

Middlebury Staff Skill Matrix 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	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (65%)	Maximum
13	\$93.52	\$106.38	\$119.25	\$126.96	\$144.97
12	\$77.91	\$88.63	\$99.34	\$105.77	\$120.77
11	\$64.92	\$73.85	\$82.79	\$88.14	\$100.65
10	\$54.08	\$61.52	\$68.95	\$73.41	\$83.82
9	\$45.08	\$51.29	\$57.51	\$61.23	\$69.93
8	\$38.32	\$43.11	\$47.90	\$50.77	\$57.47
7	\$33.31	\$37.48	\$41.64	\$44.14	\$49.97
6	\$28.98	\$32.61	\$36.25	\$38.42	\$43.51
5	\$25.20	\$28.35	\$31.50	\$33.39	\$37.80
4	\$21.91	\$24.65	\$27.40	\$29.04	\$32.88
3	\$20.52	\$22.83	\$25.13	\$26.51	\$29.74
2	\$20.00	\$21.55	\$23.73	\$25.04	\$28.09
1	\$20.00	\$21.55	\$23.73	\$25.04	\$28.09

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

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (65%)
13	\$194,522	\$221,270	\$248,040	\$264,077
12	\$162,053	\$184,350	\$206,627	\$220,002
11	\$135,034	\$153,608	\$172,203	\$183,331
10	\$112,486	\$127,962	\$143,416	\$152,693
9	\$93,766	\$106,683	\$119,621	\$127,358
8	\$79,706	\$89,669	\$99,632	\$105,602
7	\$69,285	\$77,958	\$86,611	\$91,811
6	\$60,278	\$67,829	\$75,400	\$79,914
5	\$52,416	\$58,968	\$65,520	\$69,451
4	\$45,573	\$51,272	\$56,992	\$60,403
3	\$42,682	\$47,486	\$52,270	\$55,141
2	\$41,600	\$44,824	\$49,358	\$52,083
1	\$41,600	\$44,824	\$49,358	\$52,083

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

Grade	Learning (0%)	Growing (25%)	Thriving (50%)	Leading (65%)
13	\$188,443	\$214,356	\$240,289	\$255,824
12	\$156,989	\$178,589	\$200,170	\$213,127
11	\$130,814	\$148,808	\$166,822	\$177,602
10	\$108,971	\$123,963	\$138,934	\$147,921
9	\$90,836	\$103,349	\$115,883	\$123,378
8	\$77,215	\$86,867	\$96,519	\$102,302
7	\$67,120	\$75,522	\$83,905	\$88,942
6	\$58,395	\$65,709	\$73,044	\$77,416
5	\$50,778	\$57,125	\$63,473	\$67,281
4	\$44,149	\$49,670	\$55,211	\$58,516
3	\$41,348	\$46,002	\$50,637	\$53,418
2	\$40,300	\$43,423	\$47,816	\$50,456
1	\$40,300	\$43,423	\$47,816	\$50,456

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

effective 5/13/26