

Middlebury Staff Pay Ranges - FY25

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	Minimum	Mid-Point	Maximum
13	\$87.81	\$111.96	\$136.11
12	\$73.15	\$93.27	\$113.38
11	\$60.95	\$77.73	\$94.50
10	\$50.77	\$64.74	\$78.70
9	\$42.33	\$54.00	\$65.65
8	\$35.97	\$44.96	\$53.96
7	\$31.27	\$39.10	\$46.91
6	\$27.21	\$34.02	\$40.85
5	\$23.66	\$29.58	\$35.49
4	\$20.57	\$25.72	\$30.87
3	\$19.26	\$23.59	\$27.92
2	\$18.19	\$22.28	\$26.37
1	\$18.19	\$22.28	\$26.37

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

Grade	Minimum	Mid-Point	Maximum
13	\$182,645	\$232,877	\$283,109
12	\$152,152	\$194,002	\$235,830
11	\$126,776	\$161,678	\$196,560
10	\$105,602	\$134,659	\$163,696
9	\$88,046	\$112,320	\$136,552
8	\$74,818	\$93,517	\$112,237
7	\$65,042	\$81,328	\$97,573
6	\$56,597	\$70,762	\$84,968
5	\$49,213	\$61,526	\$73,819
4	\$42,786	\$53,498	\$64,210
3	\$40,061	\$49,067	\$58,074
2	\$37,835	\$46,342	\$54,850
1	\$37,835	\$46,342	\$54,850

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

Grade	Minimum	Mid-Point	Maximum
13	\$176,937	\$225,599	\$274,262
12	\$147,397	\$187,939	\$228,461
11	\$122,814	\$156,626	\$190,418
10	\$102,302	\$130,451	\$158,581
9	\$85,295	\$108,810	\$132,285
8	\$72,480	\$90,594	\$108,729
7	\$63,009	\$78,767	\$94,524
6	\$54,828	\$68,550	\$82,313
5	\$47,675	\$59,604	\$71,512
4	\$41,449	\$51,826	\$62,203
3	\$38,809	\$47,534	\$56,259
2	\$36,653	\$44,894	\$53,136
1	\$36,653	\$44,894	\$53,136

California Hourly Rates

Grade	Minimum	Mid-Point	Maximum
13C	\$100.98	\$128.76	\$156.53
12C	\$84.13	\$107.26	\$130.37
11C	\$70.10	\$89.39	\$108.67
10C	\$58.39	\$74.45	\$90.51
9C	\$48.69	\$62.09	\$75.49
8C	\$41.35	\$51.70	\$62.05
7C	\$35.97	\$44.96	\$53.96
6C	\$31.28	\$39.13	\$46.98
5C	\$27.22	\$34.02	\$40.82
4C	\$23.65	\$29.58	\$35.50
3C	\$22.14	\$27.14	\$32.12
2C	\$20.91	\$25.63	\$30.33
1C	\$20.91	\$25.63	\$30.33

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

Grade	Minimum	Mid-Point	Maximum
13C	\$196,911	\$251,082	\$305,234
12C	\$164,054	\$209,157	\$254,222
11C	\$136,695	\$174,311	\$211,907
10C	\$113,861	\$145,178	\$176,495
9C	\$94,946	\$121,076	\$147,206
8C	\$80,633	\$100,815	\$120,998
7C	\$70,142	\$87,672	\$105,222
6C	\$60,996	\$76,304	\$91,611
5C	\$53,079	\$66,339	\$79,599
4C	\$46,118	\$57,681	\$69,225
3C	\$43,173	\$52,923	\$62,634
2C	\$40,775	\$49,979	\$59,144
1C	\$40,775	\$49,979	\$59,144