CONFIDENTIAL OFFICE PERSONNEL ASSOCIATION (COPA)
2025-2026 CLERICAL SALARY SCHEDULE

Grade/Level		Minimum	Midpoint	Maximum
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 **2025-2026** school year, there will be no salary increases, bonuses, step increases, or any other increases to employee compensation. For sake of clarity, the Referendum Supplement referenced in the Salary Schedule shall remain in effect in accordance with the terms provided therein.

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.

Board Approved: 6/9/2026