



2026-2027 Free Horizon Montessori Charter SSP Salary Schedule

STEP	FHM Level 1		FHM LEVEL 2		FHM LEVEL 3		FHM LEVEL 4		FHM LEVEL 5		FHM LEVEL 6	
	Annual 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	\$ 49,960	\$ 270.05	\$ 51,958	\$ 280.86	\$ 54,037	\$ 292.09	\$ 56,198	\$ 303.77	\$ 58,446	\$ 315.92	\$ 60,784	\$ 328.56
2	\$ 51,459	\$ 278.16	\$ 53,517	\$ 289.28	\$ 55,658	\$ 300.85	\$ 57,884	\$ 312.89	\$ 60,200	\$ 325.40	\$ 62,607	\$ 338.42
3	\$ 53,003	\$ 286.50	\$ 55,123	\$ 297.96	\$ 57,328	\$ 309.88	\$ 59,621	\$ 322.27	\$ 62,005	\$ 335.16	\$ 64,486	\$ 348.57
4	\$ 54,593	\$ 295.10	\$ 56,776	\$ 306.90	\$ 59,047	\$ 319.18	\$ 61,409	\$ 331.94	\$ 63,866	\$ 345.22	\$ 66,420	\$ 359.03
5	\$ 56,230	\$ 303.95	\$ 58,480	\$ 316.11	\$ 60,819	\$ 328.75	\$ 63,252	\$ 341.90	\$ 65,782	\$ 355.58	\$ 68,413	\$ 369.80
6	\$ 57,917	\$ 313.07	\$ 60,234	\$ 325.59	\$ 62,643	\$ 338.61	\$ 65,149	\$ 352.16	\$ 67,755	\$ 366.24	\$ 70,465	\$ 380.89
7	\$ 59,655	\$ 322.46	\$ 62,041	\$ 335.36	\$ 64,523	\$ 348.77	\$ 67,104	\$ 362.72	\$ 69,788	\$ 377.23	\$ 72,579	\$ 392.32
8	\$ 59,655	\$ 322.46	\$ 62,041	\$ 335.36	\$ 64,523	\$ 348.77	\$ 67,104	\$ 362.72	\$ 69,788	\$ 377.23	\$ 72,579	\$ 392.32
9	\$ 61,146	\$ 330.52	\$ 63,592	\$ 343.74	\$ 66,136	\$ 357.49	\$ 68,781	\$ 371.79	\$ 71,532	\$ 386.66	\$ 74,394	\$ 402.13
10	\$ 62,675	\$ 338.78	\$ 65,182	\$ 352.33	\$ 67,789	\$ 366.43	\$ 70,501	\$ 381.08	\$ 73,321	\$ 396.33	\$ 76,254	\$ 412.18
11	\$ 64,242	\$ 347.25	\$ 66,811	\$ 361.14	\$ 69,484	\$ 375.59	\$ 72,263	\$ 390.61	\$ 75,154	\$ 406.24	\$ 78,160	\$ 422.49
12	\$ 65,848	\$ 355.93	\$ 68,482	\$ 370.17	\$ 71,221	\$ 384.98	\$ 74,070	\$ 400.38	\$ 77,033	\$ 416.39	\$ 80,114	\$ 433.05
13	\$ 67,494	\$ 364.83	\$ 70,194	\$ 379.43	\$ 73,001	\$ 394.60	\$ 75,922	\$ 410.39	\$ 78,958	\$ 426.80	\$ 82,117	\$ 443.87
14	\$ 69,181	\$ 373.95	\$ 71,949	\$ 388.91	\$ 74,827	\$ 404.47	\$ 77,820	\$ 420.65	\$ 80,932	\$ 437.47	\$ 84,170	\$ 454.97
15	\$ 69,181	\$ 373.95	\$ 71,949	\$ 388.91	\$ 74,827	\$ 404.47	\$ 77,820	\$ 420.65	\$ 80,932	\$ 437.47	\$ 84,170	\$ 454.97
16	\$ 70,565	\$ 381.43	\$ 73,388	\$ 396.69	\$ 76,323	\$ 412.56	\$ 79,376	\$ 429.06	\$ 82,551	\$ 446.22	\$ 85,853	\$ 464.07
17	\$ 71,976	\$ 389.06	\$ 74,855	\$ 404.62	\$ 77,850	\$ 420.81	\$ 80,963	\$ 437.64	\$ 84,202	\$ 455.15	\$ 87,570	\$ 473.35
18	\$ 73,416	\$ 396.84	\$ 76,352	\$ 412.72	\$ 79,407	\$ 429.22	\$ 82,583	\$ 446.39	\$ 85,886	\$ 464.25	\$ 89,322	\$ 482.82
19	\$ 74,884	\$ 404.78	\$ 77,879	\$ 420.97	\$ 80,995	\$ 437.81	\$ 84,234	\$ 455.32	\$ 87,604	\$ 473.53	\$ 91,108	\$ 492.48
20	\$ 76,382	\$ 412.87	\$ 79,437	\$ 429.39	\$ 82,615	\$ 446.57	\$ 85,919	\$ 464.43	\$ 89,356	\$ 483.00	\$ 92,930	\$ 502.32

**will honor up to 8 years of experience, up to 4 steps principals discretion*

** **additional** certifications and endorsements honored through step increases*