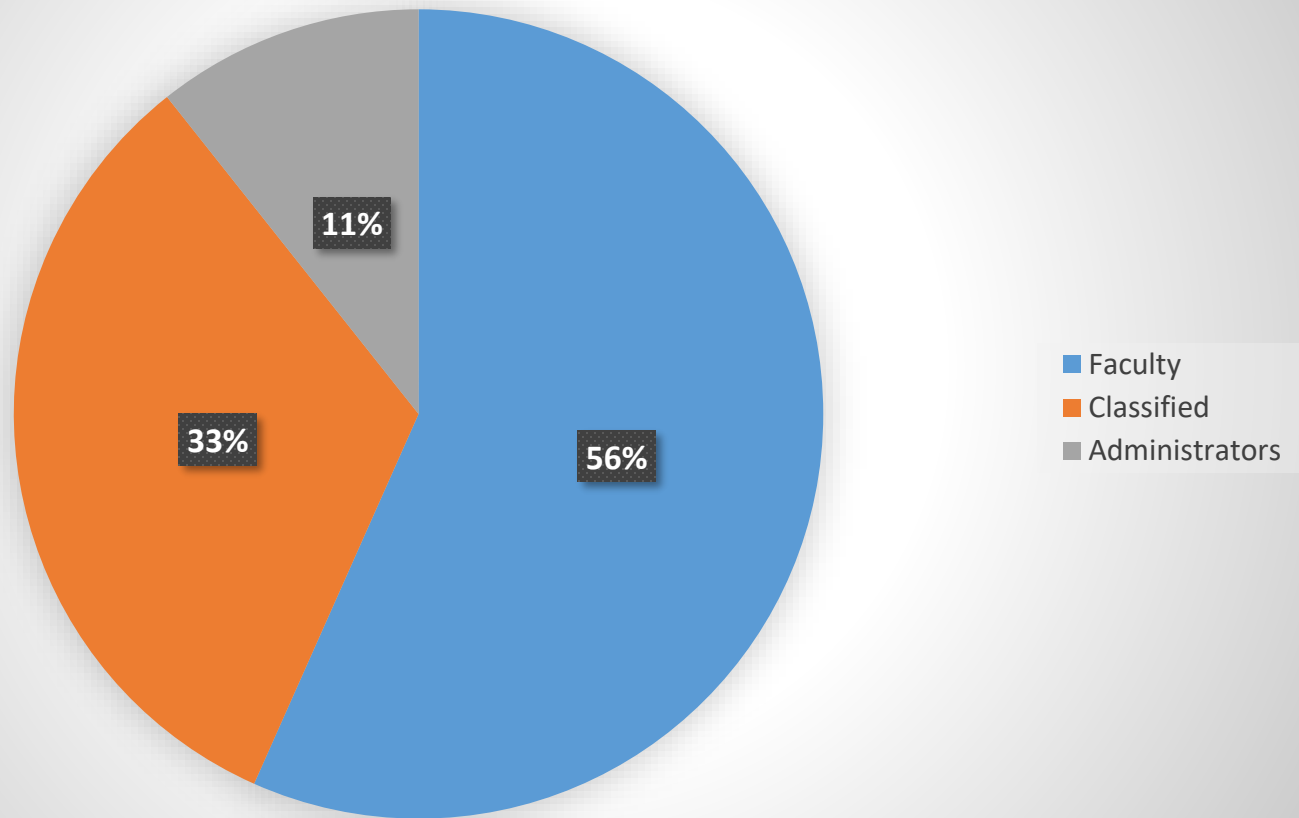
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2015-2016	2016-2017	2017-2018	2018-2019	CHANGE
USE OF FUNDS					
SALARIES	\$ 32,521,727	\$ 32,282,136	\$ 34,265,136	\$ 36,484,389	6.5%
BENEFITS	13,601,552	13,833,983	14,588,986	16,087,768	10.3%
TOTAL SALARIES & BENEFITS	46,123,279	46,116,119	48,854,122	52,572,157	7.6%
FIXED EXPENSES	2,276,913	2,342,822	2,308,736	2,153,629	-6.7%
OTHER OPERATING	4,149,539	4,145,855	4,634,570	5,053,054	9.0%
CAPITAL OUTLAY	428,107	411,538	684,919	542,794	-20.8%
OTHER OUTGO	2,931,769	2,090,951	7,465,995	2,967,393	-60.3%
TOTAL OTHER EXPENSES	9,786,328	8,991,166	15,094,220	10,716,870	-29.0%
TOTAL USES	\$ 55,909,607	\$ 55,107,285	\$ 63,948,342	\$ 63,289,027	-1.0%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019

Unrestricted Fund - Budgeted Salaries



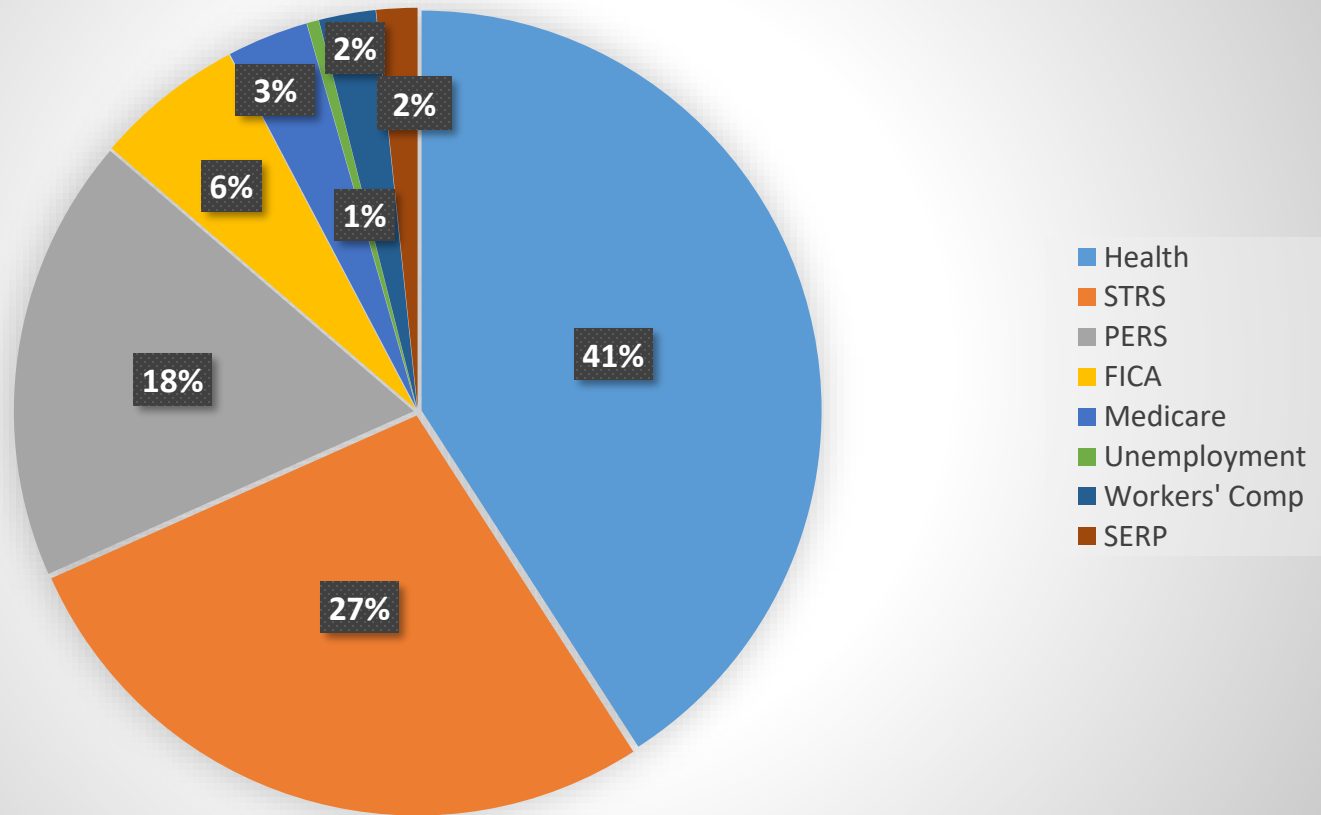
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2015-2016	2016-2017	2017-2018	2018-2019	CHANGE
SALARIES					
FACULTY					
INSTRUCTORS-REGULAR	\$ 9,533,170	\$ 9,217,848	\$ 9,934,481	\$ 11,386,031	14.6%
INSTRUCTORS-HOURLY	7,900,817	7,435,824	7,894,499	7,142,758	-9.5%
NON-INSTRUCTORS-REGULAR	1,487,382	1,498,015	1,454,897	1,441,513	-0.9%
NON-INSTRUCTORS-HOURLY	948,487	885,457	817,644	702,000	-14.1%
FACULTY	19,869,856	19,037,144	20,101,521	20,672,302	2.8%
CLASSIFIED					
STAFF - REGULAR	7,732,802	7,889,314	8,815,345	9,824,934	11.5%
INSTRUCTIONAL - REGULAR	934,076	1,023,580	953,605	1,271,909	33.4%
HOURLY INST./NON INST.	654,705	742,259	593,011	696,859	17.5%
OVERTIME	106,359	116,108	111,789	123,400	10.4%
CLASSIFIED	9,427,942	9,771,261	10,473,750	11,917,102	13.8%
ADMINISTRATORS					
ACADEMIC	1,703,675	1,782,041	1,963,823	1,949,519	-0.7%
CLASSIFIED	1,520,254	1,691,690	1,726,042	1,945,466	12.7%
ADMINISTRATORS	3,223,929	3,473,731	3,689,865	3,894,985	5.6%
TOTAL SALARIES	\$ 32,521,727	\$ 32,282,136	\$ 34,265,136	\$ 36,484,389	6.5%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019

Unrestricted Fund - Budgeted Benefits



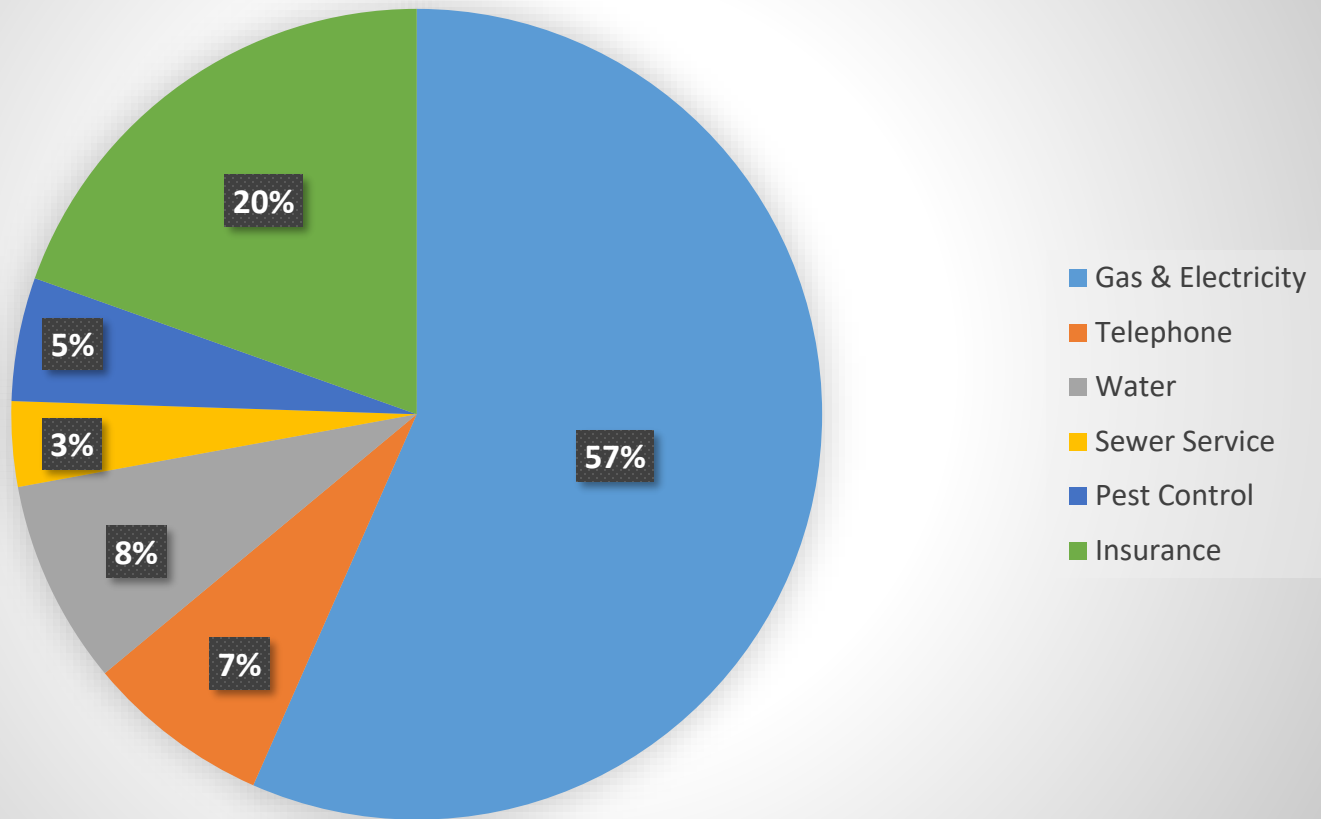
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2015-2016	2016-2017	2017-2018	2018-2019	CHANGE
PUBLIC RETIREMENT					
STRS	\$ 3,209,580	\$ 3,361,313	\$ 4,077,927	\$ 4,415,387	8.3%
PERS	1,940,977	2,097,564	2,230,642	2,887,217	29.4%
FICA	803,453	802,927	866,995	966,481	11.5%
MEDICARE	471,499	456,455	487,512	529,023	8.5%
UNEMPLOYMENT	53,484	58,360	57,543	77,365	34.4%
WORKERS COMP. INS.	411,360	326,298	307,749	368,491	19.7%
SERP - FACULTY	306,829	306,829	73,210	73,210	0.0%
SERP - CLASSIFIED	330,850	330,850	220,448	154,146	-30.1%
SERP - ADMINISTRATORS	95,823	95,823	65,435	39,075	-40.3%
TOTAL	7,623,855	7,836,419	8,387,461	9,510,395	13.4%
HEALTH PROTECTION	5,977,697	5,997,564	6,201,525	6,577,373	6.1%
TOTAL BENEFITS	\$ 13,601,552	\$ 13,833,983	\$ 14,588,986	\$ 16,087,768	10.3%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019

Unrestricted Fund - Budgeted Fixed Expenses



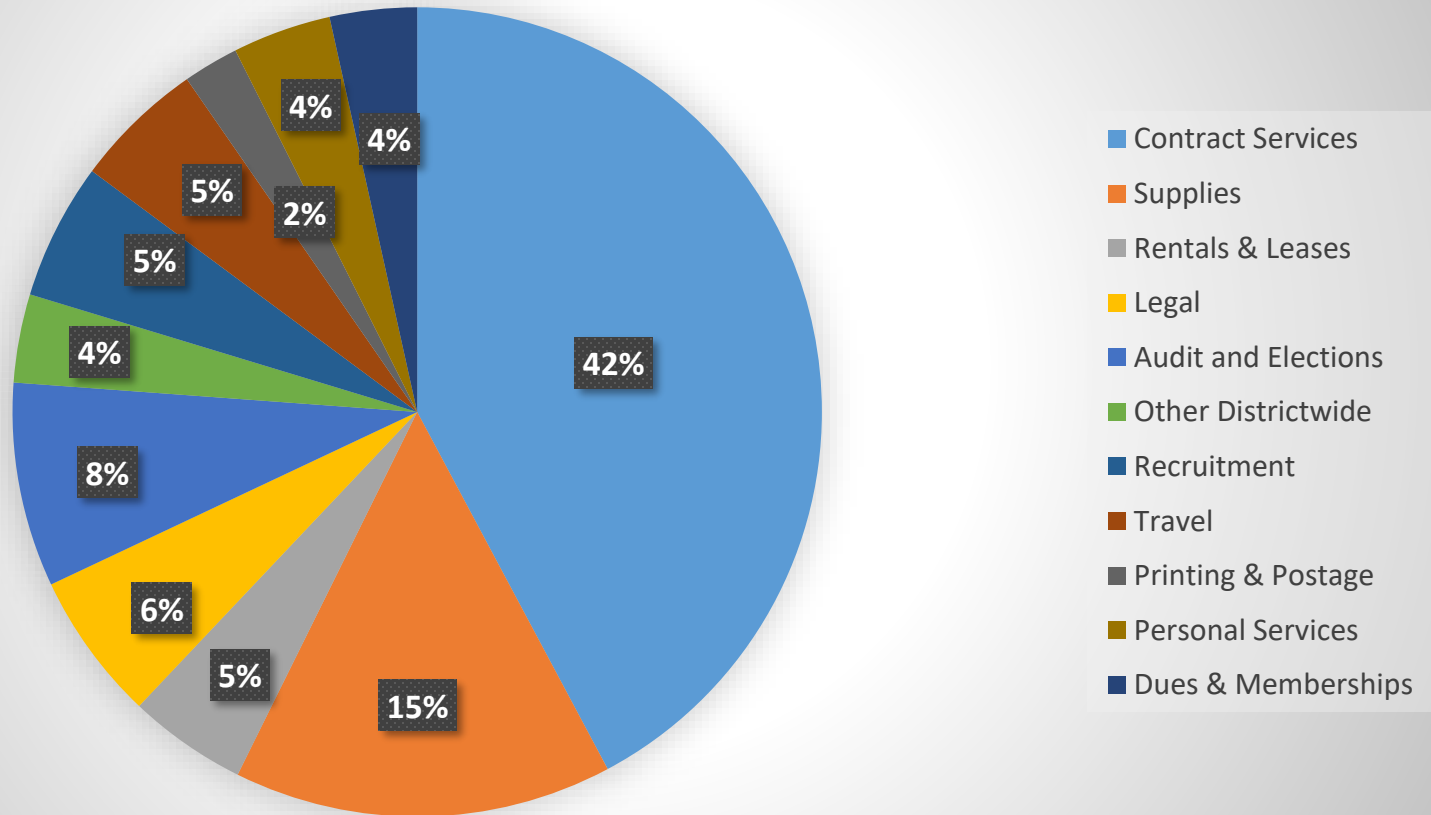
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2015-2016	2016-2017	2017-2018	2018-2019	CHANGE
FIXED EXPENSES					
UTILITIES					
SEWER SERVICE	\$ 69,686	\$ 62,243	\$ 69,623	\$ 73,104	5.0%
TELEPHONE	149,085	124,558	151,128	158,684	5.0%
WATER	168,479	204,597	159,615	175,577	10.0%
GAS & ELECTRICITY	1,322,268	1,442,402	1,426,254	1,469,042	3.0%
SOLAR SAVINGS				(250,000)	n/a
PEST CONTROL	99,630	98,099	101,073	106,127	5.0%
	1,809,148	1,931,899	1,907,693	1,732,534	-9.2%
INSURANCE	467,765	410,923	401,043	421,095	5.0%
TOTAL	\$ 2,276,913	\$ 2,342,822	\$ 2,308,736	\$ 2,153,629	-6.7%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019

Unrestricted Fund - Budgeted Operating Expenses



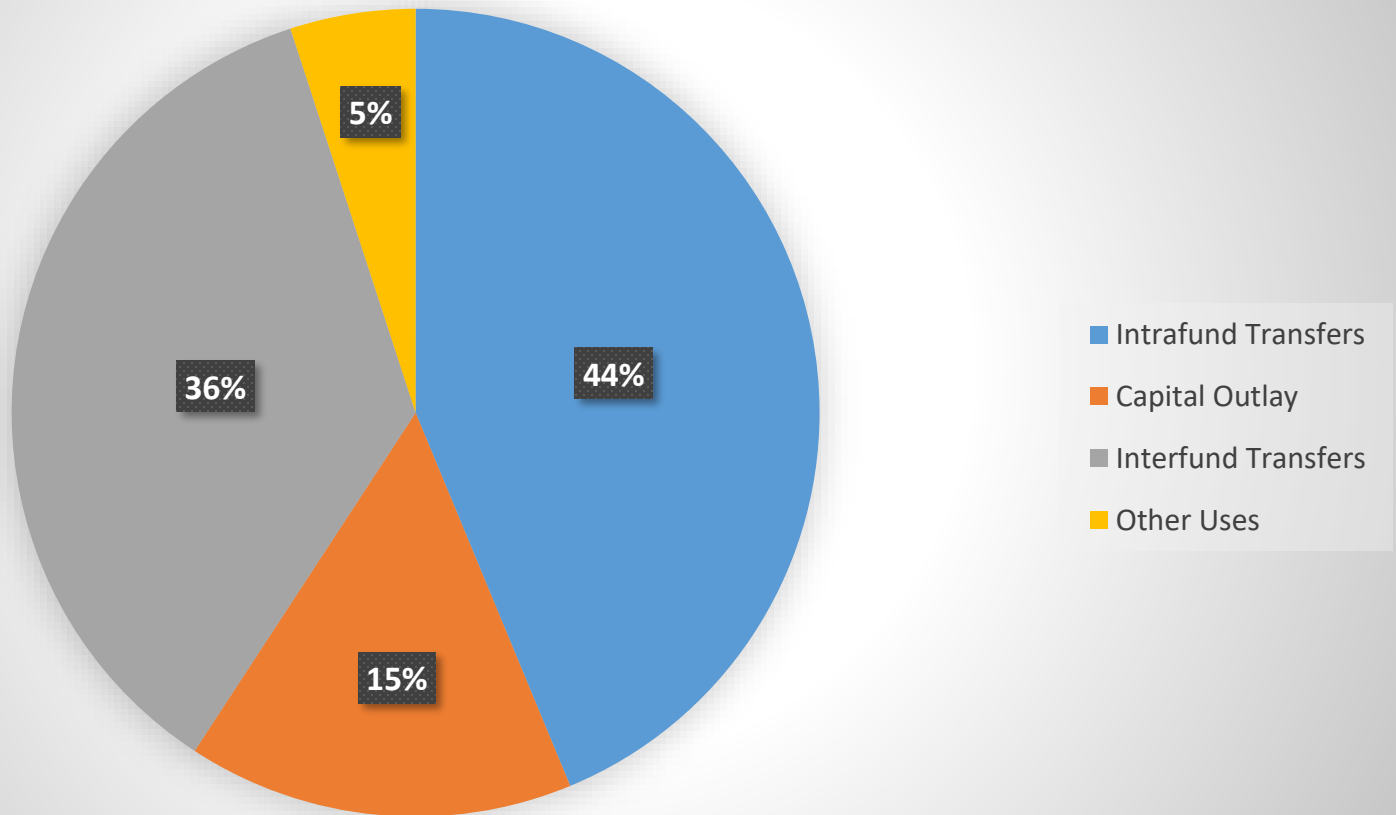
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2015-2016	2016-2017	2017-2018	2018-2019	CHANGE
OTHER OPERATING EXPENSES					
SUPPLIES & MATERIALS	\$ 618,445	\$ 748,284	\$ 558,129	\$ 763,887	36.9%
PERSONAL SVCE, LECTURE	124,614	135,104	153,572	198,939	29.5%
TRAVEL & CONFERENCE	135,678	182,684	193,711	263,571	36.1%
DUES & MEMBERSHIP	73,127	131,120	138,100	175,766	27.3%
LEGAL	465,274	719,656	623,335	300,000	-51.9%
AUDITS & ELECTION	469,733	(232,793)	102,032	412,750	304.5%
CONTRACTED SERVICES	1,548,238	1,741,456	2,064,893	2,132,345	3.3%
POSTAGE	58,617	45,172	49,250	52,684	7.0%
PRINTING & PUBLICATION	58,604	66,316	58,185	59,474	2.2%
RENTAL & LEASES	284,171	345,147	228,447	239,527	4.9%
RECRUITMENT	140,158	186,569	171,041	275,650	61.2%
OTHER DISTRICT-WIDE EXP.	168,409	72,874	288,141	172,061	-40.3%
MISCELLANEOUS	4,471	4,266	5,734	6,400	11.6%
TOTAL	\$ 4,149,539	\$ 4,145,855	\$ 4,634,570	\$ 5,053,054	9.0%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019

Unrestricted Fund - Budgeted Capital and Other Outgo



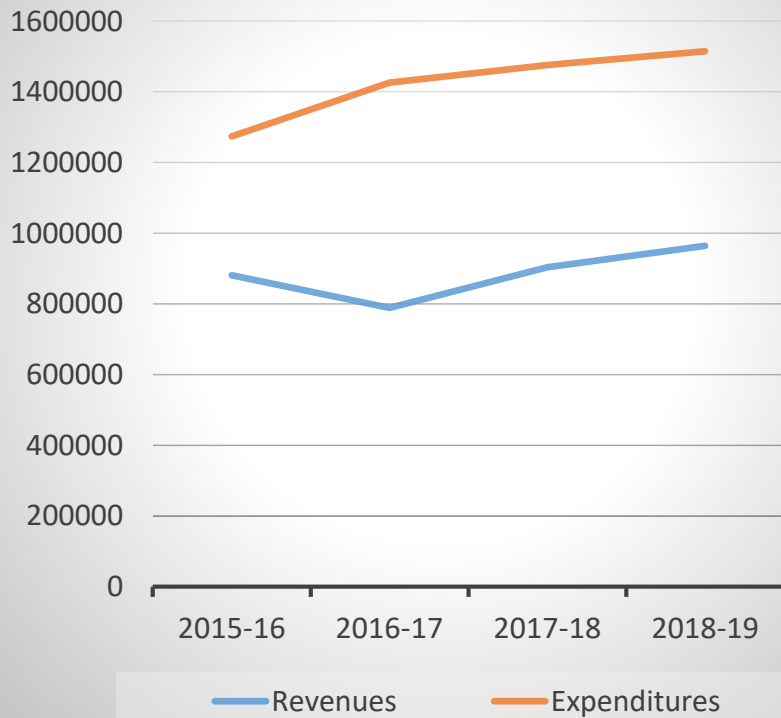
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

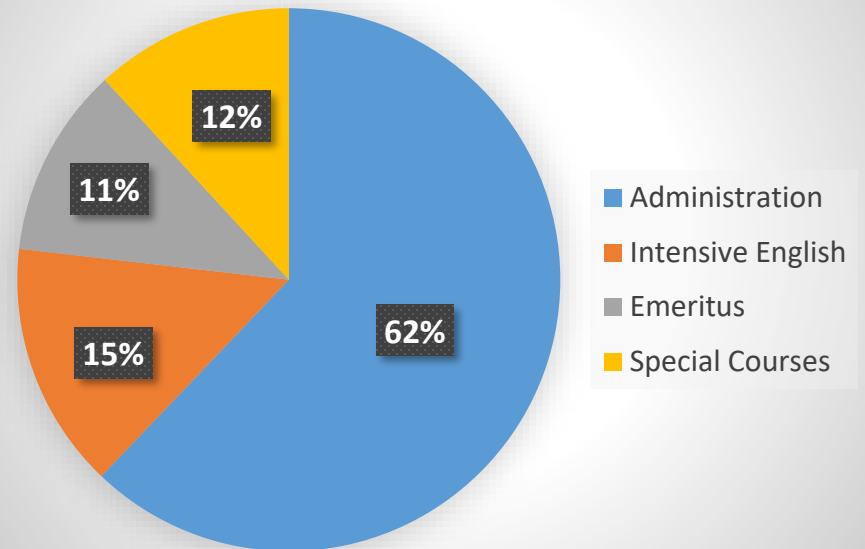
FISCAL YEAR					
	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
CAPITAL OUTLAY					
LIBRARY BOOKS/PERIODICALS	\$ 72,524	\$ 72,191	\$ 69,006	\$ 79,877	15.8%
EQUIPMENT NEW & LEASED	355,583	339,347	615,913	462,917	-24.8%
TOTAL	\$ 428,107	\$ 411,538	\$ 684,919	542,794	-20.8%
OTHER OUTGO					
INTERFUND TRANSFERS:					
MAINTENANCE MANAGEMENT FUND	\$ 428,642	\$ 337,524	\$ 171,151	-	-100.0%
INSTRUCT. & ADMIN. SUPPORT FOR LAB SCHOOL	199,051	192,310	213,504	\$ 206,465	-3.3%
CHILD DEVELOPMENT FUND	114,337	60,771	195,625	212,535	8.6%
IVC ORGANIC FARM FUND	-	-	71,006	186,767	163.0%
HAMILTON REDEV. BOND REDEMPTION	389,577	420,459	165,996	100,000	-39.8%
STUDENT FINANCIAL AID TRUST FUND	-	-	44,724	-	-100.0%
LEASE REVENUE BOND INTEREST & REDEMPTION	-	-	545,000	550,000	0.9%
TOTAL INTERFUND TRANSFERS:	\$ 1,131,607	\$ 1,011,064	\$ 1,407,006	\$ 1,255,767	-10.7%
INTRAFUND TRANSFERS:					
ADVANCEMENT	\$ 266,157	\$ 319,591	\$ 346,584	\$ 324,436	-6.4%
SAS	252,467	94,425	531,086	416,829	-21.5%
PUENTE	77,679	68,536	82,180	97,322	18.4%
BFAP/FA	38,719	86,861	96,696	173,740	79.7%
NAPA VALLEY GREEN GRANTS	-	134,403	-	-	0.0%
STUDENT SUCCESS-CREDIT	-	-	203,296	57,468	-71.7%
STUDENT EQUITY	-	-	-	62,048	0.0%
EOPS/CARE/CALWORKS	-	-	4,771	23,788	398.6%
HEALTH CENTER	-	-	-	13,565	0.0%
PARKING	165,760	226,925	307,528	364,579	18.6%
BRANSON	-	-	66,630	-	-100.0%
MISCELLANEOUS	676	9,578	30,992	1,872	-94.0%
TOTAL INTRAFUND TRANSFERS:	\$ 801,458	\$ 940,319	\$ 1,669,763	\$ 1,535,647	-8.0%
OTHER USES:					
DEBT RETIREMENT	\$ 133,704	\$ 139,568	\$ 189,226	\$ 175,979	-7.0%
STUDENT FINANCIAL AID	15,000	-	-	-	0.0%
CERBT (OPEB) CONTRIBUTIONS	850,000	-	-	-	0.0%
PARS CONTRIBUTIONS	-	-	4,200,000	-	-100.0%
TOTAL OTHER USES	\$ 998,704	\$ 139,568	\$ 4,389,226	\$ 175,979	-96.0%
TOTAL OTHER OUTGO	\$ 2,931,769	\$ 2,090,951	\$ 7,465,995	\$ 2,967,393	-60.3%

