



July 1, 2025- June 30, 2028
Free Horizon Montessori
Early Childhood Teacher 185

STEP	FHM LANE 1		FHM LANE 2		FHM LANE 3	
	ECT Qualified Innovation Lead	Daily Rate	ECT Qualified + Bachelor's Degree	Daily Rate	ECT Qualified + Bachelor's Degree Accredited + Montessori Program Certified	Daily Rate
1	\$ 34,231	\$ 185.03	\$ 35,600	\$ 192.43	\$ 37,024	\$ 200.13
2	\$ 35,258	\$ 190.58	\$ 36,668	\$ 198.21	\$ 38,135	\$ 206.14
3	\$ 36,316	\$ 196.30	\$ 37,768	\$ 204.15	\$ 39,279	\$ 212.32
4	\$ 37,405	\$ 202.19	\$ 38,901	\$ 210.28	\$ 40,458	\$ 218.69
5	\$ 38,527	\$ 208.26	\$ 40,068	\$ 216.59	\$ 41,671	\$ 225.25
6	\$ 39,683	\$ 214.50	\$ 41,271	\$ 223.08	\$ 42,921	\$ 232.01
7	\$ 40,874	\$ 220.94	\$ 42,509	\$ 229.78	\$ 44,209	\$ 238.97
8	\$ 40,874	\$ 220.94	\$ 42,509	\$ 229.78	\$ 44,209	\$ 238.97
9	\$ 41,896	\$ 226.46	\$ 43,571	\$ 235.52	\$ 45,314	\$ 244.94
10	\$ 42,943	\$ 232.12	\$ 44,661	\$ 241.41	\$ 46,447	\$ 251.07
11	\$ 44,017	\$ 237.93	\$ 45,777	\$ 247.44	\$ 47,608	\$ 257.34
12	\$ 45,117	\$ 243.88	\$ 46,922	\$ 253.63	\$ 48,798	\$ 263.78
13	\$ 46,245	\$ 249.97	\$ 48,095	\$ 259.97	\$ 50,018	\$ 270.37
14	\$ 47,401	\$ 256.22	\$ 49,297	\$ 266.47	\$ 51,269	\$ 277.13
15	\$ 47,401	\$ 256.22	\$ 49,297	\$ 266.47	\$ 51,269	\$ 277.13
16	\$ 48,349	\$ 261.35	\$ 50,283	\$ 271.80	\$ 52,294	\$ 282.67
17	\$ 49,316	\$ 266.57	\$ 51,289	\$ 277.24	\$ 53,340	\$ 288.33
18	\$ 50,302	\$ 271.90	\$ 52,314	\$ 282.78	\$ 54,407	\$ 294.09
19	\$ 51,308	\$ 277.34	\$ 53,361	\$ 288.44	\$ 55,495	\$ 299.97
20	\$ 52,335	\$ 282.89	\$ 54,428	\$ 294.20	\$ 56,605	\$ 305.97

**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 Delegated	\$ 750.00
Health Room Certified	\$ 500.00