



2026-2027 Free Horizon Montessori Charter Educational Assistant Salary Schedule

STEP	Lane 1			Lane 2			Lane 3			Lane 4		
	Assistant Scale			ECE Qualified Assistant Scale			ECE + Accredited Montessori Certified Assistant Scale *assistant Montessori training			ECE + Accredited Montessori Certified Assistant Scale *lead Montessori training		
	Daily Rate	Hourly	Annual	Daily Rate	Hourly	Annual	Daily Rate	Hourly	Annual	Daily Rate	Hourly	Annual
1	\$158.00	\$19.75	\$27,492.00	\$172.00	\$21.50	\$29,928.00	\$176.00	\$22.00	\$30,624.00	\$188.00	\$23.50	\$32,712.00
2	\$162.74	\$20.34	\$28,316.76	\$177.16	\$22.15	\$30,825.84	\$181.28	\$22.66	\$31,542.72	\$193.64	\$24.21	\$33,693.36
3	\$167.62	\$20.95	\$29,166.26	\$182.47	\$22.81	\$31,750.62	\$186.72	\$23.34	\$32,489.00	\$199.45	\$24.93	\$34,704.16
4	\$172.65	\$21.58	\$30,041.25	\$187.95	\$23.49	\$32,703.13	\$192.32	\$24.04	\$33,463.67	\$205.43	\$25.68	\$35,745.29
5	\$177.83	\$22.23	\$30,942.49	\$193.59	\$24.20	\$33,684.23	\$198.09	\$24.76	\$34,467.58	\$211.60	\$26.45	\$36,817.64
6	\$181.39	\$22.67	\$31,561.34	\$197.46	\$24.68	\$34,357.91	\$202.05	\$25.26	\$35,156.93	\$215.83	\$26.98	\$37,554.00
7	\$181.96	\$22.75	\$31,661.34	\$198.03	\$24.75	\$34,457.91	\$202.63	\$25.33	\$35,256.93	\$216.40	\$27.05	\$37,654.00
8	\$185.60	\$23.20	\$32,294.56	\$201.99	\$25.25	\$35,147.07	\$206.68	\$25.83	\$35,962.07	\$220.73	\$27.59	\$38,407.08
9	\$189.31	\$23.66	\$32,940.46	\$206.03	\$25.75	\$35,850.01	\$210.81	\$26.35	\$36,681.31	\$225.14	\$28.14	\$39,175.22
10	\$193.10	\$24.14	\$33,599.27	\$210.16	\$26.27	\$36,567.01	\$214.50	\$26.81	\$37,323.24	\$229.08	\$28.64	\$39,860.78
11	\$193.67	\$24.21	\$33,699.27	\$210.73	\$26.34	\$36,667.01	\$215.08	\$26.88	\$37,423.24	\$229.66	\$28.71	\$39,960.78
12	\$197.06	\$24.63	\$34,289.00	\$214.42	\$26.80	\$37,308.68	\$218.84	\$27.35	\$38,078.14	\$233.68	\$29.21	\$40,660.10
13	\$200.51	\$25.06	\$34,889.06	\$218.17	\$27.27	\$37,961.59	\$222.67	\$27.83	\$38,744.51	\$237.77	\$29.72	\$41,371.65
14	\$204.02	\$25.50	\$35,499.62	\$221.99	\$27.75	\$38,625.91	\$226.57	\$28.32	\$39,422.54	\$241.93	\$30.24	\$42,095.65
15	\$204.60	\$25.57	\$35,599.62	\$222.56	\$27.82	\$38,725.91	\$227.14	\$28.39	\$39,522.54	\$242.50	\$30.31	\$42,195.65
16	\$207.66	\$25.96	\$36,133.61	\$225.90	\$28.24	\$39,306.80	\$230.55	\$28.82	\$40,115.38	\$246.14	\$30.77	\$42,828.59
17	\$210.78	\$26.35	\$36,675.62	\$229.29	\$28.66	\$39,896.41	\$234.01	\$29.25	\$40,717.11	\$249.83	\$31.23	\$43,471.02
18	\$213.94	\$26.74	\$37,225.75	\$232.73	\$29.09	\$40,494.85	\$237.52	\$29.69	\$41,327.86	\$253.58	\$31.70	\$44,123.08
19	\$214.52	\$26.81	\$37,325.75	\$233.30	\$29.16	\$40,594.85	\$238.09	\$29.76	\$41,427.86	\$254.16	\$31.77	\$44,223.08
20	\$216.66	\$27.08	\$37,699.01	\$235.64	\$29.45	\$41,000.80	\$240.47	\$30.06	\$41,842.14	\$256.70	\$32.09	\$44,665.31

*proof of credentials due by June 1 for application in the coming year

*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

Version Date April 10, 2025