

Middlebury Staff Skill Matrix Ranges - FY24

Note: all final hourly rates will be rounded to the nearest hundredth and salaries will be rounded to the nearest dollar.

Vermont Hourly Rates

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$84.94	\$96.62	\$108.30	\$112.97
12	\$70.76	\$80.49	\$90.22	\$94.11
11	\$58.96	\$67.08	\$75.19	\$78.43
10	\$49.11	\$55.87	\$62.62	\$65.33
9	\$40.95	\$46.59	\$52.23	\$54.48
8	\$34.79	\$39.14	\$43.49	\$45.23
7	\$30.25	\$34.04	\$37.82	\$39.33
6	\$26.32	\$29.62	\$32.91	\$34.23
5	\$22.89	\$25.75	\$28.61	\$29.76
4	\$19.90	\$22.39	\$24.88	\$25.88
3	\$18.63	\$20.73	\$22.82	\$23.66
2	\$17.60	\$19.57	\$21.55	\$22.35
1	\$17.60	\$19.57	\$21.55	\$22.35

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

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$176,675	\$200,970	\$225,264	\$234,978
12	\$147,181	\$167,419	\$187,658	\$195,749
11	\$122,637	\$139,526	\$156,395	\$163,134
10	\$102,149	\$116,210	\$130,250	\$135,886
9	\$85,176	\$96,907	\$108,638	\$113,318
8	\$72,363	\$81,411	\$90,459	\$94,078
7	\$62,920	\$70,803	\$78,666	\$81,806
6	\$54,746	\$61,610	\$68,453	\$71,198
5	\$47,611	\$53,560	\$59,509	\$61,901
4	\$41,392	\$46,571	\$51,750	\$53,830
3	\$38,750	\$43,118	\$47,466	\$49,213
2	\$36,608	\$40,706	\$44,824	\$46,488
1	\$36,608	\$40,706	\$44,824	\$46,488

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

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$171,154	\$194,689	\$218,225	\$227,635
12	\$142,581	\$162,187	\$181,793	\$189,632
11	\$118,804	\$135,166	\$151,508	\$158,036
10	\$98,957	\$112,578	\$126,179	\$131,640
9	\$82,514	\$93,879	\$105,243	\$109,777
8	\$70,102	\$78,867	\$87,632	\$91,138
7	\$60,954	\$68,591	\$76,207	\$79,250
6	\$53,035	\$59,684	\$66,314	\$68,973
5	\$46,123	\$51,886	\$57,649	\$59,966
4	\$40,099	\$45,116	\$50,133	\$52,148
3	\$37,539	\$41,771	\$45,982	\$47,675
2	\$35,464	\$39,434	\$43,423	\$45,035
1	\$35,464	\$39,434	\$43,423	\$45,035

California Hourly Rates

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13C	\$97.68	\$111.12	\$124.55	\$129.92
12C	\$81.38	\$92.57	\$103.75	\$108.22
11C	\$67.81	\$77.14	\$86.47	\$90.20
10C	\$56.48	\$64.25	\$72.02	\$75.12
9C	\$47.10	\$53.58	\$60.06	\$62.65
8C	\$40.00	\$45.01	\$50.01	\$52.01
7C	\$34.79	\$39.14	\$43.49	\$45.23
6C	\$30.26	\$34.06	\$37.85	\$39.37
5C	\$26.33	\$29.62	\$32.91	\$34.22
4C	\$22.88	\$25.75	\$28.61	\$29.76
3C	\$21.42	\$23.84	\$26.25	\$27.21
2C	\$20.23	\$22.51	\$24.79	\$25.70
1C	\$20.23	\$22.51	\$24.79	\$25.70

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

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13C	\$190,476	\$216,684	\$242,873	\$253,344
12C	\$158,691	\$180,512	\$202,313	\$211,029
11C	\$132,230	\$150,423	\$168,617	\$175,890
10C	\$110,136	\$125,288	\$140,439	\$146,484
9C	\$91,845	\$104,481	\$117,117	\$122,168
8C	\$78,000	\$87,770	\$97,520	\$101,420
7C	\$67,841	\$76,323	\$84,806	\$88,199
6C	\$59,007	\$66,417	\$73,808	\$76,772
5C	\$51,344	\$57,759	\$64,175	\$66,729
4C	\$44,616	\$50,213	\$55,790	\$58,032
3C	\$41,769	\$46,488	\$51,188	\$53,060
2C	\$39,449	\$43,895	\$48,341	\$50,115
1C	\$39,449	\$43,895	\$48,341	\$50,115

revised 7/26/23