

July 1, 2021 - June 30, 2025 Free Horizon Montessori Instructional Salary Schedule – 189 Contact Days

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

Base position salary

Includes two comp days at the end of each semester as compensation for Parent/Teacher Conference attendance.

Educato	or	189																
_	FHM LEVEL 1			FHM LEVEL 2			FHM LEVEL 3				FHM LEVEL 4			FHM LEVEL 5				
STEP	Annual Bachelor's Degre	Daily Rate		Annual (Bachelor's Degree + 20 duate Credits)	ſ	Daily Rate	(Ma	Annual ester's Degree)		Daily Rate		Annual ester's Degree w/60-74 duate Credits)		Daily Rate		Annual aster's Degree 75+ Graduate Credits)	_	Daily Rate
1	\$ 37,540.00	\$ 198.62	\$	42,000.00	\$	222.22	\$	45,500.00	\$	240.74	\$	46,500.00	\$	246.03	\$	50,000.00	\$	264.55
2	\$ 38,666.20	\$ 204.58	\$	43,260.00	\$	228.89	\$	46,865.00	\$	247.96	\$	47,895.00	\$	253.41	\$	51,500.00	\$	272.49
3	\$ 39,826.19	\$ 210.72	\$	44,557.80	\$	235.76	\$	48,270.95	\$	255.40	\$	49,331.85	\$	261.02	\$	53,045.00	\$	280.66
4	\$ 41,020.97	\$ 217.04	\$	45,894.53	\$	242.83	\$	49,719.08	\$	263.06	\$	50,811.81	\$	268.85	\$	54,636.35	\$	289.08
5	\$ 42,251.60	\$ 223.55	\$	47,271.37	\$	250.11	\$	51,210.65	\$	270.96	\$	52,336.16	\$	276.91	\$	56,275.44	\$	297.75
6	\$ 43,519.15	\$ 230.26	\$	48,689.51	\$	257.62	\$	52,746.97	\$	279.08	\$	53,906.24	\$	285.22	\$	57,963.70	\$	306.69
7	\$ 44,824.72	\$ 237.17	\$	50,150.20	\$	265.34	\$	54,329.38	\$	287.46	\$	55,523.43	\$	293.77	\$	59,702.61	\$	315.89
8	\$ 46,169.46	\$ 244.28	\$	51,654.70	\$	273.31	\$	55,959.26	\$	296.08	\$	57,189.13	\$	302.59	\$	61,493.69	\$	325.36
9	\$ 47,554.55	\$ 251.61	\$	53,204.34	\$	281.50	\$	57,638.04	\$	304.96	\$	58,904.81	\$	311.67	\$	63,338.50	\$	335.12
10	\$ 48,981.19	\$ 259.16	\$	54,800.47	\$	289.95	\$	59,367.18	\$	314.11	\$	60,671.95	\$	321.02	\$	65,238.66	\$	345.18
11	\$ 50,450.62	\$ 266.93	\$	56,444.49	\$	298.65	\$	61,148.20	\$	323.54	\$	62,492.11	\$	330.65	\$	67,195.82	\$	355.53
12	\$ 51,964.14	\$ 274.94	\$	58,137.82	\$	307.61	\$	62,982.64	\$	333.24	\$	64,366.87	\$	340.57	\$	69,211.69	\$	366.20
13	\$ 53,523.06	\$ 283.19	\$	59,881.96	\$	316.84	\$	64,872.12	\$	343.24	\$	66,297.88	\$	350.78	\$	71,288.04	\$	377.19
14	\$ 55,128.76	\$ 291.69	\$	61,678.42	\$	326.34	\$	66,818.28	\$	353.54	\$	68,286.82	\$	361.31	\$	73,426.69	\$	388.50
15	\$ 56,782.62	\$ 300.44	\$	63,528.77	\$	336.13	\$	68,822.83	\$	364.14	\$	70,335.42	\$	372.15	\$	75,629.49	\$	400.16
16	\$ 58,486.10	\$ 309.45	\$	65,434.63	\$	346.21	\$	70,887.52	\$	375.07	\$	72,445.48	\$	383.31	\$	77,898.37	\$	412.16
17	\$ 60,240.68	\$ 318.73	\$	67,397.67	\$	356.60	\$	73,014.14	\$	386.32	\$	74,618.85	\$	394.81	\$	80,235.32	\$	424.53
18	\$ 62,047.90	\$ 328.30	\$	69,419.60	\$	367.30	\$	75,204.57	\$	397.91	\$	76,857.41	\$	406.65	\$	82,642.38	\$	437.26
19	\$ 63,909.34	\$ 338.14	\$	71,502.19	\$	378.32	\$	77,460.70	\$	409.84	\$	79,163.14	\$	418.85	\$	85,121.65	\$	450.38
20	\$ 65,826.62	\$ 348.29	\$	73,647.25	\$	389.67	\$	79,784.53	\$	422.14	\$	81,538.03	\$	431.42	\$	87,675.30	\$	463.89

<u>Instructional – Exempt Stipend Pay</u>

Description		Instructional Exempt		
Montessori Credential - MACTE Accredited	Employees are eligible for only one of these three	\$	3,000.00	
Montessori Credential - Non-Accredited	stipends; highest amount earned will be applied	\$	1,000.00	
Montessori Training in Progress (accredited only)	stipenus, nignest amount earned win be applied	\$	500.00	
Prior Montessori Exp (amt/yr up to 6 years)		\$	100.00	
CO Teacher's License		\$	1,000.00	
Additional Endorsement on valid CO special	Must align with mission of school and position to			
service provider license	be eligible	\$	500.00	
Instructional Leadership Team		\$	750.00	
Department Chair or Board Liaison	Employees are eligible for one stipend only	\$	300.00	



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