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019
COMMUNITY SERVICES

Revenue and Expenditures Trends



CES Budgeted Expenditures



**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
TOTAL REVENUE	\$ 881,472	\$ 789,138	\$ 903,595	\$ 964,565	6.7%
EXPENDITURES BY PROGRAM					
PROGRAM ADMINISTRATION	\$ 701,668	\$ 870,171	\$ 897,384	\$ 940,898	4.8%
FACILITIES USE	13,520	998	2,579	-	-100.0%
INTENSIVE ENGLISH	223,033	229,553	235,421	222,500	-5.5%
EMERITUS	174,283	162,830	179,253	171,721	-4.2%
SHORT COURSES/WORKSHOPS	159,981	161,318	160,876	179,446	11.5%
MICROCOMPUTER CENTER	1,250	1,200	-	-	0.0%
Total Expenditures	\$ 1,273,735	\$ 1,426,070	\$ 1,475,513	\$ 1,514,565	2.6%
TRANSFER IN FROM UNRESTRICTED FUND	\$ (392,263)	\$ (636,932)	\$ (571,918)	\$ (550,000)	-3.8%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2015-2016	2016-2017	2017-2018	2018-2019	CHANGE
FEDERAL SOURCES					
Child Development Training Consortium	\$ 3,013	\$ 4,587	\$ 6,513	\$ 4,500	-30.9%
College Work Study Program	173,047	155,647	175,028	275,400	57.3%
ECE Mentor Program	2,330	1,600	4,784	3,200	-33.1%
Foster Care Education Program (42% Federal)	29,137	30,407	38,501	27,602	-28.3%
Office of Emergency Services – Preparedness Plan Carry Fwd	-	-	-	1,439	0.0%
PELL (Grants & Admin) & Direct Loan Programs	3,598,199	3,106,949	-	4,500	0.0%
Supplemental Education Opportunity Grants	227,500	199,639	-	-	0.0%
Transitional Assistance to Needy Families (50% Federal)	15,465	15,742	15,741	14,953	-5.0%
VTEA - Tech. Prep.	45,119	43,748	41,592	41,377	-0.5%
Vocational & Applied Tech. Education	130,988	111,669	99,671	92,542	-7.2%
TOTAL FEDERAL - GENERAL FUND	\$ 4,224,798	\$ 3,669,988	\$ 381,830	\$ 465,513	21.9%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2015-2016	2016-2017	2017-2018	2018-2019	CHANGE
STATE SOURCES					
AB 19 CA College Promise	\$ -	\$ -	\$ -	\$ 164,049	0.0%
AB 86 Adult Education Planning/Adult Ed Block Grant (AEBG)	31,095	118,952	-	222,000	0.0%
Adult Ed Block Grant (AEBG) Carry Forward	-	95,278	190,541	282,200	48.1%
Adult Ed Block Grant - Pass Through	-	1,149,082	1,149,081	1,232,611	7.3%
Basic Skills	38,122	12,998	32,490	138,085	325.0%
Basic Skills Carry Forward	53,833	52,020	77,002	100,487	30.5%
Basic Skills Transformation Grant	-	282,525	458,831	560,144	22.1%
Board Financial Assistance Program Admin. Allowance/R2T4	246,818	183,158	174,520	155,483	-10.9%
CAL Grants	268,146	244,269	-	-	0.0%
CALWORKS	133,535	147,827	150,205	133,936	-10.8%
CALWORKS Carry Forward	218	-	-	-	0.0%
Cooperative Agencies Resources for Education	62,169	60,391	62,924	70,619	12.2%
Cooperative Agencies Resources for Education Carry Fwd	248	143	-	-	0.0%
Data & Accountability Grant	-	48,057	54,920	20,734	-62.2%
Disabled Student Programs & Services (Student Accessibility & S	812,061	841,477	730,786	657,308	-10.1%
Enrollment Fee Waiver - 2% Administrative	57,701	45,038	34,284	30,856	-10.0%
Extended Opportunity Programs & Services	597,148	568,777	548,779	541,340	-1.4%
Extended Opportunity Programs & Services-Carry Forward	113	-	-	-	0.0%
Faculty and Staff Development-Carry Forward	-	-	-	11,325	0.0%
Faculty and Staff Diversity-Carry Forward	4,106	391	-	-	0.0%
Foster Care Education Program (58% State)	40,586	40,267	32,960	38,501	16.8%
Full Time Student Success Grant (FTSSG)	67,800	48,881	-	-	0.0%
Full Time Student Success Grant (FTSSG)-Carry Fwd	-	14,818	-	-	0.0%
Guided Pathways	-	-	-	151,490	0.0%
Guided Pathways Carry Forward	-	-	-	126,241	0.0%
Hazardous Substances Carry Forward	-	-	-	4,880	0.0%
SUB-TOTAL	\$ 2,413,699	\$ 3,954,349	\$ 3,697,323	\$ 4,642,289	25.6%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
STATE SOURCES CONTINUED					
SUB-TOTAL (PREVIOUS PAGE)	\$ 2,413,699	\$ 3,954,349	\$ 3,697,323	\$ 4,642,289	25.6%
Hunger Free Campus	-	-	2,256	6,018	166.8%
Instructional Equipment & Library Materials Carry Forward	6,516	-	-	-	0.0%
North Bay - Trades Internship Programs	-	-	-	417,872	0.0%
Nursing/Economic Development	131,459	119,800	119,800	114,368	-4.5%
Other State Grants	-	27,909	96,405	-	-100.0%
Other State Grants Carry Forward	-	-	-	149,254	0.0%
Peace Officers Training	2,807	1,288	296	-	-100.0%
Physical Plant and Instructional Support	915,234	333,788	256,605	90,234	-64.8%
Physical Plant and Instructional Support Carry Forward	-	-	-	304,489	0.0%
Prop. 20 – Lottery – Instructional Supplies	59,576	65,646	117,281	197,894	68.7%
Prop. 20 – Lottery – Instructional Supplies Carry Forward	-	-	-	913,522	0.0%
Scheduled Maintenance Carry-Forward	-	-	-	150,871	0.0%
Strong Workforce (Local) - 18/19	-	-	-	486,580	0.0%
Strong Workforce (Local) - 17/18 & Carry Forward	-	-	139,875	486,539	247.8%
Strong Workforce (Local) - 16/17 & Carry Forward	-	92,921	478,015	8,351	-98.3%
Strong Workforce (Regional) - 18/19	-	-	-	310,074	0.0%
Strong Workforce (Regional) - 17/18 & Carry Forward	-	-	-	344,526	0.0%
Strong Workforce (Regional) - 16/17 & Carry Forward	-	-	189,725	138,538	-27.0%
Student Equity	176,256	270,147	359,705	377,235	4.9%
Student Equity Carry Forward	142,966	373,396	114,787	17,530	-84.7%
Student Success & Support Program (Credit)	723,084	882,798	940,787	940,787	0.0%
Student Success & Support Program (Credit) Carry Fwd	193,316	248,053	107,504	-	-100.0%
Student Success & Support Program (Non-Credit)	80,751	41,952	62,222	138,529	122.6%
Student Success & Support Program (Non-Credit) Carry Fwd	-	49,024	77,796	76,307	-1.9%
Transfer and Articulation , Carry Forward (10-12)	40	-	-	-	0.0%
Transitional Assistance to Needy Families (50% State)	15,571	15,741	15,741	14,955	-5.0%
Unlock the Data, Current and Carry Forward	-	-	23,586	26,414	12.0%
Veterans Resource Center	-	-	2,917	11,515	294.8%
Veterans Resource Center, Carry Forward	-	-	-	9,877	0.0%
TOTAL STATE	\$ 4,861,275	\$ 6,476,812	\$ 6,802,626	\$ 10,374,568	52.5%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
LOCAL SOURCES					
Advancement	\$ 278,996	\$ 232,298	\$ 201,144	400,000	98.9%
Advancement Carry Forward	-	-	-	487,742	0.0%
Annual Fund Drive	99,527	115,830	133,325	150,000	12.5%
Annual Fund Drive Carry Forward	-	-	-	213,824	0.0%
Branson	112,943	114,968	48,800	-	-100.0%
Cabrillo-60% CTE Enhanced & 40% System Building	81,024	-	-	-	0.0%
Cabrillo-60% CTE Enhanced & 40% System Building Carry Fwd	-	102,395	1,450	-	-100.0%
Cafeteria	-	-	-	24,612	0.0%
COM Foundation:					
Donations Carry Forward	-	-	-	5,485	0.0%
Scholarships & Carry Forward	-	-	-	4,137	0.0%
Electronic Vehicle Training Consortium Carry Forward	-	-	19,855	-	-100.0%
Faculty Entrepenser Champions	3,170	750	-	-	0.0%
Health Services - Restricted	236,041	229,031	256,659	220,000	-14.3%
Health Services, Restricted & Carry Forward	-	-	-	1,933	0.0%
Maintenance Management & Carry Forward	288,173	-	-	333,180	0.0%
MCF – College Skills & Career Bridges for ESL Students Carry Fwd	-	-	5,813	-	-100.0%
MCF - Report to the Community Carry Fwd	-	-	619	-	-100.0%
MCCD Facility Rentals	-	55,090	90,736	267,878	195.2%
MCCD Facility Rentals Carry Forward	-	-	-	493,538	0.0%
Napa Valley - 40% CTE Food Systems	-	42,989	11	-	-100.0%
Nor Cal Career Pathways Alliance	36,008	81,011	-	-	0.0%
Nor Cal Career Pathways Alliance Carry Forward	62,951	111,148	86,452	8,859	-89.8%
SUB-TOTAL	\$ 1,198,833	\$ 1,085,510	\$ 844,864	\$ 2,611,188	209.1%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
LOCAL SOURCES CONTINUED					
SUB-TOTAL (PREVIOUS PAGE)	\$ 1,198,833	\$ 1,085,510	\$ 844,864	\$ 2,611,188	209.1%
Outside Scholarships	40,016	71,249	48,054	90,000	87.3%
Parking	494,273	518,554	504,785	500,041	-0.9%
President's Circle	-	-	2,520	24,240	861.9%
Risk Margin (RM)/ RM Carry Forward	-	-	277,495	28,941	-89.6%
San Mateo CC - CALSTEP	33,351	36,356	37,180	-	-100.0%
San Rafael Redevelopment Carry Fwd	-	-	-	530,521	0.0%
Santa Rosa Multimedia Collaborative	-	-	-	3,853	0.0%
Student Technology	100,975	150,976	25,669	104,182	305.9%
Student Technology Carry Forward	-	-	-	183,272	0.0%
UC Berkeley - Puente Fund	5,145	4,500	1,500	1,500	0.0%
Youth & Entrepreneurship Program (YEP)	16,549	8,690	1,894	-	-100.0%
YEP - Cabrillo	10,020	-	-	-	0.0%
TOTAL LOCAL	\$ 1,899,162	\$ 1,875,835	\$ 1,743,961	\$ 4,077,738	133.8%
OTHER FINANCING SOURCES/OUTGO					
Inter/Intrafund Transfers In/(Out)	801,458	940,319	1,669,763	1,535,647	-8.0%
Contingency for Additional Grants	-	-	-	1,500,000	0.0%
TOTAL RESTRICTED PROGRAMS	\$ 11,786,693	\$ 12,962,954	\$ 10,598,180	\$ 17,953,466	69.4%

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

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 operation for the 2015-16, 2016-17 and 2017-18 Fiscal Years, and a proposed Adoption Budget for the 2018-19 Fiscal Year. The following funds or programs are included in this section:

- 1. Scholarship and Loan Trust Fund**
- 2. Student Financial Aid Trust Fund**
- 3. Investment Trust Fund (Formerly Foundation Trust Fund)**
- 4. Child Development Fund**
- 5. IVC Organic Farm Fund**
- 6. Capital Outlay Fund – Hamilton Redevelopment and State Scheduled Maintenance**
- 7. Capital Outlay – Measure C Building Fund**
- 8. Capital Outlay – Measure B Building Fund, Series A**
- 9. Capital Outlay – Measure B, Series A-1**
- 10. Lease Revenue Bonds (LRBs)**
- 11. Hamilton Redevelopment Bond Redemption Fund**
- 12. Measure C Bond Interest and Redemption Fund**
- 13. Measure B, Series A, Bond Interest and Redemption Fund**
- 14. Measure B, Series A-1, Bond Interest and Redemption Fund**
- 15. Lease Revenue Bond Interest and Redemption Fund**
- 16. Self-Insurance Fund**
- 17. Other Post-Employment Benefits (OPEB) Trust Fund - CERBT**
- 18. PARS-CCLC Pension Rate Stabilization Trust Fund**
- 19. Other Agency Fund**
- 20. Associated Student Organizations**

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

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

This fund was established in 2012-13 when the College began to receive an annual Clara-Belle Hamilton nursing scholarship contribution which over the last two years has been \$59,335 and \$61,212 respectively.

In 2013-14, the College received a \$200,000 anonymous donation via the Marin Community Foundation for the benefit of the general scholarship fund and Emeritus. The intended expenditures of this fund is one half academic scholarships, one quarter scholarships for Emeritus students and one quarter to fund free or nominal fee courses for Emeritus students. During 2015-16, the anonymous donor contributed an additional \$170,000 to continue support of the general scholarship fund and free or nominal fee courses for Emeritus students.

This fiscal year, the College was named the residuary beneficiary of the Robert L. Bilger and Patricia A. Bilger Family Trust receiving \$10,231. This gift is to be held as a permanent endowment with only the income from this gift being paid out for scholarships.

There are currently nine scholarships and grants coordinated through this fund. The total fund balance in the Scholarship and Loan Trust Fund as of June 30, 2018 is projected at \$429,982.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

B. NARRATIVE TEXT AND FINANCIAL STATEMENTS

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2015-2016	2016-2017	2017-2018	2018-2019	CHANGE
REVENUE					
Interest Income	\$ 606	\$ 2,629	\$ 3,581	\$ 5,500	53.6%
Additional Scholarship Income	117,310	281,938	216,594	362,000	67.1%
Total Revenue	117,916	284,567	220,175	367,500	66.9%
EXPENDITURES					
Scholarships/Support	100,204	145,227	192,064	216,645	12.8%
Contingency	-	-	-	35,000	n/a
Total Expenditures	100,204	145,227	192,064	251,645	31.0%
Excess of Revenue Over Expenditures	17,712	139,340	28,111	115,855	312.1%
Beginning Fund Balance	244,819	262,531	401,871	429,982	7.0%
ENDING FUND BALANCE	\$ 262,531	\$ 401,871	\$ 429,982	\$ 545,837	26.9%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**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 2016-2017, activity within the fund began with the 2017-2018 fiscal year starting July 1, 2017. The Student Financial Aid Trust Fund as of June 30, 2018 is projected to have a \$0 fund balance.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE				
Interest Income	\$ -	\$ -	\$ 50	0.0%
Federal Student Financial Aid	-	3,600,182	3,590,000	-0.3%
State Student Financial Aid	-	383,827	362,015	-5.7%
Interfund Transfer	-	44,724	-	-100.0%
Total Revenue	-	4,028,733	3,952,065	-1.9%
EXPENDITURES				
CA Student Aid Commission/DOE Repayments	-	44,724	-	-100.0%
Student Financial Aid	-	3,984,009	3,952,015	-0.8%
Supplies	-	-	50	0.0%
Total Expenditures	-	4,028,733	3,952,065	-1.9%
Excess of Revenue Over Expenditures	-	-	-	0.0%
Beginning Fund Balance	-	-	-	0.0%
ENDING FUND BALANCE	\$ -	\$ -	\$ -	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

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

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

In 2011, the College was named the beneficiary of Mrs. Joan Hopper's IRA account which resulted in a bequest of \$265,028. In addition, the College is the remainder beneficiary of Mrs. Hopper's trust contributing \$60,320 and \$67,397 over the last two years.

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

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

There are currently eleven endowments and grants coordinated through this fund. The total fund balance in the Investment Trust Fund as of June 30, 2018 is projected at \$1,082,707.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2015-2016	2016-2017	2017-2018	2018-2019	CHANGE
REVENUE					
Interest Income	\$ 2,101	\$ 4,386	\$ 9,133	\$ 10,000	9.5%
Additional Investment Income	103,981	63,319	73,505	123,000	67.3%
Total Revenue	106,082	67,705	82,638	133,000	60.9%
EXPENDITURES					
Scholarships/Support	67,973	59,748	(110)	50,000	n/a
Instructional/College Improvements	52,664	4,959	1,613	28,000	1635.9%
Contingency	-	-	-	50,000	0.0%
Total Expenditures	120,637	64,707	1,503	128,000	8416.3%
Excess of Revenue Over Expenditures	(14,555)	2,998	81,135	5,000	-93.8%
Beginning Fund Balance	1,013,129	998,574	1,001,572	1,082,707	8.1%
ENDING FUND BALANCE	\$ 998,574	\$ 1,001,572	\$ 1,082,707	\$ 1,087,707	0.5%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**CHILD DEVELOPMENT FUND
REVENUE AND EXPENDITURE REPORT**

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

Federal funding has declined over the last decade and currently includes only the food program. Also as a result of the Tax Bailout funding reduction (\$80,000) during 2009-10 and decreased subsidized child enrollments State funding has also decreased significantly. The 2018-19 Adoption Budget includes State Tax Bailout and decreased Department of Ed preschool contract funding levels from 2017-18, but does include increased parent fees and enrollment figures as well as significant funding from a local non-profit. Although the State budget picture has improved with the passage of Proposition 30 and the Great Recession recovery, Pre-school funding is still extremely uncertain and dependent upon the level of state certified enrollments. Over the last two years state certified enrollments have decreased while private pay enrollment has increased. Locally, Child Study Center management and staff continue to make progress with other funding sources, principally parent fee income by offering a summer session.

2018-19 expenses are budgeted to decrease as a result of staff turnover.

The 2017-18 projected deficit is covered by a transfer of \$409,129 from the General Fund. 2018-19's budgeted deficit of \$419,000 will also need to be entirely funded by the General Fund.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**CHILD DEVELOPMENT FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE					
Interest Income	\$ (78)	\$ 1,040	\$ 560	\$ 50	91.1%
Federal Income	13,265	2,525	12,600	10,000	-20.6%
State Income	182,084	204,249	113,092	139,865	23.7%
Other Local Income	185,289	194,789	208,248	194,895	-6.4%
Grants/Contributions	132,005	147,504	139,004	100,000	-28.1%
Interfund Transfer-In for Instr'l & Admin. Support	199,051	192,310	213,504	206,465	-3.3%
Interfund Transfer-In - General Fund	114,337	60,771	195,625	212,535	8.6%
Total Revenue	825,953	803,188	882,633	863,810	-2.1%
EXPENDITURES					
Certificated Salaries	447,159	415,032	451,362	451,014	-0.1%
Classified Salaries	102,542	105,882	136,065	111,814	-17.8%
Fringe Benefits	246,502	248,326	266,588	263,032	-1.3%
Supplies	8,506	12,044	10,274	9,000	-12.4%
Food	19,830	14,384	15,577	22,000	41.2%
Other Operating Expenses	1,414	7,520	2,767	6,950	151.2%
Total Expenditures	825,953	803,188	882,633	863,810	-2.1%
Excess of Revenue Over Expenditures	-	-	-	-	0.0%
Beginning Fund Balance	-	-	-	-	0.0%
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**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, a Strong Workforce grant and proceeds from a generous endowment received by the College of Marin Foundation.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE				
Interest Income	\$ -	\$ 500	\$ 1,000	100.0%
Other Local Income	-	13,868	46,875	238.0%
Grants/Contributions	3,669	150,000	13,000	-91.3%
Interfund Transfer-In - General Fund	-	71,006	186,767	163.0%
Total Revenue	3,669	235,374	247,642	5.2%
EXPENDITURES				
Classified Salaries	-	120,224	167,649	39.4%
Fringe Benefits	-	61,039	77,504	27.0%
Supplies	-	-	639	0.0%
Other Operating Expenses	-	51,029	1,850	-96.4%
Equipment	-	-	-	0.0%
Total Expenditures	-	232,292	247,642	6.6%
Excess of Revenue Over Expenditures	3,669	3,082	-	-100.0%
Beginning Fund Balance	-	3,669	6,751	84.0%
ENDING FUND BALANCE	\$ 3,669	\$ 6,751	\$ 6,751	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**CAPITAL OUTLAY FUND
REVENUE AND EXPENDITURE REPORT**

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

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**CAPITAL OUTLAY FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE					
Interest Income	\$ 4,958	\$ 7,546	\$ 12,000	\$ 15,000	25.0%
Prop 39 CA Clean Energy Jobs Act	111,122	136,593	127,248	-	-100.0%
Other Local Income	-	-	-	-	0.0%
Interfund Transfers	428,642	337,524	171,151	-	-100.0%
Total Revenue	544,722	481,663	310,399	15,000	-95.2%
EXPENDITURES					
Building Improvements	1,209,434	482,079	-	-	0.0%
Prop 39 Projects	-	386,509	-	127,248	0.0%
Other	94,661	129,479	63,402	81,165	28.0%
Contingency	-	-	-	800,000	0.0%
Total Expenditures and Transfers	1,304,095	998,067	63,402	1,008,413	1490.5%
Excess of Revenue Over Expenditures	(759,373)	(516,404)	246,997	(993,413)	-502.2%
Beginning Fund Balance	3,061,225	2,301,852	1,785,448	2,032,445	13.8%
ENDING FUND BALANCE	\$ 2,301,852	\$ 1,785,448	\$ 2,032,445	\$ 1,039,032	-48.9%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**CAPITAL OUTLAY FOR MEASURE C BUILDING FUND
REVENUE AND EXPENDITURE REPORT**

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

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

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

2018-19 will likely be the last year with spending activity for Measure C.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**CAPITAL OUTLAY FUND FOR MEASURE C
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR		ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE						
	Interest Income	\$ 11,744	\$ 5,011	\$ 2,600	\$ 1,150	-55.8%
Total Revenue		11,744	5,011	2,600	1,150	-55.8%
EXPENDITURES						
PROGRAM LEVEL						
	Assessments and Studies	264,355	44,304	-	-	0.0%
	Program Management	454,688	-	-	-	0.0%
	Program Support	346,147	428,354	51,319	147,999	188.4%
	Program Services and Fees	15,280	548	-	-	0.0%
	Subtotal	1,080,470	473,206	51,319	147,999	188.4%
DISTRICT WIDE						
	Information Technology	217,539	14,131	20,775	174,930	742.0%
	Swing Space	113,429	586	-	-	0.0%
		330,968	14,717	20,775	174,930	742.0%
PROJECTS						
KENTFIELD CAMPUS						
	New Central Plant/ Sewer Line/ Joint Trench	3,000	-	-	-	0.0%
	Austin Science Alterations	1,365,966	-	6,609	-	-100.0%
	Science Math & Nursing	18,515	-	-	-	0.0%
	Modernize Performing Arts Center & Exhibition Space	305,267	552,993	-	-	0.0%
	New Fine Arts	26,631	11,626	-	-	0.0%
	Fine Arts Weatherization	5,346	-	-	-	0.0%
	Academic Center	2,471,649	105,779	-	-	0.0%
	Child Study Center	27,611	23,231	1,125	-	-100.0%
	Learning Resource Center	10,827	-	(1,729)	-	-100.0%
	Misc. Sitework	255,103	29,670	6,008	-	-100.0%
	ADA Upgrades	57,672	3,771	-	-	0.0%
	Fusselman Hall Modernization	321,758	242,894	-	-	0.0%
	Site - Lot 2 Paving	78,506	-	-	-	0.0%
	Kentfield Campus Expenditures	4,947,851	969,964	12,013	-	-100.0%
INDIAN VALLEY CAMPUS						
	Tree Removal IVC	4,480	-	-	-	
	IVC Main Building	31,667	-	-	-	0.0%
	Pool Repairs	79,620	93,384	-	-	0.0%
	Misc IVC	-	39,000	20,000	-	-100.0%
	Bridges/Pathways	373,596	500	136,162	-	-100.0%
	ADA, Roofs and Building Improvements	1,874,814	82,354	50,551	-	-100.0%
	Indian Valley Campus Expenditures	2,364,177	215,238	206,713	-	-100.0%
Total Expenditures		8,723,466	1,673,125	290,820	322,929	11.0%
Excess of Revenue Over Expenditures		(8,711,722)	(1,668,114)	(288,220)	(321,779)	11.6%
Beginning Fund Balance		10,989,835	2,278,113	609,999	321,779	-47.2%
ENDING FUND BALANCE		\$ 2,278,113	\$ 609,999	\$ 321,779	\$ 0	-100.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**CAPITAL OUTLAY FOR MEASURE B, SERIES A BUILDING FUND
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 federally-taxable bonds (Series A-1).

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

With the bond, the District will be able to modernize classrooms, labs and other academic spaces; upgrade fire safety, campus security, disabled access, energy conservation systems; and repair facilities. Additionally, projects that are scheduled to be completed in 2018-19 include the construction of new recreational facilities including rehabilitation of current athletic fields, construction of facilities for the Organic Farm & Garden, modernization of existing administration buildings at Indian Valley Campus, construction of a new Maintenance & Operations building in Kentfield and construction will begin on the Miwok & Aquatics Center, Pomo Complex Phase 2 and various site improvements. The planning and design effort will continue during 2018-19 for the building and replacement facilities for the Learning Resource Center & Student Services Building. The District will construct and/or modernize other buildings throughout the District during 2018-19.

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.

The District is anticipating selling additional bonds during Spring 2019.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE				
Measure B Bond Proceeds	\$ 60,000,000	\$ -	\$ 70,000,000	0.0%
Interest Income	153,932	440,000	300,000	-31.8%
Total Revenue	60,153,932	440,000	70,300,000	15877.3%
PROJECT EXPENDITURES				
DISTRICT WIDE				
Campus Security	286,084	319,335	-	-100.0%
Environmental Impact Report	23,804	38,720	54,000	39.5%
Program Management, District Staff	519,896	(1,480)	3,000,000	n/a
Districtwide Program Contingency	-	-	7,124,722	n/a
	829,784	356,575	10,178,722	2754.6%
KENTFIELD CAMPUS				
Student Services	112,608	80,675	253,118	313.8%
Fusselman Hall	-	20,979	6,529,021	n/a
Learning Resources Center	271,940	90,218	267,366	296.4%
PE Complex/Pool Renovations	153,465	79,651	750,000	n/a
Site Improvements	268,106	905,951	1,000,000	10.4%
Athletic Synthetic Turf Fields and Restroom/Storage	236,515	5,675,562	3,540,720	-37.6%
Corte Madera Creek Mitigation	5,814	-	-	0.0%
Child Study Center	-	18,666	251,334	n/a
Performing Arts	12,261	173,031	334,708	n/a
Fine Arts	-	11,111	658,889	n/a
Science, Math and Nursing	1,854	47,660	1,310,486	n/a
Maintenance & Operations Bldg. & District Warehouse	634,216	638,428	5,727,356	n/a
Village Square Replacement	970	57	-	-100.0%
Academic Center	-	1,313	-	-100.0%
Demolition of Kent Ave. Maintenance Facilities	-	320,670	-	n/a
Campus Contingency - Kentfield Campus	-	-	6,150,000	n/a
Kentfield Campus Expenditures	1,697,749	8,063,972	26,772,998	232.0%
INDIAN VALLEY CAMPUS				
ADA Barrier Removal/Site Improvements	941,930	4,576,484	1,500,000	-67.2%
Admin Cluster	303,481	3,666,461	1,232,103	-66.4%
Outdoor Amphitheater	66,081	28,250	-	-100.0%
Organic Farm/Garden Enhancements	136,426	1,793,450	1,115,462	-37.8%
Pomo Cluster	163,410	3,254,088	7,641,502	134.8%
New Miwok Center	127,361	2,508,458	10,497,275	0.0%
Demolition Project	577,995	805,286	1,004,061	24.7%
Building 12	-	-	200,000	n/a
Building 17	6,839	13,595	250,000	n/a
Campus Contingency - IVC Campus	-	-	1,955,158	n/a
Indian Valley Campus Expenditures	2,323,523	16,646,072	25,395,561	52.6%
Total Expenditures	4,851,056	25,066,619	62,347,281	148.7%
Excess of Revenue Over Expenditures	55,302,876	(24,626,619)	7,952,719	-32.3%
Beginning Fund Balance	-	55,302,876	30,676,257	n/a
ENDING FUND BALANCE	\$ 55,302,876	\$ 30,676,257	\$ 38,628,976	25.9%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**CAPITAL OUTLAY FOR MEASURE B, 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 federally-taxable bonds (Series A-1).

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

With the bond, the District will be constructing a new joint multipurpose facility with the Rotary Club of Novato. The construction for this facility will start in Spring of 2019. The District also plans on acquiring property in 2018/19 to expand the District's footprint. Funds will also be used to purchase and install instructional and other equipment including information technology equipment to equip classrooms.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE				
Measure B Bond Proceeds	\$ 37,500,000	\$ -	\$ -	0.0%
Interest Income	96,823	315,000	225,000	-28.6%
Total Revenue	37,596,823	315,000	225,000	-28.6%
PROJECT EXPENDITURES				
DISTRICT WIDE				
Program Management, District Staff	286,645	-	-	0.0%
Property Acquisitions	-	-	3,000,000	
Information Technology	104,782	949,592	1,000,000	5.3%
Instructional and Other Equipment	39,458	669,312	350,000	-47.7%
Subtotal	430,885	1,618,904	4,350,000	168.7%
INDIAN VALLEY CAMPUS				
Jonas Center and Building 18	240,111	620,423	8,204,995	1222.5%
Total Expenditures	670,996	2,239,327	12,554,995	460.7%
Excess of Revenue Over Expenditures	36,925,827	(1,924,327)	(12,329,995)	540.7%
Beginning Fund Balance	-	36,925,827	35,001,500	n/a
ENDING FUND BALANCE	\$ 36,925,827	\$ 35,001,500	\$ 22,671,505	-35.2%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**LEASE REVENUE BONDS (LRBs)
REVENUE AND EXPENDITURE REPORT**

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

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**LEASE REVENUE BONDS
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE				
Lease Revenue Bond Proceeds	\$ -	\$ 7,370,000	\$ -	-100.0%
Lease Revenue Bond Premium	-	342,167	-	-100.0%
Interest Income	-	8,831	1,000	-88.7%
Total Revenue	-	7,720,998	1,000	-100.0%
EXPENDITURES				
Kentfield	-	3,585,260	398,848	-88.9%
Indian Valley	-	2,763,161	762,562	-72.4%
Bond Issuance Costs	-	212,167	-	-100.0%
Total Expenditures	-	6,560,588	1,161,410	-82.3%
Excess of Revenue Over Expenditures		1,160,410	(1,160,410)	-200.0%
Beginning Fund Balance	-	-	1,160,410	0.0%
ENDING FUND BALANCE	\$ -	\$ 1,160,410	\$ -	-100.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

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

The bond is repaid by the stream of revenues due to the District from the Hamilton Redevelopment Project. Debt service for 2017-18 amounted to \$119,294 and is projected to be \$125,294 for 2018-19.

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 2018-2019**

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

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE					
Interest	\$ 1,063	\$ 3,593	\$ 9,000	\$ 4,000	-55.6%
Other Local Revenue	60,338	67,300	72,000	40,000	-44.4%
Interfund Transfer In	389,577	420,459	165,996	100,000	-39.8%
Total Revenue	450,978	491,352	246,996	144,000	-41.7%
EXPENDITURES					
Loan Payment	85,000	95,000	100,000	110,000	10.0%
Interest	26,138	22,951	19,294	15,294	-20.7%
Transaction fees	1,815	-	2,000	2,000	0.0%
Total Expenditures	112,953	117,951	121,294	127,294	4.9%
Excess of Revenue Over Expenditures	338,025	373,401	125,702	16,706	-86.7%
Beginning Fund Balance	553,418	891,443	1,264,844	1,390,546	9.9%
ENDING FUND BALANCE	\$ 891,443	\$ 1,264,844	\$ 1,390,546	\$ 1,407,252	1.2%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

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

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

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

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

Debt service for 2017-18 amounted to \$10,535,133 and is projected to be \$12,438,351 for 2018-19. 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 2018-2019**

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

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE					
Interest	\$ 9,718	\$ 18,007	\$ 22,000	\$ 15,000	-31.8%
Proceeds from Ad Valorem Tax	11,463,382	10,530,780	12,559,300	12,429,251	-1.0%
Measure C Premium	2,109,198		6,657,061	-	-100.0%
Total Revenue	13,582,298	10,548,787	19,238,361	12,444,251	-35.3%
EXPENDITURES					
Bond - Cost of Issuance	329,320	(37,320)	344,618	-	-100.0%
Bond Principal	3,030,000	2,940,000	3,005,000	4,455,000	48.3%
Interest	8,492,779	8,343,634	7,530,123	7,983,351	6.0%
Miscellaneous Expenses	3,520	9,475	5,900	5,900	0.0%
Total Expenditures	11,855,619	11,255,789	10,885,641	12,444,251	14.3%
Excess of Revenue Over Expenditures	1,726,679	(707,002)	8,352,720	-	-100.0%
Other Financing Sources - Refunding Bond Proceeds	40,845,000	-	49,405,000	-	-100.0%
(Other Outgo - Payment to Refunded Bonds Escrow Agent)	(42,601,665)	-	(55,425,464)	-	-100.0%
Beginning Fund Balance	7,634,893	7,604,907	6,897,905	9,230,161	33.8%
ENDING FUND BALANCE	\$ 7,604,907	\$ 6,897,905	\$ 9,230,161	\$ 9,230,161	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**MEASURE B, SERIES A BOND INTEREST AND REDEMPTION FUND
REVENUE AND EXPENDITURE REPORT**

Original Issue Premiums of \$3,623,183 on the sale of the bond, netted against \$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 Redemption Fund for Series A.

