

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	7/1/202		Next Step Anniversary
	1-Jul-25	6	
		\$	
\$21	\$ 2.00	2.00	Move to Step 1
		\$	
\$22	\$ 2.00	1.00	Move to Step 1
\$23	\$ 2.00		
\$24	\$ 1.00	Move to Step 1	
Close to \$25	Move to Step 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

Accounts Payable Specialist II	6
Assistant Manager, Laboratory	4
Audio Visual Technician	2
Audio Visual Technician, Lead	3
Automation Technician, Senior	5
Biologist	1
Biologist I	2
Biologist II	3
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 Artist, Senior	12
Digital Engagement Specialist II	3
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
Electrician, Senior	14

Electronics Engineer II	5
Electronics Engineering Technician, Senior	4
Enhanced Experiences Guide	1
Events Coordinator - On Call	2
Exhibit Content Developer II	4
Exhibit Content Developer, Senior	6
Exhibit Designer, Senior	9
Exhibit Preparator II	6
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
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
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	
** List does not include roles and individuals paid under \$25	