

**Table 1.1: FY25 Union Staff Compensation Structure**

<b>Step</b>	<b>2%</b>
1	26.00
2	26.52
3	27.05
4	27.59
5	28.14
6	28.71
7	29.28
8	29.87
9	30.46
10	31.07
11	31.69
12	32.33
13	32.97
14	33.63
15	34.31
16	34.99
17	35.69
18	36.41
19	37.13
20	37.88
21	38.63
22	39.41
23	40.20
24	41.00
25	41.82
26	42.66
27	43.51
28	44.38
29	45.27
30	46.17
31	47.10
32	48.04
33	49.00
34	49.98
35	50.98
36	52.00
37	53.04
38	54.10

39	55.18
40	56.28
41	57.41
42	58.56
43	59.73
44	60.92
45	62.14
46	63.38
47	64.65
48	65.94
49	67.26

**California College of the Arts:**

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## Table 1.2: Starting Steps by Position

<p><b>Step 1</b>  Accounts Payable Assistant  Student Services Administrative Assistant  Shipping &amp; Receiving Clerk  Student Accounts Representative  Student Records Coordinator I</p>	<p>\$ 26.00</p>
<p><b>Step 2</b>  Temp Coordinator Access &amp; Disability  Wattis Operations Coordinator  Temp Residential Education Assistant  Media Center Technician</p>	<p>\$ 26.52</p>
<p><b>Step 3</b>  Admissions Counselor</p>	<p>\$ 27.05</p>
<p><b>Step 4</b>  User Support Specialist I</p>	<p>\$ 27.59</p>
<p><b>Step 6</b>  Financial Aid Coordinator  Help Desk Coordinator  Housing Coordinator  Student Services Coordinator  Wattis Gallery Associate</p>	<p>\$ 28.71</p>
<p><b>Step 7</b>  Advancement &amp; Events Associate  Media Center Assistant Manager  Enrollment Data Assistant  Facilities Technician</p>	<p>\$ 29.28</p>
<p><b>Step 8</b>  Production Coordinator  Financial Aid Counselor  Project Manager</p>	<p>\$ 29.87</p>
<p><b>Step 9</b>  Alumni &amp; Friends Engagement Manager</p>	<p>\$ 30.46</p>

Gallery Manager, Exhibitions and Public Programming  
Senior Purchasing Agent  
Senior Library Technician  
Student Accounts Refunds Coordinator

**Step 10** \$ 31.07  
Student Affairs Project Coordinator  
Marketing & Communications Associate, Youth Programs & Continuing Education

**Step 11** \$ 31.69  
Senior Library Technician- Cataloging

**Step 12** \$ 32.33  
Senior Research & Reporting Analyst

**Step 13** \$ 32.97  
Operations Coordinator  
Studio Manager  
User Support Specialist II

**Step 14** \$ 33.63  
Data Processing & Stewardship Associate  
Enrollment Systems Specialist  
Facilities Lead Maintenance Technician

**Step 15** \$ 34.31  
Assistant Director I  
International Student Advisor  
Senior Project Manager

**Step 16** \$ 34.99  
Assistant Curator  
Residential Education Coordinator

**Step 17** \$ 35.69  
Academic Advisor  
Financial Aid Business Analyst

**Step 18** \$ 36.41  
Manager, Public Service

<b>Step 19</b> Installation Manager, Exhibitions and Public Programming	\$ 37.13
<b>Step 20</b> Assistant Director II Operations Manager Junior UI/UX Designer	\$ 37.88
<b>Step 21</b> AV Systems Engineer	\$ 38.63
<b>Step 22</b> Instructional Technologist Librarian, Instructional Services Data Analyst, Student Accounts Wattis Head of Installation & Exhibition Design	\$ 39.41
<b>Step 23</b> Enrollment Marketing Manager	\$ 40.20
<b>Step 25</b> IT Security Systems Assistant	\$ 41.82
<b>Step 27</b> Writer/Editor	\$ 43.51
<b>Step 29</b> Lead Designer Multimedia Producer	\$ 45.27
<b>Step 30</b> Instructional Designer	\$ 46.17
<b>Step 35</b> Enterprise Analyst	\$ 50.98
<b>Step 36</b> Strategic Projects Manager	\$ 52.00
<b>Step 43</b> Individual Giving Officer	\$ 59.73

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