



July 1, 2025- June 30, 2028
Free Horizon Montessori
Instructional 185 - Innovation Lead Teacher

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 60+ Graduate Credits + Accredited Montessori Program Certified	Daily Rate
1	\$ 48,902	\$ 264.33	\$ 50,858	\$ 274.91	\$ 52,892	\$ 285.90	\$ 55,008	\$ 297.34	\$ 57,208	\$ 309.23	\$ 59,496	\$ 321.60
2	\$ 50,369	\$ 272.26	\$ 52,383	\$ 283.15	\$ 54,479	\$ 294.48	\$ 56,658	\$ 306.26	\$ 58,924	\$ 318.51	\$ 61,281	\$ 331.25
3	\$ 51,880	\$ 280.43	\$ 53,955	\$ 291.65	\$ 56,113	\$ 303.31	\$ 58,358	\$ 315.45	\$ 60,692	\$ 328.06	\$ 63,120	\$ 341.19
4	\$ 53,436	\$ 288.84	\$ 55,573	\$ 300.40	\$ 57,796	\$ 312.41	\$ 60,108	\$ 324.91	\$ 62,513	\$ 337.91	\$ 65,013	\$ 351.42
5	\$ 55,039	\$ 297.51	\$ 57,241	\$ 309.41	\$ 59,530	\$ 321.79	\$ 61,912	\$ 334.66	\$ 64,388	\$ 348.04	\$ 66,964	\$ 361.97
6	\$ 56,690	\$ 306.43	\$ 58,958	\$ 318.69	\$ 61,316	\$ 331.44	\$ 63,769	\$ 344.70	\$ 66,320	\$ 358.48	\$ 68,972	\$ 372.82
7	\$ 58,391	\$ 315.63	\$ 60,727	\$ 328.25	\$ 63,156	\$ 341.38	\$ 65,682	\$ 355.04	\$ 68,309	\$ 369.24	\$ 71,042	\$ 384.01
8	\$ 58,391	\$ 315.63	\$ 60,727	\$ 328.25	\$ 63,156	\$ 341.38	\$ 65,682	\$ 355.04	\$ 68,309	\$ 369.24	\$ 71,042	\$ 384.01
9	\$ 59,851	\$ 323.52	\$ 62,245	\$ 336.46	\$ 64,735	\$ 349.92	\$ 67,324	\$ 363.91	\$ 70,017	\$ 378.47	\$ 72,818	\$ 393.61
10	\$ 61,347	\$ 331.61	\$ 63,801	\$ 344.87	\$ 66,353	\$ 358.66	\$ 69,007	\$ 373.01	\$ 71,767	\$ 387.93	\$ 74,638	\$ 403.45
11	\$ 62,881	\$ 339.90	\$ 65,396	\$ 353.49	\$ 68,012	\$ 367.63	\$ 70,732	\$ 382.34	\$ 73,562	\$ 397.63	\$ 76,504	\$ 413.54
12	\$ 64,453	\$ 348.39	\$ 67,031	\$ 362.33	\$ 69,712	\$ 376.82	\$ 72,501	\$ 391.90	\$ 75,401	\$ 407.57	\$ 78,417	\$ 423.87
13	\$ 66,064	\$ 357.10	\$ 68,707	\$ 371.39	\$ 71,455	\$ 386.24	\$ 74,313	\$ 401.69	\$ 77,286	\$ 417.76	\$ 80,377	\$ 434.47
14			\$ 70,424	\$ 380.67			\$ 76,171	\$ 411.73			\$ 82,386	\$ 445.33
15			\$ 70,424	\$ 380.67			\$ 76,171	\$ 411.73			\$ 82,386	\$ 445.33
16			\$ 71,833	\$ 388.29			\$ 77,694	\$ 419.97			\$ 84,034	\$ 454.24
17			\$ 73,269	\$ 396.05			\$ 79,248	\$ 428.37			\$ 85,715	\$ 463.32
18			\$ 74,735	\$ 403.97			\$ 80,833	\$ 436.94			\$ 87,429	\$ 472.59
19			\$ 76,230	\$ 412.05			\$ 82,450	\$ 445.67			\$ 89,178	\$ 482.04
20			\$ 77,754	\$ 420.29			\$ 84,099	\$ 454.59			\$ 90,961	\$ 491.68

*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