



**July 1, 2025- June 30, 2028**  
**Free Horizon Montessori**  
**Instructional SPED Lead Teacher 187**

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 + Field Specific Certification	Daily Rate	Master's Degree	Daily Rate	Master's Degree + Field Specific Certification	Daily Rate	Master's Degree + 60+ Graduate Credits	Daily Rate	Master's Degree + 60+ Graduate Credits + Field Specific Certification	Daily Rate
1	\$ 50,485	\$ 269.97	\$ 52,504	\$ 280.77	\$ 54,605	\$ 292.00	\$ 56,789	\$ 303.68	\$ 59,060	\$ 315.83	\$ 61,423	\$ 328.46
2	\$ 52,000	\$ 278.07	\$ 54,080	\$ 228.89	\$ 56,243	\$ 300.76	\$ 58,492	\$ 312.79	\$ 60,832	\$ 325.31	\$ 63,265	\$ 338.32
3	\$ 53,560	\$ 286.41	\$ 55,702	\$ 235.76	\$ 57,930	\$ 309.79	\$ 60,247	\$ 322.18	\$ 62,657	\$ 335.06	\$ 65,163	\$ 348.47
4	\$ 55,166	\$ 295.01	\$ 57,373	\$ 242.83	\$ 59,668	\$ 319.08	\$ 62,055	\$ 331.84	\$ 64,537	\$ 345.12	\$ 67,118	\$ 358.92
5	\$ 56,821	\$ 303.86	\$ 59,094	\$ 250.11	\$ 61,458	\$ 328.65	\$ 63,916	\$ 341.80	\$ 66,473	\$ 355.47	\$ 69,132	\$ 369.69
6	\$ 58,526	\$ 312.97	\$ 60,867	\$ 257.62	\$ 63,302	\$ 338.51	\$ 65,834	\$ 352.05	\$ 68,467	\$ 366.13	\$ 71,206	\$ 380.78
7	\$ 60,282	\$ 322.36	\$ 62,693	\$ 265.34	\$ 65,201	\$ 348.67	\$ 67,809	\$ 362.61	\$ 70,521	\$ 377.12	\$ 73,342	\$ 392.20
8	\$ 60,282	\$ 322.36	\$ 62,693	\$ 273.31	\$ 65,201	\$ 348.67	\$ 67,809	\$ 362.61	\$ 70,521	\$ 377.12	\$ 73,342	\$ 392.20
9	\$ 61,789	\$ 330.42	\$ 64,260	\$ 281.50	\$ 66,831	\$ 357.38	\$ 69,504	\$ 371.68	\$ 72,284	\$ 386.55	\$ 75,175	\$ 402.01
10	\$ 63,333	\$ 338.68	\$ 65,867	\$ 289.95	\$ 68,501	\$ 366.32	\$ 71,242	\$ 380.97	\$ 74,091	\$ 396.21	\$ 77,055	\$ 412.06
11	\$ 64,917	\$ 347.15	\$ 67,513	\$ 298.65	\$ 70,214	\$ 375.48	\$ 73,023	\$ 390.50	\$ 75,943	\$ 406.11	\$ 78,981	\$ 422.36
12	\$ 66,540	\$ 355.83	\$ 69,201	\$ 307.61	\$ 71,969	\$ 384.86	\$ 74,848	\$ 400.26	\$ 77,842	\$ 416.27	\$ 80,956	\$ 432.92
13	\$ 68,203	\$ 364.72	\$ 70,931	\$ 316.84	\$ 73,769	\$ 394.48	\$ 76,719	\$ 410.26	\$ 79,788	\$ 426.67	\$ 82,980	\$ 443.74
14	\$ 69,908	\$ 373.84	\$ 72,705	\$ 326.34	\$ 75,613	\$ 404.35	\$ 78,637	\$ 420.52	\$ 81,783	\$ 437.34	\$ 85,054	\$ 454.84
15	\$ 69,908	\$ 373.84	\$ 72,705	\$ 336.13	\$ 75,613	\$ 404.35	\$ 78,637	\$ 420.52	\$ 81,783	\$ 437.34	\$ 85,054	\$ 454.84
16	\$ 71,306	\$ 381.32	\$ 74,159	\$ 346.21	\$ 77,125	\$ 412.43	\$ 80,210	\$ 428.93	\$ 83,418	\$ 446.09	\$ 86,755	\$ 463.93
17	\$ 72,733	\$ 388.94	\$ 75,642	\$ 356.60	\$ 78,668	\$ 420.68	\$ 81,814	\$ 437.51	\$ 85,087	\$ 455.01	\$ 88,490	\$ 473.21
18	\$ 74,187	\$ 396.72	\$ 77,155	\$ 367.30	\$ 80,241	\$ 429.10	\$ 83,451	\$ 446.26	\$ 86,789	\$ 464.11	\$ 90,260	\$ 482.67
19	\$ 75,671	\$ 404.66	\$ 78,698	\$ 378.32	\$ 81,846	\$ 437.68	\$ 85,120	\$ 455.18	\$ 88,524	\$ 473.39	\$ 92,065	\$ 492.33
20	\$ 77,941	\$ 416.80	\$ 80,272	\$ 389.67	\$ 83,483	\$ 446.43	\$ 86,822	\$ 464.29	\$ 90,295	\$ 482.86	\$ 93,907	\$ 502.17

\*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