This fund will be used for the payment of principal and interest on the bond. Debt service for 2017-18 for amounted to \$2,559,238 and is projected to be \$7,331,838 for 2018-19. 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 2018-2019**

**MEASURE B, SERIES A BOND INTEREST AND REDEMPTION FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE				
Interest	\$ 8,238	\$ 23,000	\$ 20,000	-13.0%
Proceeds from Ad Valorem Tax	-	5,837,000	7,314,338	25.3%
Measure B Premium	3,623,183	-	-	0.0%
Total Revenue	3,631,421	5,860,000	7,334,338	25.2%
EXPENDITURES				
Bond - Cost of Issuance	180,000	-	-	0.0%
Bond Principal	-	-	4,870,000	0.0%
Interest	390,995	2,559,238	2,461,838	-3.8%
Miscellaneous Expenses	-	2,500	2,500	0.0%
Total Expenditures	570,995	2,561,738	7,334,338	186.3%
Excess of Revenue Over Expenditures	3,060,426	3,298,262	-	-100.0%
Beginning Fund Balance	-	3,060,426	6,358,688	107.8%
ENDING FUND BALANCE	\$ 3,060,426	\$ 6,358,688	\$ 6,358,688	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

Original Issue Premiums of \$602,734 on the sale of the bonds were deposited and future receipts from the underlying tax rolls as well as accrued interest will be deposited into the Measure B Bond Interest Redemption Fund for Series A-1.

This fund will be used for the payment of principal and interest on the bond. Debt service for 2017-18 for amounted to \$923,337 and is projected to be \$7,023,549 for 2018-19. 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 2018-2019**

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

FISCAL YEAR	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE				
Interest	\$ 1,346	\$ 13,000	\$ 5,000	-61.5%
Proceeds from Ad Valorem Tax	-	7,351,000	7,021,049	-4.5%
Measure B Premium	602,734	-	-	0.0%
Total Revenue	604,080	7,364,000	7,026,049	-4.6%
EXPENDITURES				
Bond - Cost of Issuance	-	-	-	0.0%
Bond Principal	-	-	6,140,000	0.0%
Interest	141,065	923,337	883,549	-4.3%
Miscellaneous Expenses	-	2,500	2,500	0.0%
Total Expenditures	141,065	925,837	7,026,049	658.9%
Excess of Revenue Over Expenditures	463,015	6,438,163	-	-100.0%
Beginning Fund Balance	-	463,015	6,901,178	1390.5%
ENDING FUND BALANCE	\$ 463,015	\$ 6,901,178	\$ 6,901,178	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**LEASE REVENUE BOND 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. There is no activity for 2017-18 and debt service is projected to be \$544,446 for 2018-19.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**LEASE REVENUE BOND INTEREST AND REDEMPTION FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE				
Interest	\$ -	\$ -	\$ 400	0.0%
Interfund Transfer In		545,000	550,000	0.9%
Total Revenue	-	545,000	550,400	1.0%
EXPENDITURES				
Bond Principal		-	200,000	0.0%
Interest		-	344,446	0.0%
Miscellaneous Expenses		-	2,500	0.0%
Total Expenditures	-	-	546,946	0.0%
Excess of Revenue Over Expenditures	-	545,000	3,454	0.0%
Beginning Fund Balance	-	-	545,000	0.0%
ENDING FUND BALANCE	\$ -	\$ 545,000	\$ 548,454	0.6%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**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 2018-19 Adoption Budget has revenue generally flat over the actual revenue for 2017-18.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE					
Vision Care	\$ 58,138	\$ 59,809	\$ 62,000	\$ 62,000	0.0%
Dental	565,934	612,552	635,000	635,000	0.0%
Interest Income	658	-	-	-	0.0%
Total Revenue	624,730	672,361	697,000	697,000	0.0%
EXPENDITURES					
Vision Care:					
Administrative Fees	2,636	2,697	2,600	2,800	7.7%
Claims	37,263	41,720	43,000	45,000	4.7%
Dental:					
Administrative Fees	5,312	5,323	5,300	5,500	3.8%
Claims	527,305	576,802	610,000	625,000	2.5%
Total Expenditures	572,516	626,542	660,900	678,300	2.6%
Excess of Revenue Over Expenditures	52,214	45,819	36,100	18,700	-48.2%
Beginning Fund Balance	161,272	213,486	259,305	295,405	13.9%
ENDING FUND BALANCE	\$ 213,486	\$ 259,305	\$ 295,405	\$ 314,105	6.3%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST FUND
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 2018-19 Adoption Budget includes “pay-as-you-go” reimbursements from the trust fund for its retiree medical and dental premium payments.

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

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE					
Investment Income	\$ 102,942	\$ 271,379	\$ 180,900	\$ 20,000	-88.9%
Total Revenue	102,942	271,379	180,900	20,000	-88.9%
EXPENDITURES					
Administrative Fees	2,297	3,198	3,100	3,100	0.0%
Total Expenditures	2,297	3,198	3,100	3,100	0.0%
Excess of Revenue Over Expenditures	100,645	268,181	177,800	16,900	-90.5%
Other Financing Sources - Contributions	850,000	-	-	-	0.0%
(Other Outgo - "Pay As You Go" Reimbursements)	-	(479,042)	(431,055)	(455,801)	5.7%
Beginning Fund Balance	2,742,977	3,693,622	3,482,761	3,229,506	-7.3%
ENDING FUND BALANCE	\$ 3,693,622	\$ 3,482,761	\$ 3,229,506	\$ 2,790,605	-13.6%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**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 2018-2019**

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

FISCAL YEAR	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE				
Investment Income	\$ -	\$ (36,838)	\$ 30,000	-181.4%
Total Revenue	-	(36,838)	30,000	n/a
EXPENDITURES				
Administrative Fees	-	4,306	10,800	150.8%
Total Expenditures	-	4,306	10,800	n/a
Excess of Revenue Over Expenditures	-	(41,144)	19,200	-146.7%
Other Financing Sources - Contributions	-	4,200,000	-	-100.0%
(Other Outgo - Pension Reimbursements)	-	-	-	0.0%
Beginning Fund Balance	-	-	4,158,856	0.0%
ENDING FUND BALANCE	\$ -	\$ 4,158,856	\$ 4,178,056	0.5%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**OTHER AGENCY FUND
REVENUE AND EXPENDITURE REPORT**

In December 2015, the Marin Community College District Board of Trustees authorized the establishment of an Other Agency Fund with the County of Marin Treasury. The purpose of the Fund is to accept and disburse monies (held by the District longer than 45 days) on behalf of the Adult Education Block Grant (AEBG) AB 104 Marin Consortium. For fiscal year 2017-2018 the Marin Consortium members include: College of Marin, Marin County Office of Education, Novato Unified School District, San Rafael City Schools, Shoreline School District and Tamalpais Union High School District.

As of June 30, 2018 the fund balance is projected to be \$3,655.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**OTHER AGENCY FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR			PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2015-2016	2016-2017	2017-2018	2018-2019	CHANGE
REVENUE					
Interest	\$ 654	\$ 1,986	\$ 1,016	\$ 100	-90.2%
State Sources	873,711	(123,711)	-	-	0.0%
Total Revenue	874,365	(121,725)	1,016	100	-90.2%
EXPENDITURES					
Contract Services	163,291	316,339	270,371	-	-100.0%
Total Expenditures	163,291	316,339	270,371	-	-100.0%
Excess of Revenue Over Expenditures	711,074	(438,064)	(269,355)	100	-100.0%
Beginning Fund Balance	-	711,074	273,010	3,655	-98.7%
ENDING FUND BALANCE	\$ 711,074	\$ 273,010	\$ 3,655	\$ 3,755	2.7%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

**ASSOCIATED STUDENTS ORGANIZATIONS
REVENUE AND EXPENDITURE REPORTS**

Adoption Budget for Fiscal Year 2018-2019

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 2018-2019**

ASSOCIATED STUDENTS COLLEGE OF MARIN - KTD IVC

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE					
Other Local Income	\$ 116,971	\$ 102,905	\$ 102,197	\$ 87,600	-14.3%
Total Revenue	116,971	102,905	102,197	87,600	-14.3%
EXPENDITURES					
Supplies	22,649	24,733	22,089	23,250	5.3%
Contracted Services	2,084	2,310	2,684	10,425	288.4%
Travel/Conference	5,850	859	257	2,200	756.0%
Membership & Dues	-	-	-	-	0.0%
Printing	2,181	1,127	593	2,200	271.0%
Other Operating Expense	-	-	-	-	n/a
Equipment	2,900	500	-	1,000	n/a
Other Outgo:					n/a
Intrafund Transfers-Club Support & Emergency Loan Fund	12,520	1,505	11,150	26,000	133.2%
Interfund Transfers-MCCD	103,043	40,600	44,000	28,000	-36.4%
Leadership & Service Awards/Other Student Support	1,000	2,000	2,000	2,000	0.0%
Bookstore Vouchers	-	-	-	-	0.0%
Contingency	-	-	-	19,475	n/a
Total Expenditures	152,227	73,634	82,773	114,550	38.4%
Excess of Revenue Over Expenditures	(35,256)	29,271	19,424	(26,950)	-238.7%
Beginning Fund Balance	263,146	227,890	257,161	276,585	7.6%
ENDING FUND BALANCE	\$ 227,890	\$ 257,161	\$ 276,585	\$ 249,635	-9.7%

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 2018-2019**

ASSOCIATED STUDENTS EMERITUS COLLEGE

FISCAL YEAR					PROJECTED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL		BUDGET	%	
	2015-2016	2016-2017	2017-2018		2018-2019	CHANGE	
REVENUE							
Other Local Income	\$ 22,604	\$ 22,199	\$ 16,018	\$	18,220	13.7%	
Contingency	-	-	-		8,130	n/a	
Total Revenue	22,604	22,199	16,018		26,350	64.5%	
EXPENDITURES							
Supplies	4,731	3,845	2,520		5,600	122.2%	
Travel/Conference	-	-	-		200	0.0%	
Contracted Services	400	1,000	2,335		6,100	161.2%	
Postage	2,382	1,317	1,496		1,950	30.3%	
Printing	2,170	1,323	55		2,500	4445.5%	
Marketing & Advertising	729	913	1,581		2,000	26.5%	
Equipment	-	-	136		800	488.2%	
Other Outgo:							
Lecture Series	-	-	-		200	0.0%	
Grants/Scholarships	3,500	4,000	4,100		4,000	-2.4%	
Service Awards	-	241	-		1,000	0.0%	
Contingency	-	-	-		2,000	0.0%	
Total Expenditures	13,912	12,639	12,223		26,350	115.6%	
Excess of Revenue Over Expenditures	8,692	9,560	3,795		-	-100.0%	
Beginning Fund Balance	44,351	53,043	62,604		66,399	6.1%	
ENDING FUND BALANCE	\$ 53,043	\$ 62,604	\$ 66,399	\$	66,399	0.0%	

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

ASSOCIATED STUDENTS REPRESENTATION FEE FUND

FISCAL YEAR	ACTUAL 2015-2016	ACTUAL 2016-2017	PROJECTED ACTUAL 2017-2018	ADOPTION BUDGET 2018-2019	% CHANGE
REVENUE					
Other Local Income	\$ 11,092	\$ 11,257	\$ 10,480	\$ 12,025	14.7%
Total Revenue	11,092	11,257	10,480	12,025	14.7%
EXPENDITURES					
Supplies	48	-	-	-	0.0%
Travel / Conference	4,275	10,719	10,053	11,925	18.6%
Membership & Dues	75	-	-	100	n/a
Postage	-	-	-	-	0.0%
Contingency	-	-	-	-	0.0%
Total Expenditures	4,398	10,719	10,053	12,025	20%
Excess of Revenue Over Expenditures	6,694	538	427	-	-100.0%
Beginning Fund Balance	90,308	97,002	97,540	97,967	0.4%
ENDING FUND BALANCE	\$ 97,002	\$ 97,540	\$ 97,967	\$ 97,967	0.0%

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MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

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.

2018-19 Authorized Staffing

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

2017-18 Actual Gross Earnings, Employer-Paid Benefits and Total Compensation

Actual fiscal year 2017-2018 gross earnings, employer-paid benefits, and total compensation is provided for permanent District staff. The data is based on payroll batches recorded in the financial system for the 2017-18 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.

2017-18 Average Employer Benefits Rates

Average fiscal year 2016-2017 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 2018-2019**

B. GANN APPROPRIATION LIMIT WORKSHEET

I. 2018-19 Appropriations Limit:

A. 2017-18 Appropriations Limit		\$	54,357,106
B. 2018-19 Price Factor:	1.0367		
C. Population Factor:			
1. 2016-17 Second Period Actual FTES:	3,706.00		
2. 2017-18 Second Period Actual FTES:	3,567.00		
3. 2018-19 Population Change Factor:	0.9625		
(line C.2. divided by line C.1.)			
D. 2017-18 Limit adjusted by inflation and population factors (line A multiplied by line B and Line C.3.)			54,238,811
E. Adjustments to Increase Limit			
1. Transfers in of financial responsibility	-		
2. Temporary voter approved increases	-		
3. Total adjustment - increase			-
Subtotal			54,238,811
F. Adjustments to Decrease Limit			
1. Transfers out of financial responsibility	-		
2. Lapses of voter approved increases	-		
3. Total adjustment - decrease			-
G. 2018-19 Appropriations Limit		\$	<u><u>54,238,811</u></u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

B. GANN APPROPRIATION LIMIT WORKSHEET

II. 2018-19 Appropriations Subject to Limit:

A. State Aid (General Apportionment, Apprenticeship Allowance, Basic Skills, Partnership for Excellence)	\$ 408,548
B. State Subventions (Home Owners Property Tax Relief, Timber Yield tax, etc.)	253,381
C. Local Property taxes	56,408,592
D. Estimated Excess Debt Service taxes	-
E. Estimated Parcel taxes, Square Foot taxes, etc.	-
F. Interest on proceeds of taxes	91,800
G. Local appropriations from taxes for unreimbursed State, court and federal mandates	<hr/> -
H. 2018-19 Appropriations Subject to Limit	<hr/> \$ 57,162,321 <hr/>

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. AUTHORIZED STAFFING

	Faculty	Classified	Administrators	Totals
Unrestricted General Fund	108.91	146.31	24.40	279.62
Community Education and Services	-	5.23	1.75	6.98
Restricted General Fund	9.09	30.05	5.75	44.89
Child Development Fund	7.80	1.00	1.00	9.80
IVC Organic Farm Fund	-	1.00	1.00	2.00
Capital Outlay Fund for Measure B	-	4.00	1.00	5.00
District Totals	125.80	187.59	34.90	348.29

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
COUNSELOR	BRICENO-MORENO	LUZ	0.50
COUNSELOR	CULLEN	GINA	1.00
COUNSELOR	ESCOBAR	CAITLIN	0.60
COUNSELOR	FURUYA	BRUCE	1.00
COUNSELOR	KLEIN	RACHEL	0.14
COUNSELOR	MAGALLANES-RIVERA	ALEXANDRA	1.00
COUNSELOR	MUSANTE	DANILA	1.00
COUNSELOR	PERRONE	KRISTIN	1.00
COUNSELOR	RAMEY	BYRON	1.00
COUNSELOR	ROBINSON	KAREN	0.53
COUNSELOR	STEVENSON	TROY	0.14
INSTRUCTOR	ADAMS	GEORGE	1.00
INSTRUCTOR	AGUDELO-SILVA	FERNANDO	1.00
INSTRUCTOR	ALLEN	MAULA	1.00
INSTRUCTOR	BARASHKOV	ANDREI	1.00
INSTRUCTOR	BEAL	REBECCA	1.00
INSTRUCTOR	BELLISIMO	YOLANDA	1.00
INSTRUCTOR	BERRINGER	STEVEN	1.00
INSTRUCTOR	BJORKLUND	TREVOR	1.00
INSTRUCTOR	BONANDER	BARBARA	1.00
INSTRUCTOR	BORENSTEIN	BONNIE	1.00
INSTRUCTOR	BOYD	SANDY	1.00
INSTRUCTOR	BROWN	BECKY	1.00
INSTRUCTOR	CHENEY	PAUL	1.00
INSTRUCTOR	CHIA	MIA	1.00
INSTRUCTOR	CHRISTENSEN	TINA	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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	CROSBY	FRANK	1.00
INSTRUCTOR	DA SILVA	PAUL	1.00
INSTRUCTOR	DAUBENMIRE	PAUL	1.00
INSTRUCTOR	DODGE	MARGARET	1.00
INSTRUCTOR	DUNMIRE	ERIK	1.00
INSTRUCTOR	DUNN	JASON	1.00
INSTRUCTOR	EDWARDS	SHAQUAM	1.00
INSTRUCTOR	EGERT	DAVID	1.00
INSTRUCTOR	EVERITT	DAVID	1.00
INSTRUCTOR	FARA	NICK	1.00
INSTRUCTOR	GOLITZIN	GEORGE	1.00
INSTRUCTOR	GONZALEZ	JAMES	1.00
INSTRUCTOR	GONZALEZ	MARCO	1.00
INSTRUCTOR	HINDS	JOHN	1.00
INSTRUCTOR	HULIN	PATRICIA	1.00
INSTRUCTOR	JOHNSON	CAROL	1.00
INSTRUCTOR	JONES	DAVID	1.00
INSTRUCTOR	KELLY	INGRID	1.00
INSTRUCTOR	KELLY	PATRICK	1.00
INSTRUCTOR	KING	DAVID	1.00
INSTRUCTOR	KLINGER	ALISA	1.00
INSTRUCTOR	KOENIG	KAREN	1.00
INSTRUCTOR	KREIT	CARA	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR	KUHN	KRISTI	1.00
INSTRUCTOR	LANGINGER	JEANNIE	1.00
INSTRUCTOR	LEFKOWITZ	SARALYN	1.00
INSTRUCTOR	LI	CHRISTINE	1.00
INSTRUCTOR	LUTZ	ARTHUR	1.00
INSTRUCTOR	MARMYSZ	JOHN	1.00
INSTRUCTOR	MARTINISI	MICHELE	1.00
INSTRUCTOR	MASSION	CHEO	1.00
INSTRUCTOR	MCCOY	ROBERT	1.00
INSTRUCTOR	MCKINNON	SARA	1.00
INSTRUCTOR	MICHELANGELO	LORI	1.00
INSTRUCTOR	MIHAL	COLLEEN	1.00
INSTRUCTOR	MILLER	TRINE	1.00
INSTRUCTOR	MORSE	LISA	1.00
INSTRUCTOR	MUELLER	JOSEPH	1.00
INSTRUCTOR	MULLER	KEVIN	1.00
INSTRUCTOR	NEWTON	STEVEN	1.00
INSTRUCTOR	NGUYEN	HIE	1.00
INSTRUCTOR	O'KEEFE	PATRICIA	1.00
INSTRUCTOR	ORDIN	LAURIE	1.00
INSTRUCTOR	PACULA	NORMAN	1.00
INSTRUCTOR	PAGANI	ROSSANA	1.00
INSTRUCTOR	PALMER	RONALD	1.00
INSTRUCTOR	PARK	JESSICA	1.00
INSTRUCTOR	PASQUEL	ALICIA	1.00
INSTRUCTOR	PASSER	JOYCE	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
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	RITCHIE	ALAN	1.00
INSTRUCTOR	RODERICK	IRINA	1.00
INSTRUCTOR	ROONEY	KATHLEEN	1.00
INSTRUCTOR	RUDDLE	JOANNA	1.00
INSTRUCTOR	SANKO	NADIA	1.00
INSTRUCTOR	SCHMITT	FREDERICK	1.00
INSTRUCTOR	SEERY	PATRICIA	1.00
INSTRUCTOR	SERAFIN	SCOTT	1.00
INSTRUCTOR	SMYTH	KATHLEEN	1.00
INSTRUCTOR	STEINMETZ	POLLY	1.00
INSTRUCTOR	STOPHER	JIM	1.00
INSTRUCTOR	SUTHERLAND	JOHN	1.00
INSTRUCTOR	TIPTON	JAMES	1.00
INSTRUCTOR	TURNER	WALTER	1.00
INSTRUCTOR	VACANT		2.00
INSTRUCTOR	WAGNER	KATHERINE	1.00
INSTRUCTOR	WALSH	WENDY	1.00
INSTRUCTOR	WANG	ANDREA	1.00
INSTRUCTOR	WELDON	SANDRA	1.00
INSTRUCTOR	WELLS	STEPHANIE	1.00
INSTRUCTOR	WILLET	NANCY	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR	WILSON	DEREK	1.00
INSTRUCTOR	WOODLIEF	BLAZE	1.00
INSTRUCTOR	ZABIHI	FARHAD	1.00
INSTRUCTOR	ZAFFRAN	DAN	1.00
LIBRARIAN	ERDMANN	JOHN	1.00
LIBRARIAN	FRYE	SARAH	1.00
LIBRARIAN	PATTERSON	DAVID	1.00
TOTAL FACULTY FTE			<u>108.91</u>

<u>CLASSIFIED</u>			
ACCOMPANIST	PAUL	JEFFREY	0.33
ACCOUNTANT	HAGGITT	BRIANNA	1.00
ACCOUNTING SPECIALIST	AVILES	FRANCISCO	1.00
ACCOUNTING SPECIALIST	SEDIE	THEO	1.00
ACCOUNTING TECHNICIAN	GAFFNEY	KELI	1.00
ACCOUNTING TECHNICIAN	SATARIANO	JENIFER	0.80
ACCOUNTING TECHNICIAN	SHAW	ELLEN	1.00
ACCOUNTING TECHNICIAN	SHRESTHA	DEVENDRA	1.00
ADMINISTRATIVE ASSISTANT I	BROWN	TERESA	0.92
ADMINISTRATIVE ASSISTANT II	BORISOV	OLGA	1.00
ADMINISTRATIVE ASSISTANT II	FOULGER	KIM	1.00
ADMINISTRATIVE ASSISTANT II	JOHNSON	TAMMERA	1.00
ADMINISTRATIVE ASSISTANT II	LAMKE	VICTORIA	1.00
ADMINISTRATIVE ASSISTANT II	OLSEN	VIVIAN	1.00
ADMINISTRATIVE ASSISTANT II	PEREZ	CHELSEY	0.50

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ADMINISTRATIVE ASSISTANT II	PINCKNEY	JOANNA	1.00
ADMINISTRATIVE ASSISTANT II	ROMO PADILLA	GUADALUPE	1.00
ADMINISTRATIVE ASSISTANT II	RUDOLPH	MONICA	1.00
ADMINISTRATIVE ASSISTANT II	VACANT		0.57
ADMINISTRATIVE ASSISTANT III	ACKER	EILEEN	1.00
ADMINISTRATIVE ASSISTANT III	BARR	MARIDEL	1.00
ADMINISTRATIVE ASSISTANT III	FAW O'DONNELLEY	DIANNE	1.00
ADMINISTRATIVE ASSISTANT III	LONGO	GINA	1.00
ADMINISTRATIVE ASSISTANT III	NAMVAR	MINA	1.00
ADMINISTRATIVE ASSISTANT III	PALOMINO	MELANIE	0.80
ADMINISTRATIVE ASSISTANT III	YIM	REBECCA	1.00
ADMINISTRATIVE ASSISTANT III	YUAN	GRACE	1.00
ADMINISTRATIVE ASSISTANT III	SIEGENTHALER	CONNIE	1.00
ADMINISTRATIVE SYSTEMS ANALYST	NGUYEN	DONG	1.00
ADMINISTRATIVE SYSTEMS ANALYST	SCHANE	BURTON	1.00
ADMINISTRATIVE SYSTEMS ANALYST	THAYER	DEBRA	1.00
ARTICULATION SPECIALIST	HAGOS	ALGANESH	1.00
ARTICULATION SPECIALIST	KUROMIYA	JAMES	1.00
ATHLETIC TRAINER	SCARCELLA	JOSEPH	1.00
BUYER	ERLENHEIM	DAVID	1.00
COLLEGE POLICE SVCS. ASST.	MINOIA	MARCO	1.00
CUSTODIAL SERVICES SUPERVISOR	VACANT		1.00
CUSTODIAN	BUI	XUAN	1.00
CUSTODIAN	CRUZ	JULIO	1.00
CUSTODIAN	CRUZ VIERA	MERCEDES	1.00
CUSTODIAN	DE YOUNG	SCOTT	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
CUSTODIAN	DIAZ MARROQUIN	ABNER	1.00
CUSTODIAN	DODGE	GEORGE	1.00
CUSTODIAN	GALZAGORRY	JEANFELIX	1.00
CUSTODIAN	GALZAGORRY	MARIE	1.00
CUSTODIAN	KEENER	DANIEL	1.00
CUSTODIAN	KEENER	MARGARITA	1.00
CUSTODIAN	LITTLEJOHN	FRANCISCO	1.00
CUSTODIAN	MARTINEZ	MANUEL	1.00
CUSTODIAN	PEREZ	RAMIRO	1.00
CUSTODIAN	SMITH	MICHAEL	1.00
CUSTODIAN	TESFAY	YONAS	1.00
CUSTODIAN	VACANT		1.00
CUSTODIAN	VACANT		1.00
DATABASE ADMINISTRATOR	OSHEROFF	AARON	1.00
DESIGNER STAGE TECHNICIAN	WHITE	DAVID	1.00
EMPLOYMENT SERVICES COORDINATOR	BREAKSTONE	JULIE	1.00
EMPLOYMENT SERVICES COORDINATOR	GISLE	KIRSTEN	0.80
ENROLLMENT SERVICES ASSOCIATE I	LEE	EMMA	0.75
ENROLLMENT SERVICES ASSOCIATE I	SPEASE	JENNIFER	0.60
ENROLLMENT SERVICES ASSOCIATE I	TEER	JOANNE	0.60
ENROLLMENT SERVICES ASSOCIATE I	WEBB	THELMA	0.60
ENROLLMENT SERVICES ASSOCIATE II	BANKS	CECILE	1.00
ENROLLMENT SERVICES ASSOCIATE II	BARNETT	MARIYA	0.60
ENROLLMENT SERVICES ASSOCIATE II	DEO	LEE	0.60
ENROLLMENT SERVICES ASSOCIATE II	JAMES	PATIENCE	1.00
ENROLLMENT SERVICES ASSOCIATE II	PAULINO	JOAN	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ENROLLMENT SERVICES ASSOCIATE II	VILLARREAL	SEANNA	1.00
ENROLLMENT SERVICES ASSOCIATE III	HUNTER	ANDREA	1.00
ENROLLMENT SERVICES ASSOCIATE III	REYES	RUBY	1.00
EOPS/CARE & CALWORKS COORDINATOR	MARTINEZ	ALLYSON	0.15
EQUITY & ACTIVITIES PROGRAM COORDINATOR	PERALES	TERESA	0.21
EXECUTIVE ASSISTANT I	BAUER	KATHERINE	1.00
EXECUTIVE ASSISTANT I	CRUZ	NICOLE	1.00
EXECUTIVE ASSISTANT I	JONES	RHONDA	1.00
EXECUTIVE ASSISTANT I	KLEIN	JESSE	1.00
EXECUTIVE ASSISTANT I	VACANT		1.00
EXECUTIVE ASSISTANT II	JOYNER	KATHLEEN	1.00
EVALUATION ANALYST	MARIANO	ELNORE	0.60
GARDENER	ABKE	ASHLEY	1.00
GARDENER	CRAIG	RODNEY	1.00
GARDENER	GARRETT	STEVEN	1.00
GARDENER	WADSWORTH	WILLIAM	1.00
GRAPHICS DESIGN SPECIALIST	DORMANN	ROGER	1.00
GRAPHICS DESIGN SPECIALIST	MAHONEY	DAVID	1.00
HUMAN RESOURCES TECHNICIAN I	CALLAHAN	SHAWNA	1.00
HUMAN RESOURCES TECHNICIAN II	HANSEN	CANDICE	1.00
HUMAN RESOURCES TECHNICIAN II	LEE	LESLIE	0.80
INSTITUTIONAL RESEARCH & DATA SYSTEMS ANALYST	VACANT		1.00
INSTRUCTIONAL ASSISTANT - BUS & INFO SYS	BARTHELEMY	LANCE	0.28
INSTRUCTIONAL ASSISTANT - BUS & INFO SYS	WOODS	JULIA	0.67
INSTRUCTIONAL ASSISTANT - MACHINE & METALS	DEINES	MARK	0.28

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
INSTRUCTIONAL SPECIALIST - BUS & INFO SYS	SMITH	GREGORY	0.83
INSTRUCTIONAL SPECIALIST - COLLEGE SKILLS	CADY	JEFFREY	0.35
INSTRUCTIONAL SPECIALIST - COLLEGE SKILLS	DRISDELL	LUCAS	0.35
INSTRUCTIONAL SPECIALIST - COURT REPORTING	OLSON	JANIS	0.38
INSTRUCTIONAL SPECIALIST - DENTAL ASSISTING	CANADY-WILLIAMS	KIM	0.38
INSTRUCTIONAL SPECIALIST - ENGLISH	ATKINSON	JUSTIN	0.83
INSTRUCTIONAL SPECIALIST - ENGLISH	HERNANDEZ	BARBARA	0.38
INSTRUCTIONAL SPECIALIST - ENGLISH	ROLSTON	CAITLYN	0.38
INSTRUCTIONAL SPECIALIST - ENGLISH	SHEOFSKY	ELIZABETH	0.34
INSTRUCTIONAL SPECIALIST - ENGLISH	SMITH	RION	0.83
INSTRUCTIONAL SPECIALIST - ENGLISH	WARREN	DEBORAH	0.44
INSTRUCTIONAL SPECIALIST - ENGLISH	VACANT		0.44
INSTRUCTIONAL SPECIALIST - MATHEMATICS	JESTADT	JESSE	0.60
INSTRUCTIONAL SPECIALIST - MATHEMATICS	WALKER	SANTON	0.60
INSTRUCTIONAL SPECIALIST - MEDICAL ASSISTING	WILTEY	ANA	0.38
INSTRUCTIONAL SUPPORT ANALYST	SUAREZ MALDONADO	ALEJANDRO	1.00
INSTRUCTIONAL SUPPORT COORDINATOR	VACANT		1.00
INSTRUCTIONAL TECHNOLOGIST	LINCE	STACEY	1.00
INSTRUCTIONAL TECHNOLOGY SUPERVISOR	HOWARD	MATTHEW	1.00
INTERNATIONAL STUDENT ADVISOR	WELCH	ALISON	1.00
KINESIOLOGY & ATHLETICS EQUIPMENT MANAGER	SANTOS	RICARDO	1.00
LABORATORY TECHNICIAN - AUTO TECHNOLOGY	VACANT		1.00
LABORATORY TECHNICIAN - BIOLOGY	ENTY	AFTAB	1.00
LABORATORY TECHNICIAN - CERAMICS	YOUNG	BRIAN	0.49
LABORATORY TECHNICIAN - CHEMISTRY	VACANT		1.00
LABORATORY TECHNICIAN - CHEMISTRY	VACANT		0.43

