

Middlebury Staff Pay Ranges - FY24

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	\$84.94	\$108.30	\$131.66
12	\$70.76	\$90.22	\$109.67
11	\$58.96	\$75.19	\$91.41
10	\$49.11	\$62.62	\$76.13
9	\$40.95	\$52.23	\$63.50
8	\$34.79	\$43.49	\$52.20
7	\$30.25	\$37.82	\$45.38
6	\$26.32	\$32.91	\$39.51
5	\$22.89	\$28.61	\$34.33
4	\$19.90	\$24.88	\$29.86
3	\$18.63	\$22.82	\$27.01
2	\$17.60	\$21.55	\$25.51
1	\$17.60	\$21.55	\$25.51

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

Grade	Minimum	Mid-Point	Maximum
13	\$176,675	\$225,264	\$273,853
12	\$147,181	\$187,658	\$228,114
11	\$122,637	\$156,395	\$190,133
10	\$102,149	\$130,250	\$158,350
9	\$85,176	\$108,638	\$132,080
8	\$72,363	\$90,459	\$108,576
7	\$62,920	\$78,666	\$94,390
6	\$54,746	\$68,453	\$82,181
5	\$47,611	\$59,509	\$71,406
4	\$41,392	\$51,750	\$62,109
3	\$38,750	\$47,466	\$56,181
2	\$36,608	\$44,824	\$53,061
1	\$36,608	\$44,824	\$53,061

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

Grade	Minimum	Mid-Point	Maximum
13	\$171,154	\$218,225	\$265,295
12	\$142,581	\$181,793	\$220,985
11	\$118,804	\$151,508	\$184,191
10	\$98,957	\$126,179	\$153,402
9	\$82,514	\$105,243	\$127,953
8	\$70,102	\$87,632	\$105,183
7	\$60,954	\$76,207	\$91,441
6	\$53,035	\$66,314	\$79,613
5	\$46,123	\$57,649	\$69,175
4	\$40,099	\$50,133	\$60,168
3	\$37,539	\$45,982	\$54,425
2	\$35,464	\$43,423	\$51,403
1	\$35,464	\$43,423	\$51,403

California Hourly Rates

Grade	Minimum	Mid-Point	Maximum
13C	\$97.68	\$124.55	\$151.41
12C	\$81.38	\$103.75	\$126.11
11C	\$67.81	\$86.47	\$105.12
10C	\$56.48	\$72.02	\$87.55
9C	\$47.10	\$60.06	\$73.02
8C	\$40.00	\$50.01	\$60.02
7C	\$34.79	\$43.49	\$52.20
6C	\$30.26	\$37.85	\$45.44
5C	\$26.33	\$32.91	\$39.49
4C	\$22.88	\$28.61	\$34.34
3C	\$21.42	\$26.25	\$31.07
2C	\$20.23	\$24.79	\$29.34
1C	\$20.23	\$24.79	\$29.34

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

Grade	Minimum	Mid-Point	Maximum
13C	\$190,476	\$242,873	\$295,250
12C	\$158,691	\$202,313	\$245,915
11C	\$132,230	\$168,617	\$204,984
10C	\$110,136	\$140,439	\$170,723
9C	\$91,845	\$117,117	\$142,389
8C	\$78,000	\$97,520	\$117,039
7C	\$67,841	\$84,806	\$101,790
6C	\$59,007	\$73,808	\$88,608
5C	\$51,344	\$64,175	\$77,006
4C	\$44,616	\$55,790	\$66,963
3C	\$41,769	\$51,188	\$60,587
2C	\$39,449	\$48,341	\$57,213
1C	\$39,449	\$48,341	\$57,213