



July 1, 2021 - June 30, 2025

Free Horizon Montessori

Instructional Lead After Care Salary Schedule – 185 Contact Days

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

Base position salary

Instructional 185 Lead After Care 185 Scale			
STEP	Daily Rate	Hourly	+Lead
1	\$ 168.00	\$ 21.00	\$ 31,080.00
2	\$ 173.04	\$ 21.63	\$ 32,012.40
3	\$ 178.23	\$ 22.28	\$ 32,972.77
4	\$ 183.58	\$ 22.95	\$ 33,961.96
5	\$ 189.09	\$ 23.64	\$ 34,980.81
6	\$ 194.76	\$ 24.34	\$ 36,030.24
7	\$ 200.60	\$ 25.08	\$ 37,111.15
8	\$ 206.62	\$ 25.83	\$ 38,224.48
9	\$ 212.82	\$ 26.60	\$ 39,371.21
10	\$ 219.20	\$ 27.40	\$ 40,552.35
11	\$ 225.78	\$ 28.22	\$ 41,768.92
12	\$ 232.55	\$ 29.07	\$ 43,021.99
13	\$ 239.53	\$ 29.94	\$ 44,312.65
14	\$ 246.71	\$ 30.84	\$ 45,642.03
15	\$ 254.12	\$ 31.76	\$ 47,011.29
16	\$ 261.74	\$ 32.72	\$ 48,421.63
17	\$ 269.59	\$ 33.70	\$ 49,874.28
18	\$ 277.68	\$ 34.71	\$ 51,370.50
19	\$ 286.01	\$ 35.75	\$ 52,911.62
20	\$ 294.59	\$ 36.82	\$ 54,498.97

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