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
LABORATORY TECHNICIAN - DENTAL ASSISTING	VACANT		0.17
LABORATORY TECHNICIAN - MICROBIOLOGY	MANENTO	DAUDI	0.92
LABORATORY TECHNICIAN - MUSEUM & GALLERIES	IMAZUMI	SANDRA	0.50
LABORATORY TECHNICIAN - NURSING	JOSEPH	SARAH	0.33
LABORATORY TECHNICIAN - PHYSICS	ROBINSON	MARK	1.00
LABORATORY TECHNICIAN - SCULPTURE & FINE ARTS	CASTILLO	NATHAN	0.59
LEAD CUSTODIAN	LARRE	CHRISTELLE	1.00
LEAD CUSTODIAN	THOMAS	JOSEPH	1.00
LEAD GARDENER	DOMINGUEZ	PAUL	1.00
LIBRARY TECHNICIAN I	LONG	LAN-LING	1.00
LIBRARY TECHNICIAN I	NGUYEN THUY	TRANG	1.00
LIBRARY TECHNICIAN II	FONTENO	AMBER	1.00
LIBRARY TECHNICIAN II	HOLUB	KARL	1.00
LIBRARY TECHNICIAN III	MCSWEEN	KAREN	1.00
LOCKSMITH/CARPENTER	PEREZ	ALEXIO	1.00
MAINTENANCE CARPENTER	STAFFEN	RUSSELL	1.00
MAINTENANCE ELECTRICIAN	MARCUM	JEFFREY	1.00
MAINTENANCE ELECTRICIAN	WILSON	PAUL	1.00
MAINTENANCE HVAC MECHANIC	MITCHELL	DAVID	1.00
MAINTENANCE HVAC MECHANIC	YOHANNES	HAILE	1.00
MAINTENANCE PAINTER	OROPEZA	GUADALUPE	1.00
MAINTENANCE PLUMBER	DIAZ	CHRISTOPHER	1.00
NETWORK/PC/TELEPHONE TECHNICIAN	CHI	BRIAN	1.00
NETWORK/PC/TELEPHONE TECHNICIAN	GARDINER	DAVID	1.00
PAYROLL SPECIALIST	TERRY	LINDA	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
POOL MAINTENANCE WORKER	GILL	CLARK	1.00
PRINT PRODUCTION SPECIALIST	SO	ALBERT	1.00
RECEIVING CLERK	LAMBERT	GABRIEL	1.00
REPROGRAPHICS MAIL CLERK	HARBISON	JESSE	1.00
REPROGRAPHICS MAIL CLERK	KLEIN	MICHAEL	1.00
SCHOOL & COMMUNITY PARTNERSHIPS PROG. COORDINATOR	SOLIS	JULIAN	0.44
SENIOR ACCOUNTANT	BARKER	LESLIE	1.00
SENIOR ACCOUNTANT	GREITZER	MICHELLE	1.00
SENIOR BENEFITS ANALYST	OWEN	RONALD	1.00
SENIOR CREATIVE DESIGNER	CHUNG	SHOOK-CHU	1.00
SENIOR HUMAN RESOURCES ANALYST	KINKA RUIZ	DEVON	1.00
SENIOR PAYROLL SPECIALIST	TUCKER	DORIS	1.00
SENIOR RESEARCH AND EVALUATION SPECIALIST	SHAFFER	HOLLEY	0.67
STAFF ACCOUNTANT	BARZEGAR	NAGHMEH	1.00
STAFF ACCOUNTANT	FRAGATA	MARILOU	1.00
STUDENT CONDUCT OFFICER	KENT	MATTHEW	1.00
SYSTEM ADMINISTRATOR	INDI	FERHAT	1.00
TECHNOLOGY SUPPORT SPECIALIST I	DUNKLE	CHRISTOPHER	1.00
TECHNOLOGY SUPPORT SPECIALIST I	GUDMUNDSSON	JON	1.00
TECHNOLOGY SUPPORT SPECIALIST I	HABER	JOHN	1.00
TECHNOLOGY SUPPORT SPECIALIST I	LEE	WENDY	1.00
TECHNOLOGY SUPPORT SPECIALIST I	WEST	KEVIN	1.00
TRANSFER & CAREER CENTER COORDINATOR	TOTAPUDI	SOFIA	1.00
TUTORING CENTER COORDINATOR	PENSABENE	OKSANA	0.80
TOTAL CLASSIFIED FTE			<u>146.31</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>ADMINISTRATORS</u>			
<u>ACADEMIC:</u>			
SUPERINTENDENT/PRESIDENT	COON	DAVID WAIN	1.00
SR. VICE PRESIDENT OF STUDENT SERVICES/STUDENT LEARNING	ELDRIDGE	JONATHAN	0.80
ASSISTANT VICE PRESIDENT FOR INSTRUCTIONAL SUPPORT	TORRES	CARI	1.00
DEAN OF ARTS & HUMANITIES	SNYDER	DAVID	1.00
DEAN OF CAREER AND TECHNICAL EDUCATION	PRATT	BETH	1.00
DEAN OF ENROLLMENT SERVICES	HORINEK	JON	0.85
DEAN OF HEALTH SCIENCES	ALAMEIDA	MARSHALL	1.00
DEAN OF MATH AND SCIENCES	HERNANDEZ	CAROL	1.00
DIRECTOR OF COMMUNITY ED., LIFELONG LEARNING & INT'L ED.	HILDEBRAND	CAROL	0.25
DIRECTOR OF EOPS/CARE & CALWORKS	REETZ	BECKY	0.50
DIRECTOR OF KINESIOLOGY AND ATHLETICS	BYRNE	RYAN	1.00
DIRECTOR OF PLANNING, RESEARCH & INST. EFFECTIVENESS	LEIMER	CHRISTINA	1.00
DIRECTOR OF STUDENT ACTIVITIES AND ADVOCACY	SULAIMAN HARA	SADIKA	1.00
TOTAL ACADEMIC ADMINISTRATORS			<u>11.40</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED:</u>			
VICE PRESIDENT OF FINANCE & COLLEGE OPERATIONS	NELSON	GREGORY	1.00
CHIEF INFORMATION OFFICER /DIRECTOR OF INFO. TECHNOLOGY	EKOUÉ TOTOU	PATRICK	1.00
CHIEF OF POLICE/DIRECTOR OF SAFETY	MAROSICK	JEFFREY	1.00
DIRECTOR OF COLLEGE SERVICES	RICCIUTI	ANNA	1.00
DIRECTOR OF FACILITIES PLANNING, MAINT. & OPERATIONS	CHRISTIANSEN	KLAUS	1.00
DIRECTOR OF FISCAL SERVICES	ISOZAKI	PEGGY	1.00
DIRECTOR OF SCHOOL AND COMMUNITY PARTNERSHIPS	PILLOTON	ANNA	1.00
DISTRICT COUNSEL	ROBERTSHAW	MIA	1.00
ASSOCIATE DIRECTOR OF ENROLLMENT SERVICES	BAGTAS-CARMONA	EMY	1.00
ASST. DIRECTOR OF FACILITIES PLANNING, MAINT. & OPERATIONS	VACANT		1.00
ASST. DIRECTOR OF HUMAN RESOURCES	HARRIS	NEKODA	1.00
MANAGER, EMPLOYEE & LABOR RELATIONS	LEHUA	CONSTANCE	1.00
PROGRAM ADMINISTRATOR - HEALTH SCIENCE	OLMANSON	ANGELA	1.00
TOTAL CLASSIFIED ADMINISTRATORS			<u>13.00</u>
TOTAL ADMINISTRATIVE FTE			<u>24.40</u>
TOTAL UNRESTRICTED FTE			<u>279.62</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. COMMUNITY EDUCATION AND SERVICES AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ADMINISTRATIVE ASSISTANT III	ARASNIA	SHEHERAZADE	1.00
COMMUNITY EDUCATION & SERVICES PROG. SPEC.	CARLSON	CHERYL	1.00
COMMUNITY EDUCATION & SERVICES PROG. SPEC.	MARCKWORDT	VALERIE	1.00
ENROLLMENT SERVICES ASSOCIATE I	VACANT		1.00
ENROLLMENT SERVICES ASSOCIATE II	PEITZ	HEATHER	1.00
INTENSIVE ENGLISH ESL OFFICE TECHNICIAN	VACANT		0.23
TOTAL CLASSIFIED FTE			<u>5.23</u>
<u>ADMINISTRATORS</u>			
<u>ACADEMIC</u>			
DIRECTOR OF COMMUNITY ED., LIFELONG LEARNING & INT'L ED.	HILDEBRAND	CAROL	0.75
TOTAL ACADEMIC ADMINISTRATORS			<u>0.75</u>
<u>CLASSIFIED:</u>			
PROGRAM ADMIN., COMM. ED., LIFELONG LEARNING & INT'L ED.	HAMPSON	ELIZABETH	1.00
TOTAL CLASSIFIED ADMINISTRATORS			<u>1.00</u>
TOTAL ADMINISTRATIVE FTE			<u>1.75</u>
TOTAL COMMUNITY EDUCATION AND SERVICES FTE			<u>6.98</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
COUNSELOR	ARBONA	SHAILA	1.00
COUNSELOR	BRICENO-MORENO	LUZ	0.50
COUNSELOR	COLEY	WILLIAM	1.00
COUNSELOR	EARLY	RINETTA	1.00
COUNSELOR	ESCOBAR	CAITLIN	0.40
COUNSELOR	KLEIN	RACHEL	0.86
COUNSELOR	ROBINSON	KAREN	0.47
COUNSELOR	STEVENSON	TROY	0.86
COUNSELOR	URENA	JAVIER JOSE	1.00
INSTRUCTOR	FINLAYSON	LUNA	1.00
INSTRUCTOR	TOSTENSON	LISA	1.00
TOTAL FACULTY FTE			<u>9.09</u>

<u>CLASSIFIED</u>			
ADMINISTRATIVE ASSISTANT II	PEREZ	CHELSEY	0.50
ADMINISTRATIVE ASSISTANT III	PALOMINO	MELANIE	0.20
ADMINISTRATIVE ASSISTANT III	SIEGENTHALER	CONNIE	1.00
ASSISTIVE TECHNOLOGY SPECIALIST-SAS	DIMOPOULOS	ELIANA	1.00
CAREER INTERNSHIPS and SERVICE LEARNING PROGRAM COOR.	JONES	ALEXANDER	1.00
COLLEGE POLICE SVCS. ASST.	TUCKER	JESSICA	1.00
COMPASS COORDINATOR	BARAJAS	LILYANA	1.00
COMPASS COORDINATOR	FERNANDEZ	ANA (AVI)	1.00
ENROLLMENT SERVICES ASSOCIATE I	SPEASE	JENNIFER	0.40
ENROLLMENT SERVICES ASSOCIATE I	TEER	JOANNE	0.40
ENROLLMENT SERVICES ASSOCIATE I	WEBB	THELMA	0.40

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ENROLLMENT SERVICES ASSOCIATE II	BARNETT	MARIXA	0.40
ENROLLMENT SERVICES ASSOCIATE II	DEO	LEE	0.40
EOPS/CARE AND CALWORKS COORDINATOR	MARTINEZ	ALLYSON	0.85
EOPS/CARE & CALWORKS SPECIALIST	GUILLEN	HUGO	1.00
EQUITY & ACTIVITIES PROGRAM COORDINATOR	PERALES	TERESA	0.79
EVALUATION ANALYST	MARIANO	ELNORE	0.40
EVENTS/FACILITIES SUPERVISOR	BACIGALUPI	LINDSAY	1.00
GARDENER	SPARROW	NEIL	1.00
HEALTH SERVICES ASST.	BUCKLEY	BO	0.60
HEALTH SERVICES ASST.	TIMPANE	SHANNON	0.40
INSTRUCTIONAL ASST., LRNG.DISABILITIES	DEIONGH	KYLE	0.36
INSTRUCTIONAL ASST., LRNG.DISABILITIES	HEDEMARK	GORDON	0.54
INSTRUCTIONAL SPECIALIST., ADAPTED PE	DAVISON	JEANETTE	0.36
INSTRUCTIONAL ASST., ADAPTED PE	THOMPSON-SMITH	CYNTHIA	0.44
POLICE OFFICER	LANGEVELD	MARTINUS	1.00
POLICE OFFICER	RUIZ	DUSTIN	1.00
POLICE OFFICER	SPEDIACCI	ANTHONY	1.00
POLICE OFFICER	STEWART	PAUL	1.00
POOL MAINTENANCE WORKER-IVC	APPLEGATE	MONICA	1.00
PROGRAM COORDINATOR SUPPORTING ADULT ED	VACANT		0.50
PROGRAM TECHNICIAN, SAS	MAYO	MILES	0.49
SAS E-TEXT ASSISTANT	SAGE	MARY	0.53
SAS SPECIALIST	SCHWARTZ	CAROL	0.50
SAS SUPPORT SERV.TECH	ZARREHPARVAR	XENIA	1.00
SCHOOL & COMMUNITY PARTNERSHIPS PROG. COORDINATOR	SOLIS	JULIAN	0.56
SENIOR RESEARCH AND EVALUATION SPECIALIST	SHAFFER	HOLLEY	0.33

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
TESTING CENTER COORDINATOR	WONG	SALLY	1.00
TESTING TECHNICIAN	GARRETSON	PATRICK	1.00
TESTING TECHNICIAN	MARSHALL	MARY	0.50
TUTORING CENTER COORDINATOR	PENSABENE	OKSANA	0.20
VETERANS RESOURCE SPECIALIST	GRAY	MARIJKE	1.00
WORKFORCE SPECIALIST	RAHMAN	HEATHER	1.00
TOTAL CLASSIFIED FTE			<u>30.05</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>ADMINISTRATORS</u>			
<u>ACADEMIC:</u>			
SR. VICE PRESIDENT OF STUDENT SERVICES/STUDENT LEARNING	ELDRIDGE	JONATHAN	0.20
DEAN OF ENROLLMENT SERVICES	HORINEK	JON	0.15
DEAN OF EDUCATIONAL SUCCESS PROGRAMS	HERSCH	TONYA	0.90
DIRECTOR OF EOPS/CARE & CALWORKS	REETZ	BECKY	0.50
DIRECTOR OF STUDENT ACCESSIBILITY SERVICES	MILLER	STORMY	1.00
TOTAL ACADEMIC ADMINISTRATORS			<u>2.75</u>
<u>CLASSIFIED:</u>			
CP & WD GRANTS ADMINISTRATOR	HORTON	KATHERYN	1.00
EXECUTIVE DIRECTOR OF DEVELOPMENT	FRANK	LINDA	1.00
POLICE LIEUTENANT	ADAMS	JOHN	1.00
TOTAL CLASSIFIED ADMINISTRATORS			<u>3.00</u>
TOTAL ADMINISTRATIVE FTE			<u>5.75</u>
TOTAL RESTRICTED FTE			<u>44.89</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. CHILD DEVELOPMENT AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR - IVC SITE SUPERVISOR	BIGGART	MAUREEN	1.00
INSTRUCTOR - KTD SITE SUPERVISOR	VACANT		1.00
INSTRUCTOR	BOWEN	NORA	1.00
INSTRUCTOR	COOKE	INDICA	1.00
INSTRUCTOR	DELGADO	MARY	1.00
INSTRUCTOR	GRUENERT	HONOR	1.00
INSTRUCTOR	MALOUF	JANEATTE	1.00
INSTRUCTOR	MORALES	HELEN	0.80
TOTAL FACULTY FTE			<u>7.80</u>
<u>CLASSIFIED</u>			
ADMINISTRATIVE ASSISTANT II	JACKSON	KAHEA	1.00
TOTAL CLASSIFIED FTE			<u>1.00</u>
<u>ADMINISTRATORS</u>			
<u>ACADEMIC:</u>			
DIRECTOR OF CHILD DEVELOPMENT PROGRAMS	DYLIACCO-CALICA	CORINNA	1.00
TOTAL ADMINISTRATIVE FTE			<u>1.00</u>
TOTAL CHILD DEVELOPMENT FUND FTE			<u>9.80</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. IVC ORGANIC FARM AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
LEAD GARDENER	EVERSHED	DAVID	1.00
TOTAL CLASSIFIED FTE			1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

C. CAPITAL OUTLAY FUND FOR MEASURE B AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ACCOUNTING SPECIALIST	HARRIS	MARJORIE	1.00
ADMINISTRATIVE ASSISTANT II	VACANT		1.00
BUYER	RAMIREZ	MAYRA	1.00
RECEIVING CLERK	VACANT		1.00
TOTAL CLASSIFIED FTE			<u>4.00</u>
<u>ADMINISTRATORS</u>			
<u>CLASSIFIED:</u>			
DIRECTOR OF CAPITAL PROJECTS	FARIAS	ISIDRO	1.00
TOTAL CLASSIFIED ADMINISTRATORS			<u>1.00</u>
TOTAL ADMINISTRATIVE FTE			<u>1.00</u>
TOTAL MEASURE B BOND FUND FTE			<u>5.00</u>
DISTRICT TOTALS			<u>348.29</u>

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(ALPHABETICAL ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Abe, Helen	Temporary Faculty	\$ 406	\$ 35	\$ 441
Abke, Ashley	Gardener	27,198	14,311	41,509
Abouaf, Jeffrey	Temporary Faculty	52,340	12,681	65,021
Acharya-Regmi, Sapana	Research Analyst	26,330	8,071	34,401
Acker, Eileen	Admin Asst Dean Dir Cabinet	84,769	47,600	132,369
Adams, George	Instructor	114,943	31,642	146,586
Adams, John	Police Lieutenant	109,504	44,546	154,051
Agudelo-Silva, Fernando	Instructor	194,643	54,711	249,354
Airey-Van Diem, Peggy	Hourly	11,729	1,003	12,732
Alameida, Marshall	Dean of Health Sciences	150,420	50,247	200,666
Alcazar, Amanda	Hourly	475	4	479
Alexanderson, Jonathan	Hourly	6,769	58	6,827
Allee, Autumn	Temporary Faculty	1,549	133	1,682
Allen, Francine	Retiree Instructional	-	5,639	5,639
Allen, Maula	Instructor	176,022	52,980	229,002
Allen, Rebecca	Temporary Faculty	34,115	6,177	40,292
Anderson, Stephen	Retiree Non Instructional	-	5,639	5,639
Anthes, Roberta	Temporary Faculty	5,188	871	6,059
Applegate, Monica	Pool Maintenance Worker IVC	47,812	30,614	78,427
Appleton, Carolyn	Retiree Non Instructional	-	11,945	11,945
Appleton, Guy	Retiree Non Instructional	-	13,265	13,265
Arasnia, Sheherazade	Admin Asst Dean Dir Cabinet	51,561	25,332	76,893
Arbona, Shaila	Counselor	89,075	39,169	128,244
Ariano, Vaughan	Temporary Faculty	15,622	1,336	16,959
Arnold, Chester	Instructor	132,814	47,684	180,498

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(ALPHABETICAL ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Arrick, Janet	Temporary Faculty	33,553	5,632	39,185
Atkins, Michael	Hourly	2,680	229	2,909
Atkinson, Justin	Instructional Specialist	51,017	32,345	83,362
Attardi, Thomas	Temporary Faculty	5,064	433	5,498
Aviles, Francisco	Accounting Specialist	65,514	43,561	109,075
Ayan-Eaton, Julianna	Hourly	1,870	160	2,030
Ayer, Daniel	Hourly	4,855	415	5,271
Azam, Ismail	Hourly	5,040	43	5,083
Bacigalupi, Lindsay	Facility Rental Supervisor	76,853	36,720	113,573
Bagtas-Carmona, Emy	Enrollment Services Assoc III	120,514	52,142	172,656
Bailey, Alvin	Hourly	744	64	807
Bailliere, Alexandra	Hourly	2,857	244	3,101
Baker, Hursey	Temporary Faculty	5,180	443	5,623
Banks, Cecile	Enrollment Services Assoc II	80,231	46,129	126,360
Banos, Robert	Temporary Faculty	25,359	597	25,956
Baporia, Mubashshera	Hourly	2,706	23	2,729
Barajas, Lilyana	COMPASS Coordinator	65,779	28,100	93,879
Barashkov, Andrei	Instructor	57,594	17,445	75,039
Barberich, Meredith	Temporary Faculty	922	79	1,001
Barker, Leslie	Senior Accountant	109,194	49,988	159,182
Barndt, Kristin	Hourly	825	71	896
Barnett, Marixa	Enrollment Services Assoc II	61,672	36,458	98,130
Barnett, Sharon	Temporary Faculty	4,604	394	4,998
Barr, James	Retiree Non Instructional	-	5,639	5,639
Barr, Maridel	Admin Asst Dean Dir Cabinet	71,973	45,549	117,521

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(ALPHABETICAL ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Barrall, Mark	Temporary Faculty	70,826	6,058	76,885
Barr-Vickers, Claudia	Temporary Faculty	51,881	27,438	79,319
Barthelemy, Lance	Instructional Specialist	21,441	6,427	27,867
Barzegar, Naghmeh	Staff Accountant	93,059	50,088	143,147
Bauer, Anna	Hourly	859	73	932
Bauer, Katherine	Executive Assistant I	67,227	28,624	95,851
Bauman, Marcia	Temporary Faculty	10,533	901	11,434
Bawden, Douglas	Hourly	9,212	1,431	10,642
Beadle, Carole	Temporary Faculty	14,136	2,373	16,509
Beal, Rebecca	Instructor	97,606	28,487	126,093
Beam, Rustin	Instructional Specialist	15,774	3,503	19,276
Belenky, Diana	Temporary Faculty	2,506	307	2,812
Belingheri, Marcus	Hourly	204	17	221
Bell, Clark	Temporary Faculty	657	56	713
Bellisimo, Yolanda	Instructor	146,571	39,303	185,875
Bencich, Lawrence	Temporary Faculty	6,992	598	7,590
Berberian, Edward	Temporary Faculty	15,482	2,598	18,080
Bergamin, Silvia	Hourly	1,005	9	1,014
Berkelhammer, Larry	Temporary Faculty	2,382	204	2,586
Berluzconi, Luz Carolina	Hourly	7,200	61	7,261
Bernard, Jean-Michael	Hourly	3,679	31	3,710
Berringer, Steven	Instructor	104,874	47,512	152,386
Bertolli, Laura	Temporary Faculty	2,793	469	3,262
Bertuol-Okun, Sueli	Temporary Faculty	44,341	22,321	66,662
Bestmartini, Elizabeth	Temporary Faculty	4,363	373	4,736

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(ALPHABETICAL ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Bevis Dresden, Brady	Board of Trustee	3,132	18,007	21,139
Bham, Asma	Hourly	2,481	21	2,502
Biederman, Guy	Temporary Faculty	305	7	312
Bigeagle, Norman	Temporary Faculty	12,975	305	13,280
Biggart, Maureen	Childrens Center Site Supv	58,651	22,298	80,949
Bikaran, Matin	Hourly	5,543	47	5,590
Binnings, Celeste	Temporary Faculty	1,456	125	1,581
Bjorklund, Trevor	Instructor	84,194	35,981	120,175
Blackwell, Joel	Temporary Faculty	496	42	539
Blotter, Claire	Temporary Faculty	142	3	145
Blumenthal, Susan	Temporary Faculty	6,176	528	6,705
Blusseau, Francoise	Temporary Faculty	39,995	6,713	46,708
Bogman, Saskia	Hourly	170	15	185
Bohlke, Wende	Temporary Faculty	28,109	23,246	51,355
Bonander, Barbara	Instructor	131,052	45,561	176,613
Bond Bishop, Melinda	Hourly	1,123	96	1,219
Booth, Jordan	Hourly	619	53	672
Borenstein, Bonnie	Instructor	97,521	34,010	131,531
Borgognoni, Robert	Temporary Faculty	15,478	1,324	16,802
Borisov, Olga	Administrative Asst	69,314	45,029	114,344
Bowen, Nora	Children Center Teacher	33,641	20,533	54,174
Bowles, Benjamin	Temporary Faculty	285	24	309
Bowsher, James	Temporary Faculty	13,748	1,722	15,470
Boyce, Sima	Temporary Faculty	34,961	11,195	46,155
Boyd, Sandy	Instructor	137,951	35,669	173,619

MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(ALPHABETICAL ORDER)

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Bradley, Kathleen	Temporary Faculty	41,819	3,577	45,397
Brady, Stephen	Temporary Faculty	32,409	4,277	36,687
Braff, Ethan	Hourly	153	13	166
Brannon, Shirleigh	Temporary Faculty	33,985	800	34,785
Breakstone, Julie	Employment Services Coord.	82,753	48,241	130,994
Briceno-Moreno, Luz	Counselor	132,821	43,473	176,294
Briffa, Jennifer	Temporary Faculty	14,334	2,016	16,350
Broderick, Diane	Temporary Faculty	2,081	1,893	3,974
Broida, David	Temporary Faculty	402	34	437
Brookshire, Guy	Temporary Faculty	21,703	11,363	33,066
Brown, Andrea	Temporary Faculty	11,222	1,884	13,106
Brown, Becky	Instructor	130,577	43,072	173,649
Brown, Roosevelt	Hourly	17,613	1,507	19,120
Brown, Steven	Retiree Non Instructional	-	11,367	11,367
Brown, Teresa	Office Technician/Switchboard	45,763	23,192	68,955
Brown-Carson, Jamelia	Temporary Faculty	29,320	4,921	34,242
Bruce, Robert	Temporary Faculty	35,296	3,019	38,315
Buckley, Bo	Health Services Assistant	26,963	6,740	33,702
Bui, Xuan	Custodian	47,445	28,216	75,661
Buquen, Kenny	Temporary Faculty	47,360	26,613	73,973
Burchard, Peter	Temporary Faculty	16,620	1,422	18,042
Burke, Ryan	Hourly	10,763	921	11,683
Burke, Thomas	Retiree Non Instructional	-	15,405	15,405
Burnett, Linda	Temporary Faculty	13,203	311	13,514
Byrne, Ryan	Director of Athletics and PE	130,222	46,003	176,225

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(ALPHABETICAL ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Cady, Jeffrey	Instrl Spec - College Skills	84,927	32,290	117,217
Cairns, Michael	Temporary Faculty	41,687	3,566	45,253
Calica, Corinna	Director of Child Dev & ECE	118,796	52,422	171,218
Callahan, Shawna	Human Resources Technician II	65,011	38,507	103,518
Campbell, John	Mgr. Organic Farm & Garden	68,893	30,850	99,743
Canady-Williams, Kim	Instructional Specialist	20,585	1,935	22,520
Cantarutti, Lido	Temporary Faculty	5,684	486	6,170
Carlson, Cheryl	Comm Ed and Svcs Program Spec	84,343	47,374	131,717
Carlson, Sharon	Temporary Faculty	27,043	4,539	31,582
Carnahan, Casey	Temporary Faculty	12,445	1,745	14,190
Carrara, Alana	Hourly	9,060	775	9,835
Carroll, Sheldon	Evaluation Analyst	70,580	33,778	104,359
Casper, Harris	Temporary Faculty	42,813	17,002	59,814
Castillo, Nathan	Lab Tech FA-Sculpture	36,132	15,494	51,626
Castro, Michelle	Hourly	2,647	23	2,670
Caudill, Michael	Hourly	615	5	620
Cavanagh, Michael	Temporary Faculty	378	32	411
Centolella, Thomas	Temporary Faculty	10,067	861	10,928
Chaille, Michael	Temporary Faculty	14,416	1,883	16,299
Chan, Sheila	Temporary Faculty	28,130	4,685	32,815
Chang, Yungching	Temporary Faculty	10,626	909	11,535
Cheney, Paul	Instructor	91,243	39,383	130,626
Chi, Brian	Network PC Telephone Tech	87,117	46,201	133,318
Chia, Mia	Instructor	153,813	37,859	191,673
Chinn, Jett	Temporary Faculty	39,304	25,125	64,429

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Christensen, Anders	Hourly	4,433	379	4,812
Christensen, Tina	Instructor	68,450	33,258	101,709
Christiansen, Klaus	Asst. Dir. Fac/Plan M&O	133,039	55,612	188,651
Christopher, Wu	Temporary Faculty	40,742	11,646	52,387
Chung, Shook-Chu	Senior Creative/Lead Web Dsgr.	92,369	39,763	132,132
Clifford, Patricia	Temporary Faculty	788	67	855
Coad, Victoria	Retiree Instructional	-	7,758	7,758
Cohen, Crystal	Temporary Faculty	1,018	87	1,105
Cohn, Julie	Temporary Faculty	4,834	414	5,248
Coleman Smith, Edna	Hourly	3,180	272	3,452
Coleman, Carlton	Hourly	453	4	457
Coley, William	Counselor	103,026	37,532	140,558
Collins, Thomas	Instructor	60,180	18,002	78,183
Combs, Kristina	Exec. Dir. of HR and Labor Rel	173,423	39,313	212,736
Comings, Willard	Temporary Faculty	4,579	392	4,970
Conti, Diana	Board of Trustee	4,698	15,577	20,275
Contini, Victor	Temporary Faculty	75,712	29,692	105,404
Cook, Nicole	Temporary Faculty	46,152	26,274	72,426
Cooke, Indica	Children Center Teacher	35,136	17,559	52,695
Cookman, Elizabeth	Hourly	420	36	456
Coon, David Wain	Superintendent President	331,877	67,373	399,250
Cooper, Germaine	Temporary Faculty	254	22	276
Cordova, Taria	Hourly	975	8	983
Cottle, Windee	Instructor	97,478	40,511	137,989
Coulson, Maria	Instructor	137,670	46,469	184,139

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Cox, Danielle	Hourly	240	2	242
Cox, Jeffery	Custodial Services Supervisor	70,851	28,146	98,997
Craig, Rodney	Gardener	53,853	36,029	89,882
Craver, Yosifah	Temporary Faculty	57,945	7,615	65,560
Crawford, Yashica	Instructor	50,987	20,675	71,662
Creel, Melody	Research Analyst	45,626	29,600	75,225
Creighton, Heather	Hourly	720	62	782
Crivello, Michael	Temporary Faculty	25,800	4,330	30,130
Crosby, Frank	Instructor	148,089	46,581	194,670
Cruse, Nicholas	Hourly	1,964	168	2,131
Cruz Viera, Mercedes	Custodian	41,774	31,086	72,860
Cruz, Julio	Custodian	61,578	35,385	96,963
Cruz, Nicole	Executive Assistant I	75,084	42,061	117,144
Cullen, Andrew	Laboratory Technician	59,578	25,032	84,611
Cullen, Gina	Counselor	157,198	49,198	206,396
Curtis, Ariel-Judith	Hourly	3,256	151	3,408
da Silva, Paul	Instructor	63,426	41,018	104,444
Dadgar, Mehri	Temporary Faculty	1,862	159	2,021
D'Agostino, Lisa	Temporary Faculty	59,868	17,616	77,483
Danberg, Anne	Temporary Faculty	4,289	367	4,656
Dandekar, Jay	Hourly	1,665	142	1,807
Daniel, Deanne	Hourly	5,838	50	5,887
Darawsha, Khaoula	Hourly	5,426	464	5,890
Dario, Fredrick	Temporary Faculty	10,086	863	10,949
Daubenmire, Paul	Instructor	96,694	37,953	134,647

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
David, Argudo Valverde	Temporary Faculty	20,359	1,742	22,101
Davis, Scott	Temporary Faculty	50,653	6,299	56,952
Davison, Jeanette	Instructional Specialist	25,038	2,342	27,380
Day, Christopher	Hourly	1,016	9	1,025
De Leon, Kevin	Hourly	1,515	13	1,528
de Leon, Raysheina	Hourly	11,032	94	11,126
De Leon, Yojana	Hourly	1,088	9	1,097
De Robertis, Martina	Hourly	1,665	14	1,679
De Souza, Isabela	Hourly	3,776	32	3,809
De Young, Scott	Custodian	60,939	30,471	91,410
Deines, Mark	Instructional Assistant	16,057	1,479	17,537
Deiongh, Kyle	Instructional Assistant	16,175	1,548	17,723
Del Grande, David	Temporary Faculty	26,170	4,392	30,562
DeLeon, Jane Alexandra	Hourly	8,708	74	8,782
Delgado, Mary	Childrens Center Lead Teacher	36,851	17,862	54,713
DeMartini, Terry	Temporary Faculty	445	38	483
Deneris, Jamie	Instructor	294,606	60,667	355,273
Dennis, Hansen	Temporary Faculty	5,046	432	5,478
Deo, Lee	Enrollment Services Assoc II	65,178	35,307	100,485
Derbin Jr., Robert	Temporary Faculty	8,126	1,364	9,490
Dianne, Burkhardt	Temporary Faculty	191	16	207
Diaz Marroquin, Abner	Custodian	47,763	34,398	82,161
Diaz, Amy	Hourly	4,341	37	4,378
Diaz, Christopher	Maintenance Plumber	73,193	17,490	90,684
Diaz, Lin-Yu	Hourly	778	7	785

