# California Academy of Sciences and

### Cal Academy Workers United

## Management's Comprehensive Package Proposal on all Outstanding Issues

### March 27, 2025

### I. COMPENSATION

Effective the first full pay period after July 1, 2025, the Academy will adopt a new pay scale set forth in Appendix B:

Each bargaining unit employee employed as of the effective date of this Agreement will be placed on the step for their classification closest to but no lower than their current rate of pay.

# Step Progression

Each of the above steps represent one year of service. Employees who have worked for the Academy at for least six months and one day will advance to the next step on the first full pay period after the anniversary date of the ratification of this Agreement provided that (1) the employee has completed an annual performance check-in with their manager; and (2) the employee has had no formal discipline in the prior six months. If the employee has not completed the first requirement due to the failure of the manager to schedule or complete the process, this requirement shall be excused.

### Employees Earning Less Than \$25/Hour

For employees earning less than \$25/hour, wages will be increased as follows, on the first full pay period :

Wage Progression <\$25/Hr				
Current Wage	1	Iul-25	7/1/202 6	Next Step Anniversary
\$21	\$	2.00	\$ 2.00 \$	Move to Step 1
\$22	\$	2.00	1.00	Move to Step 1
\$23	\$	2.00	Move to	
\$24	\$	1.00	Step 1	
		ove to		
Close to \$25	Si	tep 1		

During the term of this Agreement, the employees on this progression will not be eligible for any other increases including across the board increases.

Once an employee reaches the \$25/hr wage rate, they will move to Step 1, Grade 1 of the table in Appendix B.

#### Step Credit for Prior Experience

The Academy may hire new employees at above the bottom step of their pay grade if, in the Academy's sole discretion, the new employee's prior experience warrants it.

### Across-the-board pay increases

Effective the first full pay period after July 1, 2026, all rates of pay covered by this Agreement will be increased by 1%. Effective the first full pay period after July 1, 2027, all rates of pay covered by this Agreement will be increased by 0.25%.

#### Acting Pay

An Employee who is assigned in writing to perform the duties of an employee in a higher classification for a minimum of ten (10) consecutive days will receive premium in the amount of 5%.

### Bilingual Pay

Employees who demonstrate proficiency in a language other than English and perform bilingual duties shall receive an additional \$50 per pay period as bilingual pay.

### Additional Compensation

The Employer may provide additional raises or compensation on any basis, such as grant funding or any analysis of market conditions, market comparisons, job classification reviews, recruitment and retention needs, adjusting job classifications in the grade structure or internal salary compression. If the Employer decides to provide such compensation above that provided in this Article, the Employer will provide the Union with thirty (30) days advance written notice and will meet with the Union on request to bargain over the effects of any enhancements to compensation.

#### APPENDIX B

	Grades and Steps					
Grade Level	Step 1	Step 2	Step 3	Step 4	Step 5	
Grade 1	\$25.43	\$25.94	\$26.46	\$26.99	\$27.53	
Grade 2	\$27.64	\$28.20	\$28.76	\$29.34	\$29.92	
Grade 3	\$30.63	\$31.24	\$31.86	\$32.50	\$33.15	
Grade 4	\$33.16	\$33.82	\$34.50	\$35.19	\$35.89	
Grade 5	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	
Grade 6	\$39.52	\$40.31	\$41.12	\$41.94	\$42.78	
Grade 7	\$41.71	\$42.54	\$43.40	\$44.26	\$45.15	
Grade 8	\$44.95	\$45.85	\$46.77	\$47.70	\$48.66	
Grade 9	\$47.53	\$48.48	\$49.45	\$50.44	\$51.45	
Grade 10	\$52.07	\$53.11	\$54.17	\$55.25	\$56.36	
Grade 11	\$54.63	\$55.72	\$56.84	\$57.98	\$59.14	
Grade 12	\$58.54	\$59.71	\$60.91	\$62.13	\$63.37	
Grade 13	\$65.54	\$66.85	\$68.19	\$69.55	\$70.94	
Grade 14	\$80.82	\$82.43	\$84.08	\$85.76	\$87.48	

Standard Job Title	Proposed Grade
Accountant I	5
Accountant II	6
Accountant, Lead	14
Accounting Clerk	3

