



July 1, 2021 - June 30, 2025

Free Horizon Montessori

Instructional Salary Schedule – 185 Contact Days

Position Total Salary = Base + Stipend, Total Salary will be adjusted for FTE & contact days

Base position salary

STEP	FY23 Instructional Non-Exempt 185		
	Daily Rate	Hourly	Annual
1	\$ 136.00	\$ 17.00	\$ 25,160.00
2	\$ 140.08	\$ 17.51	\$ 25,914.80
3	\$ 144.28	\$ 18.04	\$ 26,692.24
4	\$ 148.61	\$ 18.58	\$ 27,493.01
5	\$ 153.07	\$ 19.13	\$ 28,317.80
6	\$ 157.66	\$ 19.71	\$ 29,167.34
7	\$ 162.39	\$ 20.30	\$ 30,042.36
8	\$ 167.26	\$ 20.91	\$ 30,943.63
9	\$ 172.28	\$ 21.54	\$ 31,871.94
10	\$ 177.45	\$ 22.18	\$ 32,828.09
11	\$ 182.77	\$ 22.85	\$ 33,812.94
12	\$ 188.26	\$ 23.53	\$ 34,827.32
13	\$ 193.90	\$ 24.24	\$ 35,872.14
14	\$ 199.72	\$ 24.97	\$ 36,948.31
15	\$ 205.71	\$ 25.71	\$ 38,056.76
16	\$ 211.88	\$ 26.49	\$ 39,198.46
17	\$ 218.24	\$ 27.28	\$ 40,374.41
18	\$ 224.79	\$ 28.10	\$ 41,585.65
19	\$ 231.53	\$ 28.94	\$ 42,833.22
20	\$ 238.48	\$ 29.81	\$ 44,118.21

Instructional – Non-Exempt Stipend Pay

Description		Instructional Non Exempt
Montessori Credential - MACTE Accredited	Employees are eligible for only one of these three stipends; highest amount earned will be applied	\$ 1,000.00
Montessori Credential - Non-Accredited		\$ 500.00
Montessori Training in Progress (accredited only)		\$ 200.00
Prior Montessori Exp (amt/yr up to 6 years)		\$ 50.00
Sub License or Teacher's License	Employees will receive one stipend (not two)	\$ 750.00
Bachelor's degree	Employees are eligible for only one of these three stipends; highest amount earned will be applied	\$ 500.00
Associate's degree		\$ 300.00
Jeffco Health Room Certified FHM Team Member	FHM Health Care Certified and part of FHM Health Care Team (Does not apply to Health Aid position)	\$ 500.00
OEC ECT		\$ 500.00
Board Liaison	Determined by the Principal	Paid Hourly