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Dibenedetto, Luz	Temporary Faculty	18,537	1,586	20,123
Dimopoulos, Eliana	Assistive Tech Specialist	81,099	30,253	111,352
Dodge, George	Custodian	45,192	22,006	67,198
Dodge, Margaret	Instructor	110,375	42,654	153,028
Doermann, Elisabeth	Temporary Faculty	43,272	15,467	58,739
Doherty, Luke	Hourly	5,505	47	5,552
Dominguez, Paul	Lead Gardener	73,024	43,298	116,322
Dormann, Roger	Graphics Design Specialist	65,559	32,229	97,788
Douglas, Spindler	Temporary Faculty	14,526	1,243	15,768
Douglass, Sandra	Retiree Instructional	45,848	1,079	46,927
Dreskin, Wendy	Temporary Faculty	11,055	946	12,001
Drisdell, Lucas	Instructional Specialist	66,787	10,009	76,797
Duchamp, Carol	Temporary Faculty	1,946	166	2,113
Duisenberg, Karen	Temporary Faculty	4,657	782	5,439
Dunkle, Christopher	Laboratory Technician	70,215	31,939	102,154
Dunmire, Erik	Instructor	190,906	52,382	243,288
Dunn, James	Temporary Faculty	18,874	444	19,318
Dunn, Jason	Instructor	85,636	38,549	124,185
Durnell, Maureen	Hourly	7,759	664	8,423
Durtschi, Thomas	Hourly	323	28	351
Dutton, Caroline	Temporary Faculty	5,138	862	6,001
Dyer, Nequeshe	Hourly	21,088	180	21,268
Early, Rinetta	Counselor	153,006	36,784	189,790
Edmondson, Chris	Retiree Non Instructional	-	11,367	11,367
Edmondson, Nathan	Hourly	3,019	26	3,045

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Edwards, Michael	Hourly	1,598	14	1,611
Edwards, Shaquam	Instructor	109,660	40,275	149,935
Egbert, Roger	Retiree Non Instructional	-	14,585	14,585
Egert, David	Instructor	122,641	32,944	155,585
Ekoue Totou, Patrick	CIO/Dir of Info. Technology	156,569	59,805	216,374
Eldridge, Jon	Sen. VP Stu Lrng & Stu Svcs	206,743	47,647	254,390
Elena, Rodriguez	Temporary Faculty	5,859	138	5,997
Ella, Steinberg	Temporary Faculty	7,676	1,288	8,965
Emami, Hamid	Temporary Faculty	1,954	167	2,121
Emery, Seiji	Hourly	750	6	756
Engler, Merri	Temporary Faculty	1,061	91	1,152
Enty, Aftab	Laboratory Technician	65,924	43,479	109,403
Epperson Beyries, Viona	Temporary Faculty	31,316	11,242	42,558
Erdmann, John	Librarian	160,112	47,335	207,447
Erlenheim, David	Buyer	83,395	37,734	121,129
Escobar, Caitlin	Counselor	99,721	38,018	137,740
Essick, Edward	Temporary Faculty	39,640	933	40,573
Everitt, David	Instructor	128,625	45,608	174,233
Evershed, David	Lead Gardener - Organic Farm	41,646	29,360	71,006
Fabian Garcia, Miriam	Hourly	3,690	32	3,722
Fahy, Linda	Admin Asst Childrn Ctr	712	233	945
Fahy, Philip	Gardener	7,601	3,909	11,509
Fane, Chloe	Temporary Faculty	27,079	4,545	31,624
Fara, Nick	Instructor	78,141	34,838	112,979
Farias, Isidro	Dir. Capital Projects	55,422	23,275	78,696

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Feder, David	Hourly	6,855	59	6,914
Feldman, Jared	Hourly	22,921	5,271	28,192
Fernandez, Ana	COMPASS Coordinator	67,295	28,471	95,765
Fields, Marjorie	Temporary Faculty	1,269	109	1,377
Filane, Leonard	Temporary Faculty	70,757	21,692	92,449
Finch, Alison	Temporary Faculty	20,821	1,781	22,602
Finlayson, Luna	Counselor	87,487	36,556	124,043
Finley, Cynthia	Temporary Faculty	48,784	17,216	66,000
Fitzpatrick, Mary	Temporary Faculty	30,346	5,093	35,439
Flanagan, Elizabeth	Hourly	1,492	128	1,620
Flandreau, Tara	Retiree Instructional	8,317	5,835	14,152
Fletcher, Sandra	Temporary Faculty	35,138	3,006	38,144
Flores, Lissette	Car. Intern & Svcs Prog Coord	21,099	7,812	28,911
Flores, Vilma	Hourly	615	5	620
Fonteno, Amber	Library Technician II	55,714	29,076	84,791
Forsyth, Susan	Temporary Faculty	43,015	7,111	50,126
Foss, Donald	Retiree Instructional	-	15,405	15,405
Foster, Paulette	Retiree Non Instructional	-	9,727	9,727
Foulger, Kim	Administrative Asst	65,185	41,318	106,503
Fragata, Marilou	Staff Accountant	78,547	45,064	123,611
Frank, Linda	Executive Dir. of Development	166,416	50,703	217,119
Frederick, Gene	Temporary Faculty	9,484	1,592	11,076
Friedman, Carol	Temporary Faculty	1,657	142	1,799
Friedman, Henry	Temporary Faculty	189	16	205
Friedman, Holly	Hourly	876	75	950

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Frietzsche, Thomas	Hourly	510	44	554
Fritz, Jonathan	Hourly	2,109	18	2,127
Frohmade, Jerry	Temporary Faculty	2,030	174	2,204
Frye, Sarah	Librarian	114,416	31,219	145,635
Fuches, Nicole	Hourly	102	9	111
Fuller Innes, Abigail	Temporary Faculty	6,049	1,015	7,064
Furuya, Bruce	Counselor	120,171	32,456	152,626
Fyda, Michael	Hourly	683	6	688
Gaffney, Keli	Accounting Technician	65,976	35,407	101,383
Gaiz, Ronald	Retiree Instructional	-	6,364	6,364
Gallagher, Kaitlyn	Temporary Faculty	5,599	479	6,078
Gallegos, Renee	Temporary Faculty	545	47	592
Galzagorry, Jeanfelix	Custodian	57,738	27,570	85,308
Galzagorry, Marie	Custodian	56,810	27,597	84,406
Gamal, Arif	Temporary Faculty	51,775	8,690	60,465
Gammage, Brandon	Hourly	681	6	687
Gammill, Elwanda	Temporary Faculty	4,896	115	5,011
Gardiner, David	Network PC Telephone Tech	96,415	40,602	137,016
Garretson, Candice	Retiree Non Instructional	-	20,739	20,739
Garretson, Patrick	Testing Technician	48,731	27,035	75,765
Garrett, Steven	Gardener	59,050	39,128	98,177
Garrison, Greg	Retiree Non Instructional	-	9,323	9,323
Gedrimaite, Birute	Hourly	18,579	1,109	19,688
Gera, Lisa	Temporary Faculty	33,410	2,858	36,268
Gibson, Dianne	Hourly	4,110	35	4,145

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Gill, Clark	Pool Maintenance Worker	8,172	5,381	13,553
Gill, Elizabeth	Temporary Faculty	46,326	3,963	50,288
Gina, Baleria	Temporary Faculty	7,515	1,261	8,777
Gisle, Kirsten	Employment Services Coord.	73,947	22,575	96,522
Glostein, Barbara	Temporary Faculty	7,061	604	7,665
Godoy, Michelle	Hourly	3,048	261	3,308
Gold, Kathleen	Retiree Non Instructional	-	5,639	5,639
Goldberg, Georgia	Temporary Faculty	57,161	17,798	74,959
Golitzin, George	Instructor	122,546	44,725	167,271
Gomez Valdes, Hector	Hourly	525	4	529
Gonzalez, James	Instructor	141,014	45,326	186,340
Gonzalez, Joseph	Hourly	1,211	10	1,222
Gonzalez, Marco	Instructor	139,217	46,959	186,176
Goodale, Jayme	Temporary Faculty	42,315	6,994	49,309
Goodwin, Ross	Temporary Faculty	54,122	8,976	63,098
Gordon, Carol	Institutional RDS Analyst	12,576	5,282	17,858
Govrin, Dvora	Temporary Faculty	6,215	532	6,747
Gramajo, Kevin	Hourly	1,410	12	1,422
Gray, Maria	Temporary Faculty	36,044	6,050	42,094
Gray, Marijke	Veterans Resource Specialist	57,551	26,085	83,636
Green, Chinaka	Hourly	519	4	523
Green, Edward	Temporary Faculty	3,729	319	4,048
Gregory, Stubbs	Temporary Faculty	7,741	662	8,403
Greitzer, Michelle	Senior Accountant	106,897	47,686	154,583
Griffin, Elizabeth	Hourly	285	2	287

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Grist, Gregory	Temporary Faculty	64,097	21,360	85,457
Gruenert, Honor	Children Center Teacher	35,238	26,636	61,874
Guastalla, Lorry	Hourly	2,044	175	2,219
Gudmundsson, Jon	Tech Support Specialist I	84,041	37,115	121,156
Guillen, Hugo	EOPS/CalWorks Specialist	55,656	25,621	81,277
Gurka, Constance	Retiree Non Instructional	-	9,323	9,323
Gutierrez, Derry	Hourly	52,243	4,469	56,712
Gutterman, Tyler	Hourly	1,466	125	1,592
Haber, John	Tech Support Specialist I	91,650	38,972	130,623
Hager, Joyce	Hourly	1,506	129	1,635
Haggitt, Brianna	Accountant	75,431	40,017	115,448
Hagos, Alganesh	Inst Support Specialist	71,510	43,403	114,913
Haikins-Appiah, Nigel	Hourly	2,300	197	2,497
Haiman, Joshua	Temporary Faculty	4,993	427	5,420
Hain, Diane	Temporary Faculty	1,289	110	1,399
Haley, Jean	Temporary Faculty	37,680	14,509	52,189
Hall, Quincy	Temporary Faculty	1,134	97	1,232
Halyard, Erica	Hourly	2,040	17	2,057
Hampshire, Chelsea	Hourly	438	4	441
Hampson, Elizabeth	Prog. Admin. Com Ed, LL, IE	84,731	42,307	127,038
Hansen, Candice	Human Resources Technician II	68,099	31,834	99,933
Harbison, Jesse	Reprographics Mail Clerk	56,777	38,890	95,667
Harkins, Erika	Temporary Faculty	7,105	608	7,713
Harris, Carol-Joy	Temporary Faculty	3,572	821	4,392
Harris, Marjorie	Accounting Specialist	59,719	29,650	89,370

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Harris, Nekoda	Asst Director of HR	134,897	43,960	178,858
Hartman, Rosalind	Retiree Non Instructional	1,100	9,349	10,449
Hatfield, Miho	Hourly	1,238	106	1,343
Hayman, Ildi	Hourly	10,481	489	10,970
Hayne, Katherine	Temporary Faculty	51,018	8,563	59,581
Healey, Bernard	Temporary Faculty	414	35	450
Hedemark, Gordon	Instructional Assistant	30,065	17,887	47,952
Height, Jared	Hourly	2,793	24	2,817
Helmer, James	Temporary Faculty	31,635	5,310	36,945
Hemphill, Pamela	Temporary Faculty	15,952	1,365	17,316
Henderson, Stefen	Hourly	5,720	489	6,209
Henley, Julia	Temporary Faculty	24,063	20,586	44,649
Herathpathirana, Deepika	Hourly	8,458	724	9,182
Hernandez, Barbara	Instructional Specialist	22,996	10,193	33,189
Hernandez, Carol	Dean of Math and Sciences	144,976	48,568	193,544
Herrera, Christina	Hourly	3,122	27	3,149
Herrera, Henry	Hourly	20,646	1,766	22,412
Hersch, Tonya	Director of Basic Skills	146,118	57,261	203,379
Hildebrand, Carol	Dir of Comm Ed, LL, and Int Ed	122,367	42,552	164,919
Hinds, John	Instructor	55,212	24,551	79,763
Hirschman -de Blanc, Louise	Temporary Faculty	32,757	771	33,528
Hoffman, Jesse	Int Asst Dir M&O	67,992	30,517	98,509
Holub, Karl	Library Technician II	23,737	13,412	37,149
Horinek, Jon	Dean of Enrollment Management	137,413	38,917	176,331
Hornback, Robert	Temporary Faculty	7,732	1,777	9,509

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Horton, Katheryn	CP & WD Grants Administrator	90,417	43,679	134,096
Houghton, Laurel	Temporary Faculty	1,166	100	1,265
Howard, Matthew	Instructional Technology Super	52,937	20,122	73,059
Hritz, George	Retiree Instructional	-	9,727	9,727
Hudgens, Michael	Instuctional Support Coord.	89,266	48,898	138,164
Huff, Kelly	Temporary Faculty	425	36	462
Hug, Elizabeth	Temporary Faculty	4,698	402	5,100
Hui, Julie	Temporary Faculty	21,470	3,604	25,073
Hulin, Patricia	Instructor	96,639	35,021	131,660
Hunter, Andrea	Enrollment Services Assoc III	88,584	38,654	127,238
Hurley, John	Hourly	1,130	97	1,227
Imazumi, Sandra	Hourly	20,251	1,673	21,924
Indart, Loretta	Retiree Non Instructional	-	20,739	20,739
Indi, Ferhat	Systems Engineer	143,481	51,469	194,949
Ingrande-Edwards, Hei-Lee	Hourly	6,384	55	6,438
Inman, Briana	Hourly	1,836	157	1,993
Irish, Tamara	Hourly	1,590	136	1,726
Isozaki, Margaret	Director of Fiscal Services	161,629	51,898	213,527
Israel, Charlotte	Hourly	1,335	72	1,407
Jackson, Kahea	Admin Asst II Child Ctr/ECE	52,587	24,862	77,449
Jacques, Rose	Admin Asst Dean Dir Stu Serv	3,061	1,000	4,061
Jacunski, Neal	Temporary Faculty	10,848	928	11,776
James, Cunningham	Temporary Faculty	7,179	1,205	8,384
James, Patience	Enrollment Services Assoc II	78,996	26,154	105,150
Janney-Roberts, Sofia	Transfer& Career Ctr Coord.	64,828	37,239	102,066

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Jarrell, Boyd	Temporary Faculty	51,095	27,104	78,198
Jessell, Lori	Temporary Faculty	16,781	1,435	18,216
Jessen, Chloe	Hourly	204	17	221
Jestadt, Jesse	Instructional Specialist	42,906	13,329	56,235
Jeung, Yeun Soon	Temporary Faculty	11,060	260	11,321
Jill, Johnson	Temporary Faculty	16,291	1,394	17,684
Johnson, Anthony	Temporary Faculty	7,064	166	7,230
Johnson, Carol	Instructor	109,658	42,172	151,830
Johnson, Linda	Hourly	10,344	885	11,229
Johnson, Nancy	Temporary Faculty	3,742	320	4,062
Johnson, Phyllis	Temporary Faculty	15,397	2,584	17,981
Johnson, Sarah	Temporary Faculty	29,913	4,255	34,168
Johnson, Tammera	Administrative Asst	54,503	28,526	83,029
Jones, Andrew	Temporary Faculty	37,248	10,372	47,620
Jones, David	Instructor	110,387	31,018	141,405
Jones, Eileen	Hourly	256	22	278
Jones, Michieal	Temporary Faculty	19,977	3,353	23,330
Jones, Rhonda	Executive Assistant I	75,604	30,634	106,238
Jones, Suzanne	Temporary Faculty	26,119	20,762	46,882
Jordan, Amy	Hourly	162	14	175
Jordan, Lindsey	Hourly	961	82	1,043
Jordan, Rachel	Hourly	187	16	203
Joseph, Osborn	Temporary Faculty	350	59	409
Joseph, Sarah	Admin Asst Dean Dir Cabinet	45,828	9,394	55,222
Joyner, Kathleen	Executive Assistant II	96,466	47,426	143,892

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Juarez, Kimberly	Temporary Faculty	22,730	1,944	24,675
Jucker, Stephanie	Temporary Faculty	1,392	119	1,511
Kahn, Georgia	Temporary Faculty	192	16	208
Kambi, Kunta	Hourly	738	6	744
Kang, Manjit	Temporary Faculty	29,339	4,924	34,264
Karel, Ellen	Temporary Faculty	6,829	584	7,413
Karimi, Bijan	Temporary Faculty	355	30	385
Kaufmann, Michael	Temporary Faculty	30,035	12,779	42,814
Kawamura, Caitlin	Hourly	221	19	240
Keator, Richard	Temporary Faculty	2,922	250	3,172
Keener, Daniel	Custodian	60,254	27,868	88,122
Keener, Margarita	Custodian	43,310	21,978	65,288
Kelly Jane, Rosenblatt	Temporary Faculty	32,286	5,419	37,705
Kelly, Alex	Temporary Faculty	17,577	1,504	19,081
Kelly, Ingrid	Instructor	147,972	45,171	193,143
Kelly, Julia	Temporary Faculty	191	16	207
Kelly, Leah	Hourly	2,113	181	2,294
Kelly, Patrick	Instructor	152,919	46,846	199,764
Kent, Matthew	Student Conduct Officer	21,105	9,221	30,326
Keville, Kathleen	Int Mgr EHSR	15,205	6,307	21,512
Khazaeli Parsa, Poupak	Temporary Faculty	44,527	21,473	66,000
Killam, Paul	Temporary Faculty	12,254	1,048	13,303
Kim, Grace	Temporary Faculty	19,078	3,202	22,280
King, Brian	Temporary Faculty	33,639	5,646	39,285
King, David	Instructor	76,047	31,246	107,293

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Kinka Ruiz, Devon	Senior HR Analyst	90,963	42,514	133,477
Klein, Michael	Reprographics Mail Clerk	55,826	38,597	94,423
Klein, Rachel	Counselor	66,269	32,757	99,026
Klinger, Alisa	Instructor	110,542	40,377	150,918
Klunk, Michael	Hourly	2,005	172	2,177
Knickerbocker, Katherine	Temporary Faculty	11,939	1,021	12,960
Knoop, Michelle	Temporary Faculty	24,230	4,067	28,297
Knott, Lauren	Hourly	680	58	738
Knott, Philip	Hourly	1,284	110	1,393
Koenig, Karen	Instructor	110,603	40,350	150,953
Koesterer, Alexandra	Hourly	544	47	591
Kosta, Walter	Temporary Faculty	30,743	5,160	35,903
Kostyrko, Jacek	Temporary Faculty	81,211	11,182	92,393
Kranenburg, Philip	Board of Trustee	4,698	23,995	28,694
Kreit, Cara	Instructor	92,552	17,807	110,358
Krempetz, Ronald	Temporary Faculty	55,612	4,757	60,369
Kreuzer, Susanne	Temporary Faculty	15,018	2,521	17,538
Kudler, Jacqueline	Temporary Faculty	2,639	226	2,865
Kuhn, Kristi	Instructor	92,262	39,875	132,137
Kuromiya, James	Inst Support Specialist	65,424	41,524	106,948
Kyle, Beattie	Temporary Faculty	28,584	6,884	35,468
Lack, Larry	Temporary Faculty	2,799	239	3,038
Lacke, Suzanne	Temporary Faculty	48,421	23,389	71,810
Lager, Warren	Instructor	116,933	45,620	162,554
Lambert, Gabriel	Lead Custodian	54,065	23,822	77,886

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Lamke, Victoria	Administrative Asst	76,612	45,047	121,659
Lane, Barbara	Hourly	4,853	415	5,268
Lane, Victoria	Hourly	2,633	22	2,655
Langeveld, Martinus	Police Officer	89,827	26,805	116,632
Langinger, Jeannie	Instructor	128,970	36,625	165,595
Lansing, Ira	Retiree Instructional	-	1,551	1,551
Lantzy, Henry	Temporary Faculty	51,997	27,255	79,253
Laos, Lilia	Hourly	1,225	10	1,235
Lara, Ismael	Temporary Faculty	31,292	5,252	36,544
Larocca, David	Retiree Non Instructional	-	6,098	6,098
Larre, Christelle	Lead Custodian	67,624	32,506	100,130
Lavin, Robin	Retiree Instructional	-	9,323	9,323
Lawrence, Barbara	Temporary Faculty	3,729	319	4,048
Laws, Minjae	Temporary Faculty	1,565	134	1,699
Lebas, Anne-Marie	Temporary Faculty	7,714	660	8,374
Lee, Emma	Hourly	24,104	2,062	26,166
Lee, June	Health Center Nurse	28,640	21,793	50,434
Lee, Leslie	Employment Services Coord.	80,920	24,270	105,190
Lee, Sea	Temporary Faculty	26,723	4,485	31,208
Lee, Wendy	Tech Support Specialist I	98,729	51,848	150,577
Lefkowitz, Carol	Temporary Faculty	68,352	24,441	92,793
Lefkowitz, Saralyn	Instructor	81,551	38,399	119,950
Lehua, Constance	Manager Employee & Labor Rel.	119,215	50,505	169,720
Leibert, Edmund	Hourly	1,958	17	1,974
Leimer, Christina	Executive Director of P.R.I.E.	166,891	25,311	192,202

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Levin, Cherry	Temporary Faculty	1,324	113	1,437
Levin, Magdalena	Temporary Faculty	56,913	23,752	80,665
Li, Christine	Instructor	142,578	44,800	187,378
Lieberman, Linda	Temporary Faculty	45,608	26,183	71,791
Lieberman, Zachary	Laboratory Technician	5,248	470	5,718
Linares, Helen	Hourly	3,225	28	3,253
Lince, Stacey	Instructional Technologist	80,211	42,320	122,531
Linette, Escobar	Temporary Faculty	5,249	881	6,130
Littlejohn, Francisco	Custodian	38,687	24,019	62,706
Liu, Shuyu	Temporary Faculty	22,067	3,704	25,770
Lloyd, Sean	Temporary Faculty	46,724	12,201	58,925
Lo, Lan	Temporary Faculty	27,531	12,341	39,872
Lockerbie, David	Hourly	2,944	252	3,195
Loeffler, Laura	Admin Asst Dean Dir Cabinet	44,305	23,432	67,737
Loeffler, Peter	Laboratory Technician	19,355	6,108	25,462
Long, Eva	Board of Trustee	5,898	2,630	8,528
Long, Kevin	Hourly	3,638	31	3,669
Long, Lan-Ling	Library Technician I	66,197	43,030	109,228
Longo, Gina	Admin Asst Dean Dir Cabinet	85,627	49,555	135,181
Lopez Gomez, Juana	Hourly	911	8	919
Lopez Gutierrez, Gloria	Temporary Faculty	13,152	310	13,462
Lopez, Alejandro	Hourly	863	7	870
Love II, Duane	Hourly	750	6	756
Lucier, Dawn	Hourly	12,825	2,923	15,748
Luis, Nathaniel	Hourly	179	15	194

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Luis, Zuniga Saa	Temporary Faculty	6,605	1,109	7,713
Luo, Nancy	Hourly	3,266	28	3,294
Lutz, Arthur	Instructor	126,595	41,609	168,204
Maclean, Nancy	Hourly	2,169	186	2,354
Madden, Eileen	Retiree Non Instructional	-	7,101	7,101
Madril, Edwardo	Temporary Faculty	12,417	1,062	13,479
Magallanes-Rivera, Alexandra	Counselor	107,476	39,921	147,397
Magana Magdaleno, Cinthia	Hourly	690	6	696
Mahmoud, Eiman	Temporary Faculty	39,118	3,346	42,465
Mahoney, David	Graphics Design Specialist	73,754	46,148	119,902
Mairs, Keely	Hourly	630	5	635
Malouf, Janeatte	Children Center Teacher	33,641	26,692	60,332
Manento, Daudi	Laboratory Technician	48,504	23,870	72,374
Manning, Chanelle	Hourly	615	5	620
Maoujoudi, Abdelhak	Temporary Faculty	68,311	20,156	88,467
Marckwordt, Valerie	Comm Ed and Svcs Program Spec	63,041	36,801	99,842
Marcum, Jeffrey	Maintenance Electrician	70,766	37,919	108,685
Mariano, Elnore	Evaluation Analyst	27,324	12,892	40,216
Marinko, Vicki	Hourly	1,823	156	1,978
Mark, Julie	Temporary Faculty	45,227	3,869	49,095
Marmysz, John	Instructor	147,682	45,548	193,230
Marozick, Jeffrey	Chief of Police/Dir. of Safety	154,100	45,147	199,248
Marshall, Mary	Testing Technician	23,205	2,177	25,382
Martinez, Allyson	EOPS/CARE & CalWorks Coord.	73,606	33,413	107,019
Martinez, Danae	Temporary Faculty	14,409	2,418	16,828

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Martinez, Manuel	Custodian	57,849	38,658	96,507
Martinisi, Michele	Instructor	150,637	24,980	175,618
Martino, Lucia	Hourly	691	59	750
Marx, Justin	Hourly	3,928	34	3,962
Masako, Shimizu	Temporary Faculty	7,481	1,256	8,737
Massion, Cheo	Instructor	89,256	27,060	116,316
Mata, Cindy	Hourly	1,560	13	1,573
Mathalise, Ntsieni	Hourly	6,221	53	6,274
Matos, Robert	Hourly	398	3	401
Maunupau Robertson, Rhoda	Hourly	14,597	125	14,722
Mautner, Daria	Temporary Faculty	152	13	165
Maxon, Victoria	Hourly	2,205	189	2,394
Mayo, Ruth	DSPS Program Technician	30,614	15,308	45,922
Mazza, Jesse	Hourly	731	63	794
McBride, Christopher	Temporary Faculty	31,049	4,794	35,843
McCann, Larissa	Hourly	3,375	29	3,404
McCluskey, Katherine	Temporary Faculty	5,749	492	6,241
McCoy, Robert	Instructor	77,192	28,606	105,798
McGee, Pdraig	Temporary Faculty	33,948	11,108	45,056
McInnes, Nancy	Temporary Faculty	2,030	174	2,204
McIntosh, Corban	Hourly	519	44	563
McKinnon, Sara	Instructor	115,423	35,621	151,043
McKnight, Sheila	Temporary Faculty	30,839	23,704	54,543
McMillan, Jerry	Temporary Faculty	39,215	13,170	52,385
McSween, Karen	Library Technician III	65,803	27,649	93,453

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Meade, Martha	Temporary Faculty	3,604	308	3,912
Meecham, William	Temporary Faculty	2,506	214	2,720
Melgar Vaquero, Catheryn	Hourly	1,598	14	1,611
Michelangelo, Lori	Instructor	108,301	33,838	142,139
Michelle, Kennedy	Temporary Faculty	6,856	586	7,442
Middleton, Holly	Temporary Faculty	25,652	2,194	27,846
Mielke, Arthur	Temporary Faculty	31,873	2,726	34,599
Mihal, Colleen	Temporary Faculty	33,199	21,368	54,567
Miller, Julie	Temporary Faculty	37,798	21,784	59,581
Miller, Stormy	Director of SAS	120,315	32,828	153,143
Miller, Trine	Instructor	73,428	36,385	109,813
Milwid, Mary	Temporary Faculty	1,380	118	1,498
Minoia, Marco	College Police Services Asst	69,259	33,960	103,219
Mitchell, David	Maintenance HVAC Mechanic	85,878	45,163	131,041
Mitchell, Goldman	Temporary Faculty	45,706	7,671	53,377
Molloy, Melinda	Executive Assistant I	11,574	4,711	16,285
Monahan, Charles	Temporary Faculty	3,013	258	3,271
Monroe Watts, Lisa	Temporary Faculty	1,134	27	1,161
Moraca, Lori	Interim Dir of Child. Prog	29,033	15,872	44,905
Morales-Orozco, Helen	Children Center Teacher	33,641	28,922	62,563
Morgan, James	Hourly	21,162	1,810	22,972
Morin, Thomas	Temporary Faculty	19,983	8,226	28,208
Morris, Tracy	Hourly	792	68	860
Morse, Lisa	Instructor	111,095	40,528	151,623
Mortimer, Cheryl	Temporary Faculty	8,181	1,373	9,554

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Mueller, Heinz	Hourly	240	21	261
Mueller, Joseph	Instructor	158,400	38,150	196,550
Mueller-Delia, Faye	Hourly	8,469	724	9,193
Muldowney, Claudette	Retiree Non Instructional	-	15,832	15,832
Mulla, Bushra	Hourly	11,715	100	11,815
Mulla, Mariya	Hourly	6,375	54	6,429
Muller, Kevin	Instructor	101,018	41,132	142,150
Murphy, Roseanne	Temporary Faculty	13,578	1,161	14,740
Murray, Heather	Temporary Faculty	3,643	611	4,255
Musante, Danila	Counselor	89,586	30,457	120,043
Myers, Lyza	Temporary Faculty	6,651	569	7,220
Myers, Nicole	Temporary Faculty	14,833	3,062	17,895
Mykhaylo, Sinkevych	Temporary Faculty	12,902	2,165	15,067
Namvar, Mina	Admin Asst Dean Dir Cabinet	86,260	47,778	134,038
Nardo, Maryann	Temporary Faculty	766	66	831
Naythons, Jessica	Retiree Instructional	191	9,732	9,923
Negrado, Joseph	Hourly	3,409	29	3,438
Negus, Sean	Temporary Faculty	548	126	675
Nelson, Gregory	VP of College Opers	191,212	53,397	244,609
Nelson, Lori	Temporary Faculty	39,622	14,854	54,476
Newton, Steven	Instructor	111,938	31,227	143,165
Ng-Jung, Bessie	Retiree Non Instructional	-	9,727	9,727
Nguyen, Dong	Systems Analyst	130,241	60,345	190,586
Nguyen, Thuy Trang	Library Technician 1	69,148	32,740	101,888
Nicole, Barnett	Temporary Faculty	21,173	3,554	24,727

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Noble Brown, Linda	Temporary Faculty	36,335	24,626	60,961
Noble, Mary	Temporary Faculty	30,284	2,591	32,875
Norman, Kelly	Hourly	5,700	49	5,749
Numaguchi, Vivian	Temporary Faculty	26,811	4,187	30,998
O'Brien, Stephanie	Board of Trustee	4,698	21,705	26,404
O'Connor, Brian	Temporary Faculty	16,045	2,693	18,738
O'Donnelley, Dianne	Admin Asst Dean Dir Cabinet	84,902	47,643	132,546
Oh, Seunghyup	Hourly	6,413	55	6,467
O'Keefe, Patricia	Instructor	129,181	45,080	174,261
Oldendick, Nicole	Admin Asst Dir Cabinet	70,151	38,071	108,222
Oliver, Don	Hourly	949	22	971
Olmanson, Angela	Program Admin. Health Science	87,828	33,670	121,497
Olsen, Vivian	Administrative Asst	77,067	35,826	112,893
Olson, Janis	Hourly	6,610	565	7,176
Opong Mensah, Kofi	Temporary Faculty	45,777	15,887	61,664
Ordin, Laurie	Instructor	141,511	38,152	179,662
Oropeza, Guadalupe	Maintenance Painter	69,147	31,103	100,250
Ortiz, Yvonne	Temporary Faculty	51,663	24,111	75,774
Ortiz-Rubio, Genesis	Hourly	1,231	11	1,242
Oser, Sara Louise	Hourly	16,371	1,400	17,771
Osheroff, Aaron	Database Administrator	134,880	63,014	197,893
Ostojic-Portello, Radica	Temporary Faculty	45,631	21,995	67,625
Ovetz, Robert	Temporary Faculty	465	78	543
Owen, Ron	Senior Benefits Analyst	84,600	36,082	120,682
Owens, Jim	Temporary Faculty	2,417	207	2,624

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Pacula, Norman	Instructor	124,994	42,681	167,675
Padula, Carlo Domenico	Hourly	10,901	679	11,580
Pagani, Rossana	Instructor	163,480	41,776	205,256
Paine, Colby	Hourly	323	28	351
Palmer, Ronald	Instructor	228,481	57,297	285,778
Palomino, Melanie	Admin Asst III	2,303	1,839	4,142
Pantenkova, Svetlana	Hourly	6,855	586	7,441
Park, Jessica	Instructor	125,964	42,159	168,124
Pasquel, Alicia	Instructor	172,960	53,459	226,419
Passer, Joyce	Instructor	111,283	34,102	145,385
Pate, Billy	Interim Asst. Dir M&O	71,056	23,124	94,180
Patel, Beth	Instructor	96,874	38,144	135,018
Patlolla, Sandhyarani	Temporary Faculty	15,482	1,324	16,806
Patricia, McGoon	Temporary Faculty	27,407	4,802	32,208
Patterson, David	Librarian	101,066	19,545	120,611
Paul, Jeffrey	Accompanist	21,922	1,975	23,897
Paul, Thunstrom	Temporary Faculty	1,009	169	1,179
Paula, Cunningham	Temporary Faculty	25,321	2,166	27,487
Paulino, Joan	Enrollment Services Assoc II	72,299	45,455	117,754
Peck, Jeffery	Retiree Non Instructional	-	20,739	20,739
Peitz, Heather	Enrollment Services II - CES	66,795	41,988	108,783
Pence, Robin	Childrens Center Site Supv	318	53	371
Peng, Emily	Temporary Faculty	2,084	178	2,263
Pennisi, Laurie	Hourly	4,509	39	4,548
Pensabene, Oksana	Tutoring/Learning Ctr. Coord.	74,982	38,827	113,809

