



**July 1, 2025- June 30, 2028**  
**Free Horizon Montessori**  
**Instructional AMP**

| STEP | FHM LANE 1        |            | FHM LANE 2  |            | FHM LANE 3      |            | FHM LANE 4  |            | FHM LANE 5                               |            | FHM LANE 6   |            |
|------|-------------------|------------|---|------------|-----------------|------------|---|------------|--|------------|--|------------|
|      | Bachelor's Degree | Daily Rate | Bachelor's Degree Accredited + Montessori Program Certified | Daily Rate | Master's Degree | Daily Rate | Master's Degree + Accredited Montessori Program Certified | Daily Rate | Master's Degree with 60 Graduate Credits | Daily Rate | Master's Degree with 75 Graduate Credits + Accredited Montessori Program Certified | Daily Rate |
| 1    | \$ 46,456         | \$ 251.12  | \$ 48,315   | \$ 261.16  | \$ 50,247       | \$ 271.61  | \$ 52,257   | \$ 282.47  | \$ 54,348                                | \$ 293.77  | \$ 56,521  | \$ 305.52  |
| 2    | \$ 47,850         | \$ 258.65  | \$ 49,764   | \$ 228.89  | \$ 51,755       | \$ 279.76  | \$ 53,825   | \$ 290.95  | \$ 55,978                                | \$ 302.58  | \$ 58,217  | \$ 314.69  |
| 3    | \$ 49,286         | \$ 266.41  | \$ 51,257   | \$ 235.76  | \$ 53,307       | \$ 288.15  | \$ 55,440   | \$ 299.67  | \$ 57,657                                | \$ 311.66  | \$ 59,964  | \$ 324.13  |
| 4    | \$ 50,764         | \$ 274.40  | \$ 52,795   | \$ 242.83  | \$ 54,907       | \$ 296.79  | \$ 57,103   | \$ 308.66  | \$ 59,387                                | \$ 321.01  | \$ 61,762  | \$ 333.85  |
| 5    | \$ 52,287         | \$ 282.63  | \$ 54,379   | \$ 250.11  | \$ 56,554       | \$ 305.70  | \$ 58,816   | \$ 317.92  | \$ 61,169                                | \$ 330.64  | \$ 63,615  | \$ 343.87  |
| 6    | \$ 53,856         | \$ 291.11  | \$ 56,010   | \$ 257.62  | \$ 58,250       | \$ 314.87  | \$ 60,580   | \$ 327.46  | \$ 63,004                                | \$ 340.56  | \$ 65,524  | \$ 354.18  |
| 7    | \$ 55,471         | \$ 299.85  | \$ 57,690   | \$ 265.34  | \$ 59,998       | \$ 324.31  | \$ 62,398   | \$ 337.29  | \$ 64,894                                | \$ 350.78  | \$ 67,490  | \$ 364.81  |
| 8    | \$ 55,471         | \$ 299.85  | \$ 57,690   | \$ 273.31  | \$ 59,998       | \$ 324.31  | \$ 62,398   | \$ 337.29  | \$ 64,894                                | \$ 350.78  | \$ 67,490  | \$ 364.81  |
| 9    | \$ 56,858         | \$ 307.34  | \$ 59,133   | \$ 281.50  | \$ 61,498       | \$ 332.42  | \$ 63,958   | \$ 345.72  | \$ 66,516                                | \$ 359.55  | \$ 69,177  | \$ 373.93  |
| 10   | \$ 58,280         | \$ 315.03  | \$ 60,611   | \$ 289.95  | \$ 63,035       | \$ 340.73  | \$ 65,557   | \$ 354.36  | \$ 68,179                                | \$ 368.54  | \$ 70,906  | \$ 383.28  |
| 11   | \$ 59,737         | \$ 322.90  | \$ 62,126   | \$ 298.65  | \$ 64,611       | \$ 349.25  | \$ 67,196   | \$ 363.22  | \$ 69,883                                | \$ 377.75  | \$ 72,679  | \$ 392.86  |
| 12   | \$ 61,230         | \$ 330.97  | \$ 63,679   | \$ 307.61  | \$ 66,227       | \$ 357.98  | \$ 68,876   | \$ 372.30  | \$ 71,631                                | \$ 387.19  | \$ 74,496  | \$ 402.68  |
| 13   | \$ 62,761         | \$ 339.25  | \$ 65,271   | \$ 316.84  | \$ 67,882       | \$ 366.93  | \$ 70,597   | \$ 381.61  | \$ 73,421                                | \$ 396.87  | \$ 76,358  | \$ 412.75  |
| 14   | \$ 64,330         | \$ 347.73  | \$ 66,903   | \$ 326.34  | \$ 69,579       | \$ 376.10  | \$ 72,362   | \$ 391.15  | \$ 75,257                                | \$ 406.79  | \$ 78,267  | \$ 423.07  |
| 15   | \$ 64,330         | \$ 347.73  | \$ 66,903   | \$ 336.13  | \$ 69,579       | \$ 376.10  | \$ 72,362   | \$ 391.15  | \$ 75,257                                | \$ 406.79  | \$ 78,267  | \$ 423.07  |
| 16   | \$ 65,616         | \$ 354.68  | \$ 68,241   | \$ 346.21  | \$ 70,971       | \$ 383.63  | \$ 73,810   | \$ 398.97  | \$ 76,762                                | \$ 414.93  | \$ 79,832  | \$ 431.53  |
| 17   | \$ 66,929         | \$ 361.78  | \$ 69,606   | \$ 356.60  | \$ 72,390       | \$ 391.30  | \$ 75,286   | \$ 406.95  | \$ 78,297                                | \$ 423.23  | \$ 81,429  | \$ 440.16  |
| 18   | \$ 68,267         | \$ 369.01  | \$ 70,998   | \$ 367.30  | \$ 73,838       | \$ 399.12  | \$ 76,792   | \$ 415.09  | \$ 79,863                                | \$ 431.69  | \$ 83,058  | \$ 448.96  |
| 19   | \$ 69,633         | \$ 376.39  | \$ 72,418   | \$ 378.32  | \$ 75,315       | \$ 407.11  | \$ 78,327   | \$ 423.39  | \$ 81,460                                | \$ 440.33  | \$ 84,719  | \$ 457.94  |
| 20   | \$ 71,722         | \$ 387.69  | \$ 73,866   | \$ 389.67  | \$ 76,821       | \$ 415.25  | \$ 79,894   | \$ 431.86  | \$ 83,090                                | \$ 449.13  | \$ 86,413  | \$ 467.10  |

\*will honor up to 8 years of experience, up to 4 steps principals discretion

\* **additional** certifications and endorsements honored through step increases

| FHM Stipend                            | Amount      |
|--|-------------|
| Colorado Teacher's License             | \$ 1,000.00 |
| Department Chair                       | \$ 1,200.00 |
| Health Room Certified: Fully Delagated | \$ 750.00   |
| Health Room Certified                  | \$ 500.00   |