

**CONFIDENTIAL OFFICE PERSONNEL ASSOCIATION (COPA)
2018-2019 2019-2020 CLERICAL SALARY SCHEDULE**

<u>Grade/Level</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
12	Annual	\$ 63,200	\$ 77,440	\$ 90,099
	Daily	\$ 251.79188	\$ 308.52413	\$ 358.96155
	Hourly	\$ 33.57225	\$ 41.13655	\$ 47.86154
11	Annual	\$ 55,620	\$ 68,152	\$ 79,294
	Daily	\$ 221.59358	\$ 271.52213	\$ 315.91080
	Hourly	\$ 29.54581	\$ 36.20295	\$ 42.12144
10	Annual	\$ 50,302	\$ 62,405	\$ 73,250
	Daily	\$ 200.40443	\$ 248.62373	\$ 291.83295
	Hourly	\$ 26.72059	\$ 33.14983	\$ 38.91106
9	Annual	\$ 49,041	\$ 60,092	\$ 69,916
	Daily	\$ 195.38318	\$ 239.40975	\$ 278.55173
	Hourly	\$ 26.05109	\$ 31.92130	\$ 37.14023
8	Annual	\$ 46,090	\$ 56,475	\$ 65,706
	Daily	\$ 183.62730	\$ 224.99843	\$ 261.77888
	Hourly	\$ 24.48364	\$ 29.99979	\$ 34.90385
7	Annual	\$ 43,679	\$ 54,190	\$ 63,610
	Daily	\$ 174.01868	\$ 215.89673	\$ 253.42440
	Hourly	\$ 23.20249	\$ 28.78623	\$ 33.78992
6	Annual	\$ 43,322	\$ 53,091	\$ 61,777
	Daily	\$ 172.59945	\$ 211.51950	\$ 246.12465
	Hourly	\$ 23.01326	\$ 28.20260	\$ 32.81662
5	Annual	\$ 40,702	\$ 50,496	\$ 59,272
	Daily	\$ 162.15863	\$ 201.17775	\$ 236.14290
	Hourly	\$ 21.62115	\$ 26.82370	\$ 31.48572
4	Annual	\$ 37,930	\$ 47,057	\$ 55,236
	Daily	\$ 151.11615	\$ 187.47930	\$ 220.06448
	Hourly	\$ 20.14882	\$ 24.99724	\$ 29.34193
3	Annual	\$ 35,352	\$ 43,859	\$ 51,481
	Daily	\$ 140.84565	\$ 174.73508	\$ 205.10333
	Hourly	\$ 18.77942	\$ 23.29801	\$ 27.34711
2	Annual	\$ 32,942	\$ 40,868	\$ 47,971
	Daily	\$ 131.24198	\$ 162.82088	\$ 191.11875
	Hourly	\$ 17.49893	\$ 21.70945	\$ 25.48250
1	Annual	\$ 30,695	\$ 38,080	\$ 44,698
	Daily	\$ 122.28908	\$ 151.71240	\$ 178.07843
	Hourly	\$ 16.30521	\$ 20.22832	\$ 23.74379

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~~ July 1, 2019, eligible COPA employees shall receive a 2.0% increase. The salary schedule shall be increased by 2% effective July 1, 2019.

Employees who are employed as of the date of Board approval of this Agreement will receive the increase retroactive to ~~January~~ July 1, 2019.

Employee eligibility to participate in a Board approved salary increase requires the completion of a year of employment service with the District as defined below, in an active regular status and an overall evaluation rating that is not "Unsatisfactory." A year of service is attained by working at least one (1) day more than half of the work calendar to which an employee was assigned during the prior fiscal year.

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%~~ 2.09% of base salary.

Equity Supplement: for the 2020-2021 school year, starting on July 1, 2020, the district will provide a 2% Equity Supplement to District-based COPA employees who are not eligible to receive pay from the Referendum proceeds.