

Middlebury Staff Pay Ranges - FY27

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	\$93.52	\$119.25	\$144.97
12	\$77.91	\$99.34	\$120.77
11	\$64.92	\$82.79	\$100.65
10	\$54.08	\$68.95	\$83.82
9	\$45.08	\$57.51	\$69.93
8	\$38.32	\$47.90	\$57.47
7	\$33.31	\$41.64	\$49.97
6	\$28.98	\$36.25	\$43.51
5	\$25.20	\$31.50	\$37.80
4	\$21.91	\$27.40	\$32.88
3	\$20.52	\$25.13	\$29.74
2	\$20.00	\$23.73	\$28.09
1	\$20.00	\$23.73	\$28.09

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

Grade	Minimum	Mid-Point	Maximum
13	\$194,522	\$248,040	\$301,538
12	\$162,053	\$206,627	\$251,202
11	\$135,034	\$172,203	\$209,352
10	\$112,486	\$143,416	\$174,346
9	\$93,766	\$119,621	\$145,454
8	\$79,706	\$99,632	\$119,538
7	\$69,285	\$86,611	\$103,938
6	\$60,278	\$75,400	\$90,501
5	\$52,416	\$65,520	\$78,624
4	\$45,573	\$56,992	\$68,390
3	\$42,682	\$52,270	\$61,859
2	\$41,600	\$49,358	\$58,427
1	\$41,600	\$49,358	\$58,427

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

Grade	Minimum	Mid-Point	Maximum
13	\$188,443	\$240,289	\$292,115
12	\$156,989	\$200,170	\$243,352
11	\$130,814	\$166,822	\$202,810
10	\$108,971	\$138,934	\$168,897
9	\$90,836	\$115,883	\$140,909
8	\$77,215	\$96,519	\$115,802
7	\$67,120	\$83,905	\$100,690
6	\$58,395	\$73,044	\$87,673
5	\$50,778	\$63,473	\$76,167
4	\$44,149	\$55,211	\$66,253
3	\$41,348	\$50,637	\$59,926
2	\$40,300	\$47,816	\$56,601
1	\$40,300	\$47,816	\$56,601

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

effective 5/13/26