

Exhibit H

**2015-2016 Kent Teachers' Salary Schedule**  
(updated 8/7/2015)

Years of Service	BA	BA+15	BA+30	BA+45	BA+90	BA+135	MA	MA+45	MA+90 or PHD
0	35,069	36,016	36,997	37,981	41,137	43,170	42,045	45,201	47,235
1	35,541	36,501	37,495	38,522	41,711	43,732	42,512	45,701	47,722
2	35,991	36,960	37,965	39,071	42,250	44,293	42,983	46,162	48,205
3	36,454	37,433	38,448	39,589	42,763	44,855	43,429	46,600	48,693
4	36,909	37,931	38,952	40,133	43,325	45,432	43,896	47,089	49,197
5	37,378	38,405	39,436	40,683	43,863	46,013	44,371	47,553	49,703
6	37,861	38,865	39,932	41,240	44,405	46,566	44,859	48,024	50,184
7	38,709	39,728	40,809	42,188	45,401	47,621	45,771	48,982	51,204
8	39,950	41,025	42,131	43,625	46,881	49,183	47,206	50,463	52,764
9		42,368	43,529	45,077	48,409	50,789	48,657	51,991	54,371
10			44,944	46,604	49,979	52,439	50,185	53,562	56,021
11				48,175	51,624	54,133	51,756	55,207	57,714
12				49,696	53,313	55,897	53,389	56,895	59,479
13					55,043	57,704	55,079	58,624	61,285
14					56,781	59,579	56,819	60,477	63,161
15					58,259	61,129	58,296	62,049	64,803
16 or more					59,423	62,351	59,462	63,290	66,099

\*No entry into this column after January 1, 1992

2015-2016 Supplemental TRI Schedule (updated 8/7/2015)

Years of Service	BA	BA+15	BA+30	BA+45	BA+90	BA+135*	MA	MA+45	MA+90 or PHD
0	7,988	8,204	8,427	8,651	9,370	9,833	9,577	10,296	10,759
1	8,095	8,314	8,541	8,774	9,501	9,961	9,683	10,410	10,870
2	8,198	8,419	8,648	8,900	9,624	10,089	9,791	10,515	10,980
3	8,303	8,526	8,758	9,017	9,740	10,217	9,892	10,614	11,091
4	8,407	8,640	8,872	9,141	9,868	10,348	9,999	10,726	11,206
5	8,514	8,748	8,983	9,267	9,991	10,481	10,107	10,832	11,321
6	8,624	8,853	9,096	9,394	10,114	10,607	10,218	10,939	11,431
7	8,817	9,049	9,295	9,609	10,341	10,847	10,426	11,157	11,663
8	9,100	9,345	9,597	9,937	10,678	11,203	10,752	11,494	12,018
9		9,650	9,915	10,268	11,026	11,569	11,083	11,842	12,385
10			10,237	10,615	11,384	11,944	11,431	12,200	12,760
11				10,973	11,759	12,330	11,789	12,575	13,146
12				11,320	12,144	12,732	12,161	12,959	13,548
13					12,538	13,144	12,546	13,353	13,959
14					12,933	13,571	12,942	13,775	14,387
15					13,270	13,924	13,279	14,133	14,761
16 or more					13,535	14,202	13,544	14,416	15,056