

PRIORITIZE THE MISSION

The Academy needs a budget that reflects our values

The layoffs proposed in this budget cut programs that serve California school teachers, visitors of all ages, and young students who will be the scientists and nature champions of the future. These programs are integral to the Academy's reputation as a beacon of science learning to funding organizations and to the general public.



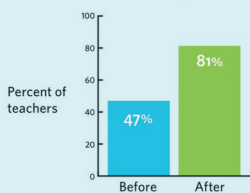
WHAT'S AT STAKE?

- ✓ Abandoning Bayview Hunter's Point community
- ✓ Future funding opportunities through SFPUC
- ✓ \$2.1M Thriving California state grant
- ✓ Relationships with funders & environmental advocates

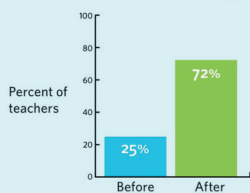
- ✓ Losing one of the main attractions in our Planetarium: the live science updates that guests report as greatly enriching their experience. 54% of guests who visit the academy interact with the planetarium.

Bayview Science Institute participation resulted in significant increases in both frequency and confidence in teaching science

Teach science at least once per week



High level of confidence in teaching science



After joining SAC:

100%

of educators feel more confident teaching science.

95%

of educators are more confident engaging youth with science and nature topics.

94%

of educators believe SAC activities will make a lasting impact on youth's connection with science.

90%

of educators are more interested in science and nature.

“Place based learning is so important if we are serious about mentoring this next generation of environmental stewards in the Bayview. They need to know about the problematic history and be connected enough to the environment to want to do something about it.” - 3rd grade teacher, Bret Harte Elementary

PRIORITIZE THE MISSION NOT ADMINISTRATION

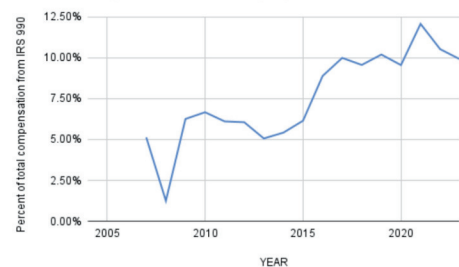
- ✓ Programs that serve the public are on the chopping block
- ✓ Executive pay, bonuses, and new HR positions are being protected
- ✓ Executive pay now makes up to 10% of the Academy's labor budget. From 2007-2015, it was 5-6%.
- ✓ HR positions have represented nearly 44% of the cost of new positions posted from August 2022 to February 2023.

We need a budget that prioritizes the mission, not administrative overhead.

**WE URGE THE BOARD TO BE
CURIOUS ABOUT AND PURSUE:**

Figures

Executives, directors, and highly paid employees take an increasing share of total employment cost.



- ① The Academy's core values include advocacy, collaboration, and diversity & equity. What will it mean to the Bayview Hunters Point community when they hear we are abruptly abandoning teacher support?
- ① Will these decisions impact our relationships and image with the many funders, including the SFPUC, who are interested in environmental justice work?
- ① Since the Teacher Professional Development programs are earmarked in the Thriving California grant from the state, could eliminating these programs put the larger 2.1 million grant at risk?
- ① These cuts would both create instability and drastically reduce our scope of work. How will this impact the ability of Development and Govt Affairs to generate funding under those conditions?

