



**July 1, 2025- June 30, 2028
Free Horizon Montessori
Instructional 193 TOSA**

STEP	FHM LANE 1		FHM LANE 2		FHM LANE 3		FHM LANE 4	
	Bachelor's Degree + Accredited Montessori Certified	Daily Rate	Master's Degree + Accredited Montessori Certified	Daily Rate	Master's Degree with 60 Graduate Credits + Montessori Program Certified	Daily Rate	Master's Degree with 75 Graduate Credits + Montessori Program Certified	Daily Rate
1	\$ 53,401	\$ 276.69	\$ 55,537	\$ 287.75	\$ 57,758	\$ 299.26	\$ 60,068	\$ 311.23
2	\$ 55,003	\$ 284.99	\$ 57,203	\$ 296.39	\$ 59,491	\$ 308.24	\$ 61,870	\$ 320.57
3	\$ 56,653	\$ 293.54	\$ 58,919	\$ 305.28	\$ 61,275	\$ 317.49	\$ 63,726	\$ 330.19
4	\$ 58,352	\$ 302.34	\$ 60,686	\$ 314.44	\$ 63,114	\$ 327.01	\$ 65,638	\$ 340.09
5	\$ 60,103	\$ 311.41	\$ 62,507	\$ 323.87	\$ 65,007	\$ 336.82	\$ 67,607	\$ 350.30
6	\$ 61,906	\$ 320.76	\$ 64,382	\$ 333.59	\$ 66,957	\$ 346.93	\$ 69,636	\$ 360.81
7	\$ 63,763	\$ 330.38	\$ 66,314	\$ 343.59	\$ 68,966	\$ 357.34	\$ 71,725	\$ 371.63
8	\$ 63,763	\$ 330.38	\$ 66,314	\$ 343.59	\$ 68,966	\$ 357.34	\$ 71,725	\$ 371.63
9	\$ 65,357	\$ 338.64	\$ 67,971	\$ 352.18	\$ 70,690	\$ 366.27	\$ 73,518	\$ 380.92
10	\$ 66,991	\$ 347.10	\$ 69,671	\$ 360.99	\$ 72,457	\$ 375.43	\$ 75,356	\$ 390.44
11	\$ 68,666	\$ 355.78	\$ 71,412	\$ 370.01	\$ 74,269	\$ 384.81	\$ 77,240	\$ 400.21
12	\$ 70,382	\$ 364.68	\$ 73,198	\$ 379.26	\$ 76,126	\$ 394.43	\$ 79,171	\$ 410.21
13	\$ 72,142	\$ 373.79	\$ 75,028	\$ 388.74	\$ 78,029	\$ 404.29	\$ 81,150	\$ 420.47
14	\$ 73,946	\$ 383.14	\$ 76,903	\$ 398.46	\$ 79,979	\$ 414.40	\$ 83,179	\$ 430.98
15	\$ 73,946	\$ 383.14	\$ 76,903	\$ 398.46	\$ 79,979	\$ 414.40	\$ 83,179	\$ 430.98
16	\$ 75,424	\$ 390.80	\$ 78,441	\$ 406.43	\$ 81,579	\$ 422.69	\$ 84,842	\$ 439.60
17	\$ 76,933	\$ 398.62	\$ 80,010	\$ 414.56	\$ 83,211	\$ 431.14	\$ 86,539	\$ 448.39
18	\$ 78,472	\$ 406.59	\$ 81,610	\$ 422.85	\$ 84,875	\$ 439.77	\$ 88,270	\$ 457.36
19	\$ 80,041	\$ 414.72	\$ 83,243	\$ 431.31	\$ 86,572	\$ 448.56	\$ 90,035	\$ 466.50
20	\$ 81,642	\$ 423.01	\$ 84,908	\$ 439.94	\$ 88,304	\$ 457.53	\$ 91,836	\$ 475.83

*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