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Perez, Alexio	Locksmith Carpenter	66,431	36,946	103,376
Perez, Chelsey	Administrative Asst	58,407	35,659	94,067
Perez, Ramiro	Custodian	47,517	25,005	72,521
Perrin, Gael	Hourly	4,725	404	5,129
Perrone, Kristin	Counselor	100,621	40,743	141,364
Petersen, Tyler	Hourly	2,280	19	2,299
Peterson, Murray	Temporary Faculty	954	22	977
Peterson, Stephen	Temporary Faculty	40,730	22,012	62,743
Petrovsky, John	Temporary Faculty	36,427	857	37,284
Piccinini, Odaiclet	Hourly	5,610	48	5,658
Pilloton, Anna	Dir School & Comm Partnerships	122,825	51,364	174,189
Pinckney, Joanna	Administrative Asst	72,323	45,203	117,526
Pintos Souza, Vanessa	Hourly	630	5	635
Poehlmann, Lisa	Hourly	7,921	1,908	9,829
Polson, Claire	Hourly	4,459	38	4,497
Pomajulca, Cesar	Instructor	104,684	38,786	143,471
Pometta, Michael	Temporary Faculty	775	66	841
Pomogov, Yan	Hourly	5,985	51	6,036
Ponte Cordova, Lourdes	Hourly	994	8	1,002
Portela Parra, Eduardo	Hourly	3,090	26	3,116
Potter, Malia	Hourly	200	17	217
Pratt, Elizabeth	Dean of Career and Tech Svcs	144,204	58,235	202,439
Pratt, Michael	Hourly	1,793	15	1,808
Prince, Kuniko	Temporary Faculty	40,991	6,880	47,871
Privitt, Karen	Temporary Faculty	47,317	17,758	65,074

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Purcell, Shawn	Instructor	112,426	39,907	152,333
Purtell, Caroline	Hourly	26,535	18,461	44,996
Quick, Dayna	Instructor	100,548	38,568	139,116
Quince, Adrian	Hourly	375	32	407
Quinn, Brian	Temporary Faculty	1,548	132	1,681
Quiroz, Joselyne	Hourly	1,470	13	1,483
Rachelson, Howard	Temporary Faculty	597	51	648
Raggio, Michelle	Hourly	1,275	109	1,384
Rahimi, Nima	Hourly	569	5	574
Rahman, Heather	Workforce Prog. Spclst	7,998	4,508	12,506
Rahman, Susan	Instructor	139,858	44,271	184,130
Ramey, Byron	Counselor	86,083	26,713	112,796
Ramirez, Mayra	Buyer - Bond B	71,463	33,665	105,127
Rank, Heidi	Dir Facilities Planning M&O	65,380	3,969	69,349
Rapko, John	Temporary Faculty	33,691	5,655	39,345
Rappaport, Betty	Temporary Faculty	700	60	760
Rebecca, Lipson	Temporary Faculty	16,746	1,432	18,179
Reetz, Becky	Director of EOPS CARE CalWorks	122,696	53,350	176,046
Regelous, Megan	Hourly	7,924	68	7,991
Reilly, Sheila	Temporary Faculty	46,916	13,829	60,746
Reinhard, Holly	Instructor	67,937	17,959	85,896
Reubens, Max	Hourly	1,053	9	1,062
Reyes, Ruby	Enrollment Services Assoc III	64,008	27,666	91,674
Ricafrente, Joshua	Hourly	11,569	990	12,559
Ricciuti, Anna	Dir of College Svcs	99,056	46,411	145,467

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Richardson, Kate	Hourly	2,890	247	3,137
Rilla, Paul	Temporary Faculty	3,721	318	4,039
Riswold, Erik	Temporary Faculty	2,532	217	2,749
Ritchie, Alan	Instructor	151,371	48,250	199,621
Ritzmann Pecenisiki, Beatriz	Hourly	5,024	43	5,067
Rivera, Eloise	Temporary Faculty	31,924	752	32,675
Robert, Proctor	Temporary Faculty	7,743	1,299	9,042
Roberts, Michelle	Hourly	10,605	907	11,512
Robertshaw, Mia	General Counsel	84,643	32,352	116,994
Robertson, Noel	Temporary Faculty	20,515	1,755	22,269
Robinson, Karen	Counselor	129,815	43,588	173,403
Robinson, Mark	Laboratory Technician	65,424	32,147	97,571
Rocky, Alice	Temporary Faculty	30,272	8,917	39,189
Roderick, Irina	Instructor	194,848	54,758	249,606
Rodriguez Rosales, Angelly	Hourly	8,235	70	8,305
Rodriguez, Juan	Hourly	20,333	174	20,507
Rodriguez, Kenny	Hourly	1,084	93	1,177
Roe, Sharon	Temporary Faculty	1,041	89	1,130
Rogers, Marilee	Temporary Faculty	384	9	393
Rollins, Corina	Temporary Faculty	38,804	15,505	54,309
Rolston, Caitlin	Instructional Specialist	74,571	26,523	101,094
Rolston, Katherine	Temporary Faculty	4,363	373	4,736
Romo Padilla, Guadalupe	Admin Asst College Skills	68,149	33,050	101,199
Rooney, Kathleen	Instructor	110,082	30,527	140,609
Rosas, Cynthia	Hourly	4,230	36	4,266

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Rosas, Stephen	Hourly	3,650	312	3,962
Rosengaus, Deborah	Temporary Faculty	756	65	821
Ross, Mary	Instr Spec Court Reporting	18,544	1,685	20,229
Ross, William	Hourly	1,594	14	1,607
Rothbart, George	Temporary Faculty	24,592	2,104	26,696
Rowe, Eric	Temporary Faculty	763	65	829
Rowell, Kelly	Hourly	758	65	822
Rubio, Antonio	Hourly	477	41	518
Ruddle, Joanna	Instructor	107,891	42,000	149,890
Rudolph, Monica	Admin Asst - Math/Science	64,491	43,327	107,819
Ruiz, Dustin	Police Officer	100,738	42,041	142,779
Rullen, Jeaneffer	Custodian	50,654	25,273	75,927
Rupers, Katherine	Hourly	285	2	287
Russakovskii, Yevgeniy	Temporary Faculty	29,969	5,030	34,999
Russell, Marian	Temporary Faculty	35,132	3,005	38,137
Sage, Mary	DSPS E Text Assistant	30,275	15,298	45,573
Salazar, Dolores	Hourly	7,199	61	7,260
Saldana, Tristan	Temporary Faculty	43,269	7,262	50,531
Salomone-Smith, Ilia	Temporary Faculty	1,726	148	1,873
Sampiere-Prochnow, Noah	Hourly	1,165	100	1,264
Sanchez Vasquez, Marta	Temporary Faculty	3,053	512	3,566
Sandri, David	Temporary Faculty	1,015	87	1,102
Sanko, Nadia	Instructor	91,038	37,041	128,079
Santos, Ricardo	Athletic PE Ed Equip Manager	44,790	21,272	66,061
Satariano, Jenifer	Accounting Technician	45,229	32,304	77,533

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Saunders, Lisa	Temporary Faculty	2,314	198	2,511
Saura, Rhea	Hourly	1,186	101	1,287
Savastano, Kathleen	Hourly	9,544	1,916	11,460
Scarcella, Joseph	Athletic Trainer	67,407	40,425	107,832
Schane, Burton	Senior Systems Analyst	146,655	44,090	190,745
Schiantarelli, Jessica	Hourly	371	3	374
Schiff, Cynthia	Temporary Faculty	37,687	6,325	44,013
Schmitt, Frederick	Instructor	120,171	40,296	160,466
Schmitz, Patrick	Hourly	1,289	110	1,400
Schwappach, Lisa	Temporary Faculty	12,167	2,042	14,209
Schwartz, Carol	DSPS Specialist	31,800	10,677	42,477
Schwartz, Maureen	Temporary Faculty	789	68	857
Schwartz, Peter	Hourly	2,671	23	2,694
Scofield, Alan	Temporary Faculty	29,243	23,436	52,679
Scott, John	Temporary Faculty	34,063	19,613	53,676
Scott, Wendy	Hourly	3,195	27	3,222
Scranton, Diana	Instructional Specialist	32,207	2,755	34,963
Scruton, Matthew	Hourly	1,377	118	1,495
Searles, Robert	Hourly	927	79	1,006
Sedie, Theo	Accounting Specialist	64,474	43,438	107,912
Seery, Patricia	Instructor	110,840	40,263	151,102
Serafin, Scott	Instructor	112,154	40,725	152,879
Sereno, Prartho	Temporary Faculty	4,434	379	4,813
Servin, Rhina	Hourly	3,751	32	3,783
Shafer, Holley	Sr Research & Eval. Specialist	90,927	45,851	136,779

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Shamamian, Armen	Hourly	985	84	1,069
Sharei, Niku	Hourly	8,258	71	8,328
Sharp, Leah	Instructor	9,546	1,602	11,148
Shaw, Brianna	Temporary Faculty	10,003	1,679	11,682
Shaw, Ellen	Accounting Technician	68,827	42,481	111,307
Sheikh, Gulam Mohamed	Hourly	11,509	98	11,607
Sheofsky, Elizabeth	Instructional Specialist	58,430	11,447	69,877
Sherrod, Garrick	Hourly	3,438	29	3,467
Shrestha, Devendra	Accounting Technician	58,965	35,794	94,758
Shroyer, Misty	Hourly	3,049	26	3,075
Siar, Ahmad	Hourly	4,264	36	4,300
Siegel, Linda	Temporary Faculty	341	29	370
Siegenthaler, Connie	Admin Asst Dean Dir Cabinet	69,890	32,310	102,201
Singh, Lakhvir	Hourly	7,475	64	7,539
Sirianni, Patricia	Temporary Faculty	39,402	14,817	54,220
Sklove, Brett	Temporary Faculty	10,502	1,510	12,012
Skolnick, David	Temporary Faculty	18,879	3,169	22,048
Smith, David	Hourly	1,760	151	1,911
Smith, Gregory	Instructional Specialist	56,462	29,412	85,874
Smith, Michael	Custodian	47,804	34,883	82,686
Smith, Paul	Retiree Instructional	23,091	15,949	39,040
Smith, Rion	Instructional Specialist	62,986	30,197	93,183
Smith, Sarah	Enrollment Svcs I - CES	50,850	35,520	86,370
Smith, Victor	Temporary Faculty	51,952	21,494	73,445
Smyth, Kathleen	Instructor	166,512	39,012	205,524

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Smyth, Trevor	Temporary Faculty	11,234	961	12,195
Snyder, David	Dean of Arts and Humanities	148,730	37,642	186,372
So, Albert	Print Production Specialist	63,862	31,705	95,567
Solis, Julian	Sch. & Comm. Partnr Prog Coord	73,642	30,025	103,667
Somerville, Karl	Hourly	833	71	904
Song, Ho Shin	Technology Support Splst II	41,024	21,537	62,562
Sosa Cordero, Mercedes	Hourly	4,388	37	4,425
Sosa De Leon, Tifani	Hourly	6,878	59	6,936
Southard, Rowena	Temporary Faculty	42,449	18,428	60,876
Sparrow, Neil	Gardener	1,245	1,084	2,329
Spease, Jennifer	Enrollment Services Assoc I	79,057	45,783	124,840
Spediacci, Anthony	Police Officer	81,491	22,391	103,883
Spillinger, Marlane	Temporary Faculty	284	24	308
Squeri Jr, Richard	Hourly	3,304	420	3,724
St Clair, Mary	Hourly	9,863	84	9,947
Staffen, Russel	Maintenance Carpenter	64,925	30,331	95,256
Stahl-Ricco, Gina	Temporary Faculty	14,189	2,382	16,570
Stange, Dodd	Maintenance Mechanic	964	83	1,047
Stavig, Victoria	Hourly	5,993	513	6,505
Steinberg, Steven	Temporary Faculty	13,975	2,343	16,318
Steinmetz, Polly	Instructor	109,660	42,572	152,232
Stevenson, Troy	Instructor	92,281	27,635	119,916
Stewart, Anita	Hourly	926	79	1,005
Stewart, Paul	Police Officer	80,380	22,328	102,708
Stewart, Susan	Temporary Faculty	3,890	333	4,223

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Stockmann, Kevin	Temporary Faculty	341	29	370
Stopher, James	Instructor	96,883	40,341	137,224
Stubbs, Stephanie	Temporary Faculty	59,636	5,101	64,737
Stupp, Salomon	Hourly	5,651	483	6,135
Suarez Maldonado, Alejandro	Instructional Support Analyst	81,392	45,409	126,801
Subramanian, N	Temporary Faculty	21,429	3,597	25,025
Sukoski, Martha	Retiree Non Instructional	8,383	6,356	14,739
Sulaiman Hara, Sadika	Dir Stud Act & Advocacy	122,367	44,570	166,937
Sullivan, Paula Denise Margare	Hourly	3,356	29	3,385
Sunshine, Matteus	Hourly	561	48	609
Sutherland, John	Instructor	107,374	40,599	147,973
Swann, Benjamin	Hourly	1,874	160	2,035
Sywulak, Daria	Temporary Faculty	21,153	3,433	24,586
Tachihara, Sandra	Retiree Non Instructional	6,610	21,305	27,915
Tallo, Ariel	Hourly	2,931	251	3,181
Tanenberg, Lonnie	Hourly	1,701	145	1,846
Tanenberg, Stuart	Board of Trustee	4,698	2,534	7,233
Taylor, Laurie	Temporary Faculty	45,092	23,008	68,100
Teer, Joann	Enrollment Services Assoc I	72,727	34,338	107,065
Tejeda, Cassandra	Hourly	413	4	416
Tenison-Scott, Joetta	Temporary Faculty	596	14	610
Tercero Lopez, Luis	Hourly	15,953	1,365	17,317
Terhune, Jamine	Temporary Faculty	39,368	17,935	57,303
Terry, Linda	Payroll Specialist	79,689	45,962	125,651
Tesfay, Yonas	Custodian	43,398	25,262	68,661

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Thach, Andrea	Hourly	5,178	44	5,222
Thaler, Reid	Temporary Faculty	3,532	302	3,835
Thayer, Debra	Systems Analyst	111,343	44,927	156,270
Thom, Scott	Temporary Faculty	59,804	28,631	88,435
Thomas, Craig	Temporary Faculty	248	21	269
Thomas, Joseph	Lead Custodian	48,517	34,626	83,143
Thomas, Tracy	Pool Maintenance Worker	17,361	4,131	21,492
Thompson Smith, Cynthia	Instructional Assistant	16,982	1,620	18,602
Thompson, Robert	Hourly	31,200	734	31,934
Thompson, Rose	Retiree Non Instructional	-	20,739	20,739
Tiernan, Peter	Hourly	725	62	787
Timmel, Michael	Retiree Instructional	-	15,405	15,405
Timpani, Shannon	Health Services Assistant	20,302	2,672	22,975
Tipton, James	Instructor	141,849	44,425	186,274
Tjernell, Lawrence	Retiree Instructional	-	10,239	10,239
Torres-Benavides, Cari	Assistant Vice President	155,980	59,927	215,907
Tostenson, Lisa	Health Center Nurse	98,626	27,839	126,465
Toussaint, Daniella	Hourly	2,795	24	2,819
Treanor, Wanden	Board of Trustee	4,698	15,612	20,310
Trevor, Gonzalinajec	Temporary Faculty	19,977	3,353	23,330
Tucker, Doris	Senior Payroll Specialist	111,602	46,663	158,265
Tucker, Jessica	College Police Services Asst	58,676	25,287	83,963
Tudor, Connie	Temporary Faculty	16,885	1,444	18,330
Turner, Lomax	Hourly	145	12	157
Turner, Walter	Instructor	151,605	46,171	197,776

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Tweedie, Yolanda	Hourly	12,727	2,136	14,863
Unterberger, Richard	Temporary Faculty	2,842	243	3,085
Urban, Olivia	Hourly	9,857	843	10,700
Urena, Jose	Counselor	92,188	46,427	138,615
Ustyak, Roman	Custodian	35,175	27,479	62,654
Van Dorn, Eric	Temporary Faculty	27,537	4,622	32,159
Van Kriedt, Karen	Retiree Non Instructional	-	9,727	9,727
Vartanian, Sharon	Temporary Faculty	4,099	1,476	5,575
Vaughan, Michele	Temporary Faculty	70,968	28,468	99,436
Vaughn, Desiree	Hourly	14,003	120	14,122
Vavrek, Karl	Temporary Faculty	1,908	163	2,072
Vazquez, Rafael	Hourly	1,369	117	1,487
Velazquez-Cortes, Samantha	Hourly	12,068	103	12,171
Vetter, Melanie	Temporary Faculty	3,874	331	4,205
Vickers, Sofia	Hourly	688	59	746
Villarreal, Seanna	Enrollment Services Assoc II	79,038	47,201	126,239
Villatoro, Erick	Hourly	634	5	639
Virgo, Abigail	Hourly	884	8	892
Wadenius, Adam	Temporary Faculty	12,052	2,023	14,075
Wadsworth, William	Gardener	59,222	28,311	87,533
Wagner, Katherine	Instructor	89,622	35,122	124,744
Waldman, Leslie	Temporary Faculty	24,822	8,250	33,072
Walker, Santon	Instructional Specialist	36,377	10,056	46,433
Wallace, Alfia	Hourly	3,401	291	3,692
Walsh, Wendy	Instructor	109,660	42,653	152,313

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Wang, Andrea	Temporary Faculty	106,147	27,499	133,646
Warren, Deborah	Instructional Specialist	31,165	9,074	40,239
Weaver, Joshua	Temporary Faculty	639	55	694
Webb, Lisa	Dean of Student Success	149,121	37,211	186,332
Webb, Thelma	Enrollment Services Assoc I	67,301	42,051	109,351
Weiland, Michael	Hourly	6,938	59	6,997
Welch, Alison	International Student Advisor	59,465	26,554	86,019
Weldon, Sandra	Instructor	105,465	30,192	135,657
Wells, Stephanie	Instructor	133,564	37,939	171,502
Werlin, Rebecca	Temporary Faculty	37,705	3,225	40,931
West, Kevin	Laboratory Technician	72,727	46,008	118,735
West, Walter	Temporary Faculty	69,661	21,508	91,169
Westbrook, Michelle	Instructional Specialist	53,137	26,626	79,763
White, David	Designer Stage Technician	78,282	46,216	124,498
Whittingslow, Robert	Hourly	13,675	117	13,792
Widenhofer, Allan	Temporary Faculty	35,708	19,369	55,077
Widger, Daniel	Hourly	13,877	327	14,203
Wiebers, Deborah	Retiree Non Instructional	-	11,367	11,367
Wilcoxon, Heather	Temporary Faculty	572	49	621
Wilder, Arron	Temporary Faculty	32,972	5,534	38,506
Wilhoyte, Christine	Hourly	593	5	598
Willet, Nancy	Instructor	105,541	30,141	135,681
William, Caudy	Temporary Faculty	34,265	5,751	40,016
William, Moore	Temporary Faculty	18,045	1,544	19,589
Williams, Jeannine	Temporary Faculty	60,639	19,994	80,632

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Williams, Sita	Hourly	31,613	7,538	39,151
Willits, Ronald	Temporary Faculty	39,917	6,592	46,509
Wilson, Benjamin	Hourly	10,130	471	10,601
Wilson, Derek	Instructor	115,138	40,637	155,775
Wilson, Paul	Maintenance Electrician	70,766	38,069	108,834
Witley, Ana	Instructional Specialist	19,573	1,844	21,417
Witley, Lucas	Hourly	8,079	69	8,148
Wittenmeier, Toni	Counselor	180,171	42,028	222,199
Woerlein, Marc	Workforce Prog. Spclst	31,035	17,886	48,921
Wolf, Anne	Temporary Faculty	382	33	414
Wong, Sally	Testing Center Coordinator	68,285	37,980	106,265
Wood, Hazel	Temporary Faculty	1,394	119	1,513
Wood, Robyn	Temporary Faculty	83,497	32,608	116,105
Wood, Scott	Temporary Faculty	48,200	7,982	56,181
Woodlief, Blaze	Instructor	118,795	43,932	162,727
Woods, Julia	Instructional Assistant	40,355	13,968	54,324
Worrell, Jasmine	Temporary Faculty	518	44	563
Wright, Melinda	Hourly	686	59	745
Wuterich, Gabriele	Hourly	5,078	43	5,121
Yang, Christopher	Equity & Activities Prog Coord	51,028	20,745	71,773
Yee, Gloria	Temporary Faculty	11,713	1,966	13,679
Yim, Rebecca	Hourly	20,879	491	21,370
Yohannes, Haile	Maintenance HVAC Mechanic	86,550	47,257	133,807
Yokell, June	Office Technician	3,245	278	3,522
Young, Brian	Laboratory Technician	28,612	7,103	35,715

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Young, David	Temporary Faculty	615	53	667
Zabihi, Farhad	Instructor	120,808	35,996	156,804
Zaffran, Dan	Instructor	138,969	34,692	173,661
Zarrehparvar, Xenia	SAS Support Svcs. Coord	71,133	43,252	114,385
Zeise, Tanja-Maria	Temporary Faculty	355	30	385
Zeller, Brent	Temporary Faculty	3,350	287	3,637
Zerbe, Claire	Hourly	150	1	151
Zerrudo, Mark	Hourly	8,974	77	9,050
Ziedrich, Cheryl	Temporary Faculty	32,186	13,606	45,792
Zvanut, Jason	Temporary Faculty	718	61	780

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Coon, David Wain	Superintendent President	\$ 331,877	\$ 67,373	\$ 399,250
Deneris, Jamie	Instructor	294,606	60,667	355,273
Palmer, Ronald	Instructor	228,481	57,297	285,778
Eldridge, Jon	Sen. VP Stu Lrng & Stu Svcs	206,743	47,647	254,390
Roderick, Irina	Instructor	194,848	54,758	249,606
Agudelo-Silva, Fernando	Instructor	194,643	54,711	249,354
Nelson, Gregory	VP of College Opers	191,212	53,397	244,609
Dunmire, Erik	Instructor	190,906	52,382	243,288
Allen, Maula	Instructor	176,022	52,980	229,002
Pasquel, Alicia	Instructor	172,960	53,459	226,419
Wittenmeier, Toni	Counselor	180,171	42,028	222,199
Frank, Linda	Executive Dir. of Development	166,416	50,703	217,119
Ekoue Totou, Patrick	CIO/Dir of Info. Technology	156,569	59,805	216,374
Torres-Benavides, Cari	Assistant Vice President	155,980	59,927	215,907
Isozaki, Margaret	Director of Fiscal Services	161,629	51,898	213,527
Combs, Kristina	Exec. Dir. of HR and Labor Rel	173,423	39,313	212,736
Erdmann, John	Librarian	160,112	47,335	207,447
Cullen, Gina	Counselor	157,198	49,198	206,396
Smyth, Kathleen	Instructor	166,512	39,012	205,524
Pagani, Rossana	Instructor	163,480	41,776	205,256
Hersch, Tonya	Director of Basic Skills	146,118	57,261	203,379
Pratt, Elizabeth	Dean of Career and Tech Svcs	144,204	58,235	202,439
Alameida, Marshall	Dean of Health Sciences	150,420	50,247	200,666
Kelly, Patrick	Instructor	152,919	46,846	199,764
Ritchie, Alan	Instructor	151,371	48,250	199,621

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Marozick, Jeffrey	Chief of Police/Dir. of Safety	154,100	45,147	199,248
Osheroff, Aaron	Database Administrator	134,880	63,014	197,893
Turner, Walter	Instructor	151,605	46,171	197,776
Mueller, Joseph	Instructor	158,400	38,150	196,550
Indi, Ferhat	Systems Engineer	143,481	51,469	194,949
Crosby, Frank	Instructor	148,089	46,581	194,670
Hernandez, Carol	Dean of Math and Sciences	144,976	48,568	193,544
Marmysz, John	Instructor	147,682	45,548	193,230
Kelly, Ingrid	Instructor	147,972	45,171	193,143
Leimer, Christina	Executive Director of P.R.I.E.	166,891	25,311	192,202
Chia, Mia	Instructor	153,813	37,859	191,673
Schane, Burton	Senior Systems Analyst	146,655	44,090	190,745
Nguyen, Dong	Systems Analyst	130,241	60,345	190,586
Early, Rinetta	Counselor	153,006	36,784	189,790
Christiansen, Klaus	Asst. Dir. Fac/Plan M&O	133,039	55,612	188,651
Li, Christine	Instructor	142,578	44,800	187,378
Snyder, David	Dean of Arts and Humanities	148,730	37,642	186,372
Gonzalez, James	Instructor	141,014	45,326	186,340
Webb, Lisa	Dean of Student Success	149,121	37,211	186,332
Tipton, James	Instructor	141,849	44,425	186,274
Gonzalez, Marco	Instructor	139,217	46,959	186,176
Bellisimo, Yolanda	Instructor	146,571	39,303	185,875
Coulson, Maria	Instructor	137,670	46,469	184,139
Rahman, Susan	Instructor	139,858	44,271	184,130
Arnold, Chester	Instructor	132,814	47,684	180,498

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Ordin, Laurie	Instructor	141,511	38,152	179,662
Harris, Nekoda	Asst Director of HR	134,897	43,960	178,858
Bonander, Barbara	Instructor	131,052	45,561	176,613
Horinek, Jon	Dean of Enrollment Management	137,413	38,917	176,331
Briceno-Moreno, Luz	Counselor	132,821	43,473	176,294
Byrne, Ryan	Director of Athletics and PE	130,222	46,003	176,225
Reetz, Becky	Director of EOPS CARE CalWorks	122,696	53,350	176,046
Martinisi, Michele	Instructor	150,637	24,980	175,618
O'Keefe, Patricia	Instructor	129,181	45,080	174,261
Everitt, David	Instructor	128,625	45,608	174,233
Pilloton, Anna	Dir School & Comm Partnerships	122,825	51,364	174,189
Zaffran, Dan	Instructor	138,969	34,692	173,661
Brown, Becky	Instructor	130,577	43,072	173,649
Boyd, Sandy	Instructor	137,951	35,669	173,619
Robinson, Karen	Counselor	129,815	43,588	173,403
Bagtas-Carmona, Emy	Enrollment Services Assoc III	120,514	52,142	172,656
Wells, Stephanie	Instructor	133,564	37,939	171,502
Calica, Corinna	Director of Child Dev & ECE	118,796	52,422	171,218
Lehua, Constance	Manager Employee & Labor Rel.	119,215	50,505	169,720
Lutz, Arthur	Instructor	126,595	41,609	168,204
Park, Jessica	Instructor	125,964	42,159	168,124
Pacula, Norman	Instructor	124,994	42,681	167,675
Golitzin, George	Instructor	122,546	44,725	167,271
Sulaiman Hara, Sadika	Dir Stud Act & Advocacy	122,367	44,570	166,937
Langinger, Jeannie	Instructor	128,970	36,625	165,595

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Hildebrand, Carol	Dir of Comm Ed, LL, and Int Ed	122,367	42,552	164,919
Woodlief, Blaze	Instructor	118,795	43,932	162,727
Lager, Warren	Instructor	116,933	45,620	162,554
Schmitt, Frederick	Instructor	120,171	40,296	160,466
Barker, Leslie	Senior Accountant	109,194	49,988	159,182
Tucker, Doris	Senior Payroll Specialist	111,602	46,663	158,265
Zabihi, Farhad	Instructor	120,808	35,996	156,804
Thayer, Debra	Systems Analyst	111,343	44,927	156,270
Wilson, Derek	Instructor	115,138	40,637	155,775
Egert, David	Instructor	122,641	32,944	155,585
Greitzer, Michelle	Senior Accountant	106,897	47,686	154,583
Adams, John	Police Lieutenant	109,504	44,546	154,051
Miller, Stormy	Director of SAS	120,315	32,828	153,143
Dodge, Margaret	Instructor	110,375	42,654	153,028
Serafin, Scott	Instructor	112,154	40,725	152,879
Furuya, Bruce	Counselor	120,171	32,456	152,626
Berringer, Steven	Instructor	104,874	47,512	152,386
Purcell, Shawn	Instructor	112,426	39,907	152,333
Walsh, Wendy	Instructor	109,660	42,653	152,313
Steinmetz, Polly	Instructor	109,660	42,572	152,232
Johnson, Carol	Instructor	109,658	42,172	151,830
Morse, Lisa	Instructor	111,095	40,528	151,623
Seery, Patricia	Instructor	110,840	40,263	151,102
McKinnon, Sara	Instructor	115,423	35,621	151,043
Koenig, Karen	Instructor	110,603	40,350	150,953

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Klinger, Alisa	Instructor	110,542	40,377	150,918
Lee, Wendy	Tech Support Specialist I	98,729	51,848	150,577
Edwards, Shaquam	Instructor	109,660	40,275	149,935
Ruddle, Joanna	Instructor	107,891	42,000	149,890
Sutherland, John	Instructor	107,374	40,599	147,973
Magallanes-Rivera, Alexandra	Counselor	107,476	39,921	147,397
Adams, George	Instructor	114,943	31,642	146,586
Frye, Sarah	Librarian	114,416	31,219	145,635
Ricciuti, Anna	Dir of College Svcs	99,056	46,411	145,467
Passer, Joyce	Instructor	111,283	34,102	145,385
Joyner, Kathleen	Executive Assistant II	96,466	47,426	143,892
Pomajulca, Cesar	Instructor	104,684	38,786	143,471
Newton, Steven	Instructor	111,938	31,227	143,165
Barzegar, Naghmeh	Staff Accountant	93,059	50,088	143,147
Ruiz, Dustin	Police Officer	100,738	42,041	142,779
Muller, Kevin	Instructor	101,018	41,132	142,150
Michelangelo, Lori	Instructor	108,301	33,838	142,139
Jones, David	Instructor	110,387	31,018	141,405
Perrone, Kristin	Counselor	100,621	40,743	141,364
Rooney, Kathleen	Instructor	110,082	30,527	140,609
Coley, William	Counselor	103,026	37,532	140,558
Quick, Dayna	Instructor	100,548	38,568	139,116
Urena, Jose	Counselor	92,188	46,427	138,615
Hudgens, Michael	Instuctional Support Coord.	89,266	48,898	138,164
Cottle, Windee	Instructor	97,478	40,511	137,989

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Escobar, Caitlin	Counselor	99,721	38,018	137,740
Stopher, James	Instructor	96,883	40,341	137,224
Gardiner, David	Network PC Telephone Tech	96,415	40,602	137,016
Shafer, Holley	Sr Research & Eval. Specialist	90,927	45,851	136,779
Willet, Nancy	Instructor	105,541	30,141	135,681
Weldon, Sandra	Instructor	105,465	30,192	135,657
Longo, Gina	Admin Asst Dean Dir Cabinet	85,627	49,555	135,181
Patel, Beth	Instructor	96,874	38,144	135,018
Daubenmire, Paul	Instructor	96,694	37,953	134,647
Horton, Katheryn	CP & WD Grants Administrator	90,417	43,679	134,096
Namvar, Mina	Admin Asst Dean Dir Cabinet	86,260	47,778	134,038
Yohannes, Haile	Maintenance HVAC Mechanic	86,550	47,257	133,807
Wang, Andrea	Temporary Faculty	106,147	27,499	133,646
Kinka Ruiz, Devon	Senior HR Analyst	90,963	42,514	133,477
Chi, Brian	Network PC Telephone Tech	87,117	46,201	133,318
O'Donnelley, Dianne	Admin Asst Dean Dir Cabinet	84,902	47,643	132,546
Acker, Eileen	Admin Asst Dean Dir Cabinet	84,769	47,600	132,369
Kuhn, Kristi	Instructor	92,262	39,875	132,137
Chung, Shook-Chu	Senior Creative/Lead Web Dsgr.	92,369	39,763	132,132
Carlson, Cheryl	Comm Ed and Svcs Program Spec	84,343	47,374	131,717
Hulin, Patricia	Instructor	96,639	35,021	131,660
Borenstein, Bonnie	Instructor	97,521	34,010	131,531
Mitchell, David	Maintenance HVAC Mechanic	85,878	45,163	131,041
Breakstone, Julie	Employment Services Coord.	82,753	48,241	130,994
Cheney, Paul	Instructor	91,243	39,383	130,626

