

Middlebury Staff Skill Matrix 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	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$90.80	\$103.29	\$115.78	\$120.77
12	\$75.64	\$86.04	\$96.45	\$100.61
11	\$63.03	\$71.70	\$80.38	\$83.84
10	\$52.50	\$59.72	\$66.94	\$69.83
9	\$43.77	\$49.80	\$55.83	\$58.24
8	\$37.20	\$41.85	\$46.50	\$48.36
7	\$32.34	\$36.38	\$40.43	\$42.04
6	\$28.14	\$31.67	\$35.19	\$36.60
5	\$24.47	\$27.53	\$30.59	\$31.81
4	\$21.27	\$23.93	\$26.60	\$27.66
3	\$19.92	\$22.16	\$24.40	\$25.29
2	\$18.81	\$20.93	\$23.04	\$23.89
1	\$18.81	\$20.93	\$23.04	\$23.89

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

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$188,864	\$214,843	\$240,822	\$251,202
12	\$157,331	\$178,963	\$200,616	\$209,269
11	\$131,102	\$149,136	\$167,190	\$174,387
10	\$109,200	\$124,218	\$139,235	\$145,246
9	\$91,042	\$103,584	\$116,126	\$121,139
8	\$77,376	\$87,048	\$96,720	\$100,589
7	\$67,267	\$75,670	\$84,094	\$87,443
6	\$58,531	\$65,874	\$73,195	\$76,128
5	\$50,898	\$57,262	\$63,627	\$66,165
4	\$44,242	\$49,774	\$55,328	\$57,533
3	\$41,434	\$46,093	\$50,752	\$52,603
2	\$39,125	\$43,534	\$47,923	\$49,691
1	\$39,125	\$43,534	\$47,923	\$49,691

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

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (60%)
13	\$182,962	\$208,129	\$233,297	\$243,352
12	\$152,415	\$173,371	\$194,347	\$202,729
11	\$127,005	\$144,476	\$161,966	\$168,938
10	\$105,788	\$120,336	\$134,884	\$140,707
9	\$88,197	\$100,347	\$112,497	\$117,354
8	\$74,958	\$84,328	\$93,698	\$97,445
7	\$65,165	\$73,306	\$81,466	\$84,711
6	\$56,702	\$63,815	\$70,908	\$73,749
5	\$49,307	\$55,473	\$61,639	\$64,097
4	\$42,859	\$48,219	\$53,599	\$55,735
3	\$40,139	\$44,652	\$49,166	\$50,959
2	\$37,902	\$42,174	\$46,426	\$48,138
1	\$37,902	\$42,174	\$46,426	\$48,138

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