

Middlebury Staff Skill Matrix 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	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$82.07	\$93.36	\$104.64	\$109.15
12	\$68.37	\$77.77	\$87.17	\$90.92
11	\$56.97	\$64.81	\$72.65	\$75.78
10	\$47.45	\$53.98	\$60.51	\$63.12
9	\$39.57	\$45.02	\$50.46	\$52.64
8	\$33.61	\$37.82	\$42.02	\$43.70
7	\$29.23	\$32.89	\$36.54	\$38.00
6	\$25.43	\$28.62	\$31.80	\$33.07
5	\$22.12	\$24.88	\$27.65	\$28.75
4	\$19.23	\$21.64	\$24.04	\$25.00
3	\$18.00	\$20.03	\$22.05	\$22.86
2	\$17.00	\$18.91	\$20.83	\$21.59
1	\$17.00	\$18.91	\$20.83	\$21.59

Vermont Hourly Rates (based on 2,080 hours per year)				
Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$170,706	\$194,178	\$217,651	\$227,040
12	\$142,210	\$161,756	\$181,303	\$189,122
11	\$118,498	\$134,800	\$151,102	\$157,622
10	\$98,696	\$112,273	\$125,850	\$131,281
9	\$82,306	\$93,631	\$104,957	\$109,487
8	\$69,909	\$78,655	\$87,402	\$90,900
7	\$60,798	\$68,401	\$76,003	\$79,044
6	\$52,894	\$59,519	\$66,144	\$68,794
5	\$46,010	\$51,756	\$57,502	\$59,800
4	\$39,998	\$45,001	\$50,003	\$52,004
3	\$37,440	\$41,652	\$45,864	\$47,549
2	\$35,360	\$39,338	\$43,316	\$44,907
1	\$35,360	\$39,338	\$43,316	\$44,907

Vermont Annual Salaries (based on 2,015 hours per year)				
Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$ 165,371	\$ 188,110	\$ 210,850	\$ 219,945
12	\$ 137,766	\$ 156,702	\$ 175,637	\$ 183,212
11	\$ 114,795	\$ 130,587	\$ 146,380	\$ 152,697
10	\$ 95,612	\$ 108,765	\$ 121,918	\$ 127,179
9	\$ 79,734	\$ 90,705	\$ 101,677	\$ 106,066
8	\$ 67,724	\$ 76,197	\$ 84,670	\$ 88,060
7	\$ 58,898	\$ 66,263	\$ 73,628	\$ 76,574
6	\$ 51,241	\$ 57,659	\$ 64,077	\$ 66,644
5	\$ 44,572	\$ 50,138	\$ 55,705	\$ 57,931
4	\$ 38,748	\$ 43,595	\$ 48,441	\$ 50,379
3	\$ 36,270	\$ 40,350	\$ 44,431	\$ 46,063
2	\$ 34,255	\$ 38,109	\$ 41,962	\$ 43,504
1	\$ 34,255	\$ 38,109	\$ 41,962	\$ 43,504

California Hourly Rates				
Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13C	\$94.38	\$107.36	\$120.34	\$125.53
12C	\$78.63	\$89.43	\$100.24	\$104.56
11C	\$65.52	\$74.53	\$83.54	\$87.15
10C	\$54.57	\$62.07	\$69.58	\$72.58
9C	\$45.51	\$51.77	\$58.03	\$60.53
8C	\$38.65	\$43.49	\$48.32	\$50.26
7C	\$33.61	\$37.82	\$42.02	\$43.70
6C	\$29.24	\$32.91	\$36.57	\$38.04
5C	\$25.44	\$28.61	\$31.79	\$33.06
4C	\$22.11	\$24.88	\$27.65	\$28.75
3C	\$20.70	\$23.03	\$25.36	\$26.29
2C	\$19.55	\$21.75	\$23.95	\$24.83
1C	\$19.55	\$21.75	\$23.95	\$24.83

California Annual Salaries (based on 1,950 hours per year)				
Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13C	\$ 184,042	\$ 209,349	\$ 234,655	\$ 244,778
12C	\$ 153,320	\$ 174,394	\$ 195,468	\$ 203,897
11C	\$ 127,755	\$ 145,331	\$ 162,906	\$ 169,937
10C	\$ 106,407	\$ 121,045	\$ 135,682	\$ 141,538
9C	\$ 88,736	\$ 100,946	\$ 113,157	\$ 118,041
8C	\$ 75,370	\$ 84,800	\$ 94,230	\$ 98,002
7C	\$ 65,548	\$ 73,745	\$ 81,941	\$ 85,219
6C	\$ 57,027	\$ 64,169	\$ 71,312	\$ 74,168
5C	\$ 49,604	\$ 55,799	\$ 61,994	\$ 64,472
4C	\$ 43,123	\$ 48,516	\$ 53,910	\$ 56,067
3C	\$ 40,365	\$ 44,906	\$ 49,447	\$ 51,264
2C	\$ 38,123	\$ 42,411	\$ 46,700	\$ 48,416
1C	\$ 38,123	\$ 42,411	\$ 46,700	\$ 48,416

Updated June 2022