Assistant Manager, Laboratory  Audio Visual Technician, Lead  Automation Technician, Lead  Automation Technician, Senior  Biologist  Biologist I  Biologist I  Biologist I  Biologist, Senior  Business Development Coordinator  Business Entrance Receptionist  Business Systems Analyst II  Business Systems Analyst, Senior  Collections Specialist I  Collections Specialist I  Collections Specialist I  Communications Specialist I - Education  Communications Specialist I - Experience  Creative Studio Project Manager  Custodian  Data Analyst - IBSS  Database Administrator, Senior  Desktop Analyst I  Digital Artist, Senior  12  Digital Engagement Specialist II  Digital Engagement Specialist II  Dive Officer  Dive Officer  Dive Officer Senior  Donor Events Specialist II  Editor-in-Chief, bioGraphic  Education Program Specialist II  Edectrician II  Electrician, Senior  14  Electrician, Senior	Accounts Payable Specialist II	6
Audio Visual Technician         2           Audio Visual Technician, Lead         3           Automation Technician, Senior         5           Biologist         1           Biologist I         2           Biologist, Senior         4           Business Development Coordinator         1           Business Development Coordinator         1           Business Entrance Receptionist         2           Business Systems Analyst II         4           Business Systems Analyst, Senior         8           Collections Specialist I         2           Collections Specialist II         3           Collections Specialist, Senior         4           Communications Specialist I - Education         1           Communications Specialist I - Experience         3           Creative Studio Project Manager         8           Custodian         1           Data Analyst - IBSS         5           Database Administrator, Senior         11           Desktop Analyst I         3           Development Operations Coordinator, Senior         2           Development Research Program Manager         6           Digital Engagement Specialist II         3           Digital Engagement Specialist, Se	-	-
Audio Visual Technician, Lead       3         Automation Technician, Senior       5         Biologist       1         Biologist I       2         Biologist, Senior       4         Business Development Coordinator       1         Business Entrance Receptionist       2         Business Systems Analyst II       4         Business Systems Analyst, Senior       8         Collections Specialist I       2         Collections Specialist II       3         Collections Specialist, Senior       4         Communications Specialist I - Education       1         Communications Specialist I - Experience       3         Creative Studio Project Manager       8         Custodian       1         Data Analyst - IBSS       5         Database Administrator, Senior       11         Desktop Analyst I       3         Development Operations Coordinator, Senior       2         Development Research Program Manager       6         Digital Engagement Specialist II       3         Digital Engagement Specialist, Senior       6         Digitization Technician       1         Dive Officer I       2         Dive Officer, Senior       5 <td>,</td> <td><u> </u></td>	,	<u> </u>
Automation Technician, Senior         5           Biologist         1           Biologist I         2           Biologist I         3           Biologist, Senior         4           Business Development Coordinator         1           Business Development Coordinator         1           Business Entrance Receptionist         2           Business Systems Analyst II         4           Business Systems Analyst, Senior         8           Collections Specialist I         2           Collections Specialist II         3           Collections Specialist I, Senior         4           Communications Specialist I - Education         1           Communications Specialist I - Experience         3           Creative Studio Project Manager         8           Custodian         1           Data Analyst - IBSS         5           Database Administrator, Senior         11           Development Operations Coordinator, Senior         2           Development Research Program Manager         6           Digital Artist, Senior         12           Digital Engagement Specialist II         3           Digital Engagement Specialist, Senior         6           Digital Engagement Specialist		
Biologist   Biologist   Biologist   Biologist   Biologist   Biologist   Biologist   Biologist   Biologist   Senior   4   Business Development Coordinator   1   Business Development Coordinator   1   Business Entrance Receptionist   2   Business Systems Analyst   4   4   Business Systems Analyst   4   4   Business Systems Analyst, Senior   8   Collections Specialist   2   2   Collections Specialist   2   2   Collections Specialist   3   3   Collections Specialist   Senior   4   4   4   4   5   5   5   5   5   5	·	
Biologist		
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Biologist, Senior		
Business Development Coordinator   1		
Business Entrance Receptionist   2		<u> </u>
Business Systems Analyst II	·	· ·
Business Systems Analyst, Senior   2	·	
Collections Specialist I         2           Collections Specialist, Senior         4           Communications Specialist I - Education         1           Communications Specialist I - Experience         3           Creative Studio Project Manager         8           Custodian         1           Data Analyst - IBSS         5           Database Administrator, Senior         11           Desktop Analyst I         3           Development Operations Coordinator, Senior         2           Development Research Program Manager         6           Digital Artist, Senior         12           Digital Engagement Specialist II         3           Digital Engagement Specialist, Senior         6           Digitization Technician         1           Dive Officer         1           Dive Officer, Senior         5           Donor Events Specialist II         4           Education Program Specialist II         4           Education Program Specialist II - ED         6           Education Specialist I         2           Electrician II         13		
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Digital Engagement Specialist, Senior         6           Digitization Technician         1           Dive Officer         1           Dive Officer I         2           Dive Officer, Senior         5           Donor Events Specialist II         4           Editor-in-Chief, bioGraphic         12           Education Program Specialist II         4           Education Program Specialist II - ED         6           Education Specialist I         2           Electrician II         13		3
Dive Officer         1           Dive Officer I         2           Dive Officer, Senior         5           Donor Events Specialist II         4           Editor-in-Chief, bioGraphic         12           Education Program Specialist II         4           Education Program Specialist II - ED         6           Education Specialist I         2           Electrician II         13	Digital Engagement Specialist, Senior	6
Dive Officer I         2           Dive Officer, Senior         5           Donor Events Specialist II         4           Editor-in-Chief, bioGraphic         12           Education Program Specialist II         4           Education Program Specialist II - ED         6           Education Specialist I         2           Electrician II         13	Digitization Technician	1
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	Education Specialist I	2
Electrician, Senior 14	Electrician II	13
	Electrician, Senior	14

