



July 1, 2025- June 30, 2028
Free Horizon Montessori
Instructional 185 Intervention

STEP	FHM LANE 1		FHM LANE 2		FHM LANE 3		FHM LANE 4		FHM LANE 5	
	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
1	\$ 47,679	\$ 257.72	\$ 49,586	\$ 268.03	\$ 51,570	\$ 278.75	\$ 53,632	\$ 289.90	\$ 55,778	\$ 301.50
2	\$ 49,109	\$ 265.46	\$ 51,074	\$ 276.07	\$ 53,117	\$ 287.12	\$ 55,241	\$ 298.60	\$ 57,451	\$ 310.55
3	\$ 50,583	\$ 273.42	\$ 52,606	\$ 284.36	\$ 54,710	\$ 295.73	\$ 56,899	\$ 307.56	\$ 59,175	\$ 319.86
4	\$ 52,100	\$ 281.62	\$ 54,184	\$ 292.89	\$ 56,352	\$ 304.60	\$ 58,606	\$ 316.79	\$ 60,950	\$ 329.46
5	\$ 53,663	\$ 290.07	\$ 55,810	\$ 301.67	\$ 58,042	\$ 313.74	\$ 60,364	\$ 326.29	\$ 62,778	\$ 339.34
6	\$ 55,273	\$ 298.77	\$ 57,484	\$ 310.72	\$ 59,783	\$ 323.15	\$ 62,175	\$ 336.08	\$ 64,662	\$ 349.52
7	\$ 56,931	\$ 307.74	\$ 59,208	\$ 320.05	\$ 61,577	\$ 332.85	\$ 64,040	\$ 346.16	\$ 66,602	\$ 360.01
8	\$ 56,931	\$ 307.74	\$ 59,208	\$ 320.05	\$ 61,577	\$ 332.85	\$ 64,040	\$ 346.16	\$ 66,602	\$ 360.01
9	\$ 58,355	\$ 315.43	\$ 60,689	\$ 328.05	\$ 63,116	\$ 341.17	\$ 65,641	\$ 354.82	\$ 68,267	\$ 369.01
10	\$ 59,813	\$ 323.32	\$ 62,206	\$ 336.25	\$ 64,694	\$ 349.70	\$ 67,282	\$ 363.69	\$ 69,973	\$ 378.23
11	\$ 61,309	\$ 331.40	\$ 63,761	\$ 344.65	\$ 66,312	\$ 358.44	\$ 68,964	\$ 372.78	\$ 71,723	\$ 387.69
12	\$ 62,841	\$ 339.68	\$ 65,355	\$ 353.27	\$ 67,969	\$ 367.40	\$ 70,688	\$ 382.10	\$ 73,516	\$ 397.38
13	\$ 64,412	\$ 348.18	\$ 66,989	\$ 362.10	\$ 69,669	\$ 376.59	\$ 72,455	\$ 391.65	\$ 75,353	\$ 407.32
14	\$ 66,023	\$ 356.88	\$ 68,664	\$ 371.16	\$ 71,410	\$ 386.00	\$ 74,267	\$ 401.44	\$ 77,237	\$ 417.50
15	\$ 66,023	\$ 356.88	\$ 68,664	\$ 371.16	\$ 71,410	\$ 386.00	\$ 74,267	\$ 401.44	\$ 77,237	\$ 417.50
16	\$ 67,343	\$ 364.02	\$ 70,037	\$ 378.58	\$ 72,838	\$ 393.72	\$ 75,752	\$ 409.47	\$ 78,782	\$ 425.85
17	\$ 68,690	\$ 371.30	\$ 71,438	\$ 386.15	\$ 74,295	\$ 401.60	\$ 77,267	\$ 417.66	\$ 80,358	\$ 434.37
18	\$ 70,064	\$ 378.72	\$ 72,866	\$ 393.87	\$ 75,781	\$ 409.63	\$ 78,812	\$ 426.01	\$ 81,965	\$ 443.05
19	\$ 71,465	\$ 386.30	\$ 74,324	\$ 401.75	\$ 77,297	\$ 417.82	\$ 80,389	\$ 434.53	\$ 83,604	\$ 451.91
20	\$ 72,894	\$ 394.02	\$ 75,810	\$ 409.79	\$ 78,843	\$ 426.18	\$ 81,996	\$ 443.22	\$ 85,276	\$ 460.95

*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