

## Middlebury Staff Pay Ranges

Note: all final hourly rates will be rounded to the nearest nickel and salaries will be rounded to the nearest hundred.

**Vermont Hourly Rates**

Grade	Minimum	Mid-Point	Maximum
13	\$82.07	\$104.62	\$127.21
12	\$68.37	\$87.16	\$105.96
11	\$56.97	\$72.64	\$88.32
10	\$47.45	\$60.53	\$73.56
9	\$39.57	\$50.43	\$61.35
8	\$33.61	\$42.02	\$50.43
7	\$29.23	\$36.54	\$43.85
6	\$25.43	\$31.78	\$38.17
5	\$22.12	\$27.64	\$33.17
4	\$19.23	\$24.04	\$28.85
3	\$18.00	\$22.05	\$26.10
2	\$17.00	\$20.83	\$24.65
1	\$17.00	\$20.83	\$24.65

**Vermont Annual Salaries  
(based on 2,080 hours per year)**

Grade	Minimum	Mid-Point	Maximum
13	\$ 170,706	\$ 217,610	\$ 264,597
12	\$ 142,210	\$ 181,293	\$ 220,397
11	\$ 118,498	\$ 151,091	\$ 183,706
10	\$ 98,696	\$ 125,902	\$ 153,005
9	\$ 82,306	\$ 104,894	\$ 127,608
8	\$ 69,909	\$ 87,402	\$ 104,894
7	\$ 60,798	\$ 76,003	\$ 91,208
6	\$ 52,894	\$ 66,102	\$ 79,394
5	\$ 46,010	\$ 57,491	\$ 68,994
4	\$ 39,998	\$ 50,003	\$ 60,008
3	\$ 37,440	\$ 45,864	\$ 54,288
2	\$ 35,360	\$ 43,326	\$ 51,272
1	\$ 35,360	\$ 43,326	\$ 51,272

**Vermont Annual Salaries  
(based on 2,015 hours per year)**

Grade	Minimum	Mid-Point	Maximum
13	\$ 165,371	\$ 210,809	\$ 256,328
12	\$ 137,766	\$ 175,627	\$ 213,509
11	\$ 114,795	\$ 146,370	\$ 177,965
10	\$ 95,612	\$ 121,968	\$ 148,223
9	\$ 79,734	\$ 101,616	\$ 123,620
8	\$ 67,724	\$ 84,670	\$ 101,616
7	\$ 58,898	\$ 73,628	\$ 88,358
6	\$ 51,241	\$ 64,037	\$ 76,913
5	\$ 44,572	\$ 55,695	\$ 66,838
4	\$ 38,748	\$ 48,441	\$ 58,133
3	\$ 36,270	\$ 44,431	\$ 52,592
2	\$ 34,255	\$ 41,972	\$ 49,670
1	\$ 34,255	\$ 41,972	\$ 49,670

**California Hourly Rates**

Grade	Minimum	Mid-Point	Maximum
13C	\$94.38	\$120.31	\$146.29
12C	\$78.63	\$100.23	\$121.85
11C	\$65.52	\$83.54	\$101.57
10C	\$54.57	\$69.61	\$84.59
9C	\$45.51	\$57.99	\$70.55
8C	\$38.65	\$48.32	\$57.99
7C	\$33.61	\$42.02	\$50.43
6C	\$29.24	\$36.55	\$43.90
5C	\$25.44	\$31.79	\$38.15
4C	\$22.11	\$27.65	\$33.18
3C	\$20.70	\$25.36	\$30.02
2C	\$19.55	\$23.95	\$28.35
1C	\$19.55	\$23.95	\$28.35

**California Annual Salaries  
(based on 1,950 hours per year)**

Grade	Minimum	Mid-Point	Maximum
13C	\$ 184,042	\$ 234,610	\$ 285,268
12C	\$ 153,320	\$ 195,456	\$ 237,615
11C	\$ 127,755	\$ 162,895	\$ 198,058
10C	\$ 106,407	\$ 135,739	\$ 164,958
9C	\$ 88,736	\$ 113,089	\$ 137,577
8C	\$ 75,370	\$ 94,230	\$ 113,089
7C	\$ 65,548	\$ 81,941	\$ 98,334
6C	\$ 57,027	\$ 71,267	\$ 85,596
5C	\$ 49,604	\$ 61,983	\$ 74,384
4C	\$ 43,123	\$ 53,910	\$ 64,696
3C	\$ 40,365	\$ 49,447	\$ 58,529
2C	\$ 38,123	\$ 46,711	\$ 55,278
1C	\$ 38,123	\$ 46,711	\$ 55,278

Updated June 2022