

Middlebury Staff Skill Matrix 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	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$87.81	\$99.89	\$111.96	\$116.79
12	\$73.15	\$83.21	\$93.27	\$97.29
11	\$60.95	\$69.34	\$77.73	\$81.08
10	\$50.77	\$57.75	\$64.74	\$67.53
9	\$42.33	\$48.16	\$54.00	\$56.32
8	\$35.97	\$40.47	\$44.96	\$46.76
7	\$31.27	\$35.18	\$39.10	\$40.65
6	\$27.21	\$30.62	\$34.02	\$35.39
5	\$23.66	\$26.62	\$29.58	\$30.76
4	\$20.57	\$23.15	\$25.72	\$26.75
3	\$19.26	\$21.43	\$23.59	\$24.46
2	\$18.19	\$20.24	\$22.28	\$23.10
1	\$18.19	\$20.24	\$22.28	\$23.10

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

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$182,645	\$207,771	\$232,877	\$242,923
12	\$152,152	\$173,077	\$194,002	\$202,363
11	\$126,776	\$144,227	\$161,678	\$168,646
10	\$105,602	\$120,120	\$134,659	\$140,462
9	\$88,046	\$100,173	\$112,320	\$117,146
8	\$74,818	\$84,178	\$93,517	\$97,261
7	\$65,042	\$73,174	\$81,328	\$84,552
6	\$56,597	\$63,690	\$70,762	\$73,611
5	\$49,213	\$55,370	\$61,526	\$63,981
4	\$42,786	\$48,152	\$53,498	\$55,640
3	\$40,061	\$44,574	\$49,067	\$50,877
2	\$37,835	\$42,099	\$46,342	\$48,048
1	\$37,835	\$42,099	\$46,342	\$48,048

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

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$176,937	\$201,278	\$225,599	\$235,332
12	\$147,397	\$167,668	\$187,939	\$196,039
11	\$122,814	\$139,720	\$156,626	\$163,376
10	\$102,302	\$116,366	\$130,451	\$136,073
9	\$85,295	\$97,042	\$108,810	\$113,485
8	\$72,480	\$81,547	\$90,594	\$94,221
7	\$63,009	\$70,888	\$78,787	\$81,910
6	\$54,828	\$61,699	\$68,550	\$71,311
5	\$47,675	\$53,639	\$59,604	\$61,981
4	\$41,449	\$46,647	\$51,826	\$53,901
3	\$38,809	\$43,181	\$47,534	\$49,287
2	\$36,653	\$40,784	\$44,894	\$46,547
1	\$36,653	\$40,784	\$44,894	\$46,547

California Hourly Rates

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13C	\$100.98	\$114.87	\$128.76	\$134.31
12C	\$84.13	\$95.69	\$107.26	\$111.87
11C	\$70.10	\$79.74	\$89.39	\$93.24
10C	\$58.39	\$66.42	\$74.45	\$77.66
9C	\$48.69	\$55.39	\$62.09	\$64.77
8C	\$41.35	\$46.53	\$51.70	\$53.77
7C	\$35.97	\$40.47	\$44.96	\$46.76
6C	\$31.28	\$35.21	\$39.13	\$40.70
5C	\$27.22	\$30.62	\$34.02	\$35.38
4C	\$23.65	\$26.61	\$29.58	\$30.76
3C	\$22.14	\$24.64	\$27.14	\$28.13
2C	\$20.91	\$23.27	\$25.63	\$26.56
1C	\$20.91	\$23.27	\$25.63	\$26.56

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

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13C	\$196,911	\$223,997	\$251,082	\$261,905
12C	\$164,054	\$186,596	\$209,157	\$218,147
11C	\$136,695	\$155,493	\$174,311	\$181,818
10C	\$113,861	\$129,519	\$145,178	\$151,437
9C	\$94,946	\$108,011	\$121,076	\$126,302
8C	\$80,633	\$90,734	\$100,815	\$104,852
7C	\$70,142	\$78,917	\$87,672	\$91,182
6C	\$60,996	\$68,660	\$76,304	\$79,365
5C	\$53,079	\$59,709	\$66,339	\$68,991
4C	\$46,118	\$51,890	\$57,681	\$59,982
3C	\$43,173	\$48,048	\$52,923	\$54,854
2C	\$40,775	\$45,377	\$49,979	\$51,792
1C	\$40,775	\$45,377	\$49,979	\$51,792