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Haber, John	Tech Support Specialist I	91,650	38,972	130,623
Arbona, Shaila	Counselor	89,075	39,169	128,244
Sanko, Nadia	Instructor	91,038	37,041	128,079
Hunter, Andrea	Enrollment Services Assoc III	88,584	38,654	127,238
Hampson, Elizabeth	Prog. Admin. Com Ed, LL, IE	84,731	42,307	127,038
Suarez Maldonado, Alejandro	Instructional Support Analyst	81,392	45,409	126,801
Tostenson, Lisa	Health Center Nurse	98,626	27,839	126,465
Banks, Cecile	Enrollment Services Assoc II	80,231	46,129	126,360
Villarreal, Seanna	Enrollment Services Assoc II	79,038	47,201	126,239
Beal, Rebecca	Instructor	97,606	28,487	126,093
Terry, Linda	Payroll Specialist	79,689	45,962	125,651
Spease, Jennifer	Enrollment Services Assoc I	79,057	45,783	124,840
Wagner, Katherine	Instructor	89,622	35,122	124,744
White, David	Designer Stage Technician	78,282	46,216	124,498
Dunn, Jason	Instructor	85,636	38,549	124,185
Finlayson, Luna	Counselor	87,487	36,556	124,043
Fragata, Marilou	Staff Accountant	78,547	45,064	123,611
Lince, Stacey	Instructional Technologist	80,211	42,320	122,531
Lamke, Victoria	Administrative Asst	76,612	45,047	121,659
Olmanson, Angela	Program Admin. Health Science	87,828	33,670	121,497
Gudmundsson, Jon	Tech Support Specialist I	84,041	37,115	121,156
Erlenheim, David	Buyer	83,395	37,734	121,129
Owen, Ron	Senior Benefits Analyst	84,600	36,082	120,682
Patterson, David	Librarian	101,066	19,545	120,611
Bjorklund, Trevor	Instructor	84,194	35,981	120,175

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Musante, Danila	Counselor	89,586	30,457	120,043
Lefkowitz, Saralyn	Instructor	81,551	38,399	119,950
Stevenson, Troy	Instructor	92,281	27,635	119,916
Mahoney, David	Graphics Design Specialist	73,754	46,148	119,902
West, Kevin	Laboratory Technician	72,727	46,008	118,735
Paulino, Joan	Enrollment Services Assoc II	72,299	45,455	117,754
Pinckney, Joanna	Administrative Asst	72,323	45,203	117,526
Barr, Maridel	Admin Asst Dean Dir Cabinet	71,973	45,549	117,521
Cady, Jeffrey	Instrl Spec - College Skills	84,927	32,290	117,217
Cruz, Nicole	Executive Assistant I	75,084	42,061	117,144
Robertshaw, Mia	General Counsel	84,643	32,352	116,994
Langeveld, Martinus	Police Officer	89,827	26,805	116,632
Dominguez, Paul	Lead Gardener	73,024	43,298	116,322
Massion, Cheo	Instructor	89,256	27,060	116,316
Wood, Robyn	Temporary Faculty	83,497	32,608	116,105
Haggitt, Brianna	Accountant	75,431	40,017	115,448
Hagos, Alganesh	Inst Support Specialist	71,510	43,403	114,913
Zarrehparvar, Xenia	SAS Support Svcs. Coord	71,133	43,252	114,385
Borisov, Olga	Administrative Asst	69,314	45,029	114,344
Pensabene, Oksana	Tutoring/Learning Ctr. Coord.	74,982	38,827	113,809
Bacigalupi, Lindsay	Facility Rental Supervisor	76,853	36,720	113,573
Fara, Nick	Instructor	78,141	34,838	112,979
Olsen, Vivian	Administrative Asst	77,067	35,826	112,893
Ramey, Byron	Counselor	86,083	26,713	112,796
Dimopoulos, Eliana	Assistive Tech Specialist	81,099	30,253	111,352

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Shaw, Ellen	Accounting Technician	68,827	42,481	111,307
Kreit, Cara	Instructor	92,552	17,807	110,358
Miller, Trine	Instructor	73,428	36,385	109,813
Enty, Aftab	Laboratory Technician	65,924	43,479	109,403
Webb, Thelma	Enrollment Services Assoc I	67,301	42,051	109,351
Long, Lan-Ling	Library Technician I	66,197	43,030	109,228
Aviles, Francisco	Accounting Specialist	65,514	43,561	109,075
Wilson, Paul	Maintenance Electrician	70,766	38,069	108,834
Peitz, Heather	Enrollment Services II - CES	66,795	41,988	108,783
Marcum, Jeffrey	Maintenance Electrician	70,766	37,919	108,685
Oldendick, Nicole	Admin Asst Dir Cabinet	70,151	38,071	108,222
Sedie, Theo	Accounting Specialist	64,474	43,438	107,912
Scarcella, Joseph	Athletic Trainer	67,407	40,425	107,832
Rudolph, Monica	Admin Asst - Math/Science	64,491	43,327	107,819
King, David	Instructor	76,047	31,246	107,293
Teer, Joann	Enrollment Services Assoc I	72,727	34,338	107,065
Martinez, Allyson	EOPS/CARE & CalWorks Coord.	73,606	33,413	107,019
Kuromiya, James	Inst Support Specialist	65,424	41,524	106,948
Foulger, Kim	Administrative Asst	65,185	41,318	106,503
Wong, Sally	Testing Center Coordinator	68,285	37,980	106,265
Jones, Rhonda	Executive Assistant I	75,604	30,634	106,238
McCoy, Robert	Instructor	77,192	28,606	105,798
Contini, Victor	Temporary Faculty	75,712	29,692	105,404
Lee, Leslie	Employment Services Coord.	80,920	24,270	105,190
James, Patience	Enrollment Services Assoc II	78,996	26,154	105,150

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Ramirez, Mayra	Buyer - Bond B	71,463	33,665	105,127
da Silva, Paul	Instructor	63,426	41,018	104,444
Carroll, Sheldon	Evaluation Analyst	70,580	33,778	104,359
Spediacci, Anthony	Police Officer	81,491	22,391	103,883
Solis, Julian	Sch. & Comm. Partnr Prog Coord	73,642	30,025	103,667
Callahan, Shawna	Human Resources Technician II	65,011	38,507	103,518
Perez, Alexio	Locksmith Carpenter	66,431	36,946	103,376
Minoia, Marco	College Police Services Asst	69,259	33,960	103,219
Stewart, Paul	Police Officer	80,380	22,328	102,708
Siegenthaler, Connie	Admin Asst Dean Dir Cabinet	69,890	32,310	102,201
Dunkle, Christopher	Laboratory Technician	70,215	31,939	102,154
Janney-Roberts, Sofia	Transfer& Career Ctr Coord.	64,828	37,239	102,066
Nguyen, Thuy Trang	Library Technician 1	69,148	32,740	101,888
Christensen, Tina	Instructor	68,450	33,258	101,709
Gaffney, Keli	Accounting Technician	65,976	35,407	101,383
Romo Padilla, Guadalupe	Admin Asst College Skills	68,149	33,050	101,199
Rolston, Caitlin	Instructional Specialist	74,571	26,523	101,094
Deo, Lee	Enrollment Services Assoc II	65,178	35,307	100,485
Oropeza, Guadalupe	Maintenance Painter	69,147	31,103	100,250
Larre, Christelle	Lead Custodian	67,624	32,506	100,130
Hansen, Candice	Human Resources Technician II	68,099	31,834	99,933
Marckwordt, Valerie	Comm Ed and Svcs Program Spec	63,041	36,801	99,842
Campbell, John	Mgr. Organic Farm & Garden	68,893	30,850	99,743
Vaughan, Michele	Temporary Faculty	70,968	28,468	99,436
Klein, Rachel	Counselor	66,269	32,757	99,026

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Cox, Jeffery	Custodial Services Supervisor	70,851	28,146	98,997
Hoffman, Jesse	Int Asst Dir M&O	67,992	30,517	98,509
Garrett, Steven	Gardener	59,050	39,128	98,177
Barnett, Marixa	Enrollment Services Assoc II	61,672	36,458	98,130
Dormann, Roger	Graphics Design Specialist	65,559	32,229	97,788
Robinson, Mark	Laboratory Technician	65,424	32,147	97,571
Cruz, Julio	Custodian	61,578	35,385	96,963
Gisle, Kirsten	Employment Services Coord.	73,947	22,575	96,522
Martinez, Manuel	Custodian	57,849	38,658	96,507
Bauer, Katherine	Executive Assistant I	67,227	28,624	95,851
Fernandez, Ana	COMPASS Coordinator	67,295	28,471	95,765
Harbison, Jesse	Reprographics Mail Clerk	56,777	38,890	95,667
So, Albert	Print Production Specialist	63,862	31,705	95,567
Staffen, Russel	Maintenance Carpenter	64,925	30,331	95,256
Shrestha, Devendra	Accounting Technician	58,965	35,794	94,758
Klein, Michael	Reprographics Mail Clerk	55,826	38,597	94,423
Pate, Billy	Interim Asst. Dir M&O	71,056	23,124	94,180
Perez, Chelsey	Administrative Asst	58,407	35,659	94,067
Barajas, Lilyana	COMPASS Coordinator	65,779	28,100	93,879
McSween, Karen	Library Technician III	65,803	27,649	93,453
Smith, Rion	Instructional Specialist	62,986	30,197	93,183
Lefkowitz, Carol	Temporary Faculty	68,352	24,441	92,793
Filane, Leonard	Temporary Faculty	70,757	21,692	92,449
Kostyrko, Jacek	Temporary Faculty	81,211	11,182	92,393
Reyes, Ruby	Enrollment Services Assoc III	64,008	27,666	91,674

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
De Young, Scott	Custodian	60,939	30,471	91,410
West, Walter	Temporary Faculty	69,661	21,508	91,169
Diaz, Christopher	Maintenance Plumber	73,193	17,490	90,684
Craig, Rodney	Gardener	53,853	36,029	89,882
Harris, Marjorie	Accounting Specialist	59,719	29,650	89,370
Maoujoudi, Abdelhak	Temporary Faculty	68,311	20,156	88,467
Thom, Scott	Temporary Faculty	59,804	28,631	88,435
Keener, Daniel	Custodian	60,254	27,868	88,122
Wadsworth, William	Gardener	59,222	28,311	87,533
Smith, Sarah	Enrollment Svcs I - CES	50,850	35,520	86,370
Welch, Alison	International Student Advisor	59,465	26,554	86,019
Reinhard, Holly	Instructor	67,937	17,959	85,896
Smith, Gregory	Instructional Specialist	56,462	29,412	85,874
Grist, Gregory	Temporary Faculty	64,097	21,360	85,457
Galzagorry, Jeanfelix	Custodian	57,738	27,570	85,308
Fonteno, Amber	Library Technician II	55,714	29,076	84,791
Cullen, Andrew	Laboratory Technician	59,578	25,032	84,611
Galzagorry, Marie	Custodian	56,810	27,597	84,406
Tucker, Jessica	College Police Services Asst	58,676	25,287	83,963
Gray, Marijke	Veterans Resource Specialist	57,551	26,085	83,636
Atkinson, Justin	Instructional Specialist	51,017	32,345	83,362
Thomas, Joseph	Lead Custodian	48,517	34,626	83,143
Johnson, Tammera	Administrative Asst	54,503	28,526	83,029
Smith, Michael	Custodian	47,804	34,883	82,686
Diaz Marroquin, Abner	Custodian	47,763	34,398	82,161

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Guillen, Hugo	EOPS/CalWorks Specialist	55,656	25,621	81,277
Biggart, Maureen	Childrens Center Site Supv	58,651	22,298	80,949
Levin, Magdalena	Temporary Faculty	56,913	23,752	80,665
Williams, Jeannine	Temporary Faculty	60,639	19,994	80,632
Hinds, John	Instructor	55,212	24,551	79,763
Westbrook, Michelle	Instructional Specialist	53,137	26,626	79,763
Barr-Vickers, Claudia	Temporary Faculty	51,881	27,438	79,319
Lantzy, Henry	Temporary Faculty	51,997	27,255	79,253
Farias, Isidro	Dir. Capital Projects	55,422	23,275	78,696
Applegate, Monica	Pool Maintentance Worker IVC	47,812	30,614	78,427
Jarrell, Boyd	Temporary Faculty	51,095	27,104	78,198
Collins, Thomas	Instructor	60,180	18,002	78,183
Lambert, Gabriel	Lead Custodian	54,065	23,822	77,886
Satariano, Jenifer	Accounting Technician	45,229	32,304	77,533
DAgostino, Lisa	Temporary Faculty	59,868	17,616	77,483
Jackson, Kahea	Admin Asst II Child Ctr/ECE	52,587	24,862	77,449
Arasnia, Sheherazade	Admin Asst Dean Dir Cabinet	51,561	25,332	76,893
Barrall, Mark	Temporary Faculty	70,826	6,058	76,885
Drisdell, Lucas	Instructional Specialist	66,787	10,009	76,797
Rullen, Jeaneffer	Custodian	50,654	25,273	75,927
Ortiz, Yvonne	Temporary Faculty	51,663	24,111	75,774
Garretson, Patrick	Testing Technician	48,731	27,035	75,765
Bui, Xuan	Custodian	47,445	28,216	75,661
Creel, Melody	Research Analyst	45,626	29,600	75,225
Barashkov, Andrei	Instructor	57,594	17,445	75,039

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Goldberg, Georgia	Temporary Faculty	57,161	17,798	74,959
Buquen, Kenny	Temporary Faculty	47,360	26,613	73,973
Smith, Victor	Temporary Faculty	51,952	21,494	73,445
Howard, Matthew	Instructional Technology Super	52,937	20,122	73,059
Cruz Viera, Mercedes	Custodian	41,774	31,086	72,860
Perez, Ramiro	Custodian	47,517	25,005	72,521
Cook, Nicole	Temporary Faculty	46,152	26,274	72,426
Manento, Daudi	Laboratory Technician	48,504	23,870	72,374
Lacke, Suzanne	Temporary Faculty	48,421	23,389	71,810
Lieberman, Linda	Temporary Faculty	45,608	26,183	71,791
Yang, Christopher	Equity & Activities Prog Coord	51,028	20,745	71,773
Crawford, Yashica	Instructor	50,987	20,675	71,662
Evershed, David	Lead Gardener - Organic Farm	41,646	29,360	71,006
Sheofsky, Elizabeth	Instructional Specialist	58,430	11,447	69,877
Rank, Heidi	Dir Facilities Planning M&O	65,380	3,969	69,349
Brown, Teresa	Office Technician/Switchboard	45,763	23,192	68,955
Tesfay, Yonas	Custodian	43,398	25,262	68,661
Taylor, Laurie	Temporary Faculty	45,092	23,008	68,100
Loeffler, Laura	Admin Asst Dean Dir Cabinet	44,305	23,432	67,737
Ostojic-Portello, Radica	Temporary Faculty	45,631	21,995	67,625
Dodge, George	Custodian	45,192	22,006	67,198
Bertuol-Okun, Sueli	Temporary Faculty	44,341	22,321	66,662
Santos, Ricardo	Athletic PE Ed Equip Manager	44,790	21,272	66,061
Finley, Cynthia	Temporary Faculty	48,784	17,216	66,000
Khazaeli Parsa, Poupak	Temporary Faculty	44,527	21,473	66,000

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Craver, Yosifah	Temporary Faculty	57,945	7,615	65,560
Keener, Margarita	Custodian	43,310	21,978	65,288
Privitt, Karen	Temporary Faculty	47,317	17,758	65,074
Abouaf, Jeffrey	Temporary Faculty	52,340	12,681	65,021
Stubbs, Stephanie	Temporary Faculty	59,636	5,101	64,737
Chinn, Jett	Temporary Faculty	39,304	25,125	64,429
Goodwin, Ross	Temporary Faculty	54,122	8,976	63,098
Peterson, Stephen	Temporary Faculty	40,730	22,012	62,743
Littlejohn, Francisco	Custodian	38,687	24,019	62,706
Ustyak, Roman	Custodian	35,175	27,479	62,654
Morales-Orozco, Helen	Children Center Teacher	33,641	28,922	62,563
Song, Ho Shin	Technology Support Splst II	41,024	21,537	62,562
Gruenert, Honor	Children Center Teacher	35,238	26,636	61,874
Opong Mensah, Kofi	Temporary Faculty	45,777	15,887	61,664
Noble Brown, Linda	Temporary Faculty	36,335	24,626	60,961
Southard, Rowena	Temporary Faculty	42,449	18,428	60,876
Reilly, Sheila	Temporary Faculty	46,916	13,829	60,746
Gamal, Arif	Temporary Faculty	51,775	8,690	60,465
Krempetz, Ronald	Temporary Faculty	55,612	4,757	60,369
Malouf, Janeatte	Children Center Teacher	33,641	26,692	60,332
Casper, Harris	Temporary Faculty	42,813	17,002	59,814
Miller, Julie	Temporary Faculty	37,798	21,784	59,581
Hayne, Katherine	Temporary Faculty	51,018	8,563	59,581
Lloyd, Sean	Temporary Faculty	46,724	12,201	58,925
Doermann, Elisabeth	Temporary Faculty	43,272	15,467	58,739

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Terhune, Jamine	Temporary Faculty	39,368	17,935	57,303
Davis, Scott	Temporary Faculty	50,653	6,299	56,952
Gutierrez, Derry	Hourly	52,243	4,469	56,712
Jestadt, Jesse	Instructional Specialist	42,906	13,329	56,235
Wood, Scott	Temporary Faculty	48,200	7,982	56,181
Joseph, Sarah	Admin Asst Dean Dir Cabinet	45,828	9,394	55,222
Widenhofer, Allan	Temporary Faculty	35,708	19,369	55,077
Delgado, Mary	Childrens Center Lead Teacher	36,851	17,862	54,713
Mihal, Colleen	Temporary Faculty	33,199	21,368	54,567
McKnight, Sheila	Temporary Faculty	30,839	23,704	54,543
Nelson, Lori	Temporary Faculty	39,622	14,854	54,476
Woods, Julia	Instructional Assistant	40,355	13,968	54,324
Rollins, Corina	Temporary Faculty	38,804	15,505	54,309
Sirianni, Patricia	Temporary Faculty	39,402	14,817	54,220
Bowen, Nora	Children Center Teacher	33,641	20,533	54,174
Scott, John	Temporary Faculty	34,063	19,613	53,676
Mitchell, Goldman	Temporary Faculty	45,706	7,671	53,377
Cooke, Indica	Children Center Teacher	35,136	17,559	52,695
Scofield, Alan	Temporary Faculty	29,243	23,436	52,679
Christopher, Wu	Temporary Faculty	40,742	11,646	52,387
McMillan, Jerry	Temporary Faculty	39,215	13,170	52,385
Haley, Jean	Temporary Faculty	37,680	14,509	52,189
Castillo, Nathan	Lab Tech FA-Sculpture	36,132	15,494	51,626
Bohlke, Wende	Temporary Faculty	28,109	23,246	51,355
Saldana, Tristan	Temporary Faculty	43,269	7,262	50,531

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Lee, June	Health Center Nurse	28,640	21,793	50,434
Gill, Elizabeth	Temporary Faculty	46,326	3,963	50,288
Forsyth, Susan	Temporary Faculty	43,015	7,111	50,126
Goodale, Jayme	Temporary Faculty	42,315	6,994	49,309
Mark, Julie	Temporary Faculty	45,227	3,869	49,095
Woerlein, Marc	Workforce Prog. Spclst	31,035	17,886	48,921
Hedemark, Gordon	Instructional Assistant	30,065	17,887	47,952
Prince, Kuniko	Temporary Faculty	40,991	6,880	47,871
Jones, Andrew	Temporary Faculty	37,248	10,372	47,620
Douglass, Sandra	Retiree Instructional	45,848	1,079	46,927
Jones, Suzanne	Temporary Faculty	26,119	20,762	46,882
Blusseau, Francoise	Temporary Faculty	39,995	6,713	46,708
Willits, Ronald	Temporary Faculty	39,917	6,592	46,509
Walker, Santon	Instructional Specialist	36,377	10,056	46,433
Boyce, Sima	Temporary Faculty	34,961	11,195	46,155
Mayo, Ruth	DSPS Program Technician	30,614	15,308	45,922
Ziedrich, Cheryl	Temporary Faculty	32,186	13,606	45,792
Sage, Mary	DSPS E Text Assistant	30,275	15,298	45,573
Bradley, Kathleen	Temporary Faculty	41,819	3,577	45,397
Cairns, Michael	Temporary Faculty	41,687	3,566	45,253
McGee, Pdraig	Temporary Faculty	33,948	11,108	45,056
Purtell, Caroline	Hourly	26,535	18,461	44,996
Moraca, Lori	Interim Dir of Child. Prog	29,033	15,872	44,905
Henley, Julia	Temporary Faculty	24,063	20,586	44,649
Schiff, Cynthia	Temporary Faculty	37,687	6,325	44,013

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Kaufmann, Michael	Temporary Faculty	30,035	12,779	42,814
Epperson Beyries, Viona	Temporary Faculty	31,316	11,242	42,558
Schwartz, Carol	DSPS Specialist	31,800	10,677	42,477
Mahmoud, Eiman	Temporary Faculty	39,118	3,346	42,465
Gray, Maria	Temporary Faculty	36,044	6,050	42,094
Abke, Ashley	Gardener	27,198	14,311	41,509
Werlin, Rebecca	Temporary Faculty	37,705	3,225	40,931
Essick, Edward	Temporary Faculty	39,640	933	40,573
Allen, Rebecca	Temporary Faculty	34,115	6,177	40,292
Warren, Deborah	Instructional Specialist	31,165	9,074	40,239
Mariano, Elnore	Evaluation Analyst	27,324	12,892	40,216
William, Caudy	Temporary Faculty	34,265	5,751	40,016
Lo, Lan	Temporary Faculty	27,531	12,341	39,872
Rapko, John	Temporary Faculty	33,691	5,655	39,345
King, Brian	Temporary Faculty	33,639	5,646	39,285
Rocky, Alice	Temporary Faculty	30,272	8,917	39,189
Arrick, Janet	Temporary Faculty	33,553	5,632	39,185
Williams, Sita	Hourly	31,613	7,538	39,151
Smith, Paul	Retiree Instructional	23,091	15,949	39,040
Wilder, Arron	Temporary Faculty	32,972	5,534	38,506
Bruce, Robert	Temporary Faculty	35,296	3,019	38,315
Fletcher, Sandra	Temporary Faculty	35,138	3,006	38,144
Russell, Marian	Temporary Faculty	35,132	3,005	38,137
Kelly Jane, Rosenblatt	Temporary Faculty	32,286	5,419	37,705
Petrovsky, John	Temporary Faculty	36,427	857	37,284

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Holub, Karl	Library Technician II	23,737	13,412	37,149
Helmer, James	Temporary Faculty	31,635	5,310	36,945
Brady, Stephen	Temporary Faculty	32,409	4,277	36,687
Lara, Ismael	Temporary Faculty	31,292	5,252	36,544
Gera, Lisa	Temporary Faculty	33,410	2,858	36,268
Kosta, Walter	Temporary Faculty	30,743	5,160	35,903
McBride, Christopher	Temporary Faculty	31,049	4,794	35,843
Young, Brian	Laboratory Technician	28,612	7,103	35,715
Kyle, Beattie	Temporary Faculty	28,584	6,884	35,468
Fitzpatrick, Mary	Temporary Faculty	30,346	5,093	35,439
Russakovskii, Yevgeniy	Temporary Faculty	29,969	5,030	34,999
Scranton, Diana	Instructional Specialist	32,207	2,755	34,963
Brannon, Shirleigh	Temporary Faculty	33,985	800	34,785
Mielke, Arthur	Temporary Faculty	31,873	2,726	34,599
Acharya-Regmi, Sapana	Research Analyst	26,330	8,071	34,401
Kang, Manjit	Temporary Faculty	29,339	4,924	34,264
Brown-Carson, Jamelia	Temporary Faculty	29,320	4,921	34,242
Johnson, Sarah	Temporary Faculty	29,913	4,255	34,168
Buckley, Bo	Health Services Assistant	26,963	6,740	33,702
Hirschman -de Blanc, Louise	Temporary Faculty	32,757	771	33,528
Hernandez, Barbara	Instructional Specialist	22,996	10,193	33,189
Waldman, Leslie	Temporary Faculty	24,822	8,250	33,072
Brookshire, Guy	Temporary Faculty	21,703	11,363	33,066
Noble, Mary	Temporary Faculty	30,284	2,591	32,875
Chan, Sheila	Temporary Faculty	28,130	4,685	32,815

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Rivera, Eloise	Temporary Faculty	31,924	752	32,675
Patricia, McGoon	Temporary Faculty	27,407	4,802	32,208
Van Dorn, Eric	Temporary Faculty	27,537	4,622	32,159
Thompson, Robert	Hourly	31,200	734	31,934
Fane, Chloe	Temporary Faculty	27,079	4,545	31,624
Carlson, Sharon	Temporary Faculty	27,043	4,539	31,582
Lee, Sea	Temporary Faculty	26,723	4,485	31,208
Numaguchi, Vivian	Temporary Faculty	26,811	4,187	30,998
Del Grande, David	Temporary Faculty	26,170	4,392	30,562
Kent, Matthew	Student Conduct Officer	21,105	9,221	30,326
Crivello, Michael	Temporary Faculty	25,800	4,330	30,130
Flores, Lissette	Car. Intern & Svcs Prog Coord	21,099	7,812	28,911
Kranenburg, Philip	Board of Trustee	4,698	23,995	28,694
Knoop, Michelle	Temporary Faculty	24,230	4,067	28,297
Morin, Thomas	Temporary Faculty	19,983	8,226	28,208
Feldman, Jared	Hourly	22,921	5,271	28,192
Tachihara, Sandra	Retiree Non Instructional	6,610	21,305	27,915
Barthelemy, Lance	Instructional Specialist	21,441	6,427	27,867
Middleton, Holly	Temporary Faculty	25,652	2,194	27,846
Paula, Cunningham	Temporary Faculty	25,321	2,166	27,487
Davison, Jeanette	Instructional Specialist	25,038	2,342	27,380
Rothbart, George	Temporary Faculty	24,592	2,104	26,696
O'Brien, Stephanie	Board of Trustee	4,698	21,705	26,404
Lee, Emma	Hourly	24,104	2,062	26,166
Banos, Robert	Temporary Faculty	25,359	597	25,956

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Liu, Shuyu	Temporary Faculty	22,067	3,704	25,770
Loeffler, Peter	Laboratory Technician	19,355	6,108	25,462
Marshall, Mary	Testing Technician	23,205	2,177	25,382
Hui, Julie	Temporary Faculty	21,470	3,604	25,073
Subramanian, N	Temporary Faculty	21,429	3,597	25,025
Nicole, Barnett	Temporary Faculty	21,173	3,554	24,727
Juarez, Kimberly	Temporary Faculty	22,730	1,944	24,675
Sywulak, Daria	Temporary Faculty	21,153	3,433	24,586
Paul, Jeffrey	Accompianst	21,922	1,975	23,897
Trevor, Gonzalinajec	Temporary Faculty	19,977	3,353	23,330
Jones, Michieal	Temporary Faculty	19,977	3,353	23,330
Timpane, Shannon	Health Services Assistant	20,302	2,672	22,975
Morgan, James	Hourly	21,162	1,810	22,972
Finch, Alison	Temporary Faculty	20,821	1,781	22,602
Canady-Williams, Kim	Instructional Specialist	20,585	1,935	22,520
Herrera, Henry	Hourly	20,646	1,766	22,412
Kim, Grace	Temporary Faculty	19,078	3,202	22,280
Robertson, Noel	Temporary Faculty	20,515	1,755	22,269
David, Argudo Valverde	Temporary Faculty	20,359	1,742	22,101
Skolnick, David	Temporary Faculty	18,879	3,169	22,048
Imazumi, Sandra	Hourly	20,251	1,673	21,924
Keville, Kathleen	Int Mgr EHSR	15,205	6,307	21,512
Thomas, Tracy	Pool Maintentance Worker	17,361	4,131	21,492
Wiltey, Ana	Instructional Specialist	19,573	1,844	21,417
Yim, Rebecca	Hourly	20,879	491	21,370

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Dyer, Nequeshe	Hourly	21,088	180	21,268
Bevis Dresden, Brady	Board of Trustee	3,132	18,007	21,139
Garretson, Candice	Retiree Non Instructional	-	20,739	20,739
Indart, Loretta	Retiree Non Instructional	-	20,739	20,739
Peck, Jeffery	Retiree Non Instructional	-	20,739	20,739
Thompson, Rose	Retiree Non Instructional	-	20,739	20,739
Rodriguez, Juan	Hourly	20,333	174	20,507
Treanor, Wanden	Board of Trustee	4,698	15,612	20,310
Conti, Diana	Board of Trustee	4,698	15,577	20,275
Ross, Mary	Instr Spec Court Reporting	18,544	1,685	20,229
Dibenedetto, Luz	Temporary Faculty	18,537	1,586	20,123
Gedrimaite, Birute	Hourly	18,579	1,109	19,688
William, Moore	Temporary Faculty	18,045	1,544	19,589
Dunn, James	Temporary Faculty	18,874	444	19,318
Beam, Rustin	Instructional Specialist	15,774	3,503	19,276
Brown, Roosevelt	Hourly	17,613	1,507	19,120
Kelly, Alex	Temporary Faculty	17,577	1,504	19,081
O'Connor, Brian	Temporary Faculty	16,045	2,693	18,738
Thompson Smith, Cynthia	Instructional Assistant	16,982	1,620	18,602
Tudor, Connie	Temporary Faculty	16,885	1,444	18,330
Jessell, Lori	Temporary Faculty	16,781	1,435	18,216
Rebecca, Lipson	Temporary Faculty	16,746	1,432	18,179
Berberian, Edward	Temporary Faculty	15,482	2,598	18,080
Burchard, Peter	Temporary Faculty	16,620	1,422	18,042
Johnson, Phyllis	Temporary Faculty	15,397	2,584	17,981

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Myers, Nicole	Temporary Faculty	14,833	3,062	17,895
Gordon, Carol	Institutional RDS Analyst	12,576	5,282	17,858
Oser, Sara Louise	Hourly	16,371	1,400	17,771
Deiongh, Kyle	Instructional Assistant	16,175	1,548	17,723
Jill, Johnson	Temporary Faculty	16,291	1,394	17,684
Kreuzer, Susanne	Temporary Faculty	15,018	2,521	17,538
Deines, Mark	Instructional Assistant	16,057	1,479	17,537
Tercero Lopez, Luis	Hourly	15,953	1,365	17,317
Hemphill, Pamela	Temporary Faculty	15,952	1,365	17,316
Ariano, Vaughan	Temporary Faculty	15,622	1,336	16,959
Martinez, Danae	Temporary Faculty	14,409	2,418	16,828
Patlolla, Sandhyarani	Temporary Faculty	15,482	1,324	16,806
Borgognoni, Robert	Temporary Faculty	15,478	1,324	16,802
Stahl-Ricco, Gina	Temporary Faculty	14,189	2,382	16,570
Beadle, Carole	Temporary Faculty	14,136	2,373	16,509
Briffa, Jennifer	Temporary Faculty	14,334	2,016	16,350
Steinberg, Steven	Temporary Faculty	13,975	2,343	16,318
Chaille, Michael	Temporary Faculty	14,416	1,883	16,299
Molloy, Melinda	Executive Assistant I	11,574	4,711	16,285
Muldowney, Claudette	Retiree Non Instructional	-	15,832	15,832
Douglas, Spindler	Temporary Faculty	14,526	1,243	15,768
Lucier, Dawn	Hourly	12,825	2,923	15,748
Bowsher, James	Temporary Faculty	13,748	1,722	15,470
Burke, Thomas	Retiree Non Instructional	-	15,405	15,405
Foss, Donald	Retiree Instructional	-	15,405	15,405