Electronics Engineering Technician, Senior  Enhanced Experiences Guide  Events Coordinator - On Call  Events Coordinator - On Call  Exhibit Content Developer II  Exhibit Content Developer, Senior  Exhibit Designer, Senior  Exhibit Preparator II  Exhibit Project Manager  Facilities Project Specialist II  Foundation Giving Officer  Fundraising Specialist I  GE Sales Assistant  2 GE Service Lead  Government Affairs Coordinator  Graphic Designer II  Graphic Designer, Senior - Animator/Motion  In Ses Specialist I  T Project Manager  In Security Analyst, Senior  Laad Technician, Senior  Laad Technician, Senior  Leadership Philanthropy Specialist I  Marketing Specialist I  Maintenance Coordinator  Ale Membership Manager  Membership Manager  Membership Manager  Membership Program Manager  Service Lead  Membership Program Manager  Membership Program Manager  Service Alead  Membership Program Manager  Membership Program Manager  Service Alead  Membership Program Manager  Membership Manager  Membership Manager  Membership Manager  Membership Manager  Membership Manager  Membership Program Manager  Membership Manager  Membership Manager  Membership Program Manager  Membership Manager  Membership Manager  Membership Program Manager  Membership Membership Memb	Electronics Engineer II	5
Enhanced Experiences Guide         1           Events Coordinator - On Call         2           Exhibit Content Developer II         4           Exhibit Content Developer, Senior         6           Exhibit Designer, Senior         9           Exhibit Project Manager         9           Facilities Project Specialist II         9           Foundation Giving Officer         6           Fundraising Specialist I         4           GE Sales Assistant         2           GE Service Lead         1           Government Affairs Coordinator         2           Government Affairs Program Specialist II         6           Government Grants Officer         6           Graphic Designer II         3           Graphic Designer, Senior         6           Graphic Designer, Senior - Animator/Motion         11           IBSS Specialist I         5           IT Project Manager         10           IT Security Analyst, Senior         12           Land Technician, Senior         2           Landscape Coordinator, Senior         3           Leadership Philanthropy Specialist I         2           Maintenance Technician         4           Marketing Specialist II         4		
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Exhibit Content Developer, Senior  Exhibit Designer, Senior  Exhibit Preparator II  Exhibit Project Manager  9 Facilities Project Specialist II  9 Foundation Giving Officer  6 Fundraising Specialist I  GE Sales Assistant  2 GE Service Lead  1 Government Affairs Coordinator  2 Government Affairs Program Specialist II  6 Government Grants Officer  6 Graphic Designer II  3 Graphic Designer, Senior  6 Graphic Designer, Senior - Animator/Motion  11 IBSS Specialist I  17 Project Manager  10 IT Security Analyst, Senior  12 Lab Technician, Senior  2 Landscape Coordinator, Senior  2 Maintenance Coordinator  2 Maintenance Technician  Marketing Specialist II  Membership Manager  8 Membership Operations Lead  Membership Program Manager  Network Administrator, Senior  9 Occupational Health & Safety Specialist II  Painter I  Planned Giving Officer  6 6 6 6 6 6 6 6 6 7 7 8 7 8 7 8 7 8 7		+
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Facilities Project Specialist II   9	·	+ -
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Graphic Designer II         3           Graphic Designer, Senior         6           Graphic Designer, Senior - Animator/Motion         11           IBSS Specialist I         5           IT Project Manager         10           IT Security Analyst, Senior         12           Lab Technician, Senior         2           Landscape Coordinator, Senior         3           Leadership Gifts Officer         6           Leadership Philanthropy Specialist I         2           Maintenance Coordinator         2           Maintenance Technician         4           Marketing Specialist II         4           Membership Manager         8           Membership Operations Lead         6           Membership Program Manager         5           Network Administrator, Senior         9           Occupational Health & Safety Specialist II         6           Painter I         3           Photographer Assistant         1           Planned Giving Officer         6	Government Affairs Program Specialist II	6
