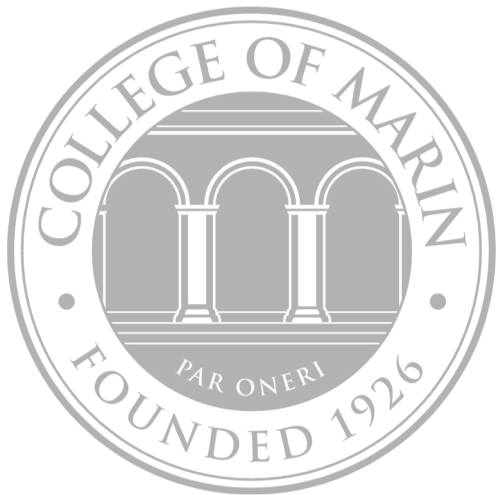


COLLEGE OF --- MARIN



Office of the Superintendent/President

PRAC

February 9, 2021

FY 2020-2021 Budget

DEPT/ORG	TOTAL BDGT	FTE	EMPLOYEES	SALARY & BENEFITS	Notes	Discretionary	Notes
Board (11001)	\$ 315,402.00	1.00	Micol B	\$ 281,252.00	Includes 7 Trustees Benefits & 1 Student Trustee	\$ 34,150.00	
		Hourly	Trustee Stipends				
		Hourly	Student Trustee				
President (10001)	\$ 602,209.00	1.00	DWC	\$ 522,199.00		\$ 80,010.00	
		0.50	Jesse K		As of October 2020		
		1.00	Terry B				
Legal Services (65001)	\$ 1,115,208.00	1.00	Mia R	\$ 305,008.00		\$ 810,200.00	Includes \$407,000 Legal Costs \$315,000 Settlements, \$60,000 Investigations, \$15,000 Outside Counsel - Worker's Comp.
		0.50	Jesse K		As of October 2020		
Advancement (12699 80001)	\$ 281,649.00	1.00	Keith R	\$ 246,649.00		\$ 35,000.00	
		0.60	Lisa A				
Marketing and Communications (60001)	\$ 365,944.00	1.00	Nicole C	\$ 163,254.00	FY 19-20 budget included in President (10001)	\$ 202,690.00	Includes \$192,890 for Marketing

President

Reporting to the Board of Trustees, the Superintendent/President serves as chief executive officer of the District and College. The Superintendent/President is responsible for applying accreditation standards and recommendations, Board directives, goals and objectives, and all applicable codes and statutes in planning, developing, implementing and evaluating the instructional, student support, funding resources and fiscal management, community outreach and overall academic direction of District educational and operational vision and service delivery.

Accomplishments for FY19-20

- ▶ Ensured fiscal integrity of District
- ▶ Ensured institutional vitality and relevance of District
- ▶ Ensured progress was made toward resolution of long-term challenges associated with asset management of the District
- ▶ Ensured Measure B was effectively managed

Goals/Future Need

- ▶ Continued effective communication with Board and community
- ▶ Personnel management/succession planning
- ▶ District must develop a fair system to define new area boundaries with broad civic engagement in anticipation of 2022 election
- ▶ Continued engagement in CCC Equity Leadership Alliance
- ▶ Continue to develop hybrid and distance learning models for COM
- ▶ Plan for post pandemic operations of the District

Legal Services

The General Counsel is responsible for planning, organizing, and providing professional legal counsel and representation for the Marin Community College District and Board of Trustees. The General Counsel serves as the chief legal officer and advisor on all transactions and issues arising from the District's programs and activities, and manages the work of contracted outside counsel. The General Counsel also leads the District's negotiating teams for each of the three unions.

Accomplishments for FY19-20

- ▶ Provided on-going guidance regarding many critical COVID-19 issues, and negotiated numerous COVID-19-related agreements with all three unions.
- ▶ Settled negotiations with CSEA for the 1/1/2020 to 12/31/2022 contract, including important changes to numerous articles.
- ▶ Settled negotiations with SEIU for the 1/1/2020 to 12/31/2022 contract, including important changes to numerous articles.
- ▶ Resolved long-standing compliance and employment issues.

Goals/Future Need

- ▶ Guide the Board of Trustees through a complex process whereby trustees will be elected by district/area rather than at-large. This will require retaining the services of a demographer at an approximate cost of \$40,000 for which we request additional funds.
- ▶ Conclude negotiations with UPM for the 7/1/2020 to 6/30/2021 contract.
- ▶ Update Board Policies and Administrative Procedures to comply with recent changes to Title IX regulations as well as Title 5 regulations regarding complaints of unlawful discrimination.

Advancement

The Office of Advancement is responsible for the raising funds to support College of Marin and its community of faculty, staff, and students through academic and non-academic scholarships - reducing economic barriers that might impede one's educational goals and dreams.

Accomplishments for FY19-20

- ▶ Implemented database conversion to a new constituent relationship management system
- ▶ Launched Student Emergency Assistance Fund (SEAF)
- ▶ Hosted virtual scholarship award ceremony

Goals/Future Need

- ▶ Grant Writer

Marketing and Communications

Advocates for equitable access to high-quality education and seeks out stories to illustrate the range of transformative opportunities community colleges offer

Provides leadership for planning, implementing, and evaluating District marketing and communication services

Oversees strategic communications, branding, imaging, marketing, advertising, publications, and media relations; and serves as the District's public information office

Accomplishments for FY19-20

- ▶ Gained valuable experience providing mutual aid as a PIO in Sonoma County's Emergency Operations Center during the Kincade Fire in fall 2019
- ▶ Translated COVID-19 communications to Spanish
- ▶ In collaboration with the IT and Creative Services Departments, stood up crisis communication webpages with COVID-19 updates, resources, and support services as COM transitioned to remote delivery
- ▶ Hosted COM COVID-19 Communications webinar with Patrick Ekoue-totou, Shook Chung, and Dong Nguyen to a statewide audience of community college CEOs, CIOs, PIOs

Goals/Future Need

- ▶ Storytelling and generating editorial content is an important vehicle for raising internal and external community awareness of the resilience, contributions, and success of our students, faculty, staff, and alumni.
- ▶ Additional positions in the Marketing and Communication Office—responsible for content creation, editing, and publishing—would allow for refocusing of pre-pandemic strategic objectives and our constantly shifting priorities and objectives related to the pandemic, equity efforts, and addressing systemic racism.