

Middlebury College Staff Pay Ranges

Salary Structure A

(Standard structure for staff jobs)

Hourly Rates

Band/Level	Minimum	Mid-Point	Maximum
AD2	\$ 48.04	\$ 68.46	\$ 88.87
AD1	\$ 37.39	\$ 53.28	\$ 69.16
MG3	\$ 31.35	\$ 43.11	\$ 54.86
MG2	\$ 27.65	\$ 38.02	\$ 48.38
MG1	\$ 24.00	\$ 33.00	\$ 42.00
SP4	\$ 28.71	\$ 38.05	\$ 47.38
SP3	\$ 22.98	\$ 30.45	\$ 37.92
SP2	\$ 19.13	\$ 25.35	\$ 31.56
SP1	\$ 15.68	\$ 20.78	\$ 25.87
OP4	\$ 19.53	\$ 25.39	\$ 31.25
OP3	\$ 16.00	\$ 20.80	\$ 25.60
OP2 ²	\$ 14.04	\$ 18.25	\$ 22.46
OP1 ¹	\$ 12.80	\$ 16.64	\$ 20.48

Annual Salaries

Band/Level	Minimum	Mid-Point	Maximum
AD2	\$ 96,800.60	\$ 137,936.83	\$ 179,073.05
AD1	\$ 75,340.85	\$ 107,349.13	\$ 139,357.40
MG3	\$ 63,170.25	\$ 86,856.58	\$ 110,542.90
MG2	\$ 55,714.75	\$ 76,600.23	\$ 97,485.70
MG1	\$ 48,360.00	\$ 66,495.00	\$ 84,630.00
SP4	\$ 57,850.65	\$ 76,660.68	\$ 95,470.70
SP3	\$ 46,304.70	\$ 61,356.75	\$ 76,408.80
SP2	\$ 38,546.95	\$ 51,070.18	\$ 63,593.40
SP1	\$ 31,595.20	\$ 41,861.63	\$ 52,128.05
OP4	\$ 39,352.95	\$ 51,160.85	\$ 62,968.75
OP3	\$ 32,240.00	\$ 41,912.00	\$ 51,584.00
OP2 ²	\$ 28,290.60	\$ 36,773.75	\$ 45,256.90
OP1 ¹	\$ 25,792.00	\$ 33,529.60	\$ 41,267.20

Salary Structure B

(Applies to a select group of staff jobs with unique salary market considerations)

Hourly Rates

Band/Level	Minimum	Mid-Point	Maximum
AD2-B	\$ 58.53	\$ 80.48	\$ 102.43
AD1-B	\$ 53.77	\$ 67.21	\$ 80.65
MG3-B	\$ 39.16	\$ 53.84	\$ 68.52
MG2-B	\$ 36.47	\$ 45.59	\$ 54.71
MG1-B	\$ 32.57	\$ 40.71	\$ 48.85
SP4-B	\$ 30.38	\$ 41.78	\$ 53.17
SP3-B	\$ 28.30	\$ 35.38	\$ 42.45
SP2-B	\$ 25.72	\$ 32.15	\$ 38.58
SP1-B	\$ 23.44	\$ 29.30	\$ 35.16
OP4-B	\$ 25.39	\$ 34.91	\$ 44.43
OP3-B	\$ 19.78	\$ 24.73	\$ 29.67
OP2-B	Not applicable		
OP1-B	Not applicable		

Annual Salaries

Band/Level	Minimum	Mid-Point	Maximum
AD2-B	\$ 117,937.95	\$ 162,167.20	\$ 206,396.45
AD1-B	\$ 108,346.55	\$ 135,428.15	\$ 162,509.75
MG3-B	\$ 78,907.40	\$ 108,487.60	\$ 138,067.80
MG2-B	\$ 73,487.05	\$ 91,863.85	\$ 110,240.65
MG1-B	\$ 65,628.55	\$ 82,030.65	\$ 98,432.75
SP4-B	\$ 61,215.70	\$ 84,176.63	\$ 107,137.55
SP3-B	\$ 57,024.50	\$ 71,280.63	\$ 85,536.75
SP2-B	\$ 51,825.80	\$ 64,782.25	\$ 77,738.70
SP1-B	\$ 47,231.60	\$ 59,039.50	\$ 70,847.40
OP4-B	\$ 51,160.85	\$ 70,343.65	\$ 89,526.45
OP3-B	\$ 39,856.70	\$ 49,820.88	\$ 59,785.05
OP2-B	Not applicable		
OP1-B	Not applicable		

Footnotes

- ¹ Starting rate for BENEFITS ELIGIBLE and Non-Benefits Eligible OP1 in SPECIFIC DEPARTMENTS is \$14.00/hour or \$28,210 annually (for 2,015 hours per year)
- ² Starting rate for BENEFITS ELIGIBLE and Non-Benefits Eligible OP2 in SPECIFIC DEPARTMENTS is \$15.00/hour or \$30,225 annually (for 2,015 hours per year)

Last Update: December 2021