

**CONFIDENTIAL OFFICE PERSONNEL ASSOCIATION (COPA)**  
**2024-2025 CLERICAL SALARY SCHEDULE**

<u>Grade/Level</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
12	Annual	\$ 63,200	\$ 79,763	\$ 92,802
	Daily	\$ 251.79188	\$ 317.77985	\$ 369.73040
	Hourly	\$ 33.57225	\$ 42.37065	\$ 49.29739
11	Annual	\$ 55,620	\$ 70,197	\$ 81,672
	Daily	\$ 221.59358	\$ 279.66779	\$ 325.38812
	Hourly	\$ 29.54581	\$ 37.28904	\$ 43.38508
10	Annual	\$ 50,302	\$ 64,277	\$ 75,448
	Daily	\$ 200.40443	\$ 256.08244	\$ 300.58794
	Hourly	\$ 26.72059	\$ 34.14432	\$ 40.07839
9	Annual	\$ 49,041	\$ 61,895	\$ 72,014
	Daily	\$ 195.38318	\$ 246.59204	\$ 286.90828
	Hourly	\$ 26.05109	\$ 32.87894	\$ 38.25444
8	Annual	\$ 46,090	\$ 58,169	\$ 67,678
	Daily	\$ 183.62730	\$ 231.74838	\$ 269.63224
	Hourly	\$ 24.48364	\$ 30.89978	\$ 35.95097
7	Annual	\$ 43,679	\$ 55,816	\$ 65,518
	Daily	\$ 174.01868	\$ 222.37363	\$ 261.02713
	Hourly	\$ 23.20249	\$ 29.64982	\$ 34.80362
6	Annual	\$ 43,322	\$ 54,684	\$ 63,631
	Daily	\$ 172.59945	\$ 217.86509	\$ 253.50839
	Hourly	\$ 23.01326	\$ 29.04868	\$ 33.80112
5	Annual	\$ 40,702	\$ 52,010	\$ 61,050
	Daily	\$ 162.15863	\$ 207.21308	\$ 243.22719
	Hourly	\$ 21.62115	\$ 27.62841	\$ 32.43029
4	Annual	\$ 37,930	\$ 48,469	\$ 56,893
	Daily	\$ 151.11615	\$ 193.10368	\$ 226.66641
	Hourly	\$ 20.14882	\$ 25.74716	\$ 30.22219
3	Annual	\$ 35,352	\$ 45,174	\$ 53,025
	Daily	\$ 140.84565	\$ 179.97713	\$ 211.25642
	Hourly	\$ 18.77942	\$ 23.99695	\$ 28.16752
2	Annual	\$ 32,942	\$ 42,094	\$ 49,410
	Daily	\$ 131.24198	\$ 167.70550	\$ 196.85231
	Hourly	\$ 17.49893	\$ 22.36073	\$ 26.24698
1	Annual	\$ 30,695	\$ 39,222	\$ 46,039
	Daily	\$ 122.28908	\$ 156.26377	\$ 183.42078
	Hourly	\$ 16.30521	\$ 20.83517	\$ 24.45610

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.

For the **2024-2025** school year, COPA employees who are in an active status as of the date of Board approval , with 0-0.99 years of unit tenure shall receive a \$650 one time payment, COPA employees with 1-19.99 unit tenure their base rate shall increase by 3.00%, COPA employees with 20 or more years of unit tenure their base rate shall shall increase by 3.10% effective July 1, 2024.The salary schedule midpoint, and maximum values shall increase by 3.00% effective July 1, 2024.

**Referendum Funds:** For the 2024-2025, 2025-2026 and 2026-2027 school years, eligible employees in the Confidential Office Personnel Association whose effective start date is on or before July 1st of the school year, will receive a Referendum Supplement equal to 5.50% of base salary effective July 1st of the 2024-2025, 2025-2026 and 2026-2027 school years. The supplement is FRS eligible.

Newly hired employees after the commencement of the 2024-2025, 2025-2026 and 2026-2027 school years, shall be eligible for a pro rata portion of the remaining 20 payments of the Referendum Supplement.