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Timmel, Michael	Retiree Instructional	-	15,405	15,405
Mykhaylo, Sinkevych	Temporary Faculty	12,902	2,165	15,067
Tweedie, Yolanda	Hourly	12,727	2,136	14,863
Murphy, Roseanne	Temporary Faculty	13,578	1,161	14,740
Sukoski, Martha	Retiree Non Instructional	8,383	6,356	14,739
Maunupau Robertson, Rhoda	Hourly	14,597	125	14,722
Egbert, Roger	Retiree Non Instructional	-	14,585	14,585
Schwappach, Lisa	Temporary Faculty	12,167	2,042	14,209
Widger, Daniel	Hourly	13,877	327	14,203
Carnahan, Casey	Temporary Faculty	12,445	1,745	14,190
Flandreau, Tara	Retiree Instructional	8,317	5,835	14,152
Vaughn, Desiree	Hourly	14,003	120	14,122
Wadenius, Adam	Temporary Faculty	12,052	2,023	14,075
Whittingslow, Robert	Hourly	13,675	117	13,792
Yee, Gloria	Temporary Faculty	11,713	1,966	13,679
Gill, Clark	Pool Maintenance Worker	8,172	5,381	13,553
Burnett, Linda	Temporary Faculty	13,203	311	13,514
Madril, Edwardo	Temporary Faculty	12,417	1,062	13,479
Lopez Gutierrez, Gloria	Temporary Faculty	13,152	310	13,462
Killam, Paul	Temporary Faculty	12,254	1,048	13,303
Bigeagle, Norman	Temporary Faculty	12,975	305	13,280
Appleton, Guy	Retiree Non Instructional	-	13,265	13,265
Brown, Andrea	Temporary Faculty	11,222	1,884	13,106
Knickerbocker, Katherine	Temporary Faculty	11,939	1,021	12,960
Airey-Van Diem, Peggy	Hourly	11,729	1,003	12,732

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Ricafrente, Joshua	Hourly	11,569	990	12,559
Rahman, Heather	Workforce Prog. Spclst	7,998	4,508	12,506
Smyth, Trevor	Temporary Faculty	11,234	961	12,195
Velazquez-Cortes, Samantha	Hourly	12,068	103	12,171
Sklove, Brett	Temporary Faculty	10,502	1,510	12,012
Dreskin, Wendy	Temporary Faculty	11,055	946	12,001
Appleton, Carolyn	Retiree Non Instructional	-	11,945	11,945
Mulla, Bushra	Hourly	11,715	100	11,815
Jacunski, Neal	Temporary Faculty	10,848	928	11,776
Burke, Ryan	Hourly	10,763	921	11,683
Shaw, Brianna	Temporary Faculty	10,003	1,679	11,682
Sheikh, Gulam Mohamed	Hourly	11,509	98	11,607
Padula, Carlo Domenico	Hourly	10,901	679	11,580
Chang, Yungching	Temporary Faculty	10,626	909	11,535
Roberts, Michelle	Hourly	10,605	907	11,512
Fahy, Philip	Gardener	7,601	3,909	11,509
Savastano, Kathleen	Hourly	9,544	1,916	11,460
Bauman, Marcia	Temporary Faculty	10,533	901	11,434
Brown, Steven	Retiree Non Instructional	-	11,367	11,367
Edmondson, Chris	Retiree Non Instructional	-	11,367	11,367
Wiebers, Deborah	Retiree Non Instructional	-	11,367	11,367
Jeung, Yeun Soon	Temporary Faculty	11,060	260	11,321
Johnson, Linda	Hourly	10,344	885	11,229
Sharp, Leah	Instructor	9,546	1,602	11,148
de Leon, Raysheina	Hourly	11,032	94	11,126

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Frederick, Gene	Temporary Faculty	9,484	1,592	11,076
Hayman, Ildi	Hourly	10,481	489	10,970
Dario, Fredrick	Temporary Faculty	10,086	863	10,949
Centolella, Thomas	Temporary Faculty	10,067	861	10,928
Urban, Olivia	Hourly	9,857	843	10,700
Bawden, Douglas	Hourly	9,212	1,431	10,642
Wilson, Benjamin	Hourly	10,130	471	10,601
Hartman, Rosalind	Retiree Non Instructional	1,100	9,349	10,449
Tjernell, Lawrence	Retiree Instructional	-	10,239	10,239
St Clair, Mary	Hourly	9,863	84	9,947
Naythons, Jessica	Retiree Instructional	191	9,732	9,923
Carrara, Alana	Hourly	9,060	775	9,835
Poehlmann, Lisa	Hourly	7,921	1,908	9,829
Foster, Paulette	Retiree Non Instructional	-	9,727	9,727
Hritz, George	Retiree Instructional	-	9,727	9,727
Ng-Jung, Bessie	Retiree Non Instructional	-	9,727	9,727
Van Kriedt, Karen	Retiree Non Instructional	-	9,727	9,727
Mortimer, Cheryl	Temporary Faculty	8,181	1,373	9,554
Hornback, Robert	Temporary Faculty	7,732	1,777	9,509
Derbin Jr., Robert	Temporary Faculty	8,126	1,364	9,490
Garrison, Greg	Retiree Non Instructional	-	9,323	9,323
Gurka, Constance	Retiree Non Instructional	-	9,323	9,323
Lavin, Robin	Retiree Instructional	-	9,323	9,323
Mueller-Delia, Faye	Hourly	8,469	724	9,193
Herathpathirana, Deepika	Hourly	8,458	724	9,182

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Zerrudo, Mark	Hourly	8,974	77	9,050
Robert, Proctor	Temporary Faculty	7,743	1,299	9,042
Ella, Steinberg	Temporary Faculty	7,676	1,288	8,965
DeLeon, Jane Alexandra	Hourly	8,708	74	8,782
Gina, Baleria	Temporary Faculty	7,515	1,261	8,777
Masako, Shimizu	Temporary Faculty	7,481	1,256	8,737
Long, Eva	Board of Trustee	5,898	2,630	8,528
Durnell, Maureen	Hourly	7,759	664	8,423
Gregory, Stubbs	Temporary Faculty	7,741	662	8,403
James, Cunningham	Temporary Faculty	7,179	1,205	8,384
Lebas, Anne-Marie	Temporary Faculty	7,714	660	8,374
Sharei, Niku	Hourly	8,258	71	8,328
Rodriguez Rosales, Angelly	Hourly	8,235	70	8,305
Wiltey, Lucas	Hourly	8,079	69	8,148
Regelous, Megan	Hourly	7,924	68	7,991
Coad, Victoria	Retiree Instructional	-	7,758	7,758
Luis, Zuniga Saa	Temporary Faculty	6,605	1,109	7,713
Harkins, Erika	Temporary Faculty	7,105	608	7,713
Gloistein, Barbara	Temporary Faculty	7,061	604	7,665
Bencich, Lawrence	Temporary Faculty	6,992	598	7,590
Singh, Lakhvir	Hourly	7,475	64	7,539
Michelle, Kennedy	Temporary Faculty	6,856	586	7,442
Pantenkova, Svetlana	Hourly	6,855	586	7,441
Karel, Ellen	Temporary Faculty	6,829	584	7,413
Berluzconi, Luz Carolina	Hourly	7,200	61	7,261

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Salazar, Dolores	Hourly	7,199	61	7,260
Tanenberg, Stuart	Board of Trustee	4,698	2,534	7,233
Johnson, Anthony	Temporary Faculty	7,064	166	7,230
Myers, Lyza	Temporary Faculty	6,651	569	7,220
Olson, Janis	Hourly	6,610	565	7,176
Madden, Eileen	Retiree Non Instructional	-	7,101	7,101
Fuller Innes, Abigail	Temporary Faculty	6,049	1,015	7,064
Weiland, Michael	Hourly	6,938	59	6,997
Sosa De Leon, Tifani	Hourly	6,878	59	6,936
Feder, David	Hourly	6,855	59	6,914
Alexanderson, Jonathan	Hourly	6,769	58	6,827
Govrin, Dvora	Temporary Faculty	6,215	532	6,747
Blumenthal, Susan	Temporary Faculty	6,176	528	6,705
Stavig, Victoria	Hourly	5,993	513	6,505
Oh, Seunghyup	Hourly	6,413	55	6,467
Ingrande-Edwards, Hei-Lee	Hourly	6,384	55	6,438
Mulla, Mariya	Hourly	6,375	54	6,429
Gaiz, Ronald	Retiree Instructional	-	6,364	6,364
Mathalise, Ntsieni	Hourly	6,221	53	6,274
McCluskey, Katherine	Temporary Faculty	5,749	492	6,241
Henderson, Stefen	Hourly	5,720	489	6,209
Cantarutti, Lido	Temporary Faculty	5,684	486	6,170
Stupp, Salomon	Hourly	5,651	483	6,135
Linette, Escobar	Temporary Faculty	5,249	881	6,130
Larocca, David	Retiree Non Instructional	-	6,098	6,098

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Gallagher, Kaitlyn	Temporary Faculty	5,599	479	6,078
Anthes, Roberta	Temporary Faculty	5,188	871	6,059
Pomogov, Yan	Hourly	5,985	51	6,036
Dutton, Caroline	Temporary Faculty	5,138	862	6,001
Elena, Rodriguez	Temporary Faculty	5,859	138	5,997
Darawsha, Khaoula	Hourly	5,426	464	5,890
Daniel, Deanne	Hourly	5,838	50	5,887
Norman, Kelly	Hourly	5,700	49	5,749
Lieberman, Zachary	Laboratory Technician	5,248	470	5,718
Piccinini, Odaiclet	Hourly	5,610	48	5,658
Allen, Francine	Retiree Instructional	-	5,639	5,639
Anderson, Stephen	Retiree Non Instructional	-	5,639	5,639
Barr, James	Retiree Non Instructional	-	5,639	5,639
Gold, Kathleen	Retiree Non Instructional	-	5,639	5,639
Baker, Hursey	Temporary Faculty	5,180	443	5,623
Bikaran, Matin	Hourly	5,543	47	5,590
Vartanian, Sharon	Temporary Faculty	4,099	1,476	5,575
Doherty, Luke	Hourly	5,505	47	5,552
Attardi, Thomas	Temporary Faculty	5,064	433	5,498
Dennis, Hansen	Temporary Faculty	5,046	432	5,478
Duisenberg, Karen	Temporary Faculty	4,657	782	5,439
Haiman, Joshua	Temporary Faculty	4,993	427	5,420
Ayer, Daniel	Hourly	4,855	415	5,271
Lane, Barbara	Hourly	4,853	415	5,268
Cohn, Julie	Temporary Faculty	4,834	414	5,248

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Thach, Andrea	Hourly	5,178	44	5,222
Perrin, Gael	Hourly	4,725	404	5,129
Wuterich, Gabriele	Hourly	5,078	43	5,121
Hug, Elizabeth	Temporary Faculty	4,698	402	5,100
Azam, Ismail	Hourly	5,040	43	5,083
Ritzmann Pecenisiki, Beatriz	Hourly	5,024	43	5,067
Gammill, Elwanda	Temporary Faculty	4,896	115	5,011
Barnett, Sharon	Temporary Faculty	4,604	394	4,998
Comings, Willard	Temporary Faculty	4,579	392	4,970
Sereno, Prartho	Temporary Faculty	4,434	379	4,813
Christensen, Anders	Hourly	4,433	379	4,812
Bestmartini, Elizabeth	Temporary Faculty	4,363	373	4,736
Rolston, Katherine	Temporary Faculty	4,363	373	4,736
Danberg, Anne	Temporary Faculty	4,289	367	4,656
Pennisi, Laurie	Hourly	4,509	39	4,548
Polson, Claire	Hourly	4,459	38	4,497
Sosa Cordero, Mercedes	Hourly	4,388	37	4,425
Harris, Carol-Joy	Temporary Faculty	3,572	821	4,392
Diaz, Amy	Hourly	4,341	37	4,378
Siar, Ahmad	Hourly	4,264	36	4,300
Rosas, Cynthia	Hourly	4,230	36	4,266
Murray, Heather	Temporary Faculty	3,643	611	4,255
Stewart, Susan	Temporary Faculty	3,890	333	4,223
Vetter, Melanie	Temporary Faculty	3,874	331	4,205
Gibson, Dianne	Hourly	4,110	35	4,145

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Palomino, Melanie	Admin Asst III	2,303	1,839	4,142
Johnson, Nancy	Temporary Faculty	3,742	320	4,062
Jacques, Rose	Admin Asst Dean Dir Stu Serv	3,061	1,000	4,061
Green, Edward	Temporary Faculty	3,729	319	4,048
Lawrence, Barbara	Temporary Faculty	3,729	319	4,048
Rilla, Paul	Temporary Faculty	3,721	318	4,039
Broderick, Diane	Temporary Faculty	2,081	1,893	3,974
Rosas, Stephen	Hourly	3,650	312	3,962
Marx, Justin	Hourly	3,928	34	3,962
Meade, Martha	Temporary Faculty	3,604	308	3,912
Thaler, Reid	Temporary Faculty	3,532	302	3,835
De Souza, Isabela	Hourly	3,776	32	3,809
Servin, Rhina	Hourly	3,751	32	3,783
Squeri Jr, Richard	Hourly	3,304	420	3,724
Fabian Garcia, Miriam	Hourly	3,690	32	3,722
Bernard, Jean-Michael	Hourly	3,679	31	3,710
Wallace, Alfia	Hourly	3,401	291	3,692
Long, Kevin	Hourly	3,638	31	3,669
Zeller, Brent	Temporary Faculty	3,350	287	3,637
Sanchez Vasquez, Marta	Temporary Faculty	3,053	512	3,566
Yokell, June	Office Technician	3,245	278	3,522
Sherrod, Garrick	Hourly	3,438	29	3,467
Coleman Smith, Edna	Hourly	3,180	272	3,452
Negrado, Joseph	Hourly	3,409	29	3,438
Curtis, Ariel-Judith	Hourly	3,256	151	3,408

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
McCann, Larissa	Hourly	3,375	29	3,404
Sullivan, Paula Denise Margare	Hourly	3,356	29	3,385
Godoy, Michelle	Hourly	3,048	261	3,308
Luo, Nancy	Hourly	3,266	28	3,294
Monahan, Charles	Temporary Faculty	3,013	258	3,271
Bertolli, Laura	Temporary Faculty	2,793	469	3,262
Linares, Helen	Hourly	3,225	28	3,253
Scott, Wendy	Hourly	3,195	27	3,222
Lockerbie, David	Hourly	2,944	252	3,195
Tallo, Ariel	Hourly	2,931	251	3,181
Keator, Richard	Temporary Faculty	2,922	250	3,172
Herrera, Christina	Hourly	3,122	27	3,149
Richardson, Kate	Hourly	2,890	247	3,137
Portela Parra, Eduardo	Hourly	3,090	26	3,116
Bailliere, Alexandra	Hourly	2,857	244	3,101
Unterberger, Richard	Temporary Faculty	2,842	243	3,085
Shroyer, Misty	Hourly	3,049	26	3,075
Edmondson, Nathan	Hourly	3,019	26	3,045
Lack, Larry	Temporary Faculty	2,799	239	3,038
Atkins, Michael	Hourly	2,680	229	2,909
Kudler, Jacqueline	Temporary Faculty	2,639	226	2,865
Toussaint, Daniella	Hourly	2,795	24	2,819
Height, Jared	Hourly	2,793	24	2,817
Belenky, Diana	Temporary Faculty	2,506	307	2,812
Riswold, Erik	Temporary Faculty	2,532	217	2,749

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Baporia, Mubashshera	Hourly	2,706	23	2,729
Meecham, William	Temporary Faculty	2,506	214	2,720
Schwartz, Peter	Hourly	2,671	23	2,694
Castro, Michelle	Hourly	2,647	23	2,670
Lane, Victoria	Hourly	2,633	22	2,655
Owens, Jim	Temporary Faculty	2,417	207	2,624
Berkelhammer, Larry	Temporary Faculty	2,382	204	2,586
Saunders, Lisa	Temporary Faculty	2,314	198	2,511
Bham, Asma	Hourly	2,481	21	2,502
Haikins-Appiah, Nigel	Hourly	2,300	197	2,497
Maxon, Victoria	Hourly	2,205	189	2,394
Maclean, Nancy	Hourly	2,169	186	2,354
Sparrow, Neil	Gardener	1,245	1,084	2,329
Petersen, Tyler	Hourly	2,280	19	2,299
Kelly, Leah	Hourly	2,113	181	2,294
Peng, Emily	Temporary Faculty	2,084	178	2,263
Guastalla, Lorry	Hourly	2,044	175	2,219
McInnes, Nancy	Temporary Faculty	2,030	174	2,204
Frohmade, Jerry	Temporary Faculty	2,030	174	2,204
Klunk, Michael	Hourly	2,005	172	2,177
Cruse, Nicholas	Hourly	1,964	168	2,131
Fritz, Jonathan	Hourly	2,109	18	2,127
Emami, Hamid	Temporary Faculty	1,954	167	2,121
Duchamp, Carol	Temporary Faculty	1,946	166	2,113
Vavrek, Karl	Temporary Faculty	1,908	163	2,072

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Halyard, Erica	Hourly	2,040	17	2,057
Swann, Benjamin	Hourly	1,874	160	2,035
Ayan-Eaton, Julianna	Hourly	1,870	160	2,030
Dadgar, Mehri	Temporary Faculty	1,862	159	2,021
Inman, Briana	Hourly	1,836	157	1,993
Marinko, Vicki	Hourly	1,823	156	1,978
Leibert, Edmund	Hourly	1,958	17	1,974
Smith, David	Hourly	1,760	151	1,911
Salomone-Smith, Ilia	Temporary Faculty	1,726	148	1,873
Tanenberg, Lonnie	Hourly	1,701	145	1,846
Pratt, Michael	Hourly	1,793	15	1,808
Dandekar, Jay	Hourly	1,665	142	1,807
Friedman, Carol	Temporary Faculty	1,657	142	1,799
Irish, Tamara	Hourly	1,590	136	1,726
Laws, Minjae	Temporary Faculty	1,565	134	1,699
Allee, Autumn	Temporary Faculty	1,549	133	1,682
Quinn, Brian	Temporary Faculty	1,548	132	1,681
De Robertis, Martina	Hourly	1,665	14	1,679
Hager, Joyce	Hourly	1,506	129	1,635
Flanagan, Elizabeth	Hourly	1,492	128	1,620
Edwards, Michael	Hourly	1,598	14	1,611
Melgar Vaquero, Catheryn	Hourly	1,598	14	1,611
Ross, William	Hourly	1,594	14	1,607
Guterman, Tyler	Hourly	1,466	125	1,592
Binnings, Celeste	Temporary Faculty	1,456	125	1,581

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Mata, Cindy	Hourly	1,560	13	1,573
Lansing, Ira	Retiree Instructional	-	1,551	1,551
De Leon, Kevin	Hourly	1,515	13	1,528
Wood, Hazel	Temporary Faculty	1,394	119	1,513
Jucker, Stephanie	Temporary Faculty	1,392	119	1,511
Milwid, Mary	Temporary Faculty	1,380	118	1,498
Scruton, Matthew	Hourly	1,377	118	1,495
Vazquez, Rafael	Hourly	1,369	117	1,487
Quiroz, Joselyne	Hourly	1,470	13	1,483
Levin, Cherry	Temporary Faculty	1,324	113	1,437
Gramajo, Kevin	Hourly	1,410	12	1,422
Israel, Charlotte	Hourly	1,335	72	1,407
Schmitz, Patrick	Hourly	1,289	110	1,400
Hain, Diane	Temporary Faculty	1,289	110	1,399
Knott, Philip	Hourly	1,284	110	1,393
Raggio, Michelle	Hourly	1,275	109	1,384
Fields, Marjorie	Temporary Faculty	1,269	109	1,377
Hatfield, Miho	Hourly	1,238	106	1,343
Saura, Rhea	Hourly	1,186	101	1,287
Houghton, Laurel	Temporary Faculty	1,166	100	1,265
Sampiere-Prochnow, Noah	Hourly	1,165	100	1,264
Ortiz-Rubio, Genesis	Hourly	1,231	11	1,242
Laos, Lilia	Hourly	1,225	10	1,235
Hall, Quincy	Temporary Faculty	1,134	97	1,232
Hurley, John	Hourly	1,130	97	1,227

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Gonzalez, Joseph	Hourly	1,211	10	1,222
Bond Bishop, Melinda	Hourly	1,123	96	1,219
Paul, Thunstrom	Temporary Faculty	1,009	169	1,179
Rodriguez, Kenny	Hourly	1,084	93	1,177
Monroe Watts, Lisa	Temporary Faculty	1,134	27	1,161
Engler, Merri	Temporary Faculty	1,061	91	1,152
Roe, Sharon	Temporary Faculty	1,041	89	1,130
Cohen, Crystal	Temporary Faculty	1,018	87	1,105
Sandri, David	Temporary Faculty	1,015	87	1,102
De Leon, Yojana	Hourly	1,088	9	1,097
Shamamian, Armen	Hourly	985	84	1,069
Reubens, Max	Hourly	1,053	9	1,062
Stange, Dodd	Maintenance Mechanic	964	83	1,047
Jordan, Lindsey	Hourly	961	82	1,043
Day, Christopher	Hourly	1,016	9	1,025
Bergamin, Silvia	Hourly	1,005	9	1,014
Searles, Robert	Hourly	927	79	1,006
Stewart, Anita	Hourly	926	79	1,005
Ponte Cordova, Lourdes	Hourly	994	8	1,002
Barberich, Meredith	Temporary Faculty	922	79	1,001
Cordova, Taria	Hourly	975	8	983
Peterson, Murray	Temporary Faculty	954	22	977
Oliver, Don	Hourly	949	22	971
Friedman, Holly	Hourly	876	75	950
Fahy, Linda	Admin Asst Childrn Ctr	712	233	945

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Bauer, Anna	Hourly	859	73	932
Lopez Gomez, Juana	Hourly	911	8	919
Somerville, Karl	Hourly	833	71	904
Barndt, Kristin	Hourly	825	71	896
Virgo, Abigail	Hourly	884	8	892
Lopez, Alejandro	Hourly	863	7	870
Morris, Tracy	Hourly	792	68	860
Schwartz, Maureen	Temporary Faculty	789	68	857
Clifford, Patricia	Temporary Faculty	788	67	855
Pometta, Michael	Temporary Faculty	775	66	841
Nardo, Maryann	Temporary Faculty	766	66	831
Rowe, Eric	Temporary Faculty	763	65	829
Rowell, Kelly	Hourly	758	65	822
Rosengaus, Deborah	Temporary Faculty	756	65	821
Bailey, Alvin	Hourly	744	64	807
Mazza, Jesse	Hourly	731	63	794
Tiernan, Peter	Hourly	725	62	787
Diaz, Lin-Yu	Hourly	778	7	785
Creighton, Heather	Hourly	720	62	782
Zvanut, Jason	Temporary Faculty	718	61	780
Rappaport, Betty	Temporary Faculty	700	60	760
Emery, Seiji	Hourly	750	6	756
Love II, Duane	Hourly	750	6	756
Martino, Lucia	Hourly	691	59	750
Vickers, Sofia	Hourly	688	59	746

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Wright, Melinda	Hourly	686	59	745
Kambi, Kunta	Hourly	738	6	744
Knott, Lauren	Hourly	680	58	738
Bell, Clark	Temporary Faculty	657	56	713
Magana Magdaleno, Cinthia	Hourly	690	6	696
Weaver, Joshua	Temporary Faculty	639	55	694
Fyda, Michael	Hourly	683	6	688
Gammage, Brandon	Hourly	681	6	687
Negus, Sean	Temporary Faculty	548	126	675
Booth, Jordan	Hourly	619	53	672
Young, David	Temporary Faculty	615	53	667
Rachelson, Howard	Temporary Faculty	597	51	648
Villatoro, Erick	Hourly	634	5	639
Pintos Souza, Vanessa	Hourly	630	5	635
Mairs, Keely	Hourly	630	5	635
Wilcoxon, Heather	Temporary Faculty	572	49	621
Caudill, Michael	Hourly	615	5	620
Manning, Chanelle	Hourly	615	5	620
Flores, Vilma	Hourly	615	5	620
Tenison-Scott, Joetta	Temporary Faculty	596	14	610
Sunshine, Matteus	Hourly	561	48	609
Wilhoyte, Christine	Hourly	593	5	598
Gallegos, Renee	Temporary Faculty	545	47	592
Koesterer, Alexandra	Hourly	544	47	591
Rahimi, Nima	Hourly	569	5	574

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
McIntosh, Corban	Hourly	519	44	563
Worrell, Jasmine	Temporary Faculty	518	44	563
Frietzsche, Thomas	Hourly	510	44	554
Ovetz, Robert	Temporary Faculty	465	78	543
Blackwell, Joel	Temporary Faculty	496	42	539
Gomez Valdes, Hector	Hourly	525	4	529
Green, Chinaka	Hourly	519	4	523
Rubio, Antonio	Hourly	477	41	518
DeMartini, Terry	Temporary Faculty	445	38	483
Alcazar, Amanda	Hourly	475	4	479
Huff, Kelly	Temporary Faculty	425	36	462
Coleman, Carlton	Hourly	453	4	457
Cookman, Elizabeth	Hourly	420	36	456
Healey, Bernard	Temporary Faculty	414	35	450
Hampshire, Chelsea	Hourly	438	4	441
Abe, Helen	Temporary Faculty	406	35	441
Broida, David	Temporary Faculty	402	34	437
Tejeda, Cassandra	Hourly	413	4	416
Wolf, Anne	Temporary Faculty	382	33	414
Cavanagh, Michael	Temporary Faculty	378	32	411
Joseph, Osborn	Temporary Faculty	350	59	409
Quince, Adrian	Hourly	375	32	407
Matos, Robert	Hourly	398	3	401
Rogers, Marilee	Temporary Faculty	384	9	393
Karimi, Bijan	Temporary Faculty	355	30	385

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Zeise, Tanja-Maria	Temporary Faculty	355	30	385
Schiantarelli, Jessica	Hourly	371	3	374
Pence, Robin	Childrens Center Site Supv	318	53	371
Stockmann, Kevin	Temporary Faculty	341	29	370
Siegel, Linda	Temporary Faculty	341	29	370
Durtschi, Thomas	Hourly	323	28	351
Paine, Colby	Hourly	323	28	351
Biederman, Guy	Temporary Faculty	305	7	312
Bowles, Benjamin	Temporary Faculty	285	24	309
Spillinger, Marlane	Temporary Faculty	284	24	308
Griffin, Elizabeth	Hourly	285	2	287
Rupers, Katherine	Hourly	285	2	287
Jones, Eileen	Hourly	256	22	278
Cooper, Germaine	Temporary Faculty	254	22	276
Thomas, Craig	Temporary Faculty	248	21	269
Mueller, Heinz	Hourly	240	21	261
Cox, Danielle	Hourly	240	2	242
Kawamura, Caitlin	Hourly	221	19	240
Belingheri, Marcus	Hourly	204	17	221
Jessen, Chloe	Hourly	204	17	221
Potter, Malia	Hourly	200	17	217
Kahn, Georgia	Temporary Faculty	192	16	208
Dianne, Burkhardt	Temporary Faculty	191	16	207
Kelly, Julia	Temporary Faculty	191	16	207
Friedman, Henry	Temporary Faculty	189	16	205

**MARIN COMMUNITY COLLEGE DISTRICT
D. 2017-18 ACTUAL TOTAL COMPENSATION
(DESCENDING ORDER)**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Jordan, Rachel	Hourly	187	16	203
Luis, Nathaniel	Hourly	179	15	194
Bogman, Saskia	Hourly	170	15	185
Jordan, Amy	Hourly	162	14	175
Braff, Ethan	Hourly	153	13	166
Mautner, Daria	Temporary Faculty	152	13	165
Turner, Lomax	Hourly	145	12	157
Zerbe, Claire	Hourly	150	1	151
Blotter, Claire	Temporary Faculty	142	3	145
Fuches, Nicole	Hourly	102	9	111

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

E. Average FY 2017-2018 Employer Benefit Rates

EMPLOYEE GROUP	CSEA Staff	SEIU Staff	SEIU (Police)	Full Time Faculty	Children Center Faculty	Temporary Faculty	Confidential Staff	Supervisory Staff	Mgmt., Academic	Mgmt., Classified	Supt./Pres.	Grand Total
SOCIAL SECURITY	5.97%	6.12%	1.65%	0.21%	0.75%	1.92%	6.17%	5.38%	2.11%	4.86%	0.00%	2.72%
MEDICARE	1.43%	1.43%	1.45%	1.39%	1.45%	1.46%	1.44%	1.42%	1.42%	1.44%	1.47%	1.42%
STATE UNEMPLOYMENT INS.	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%
WORKER'S COMP. INS.	0.85%	0.85%	0.85%	0.85%	0.85%	0.85%	0.85%	0.85%	0.85%	0.85%	0.85%	0.85%
STRS	0.36%	0.00%	0.00%	13.76%	12.68%	9.03%	0.00%	1.68%	8.45%	0.00%	11.74%	7.42%
PERS	18.18%	17.51%	14.03%	0.47%	1.87%	0.06%	15.47%	13.66%	5.69%	14.56%	0.00%	7.09%
HEALTH & WELFARE	22.01%	28.36%	17.95%	16.10%	45.71%	12.22%	22.19%	22.94%	13.63%	13.60%	6.19%	17.51%
TOTAL	48.85%	54.32%	35.98%	32.83%	63.36%	25.59%	46.17%	45.98%	32.20%	35.36%	20.30%	37.06%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2018-2019**

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 2018-2019

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 2018-2019

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 2018-2019

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 2018-2019

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 2018-2019

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.

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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 2018-2019

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.

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Education Code

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

Employee Benefits

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

Educational Administrator

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

Educational Master Plan

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

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

Ending Balance

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

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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.

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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.

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Fixed Costs

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

Full-Time Equivalent (FTE) Employees

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

Full-Time Equivalent Students (FTES)

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

Fund

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

Fund Balance

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

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

Uniform minimum standards and guidelines for financial accounting and reporting.

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Gann Limitation

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

General Fund

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

General Obligation Bonds (GO Bonds)

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

General Reserve

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

Governmental Accounting

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

Governmental Accounting Standards Board (GASB)

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

Governor's Budget

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

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2018-2019

Grants

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

Headcount

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

Indirect Expenses or Costs

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

Internal Control Structure

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

Invoice

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

Lease Revenue Bonds

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

Levy

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

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Long-term debt

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

Lottery Funds

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

Mandated Costs

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

May Revise

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

Marginal costs

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

Modified Accrual Basis (modified cash basis)

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

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Noncredit

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

Nonresident Tuition

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

Object Code

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

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

OPEB

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

Operating Budget

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

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Outsourcing

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

P1 and P2

See Apportionment, above.

PERS (or CalPERS) California Public Employees' Retirement System

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

Proposition 13

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

Proposition 39

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

Proposition 98

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

Purchase Order

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

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Reserves

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

Restricted Funds

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

Retiree Health Benefits

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

Revenue

Income from all sources.

Revenue Bonds

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

Revenue Limit

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

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Revolving Fund

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

Rollover Budgeting

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

75/25 Ratio

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

Scheduled Maintenance

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

Shortfall

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

Short-Term Debt

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

Special Revenue Funds

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

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State Apportionment

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

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

Student Financial Aid Funds

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

Subventions

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

Supervisor

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

Supplanting

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

Tentative Budget

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

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Title 5, California Code of Regulations

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

TOP Code

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

TRANS

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

Unappropriated Fund Balance

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

Unencumbered Balance

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

Unfunded FTES

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

Unrestricted Funds

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

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Vacation Accruals

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

Warrants

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

Work Order

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

WSCH

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

Zero Based Budgeting

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

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