

## Middlebury Staff Pay Ranges - FY26

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	\$90.80	\$115.78	\$140.75
12	\$75.64	\$96.45	\$117.25
11	\$63.03	\$80.38	\$97.72
10	\$52.50	\$66.94	\$81.38
9	\$43.77	\$55.83	\$67.89
8	\$37.20	\$46.50	\$55.80
7	\$32.34	\$40.43	\$48.51
6	\$28.14	\$35.19	\$42.24
5	\$24.47	\$30.59	\$36.70
4	\$21.27	\$26.60	\$31.92
3	\$19.92	\$24.40	\$28.87
2	\$18.81	\$23.04	\$27.27
1	\$18.81	\$23.04	\$27.27

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

Grade	Minimum	Mid-Point	Maximum
13	\$188,864	\$240,822	\$292,760
12	\$157,331	\$200,616	\$243,880
11	\$131,102	\$167,190	\$203,258
10	\$109,200	\$139,235	\$169,270
9	\$91,042	\$116,126	\$141,211
8	\$77,376	\$96,720	\$116,064
7	\$67,267	\$84,094	\$100,901
6	\$58,531	\$73,195	\$87,859
5	\$50,898	\$63,627	\$76,336
4	\$44,242	\$55,328	\$66,394
3	\$41,434	\$50,752	\$60,050
2	\$39,125	\$47,923	\$56,722
1	\$39,125	\$47,923	\$56,722

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

Grade	Minimum	Mid-Point	Maximum
13	\$182,962	\$233,297	\$283,611
12	\$152,415	\$194,347	\$236,259
11	\$127,005	\$161,966	\$196,906
10	\$105,788	\$134,884	\$163,981
9	\$88,197	\$112,497	\$136,798
8	\$74,958	\$93,698	\$112,437
7	\$65,165	\$81,466	\$97,748
6	\$56,702	\$70,908	\$85,114
5	\$49,307	\$61,639	\$73,951
4	\$42,859	\$53,599	\$64,319
3	\$40,139	\$49,166	\$58,173
2	\$37,902	\$46,426	\$54,949
1	\$37,902	\$46,426	\$54,949

**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