



July 1, 2025- June 30, 2028
Free Horizon Montessori
Instructional DTL 191

STEP	FHM LANE 1		FHM LANE 2		FHM LANE 3		FHM LANE 4		FHM LANE 5	
	Bachelor's Degree	Daily Rate	Bachelor's Degree + 18 Graduate Credits	Daily Rate	Master's Degree	Daily Rate	Master's Degree + 60 Graduate Credits	Daily Rate	Master's Degree + 75 Graduate Credits	Daily Rate
1	\$ 50,124	\$ 262.43	\$ 52,129	\$ 272.93	\$ 54,214	\$ 283.84	\$ 56,383	\$ 295.20	\$ 58,638	\$ 307.01
2	\$ 51,628	\$ 270.30	\$ 53,693	\$ 228.89	\$ 55,841	\$ 292.36	\$ 58,074	\$ 304.05	\$ 60,397	\$ 316.22
3	\$ 53,177	\$ 278.41	\$ 55,304	\$ 235.76	\$ 57,516	\$ 301.13	\$ 59,817	\$ 313.18	\$ 62,209	\$ 325.70
4	\$ 54,772	\$ 286.76	\$ 56,963	\$ 242.83	\$ 59,241	\$ 310.16	\$ 61,611	\$ 322.57	\$ 64,075	\$ 335.47
5	\$ 56,415	\$ 295.37	\$ 58,672	\$ 250.11	\$ 61,019	\$ 319.47	\$ 63,459	\$ 332.25	\$ 65,998	\$ 345.54
6	\$ 58,108	\$ 304.23	\$ 60,432	\$ 257.62	\$ 62,849	\$ 329.05	\$ 65,363	\$ 342.22	\$ 67,978	\$ 355.90
7	\$ 59,851	\$ 313.35	\$ 62,245	\$ 265.34	\$ 64,735	\$ 338.92	\$ 67,324	\$ 352.48	\$ 70,017	\$ 366.58
8	\$ 59,851	\$ 313.35	\$ 62,245	\$ 273.31	\$ 64,735	\$ 338.92	\$ 67,324	\$ 352.48	\$ 70,017	\$ 366.58
9	\$ 61,347	\$ 321.19	\$ 63,801	\$ 281.50	\$ 66,353	\$ 347.40	\$ 69,007	\$ 361.29	\$ 71,767	\$ 375.75
10	\$ 62,881	\$ 329.22	\$ 65,396	\$ 289.95	\$ 68,012	\$ 356.08	\$ 70,732	\$ 370.33	\$ 73,562	\$ 385.14
11	\$ 64,453	\$ 337.45	\$ 67,031	\$ 298.65	\$ 69,712	\$ 364.98	\$ 72,501	\$ 379.58	\$ 75,401	\$ 394.77
12	\$ 66,064	\$ 345.89	\$ 68,707	\$ 307.61	\$ 71,455	\$ 374.11	\$ 74,313	\$ 389.07	\$ 77,286	\$ 404.64
13	\$ 67,716	\$ 354.53	\$ 70,424	\$ 316.84	\$ 73,241	\$ 383.46	\$ 76,171	\$ 398.80	\$ 79,218	\$ 414.75
14	\$ 69,409	\$ 363.40	\$ 72,185	\$ 326.34	\$ 75,072	\$ 393.05	\$ 78,075	\$ 408.77	\$ 81,198	\$ 425.12
15	\$ 69,409	\$ 363.40	\$ 72,185	\$ 336.13	\$ 75,072	\$ 393.05	\$ 78,075	\$ 408.77	\$ 81,198	\$ 425.12
16	\$ 70,797	\$ 370.66	\$ 73,629	\$ 346.21	\$ 76,574	\$ 400.91	\$ 79,637	\$ 416.95	\$ 82,822	\$ 433.62
17	\$ 72,213	\$ 378.08	\$ 75,101	\$ 356.60	\$ 78,105	\$ 408.93	\$ 81,229	\$ 425.29	\$ 84,479	\$ 442.30
18	\$ 73,657	\$ 385.64	\$ 76,603	\$ 367.30	\$ 79,667	\$ 417.11	\$ 82,854	\$ 433.79	\$ 86,168	\$ 451.14
19	\$ 75,130	\$ 393.35	\$ 78,135	\$ 378.32	\$ 81,261	\$ 425.45	\$ 84,511	\$ 442.47	\$ 87,892	\$ 460.17
20	\$ 77,384	\$ 405.15	\$ 79,698	\$ 389.67	\$ 82,886	\$ 433.96	\$ 86,201	\$ 451.32	\$ 89,649	\$ 469.37

**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

Step numbers may not correlate with years of service
Version Date Feb 2025