Graphic Designer, Senior 6 Graphic Designer, Senior - Animator/Motion 11 IBSS Specialist I 5 IT Project Manager 10 IT Security Analyst, Senior 12 Lab Technician, Senior 2 Landscape Coordinator, Senior 3 Leadership Gifts Officer 6 Leadership Philanthropy Specialist I 2 Maintenance Coordinator 2 Maintenance Technician 4 Marketing Specialist II 4 Membership Manager 8 Membership Operations Lead 6 Membership Program Manager 5 Network Administrator, Senior 9 Occupational Health & Safety Specialist II 6 Painter I 3 Photographer Assistant 1 Planned Giving Officer 6	Government Grants Officer	6
Graphic Designer, Senior - Animator/Motion 11 IBSS Specialist I 5 IT Project Manager 10 IT Security Analyst, Senior 12 Lab Technician, Senior 2 Landscape Coordinator, Senior 3 Leadership Gifts Officer 6 Leadership Philanthropy Specialist I 2 Maintenance Coordinator 2 Maintenance Technician 4 Marketing Specialist II 4 Membership Manager 8 Membership Operations Lead 6 Membership Program Manager 5 Network Administrator, Senior 9 Occupational Health & Safety Specialist II 6 Painter I 3 Photographer Assistant 1 Planned Giving Officer 6	Graphic Designer II	3
IBSS Specialist I 5 IT Project Manager 10 IT Security Analyst, Senior 12 Lab Technician, Senior 2 Landscape Coordinator, Senior 3 Leadership Gifts Officer 6 Leadership Philanthropy Specialist I 2 Maintenance Coordinator 2 Maintenance Technician 4 Marketing Specialist II 4 Membership Manager 8 Membership Operations Lead 6 Membership Program Manager 5 Network Administrator, Senior 9 Occupational Health & Safety Specialist II 6 Painter I 3 Photographer Assistant 1 Planned Giving Officer 6	Graphic Designer, Senior	6
IT Project Manager 10 IT Security Analyst, Senior 12 Lab Technician, Senior 2 Landscape Coordinator, Senior 3 Leadership Gifts Officer 6 Leadership Philanthropy Specialist I 2 Maintenance Coordinator 2 Maintenance Technician 4 Marketing Specialist II 4 Membership Manager 8 Membership Operations Lead 6 Membership Program Manager 5 Network Administrator, Senior 9 Occupational Health & Safety Specialist II 6 Painter I 3 Photographer Assistant 1 Planned Giving Officer 6	Graphic Designer, Senior - Animator/Motion	11
IT Security Analyst, Senior 12  Lab Technician, Senior 2  Landscape Coordinator, Senior 3  Leadership Gifts Officer 6  Leadership Philanthropy Specialist I 2  Maintenance Coordinator 2  Maintenance Technician 4  Marketing Specialist II 4  Membership Manager 8  Membership Operations Lead 6  Membership Program Manager 5  Network Administrator, Senior 9  Occupational Health & Safety Specialist II 6  Painter I 3  Photographer Assistant 1  Planned Giving Officer 6	IBSS Specialist I	5
Lab Technician, Senior       2         Landscape Coordinator, Senior       3         Leadership Gifts Officer       6         Leadership Philanthropy Specialist I       2         Maintenance Coordinator       2         Maintenance Technician       4         Marketing Specialist II       4         Membership Manager       8         Membership Operations Lead       6         Membership Program Manager       5         Network Administrator, Senior       9         Occupational Health & Safety Specialist II       6         Painter I       3         Photographer Assistant       1         Planned Giving Officer       6	IT Project Manager	10
Landscape Coordinator, Senior  Leadership Gifts Officer  Leadership Philanthropy Specialist I  Maintenance Coordinator  Maintenance Technician  Marketing Specialist II  Membership Manager  Membership Operations Lead  Membership Program Manager  Network Administrator, Senior  Occupational Health & Safety Specialist II  Painter I  Planned Giving Officer  6	IT Security Analyst, Senior	12
