

**CONFIDENTIAL OFFICE PERSONNEL ASSOCIATION (COPA)
2018-2019 CLERICAL SALARY SCHEDULE**

<u>Grade/Level</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
12	Annual	\$ 61,961	\$ 75,921	\$ 88,333
	Daily	\$ 246.8548	\$ 302.4746	\$ 351.9231
	Hourly	\$ 32.9140	\$ 40.3300	\$ 46.9231
11	Annual	\$ 54,529	\$ 66,816	\$ 77,739
	Daily	\$ 217.2486	\$ 266.1982	\$ 309.7165
	Hourly	\$ 28.9665	\$ 35.4931	\$ 41.2955
10	Annual	\$ 49,315	\$ 61,181	\$ 71,814
	Daily	\$ 196.4749	\$ 243.7488	\$ 286.1107
	Hourly	\$ 26.1967	\$ 32.4998	\$ 38.1481
9	Annual	\$ 48,080	\$ 58,914	\$ 68,546
	Daily	\$ 191.5521	\$ 234.7154	\$ 273.0899
	Hourly	\$ 25.5403	\$ 31.2954	\$ 36.4120
8	Annual	\$ 45,187	\$ 55,367	\$ 64,418
	Daily	\$ 180.0268	\$ 220.5867	\$ 256.6460
	Hourly	\$ 24.0036	\$ 29.4116	\$ 34.2195
7	Annual	\$ 42,822	\$ 53,128	\$ 62,362
	Daily	\$ 170.6065	\$ 211.6635	\$ 248.4553
	Hourly	\$ 22.7475	\$ 28.2218	\$ 33.1274
6	Annual	\$ 42,473	\$ 52,050	\$ 60,566
	Daily	\$ 169.2152	\$ 207.3721	\$ 241.2986
	Hourly	\$ 22.5620	\$ 27.6496	\$ 32.1732
5	Annual	\$ 39,904	\$ 49,506	\$ 58,110
	Daily	\$ 158.9791	\$ 197.2331	\$ 231.5126
	Hourly	\$ 21.1972	\$ 26.2977	\$ 30.8684
4	Annual	\$ 37,186	\$ 46,135	\$ 54,153
	Daily	\$ 148.1531	\$ 183.8032	\$ 215.7495
	Hourly	\$ 19.7537	\$ 24.5071	\$ 28.7666
3	Annual	\$ 34,659	\$ 42,999	\$ 50,472
	Daily	\$ 138.0840	\$ 171.3089	\$ 201.0817
	Hourly	\$ 18.4112	\$ 22.8412	\$ 26.8109
2	Annual	\$ 32,296	\$ 40,067	\$ 47,030
	Daily	\$ 128.6686	\$ 159.6283	\$ 187.3713
	Hourly	\$ 17.1558	\$ 21.2838	\$ 24.9828
1	Annual	\$ 30,093	\$ 37,333	\$ 43,821
	Daily	\$ 119.8912	\$ 148.7376	\$ 174.5867
	Hourly	\$ 15.9855	\$ 19.8317	\$ 23.2782

The annual salaries listed are based on a seven and one-half (7.5) hour workday and a 251 day calendar. To calculate the annual salary for another calendar, multiply the daily rate by the number of days in the assigned calendar.

Effective January 1, 2019, eligible COPA employees shall receive a 2% increase. The salary schedule shall be increased by 2% effective January 1, 2019. Employees who are employed as of the date of Board approval of this Agreement will receive the increase retroactive to January 1, 2019.

Referendum Funds: For the 2019-2020 school year, eligible school-based employees of the Confidential Office Personnel Association whose effective start date is on or before June 30, 2019, will receive a Referendum Supplement equal to 2% of base salary, effective July 1, 2019.