



July 1, 2025- June 30, 2028
Free Horizon Montessori
Instructional 187 SSP*

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	\$ 50,500	\$ 270.05	\$ 52,520	\$ 280.86	\$ 54,621	\$ 292.09	\$ 56,806	\$ 303.77	\$ 59,078	\$ 315.92	\$ 61,441	\$ 328.56
2	\$ 52,015	\$ 278.16	\$ 54,096	\$ 228.89	\$ 56,259	\$ 300.85	\$ 58,510	\$ 312.89	\$ 60,850	\$ 325.40	\$ 63,284	\$ 338.42
3	\$ 53,575	\$ 286.50	\$ 55,718	\$ 235.76	\$ 57,947	\$ 309.88	\$ 60,265	\$ 322.27	\$ 62,676	\$ 335.16	\$ 65,183	\$ 348.57
4	\$ 55,183	\$ 295.09	\$ 57,390	\$ 242.83	\$ 59,686	\$ 319.17	\$ 62,073	\$ 331.94	\$ 64,556	\$ 345.22	\$ 67,138	\$ 359.03
5	\$ 56,838	\$ 303.95	\$ 59,112	\$ 250.11	\$ 61,476	\$ 328.75	\$ 63,935	\$ 341.90	\$ 66,493	\$ 355.58	\$ 69,152	\$ 369.80
6	\$ 58,543	\$ 313.07	\$ 60,885	\$ 257.62	\$ 63,320	\$ 338.61	\$ 65,853	\$ 352.16	\$ 68,487	\$ 366.24	\$ 71,227	\$ 380.89
7	\$ 60,300	\$ 322.46	\$ 62,712	\$ 265.34	\$ 65,220	\$ 348.77	\$ 67,829	\$ 362.72	\$ 70,542	\$ 377.23	\$ 73,364	\$ 392.32
8	\$ 60,300	\$ 322.46	\$ 62,712	\$ 273.31	\$ 65,220	\$ 348.77	\$ 67,829	\$ 362.72	\$ 70,542	\$ 377.23	\$ 73,364	\$ 392.32
9	\$ 61,807	\$ 330.52	\$ 64,279	\$ 281.50	\$ 66,851	\$ 357.49	\$ 69,525	\$ 371.79	\$ 72,306	\$ 386.66	\$ 75,198	\$ 402.13
10	\$ 63,352	\$ 338.78	\$ 65,886	\$ 289.95	\$ 68,522	\$ 366.43	\$ 71,263	\$ 381.08	\$ 74,113	\$ 396.33	\$ 77,078	\$ 412.18
11	\$ 64,936	\$ 347.25	\$ 67,534	\$ 298.65	\$ 70,235	\$ 375.59	\$ 73,044	\$ 390.61	\$ 75,966	\$ 406.24	\$ 79,005	\$ 422.49
12	\$ 66,560	\$ 355.93	\$ 69,222	\$ 307.61	\$ 71,991	\$ 384.98	\$ 74,870	\$ 400.38	\$ 77,865	\$ 416.39	\$ 80,980	\$ 433.05
13	\$ 68,224	\$ 364.83	\$ 70,952	\$ 316.84	\$ 73,791	\$ 394.60	\$ 76,742	\$ 410.39	\$ 79,812	\$ 426.80	\$ 83,004	\$ 443.87
14	\$ 69,929	\$ 373.95	\$ 72,726	\$ 326.34	\$ 75,635	\$ 404.47	\$ 78,661	\$ 420.65	\$ 81,807	\$ 437.47	\$ 85,079	\$ 454.97
15	\$ 69,929	\$ 373.95	\$ 72,726	\$ 336.13	\$ 75,635	\$ 404.47	\$ 78,661	\$ 420.65	\$ 81,807	\$ 437.47	\$ 85,079	\$ 454.97
16	\$ 71,328	\$ 381.43	\$ 74,181	\$ 346.21	\$ 77,148	\$ 412.56	\$ 80,234	\$ 429.06	\$ 83,443	\$ 446.22	\$ 86,781	\$ 464.07
17	\$ 72,754	\$ 389.06	\$ 75,664	\$ 356.60	\$ 78,691	\$ 420.81	\$ 81,839	\$ 437.64	\$ 85,112	\$ 455.15	\$ 88,517	\$ 473.35
18	\$ 74,209	\$ 396.84	\$ 77,178	\$ 367.30	\$ 80,265	\$ 429.22	\$ 83,475	\$ 446.39	\$ 86,814	\$ 464.25	\$ 90,287	\$ 482.82
19	\$ 75,694	\$ 404.78	\$ 78,721	\$ 378.32	\$ 81,870	\$ 437.81	\$ 85,145	\$ 455.32	\$ 88,551	\$ 473.53	\$ 92,093	\$ 492.47
20	\$ 77,964	\$ 416.92	\$ 80,296	\$ 389.67	\$ 83,507	\$ 446.56	\$ 86,848	\$ 464.43	\$ 90,322	\$ 483.00	\$ 93,935	\$ 502.32

*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

*School Psychologist, Speech Language Pathologist, Occupational Therapist