Leadership Gifts Officer6Leadership Philanthropy Specialist I2Maintenance Coordinator2Maintenance Technician4Marketing Specialist II4Membership Manager8Membership Operations Lead6Membership Program Manager5Network Administrator, Senior9Occupational Health & Safety Specialist II6Painter I3Photographer Assistant1Planned Giving Officer6	Lab Technician, Senior	2
Leadership Philanthropy Specialist I 2  Maintenance Coordinator 2  Maintenance Technician 4  Marketing Specialist II 4  Membership Manager 8  Membership Operations Lead 6  Membership Program Manager 5  Network Administrator, Senior 9  Occupational Health & Safety Specialist II 6  Painter I 3  Photographer Assistant 1  Planned Giving Officer 6	Landscape Coordinator, Senior	3
Maintenance Coordinator       2         Maintenance Technician       4         Marketing Specialist II       4         Membership Manager       8         Membership Operations Lead       6         Membership Program Manager       5         Network Administrator, Senior       9         Occupational Health & Safety Specialist II       6         Painter I       3         Photographer Assistant       1         Planned Giving Officer       6	Leadership Gifts Officer	6
Maintenance Technician4Marketing Specialist II4Membership Manager8Membership Operations Lead6Membership Program Manager5Network Administrator, Senior9Occupational Health & Safety Specialist II6Painter I3Photographer Assistant1Planned Giving Officer6	Leadership Philanthropy Specialist I	2
Marketing Specialist II         4           Membership Manager         8           Membership Operations Lead         6           Membership Program Manager         5           Network Administrator, Senior         9           Occupational Health & Safety Specialist II         6           Painter I         3           Photographer Assistant         1           Planned Giving Officer         6	Maintenance Coordinator	2
Membership Manager 8  Membership Operations Lead 6  Membership Program Manager 5  Network Administrator, Senior 9  Occupational Health & Safety Specialist II 6  Painter I 3  Photographer Assistant 1  Planned Giving Officer 6	Maintenance Technician	4
Membership Operations Lead 6  Membership Program Manager 5  Network Administrator, Senior 9  Occupational Health & Safety Specialist II 6  Painter I 3  Photographer Assistant 1  Planned Giving Officer 6	Marketing Specialist II	4
Membership Program Manager5Network Administrator, Senior9Occupational Health & Safety Specialist II6Painter I3Photographer Assistant1Planned Giving Officer6	Membership Manager	8
Network Administrator, Senior 9  Occupational Health & Safety Specialist II 6  Painter I 3  Photographer Assistant 1  Planned Giving Officer 6	Membership Operations Lead	6
Occupational Health & Safety Specialist II 6 Painter I 3 Photographer Assistant 1 Planned Giving Officer 6	Membership Program Manager	5
Painter I 3 Photographer Assistant 1 Planned Giving Officer 6	Network Administrator, Senior	9
Photographer Assistant 1 Planned Giving Officer 6	Occupational Health & Safety Specialist II	6
Planned Giving Officer 6	Painter I	3
	Photographer Assistant	1
Postdoctoral Researcher 3	Planned Giving Officer	6
	Postdoctoral Researcher	3

Presenter I	1
Presenter II	2
Production Designer Specialist, Senior	14
Production Support Engineer I	4
Production Support Engineer II	9
Production Systems Administrator I	5
Production Systems Engineer II	9
Prospect Research Analyst II	3
Public Programs Lead	2
Registrar II - Collections	6
Registrar II - Exhibits	5
Research Assistant II	2
Research Scientist*	5
Research Specialist, Senior	13
Sales Event Coordinator	2
Sales Event Specialist II	4
Sales Event Specialist, Senior	5
Sales Tourism Specialist II	5
School Programs Educator, Senior	2
Systems Administrator	7
Teacher Professional Development Specialist II	6
Technical Manager	11
Videographer & Editor I	5
Volunteer Specialist I	3
Web and Interactive Developer, Senior	11
Web Content Specialist, Senior	7
* Research Scientists are grant driven, so variable	

<sup>\*</sup> Research Scientists are grant driven, so variable

<sup>\*\*</sup> List does not include roles and individuals paid under \$25