

**KITIGAN ZIBI ANISHINABEG
SALARY SCALE 2018-19**

EMPLOYEE / JOB TYPE	2018-19 Hourly
Cleaning & Maintenance	
Maintenance Supervisor	21.04
Janitor	18.19
Cleaner	14.77
Support Worker/General Labourer	12.00

EMPLOYEE / JOB TYPE	2018-19 Hourly
Administration	
Receptionist	12.00
Admin Support/Secretarial	15.10
Cultural Facilitator	18.08

EMPLOYEE / JOB TYPE	2018-19 Hourly
Summer Student Employment	
High School student	12.00
College student	13.00
University student	14.00

EMPLOYEE / JOB TYPE	2018-19 Hourly
Construction	
Carpenter (with course)	20.75
Carpenter (without course)	19.33
Labourers (with course)	14.42
Labourers General	12.00
Experienced Plumbers	20.75
Experienced Plasterers	20.75
Experienced Painters	17.48
Purchase Agent	15.70

EMPLOYEE / JOB TYPE	2018-19 Hourly
Other General Labour	
Foreman	19.33
Foreman Assistant with Course	15.70
Chainsaw/Brushsaw Operator	13.31
Animal Control	14.41
Radio Assistant - with experience	14.42
Radio Assistant - without experience	14.32
Maintenance Tech	25.67
Ventilation Maintenance	18.43
Class 1 - Driver	19.88
Class 3 - Driver	15.86
Weight Scale Operator	15.70
Awazibi Labourers	12.00
Awazibi Equipment Operators	13.77
Wildlife Technician	-
Water & Sewer Operator	16.39
Medical Transportation Driver	14.86
PSW - Kiweda	18.93
In-Home Care worker	14.79
Nurse	30.08
Endong/Kiweda Cook	17.47
Nicholas Stevens/Waseya Contract workers	14.13
Winter Program workers Property maintenance	14.48
Rink Maintenance	14.48
Summer Camp Organizer	19.16
Summer Camp Head Monitor	14.49
Summer Camp Monitor	12.42
Event Organizer	14.13
Researcher/Consultant (\$12.00 to \$25.00)	
Foreman - Summer Maintenance	19.04

EMPLOYEE / JOB TYPE	2018-19 Hourly
Wazonon Daycare	
Daycare Centre Coordinator	21.83
Early Childhood Educator (Certified)	18.91
Early Childhood Educator (Non-Certified) (12+	17.45
Early Childhood Educator (Non-Certified) (less	16.18
Early Childhood Support Worker (12 or more l	14.42
Wazonon Cook	15.09



EMPLOYEE / JOB TYPE	2018-19 Hourly
Odekan	
Headstart Coordinator (Certified)	19.76
Non-Certified but 12+ E.C.E. Courses	17.72
Non-Certified, less than 12 E.C.E. Courses	16.04
Headstart Support Worker >12 courses	14.42
Headstart Support Worker <12 courses	12.91
Odekan Cook	15.09

EMPLOYEE / JOB TYPE	2018-19 Hourly
Kitigan Zibi School	
Teacher Substitute - (Certified Teacher or C	20.71
Teacher Substitute Non-certified	16.59
Certified Teacher - (Term Contract for more than	28.74
Program Support (Cultural Activities)	18.08
Teacher Assistant - Certified	16.55
Teacher Assistant - non certified	13.24
Head Cook	19.09
Cook Assistant	14.42
Student Attendant	13.22

EMPLOYEE / JOB TYPE	2018-19 Hourly
KZES - SUBSTITUTES	
Cook	12.00
Librarian	12.00
Secretary/Receptionist	12.00
General Education Support Worker	12.00
Cafeteria Support Worker	12.00
Cleaner Substitute	12.00
Head Start Support Worker	12.00
Teacher Assistant Substitute	12.00
Daycare Center Support Worker	12.00

Standard flyer ads & delivery from Anishinabe Printing. Contact Anishinabe Printing for prices.	
Flyer Delivery for special ads on flyer days	125.00
Special Flyer Delivery	250.00

Standardized rates, Salary Scale and
Teachers Scale for fiscal 2018-19

Bookkeeper

Finance Director

Community Services Director/Comptroller

KITIGAN ZIBI TEACHERS SALARY SCALE 2018-19

EXPERIENCE SCALE		LEVEL				
		<14	15	16	17	18
YEARS	1	37,237.20	39,949.00	42,861.00	46,027.80	49,431.20
	2	38,292.80	41,077.40	44,116.80	47,374.60	50,887.20
	3	39,366.60	42,296.80	45,354.40	48,739.60	52,379.60
	4	40,531.40	43,498.00	46,683.00	50,159.20	53,926.60
	5	41,678.00	44,753.80	48,029.80	51,651.60	55,510.00
	6	42,824.60	46,027.80	49,431.20	53,144.00	57,129.80
	7	44,116.80	47,374.60	50,887.20	54,709.20	58,858.80
	8	45,354.40	48,739.60	52,379.60	56,310.80	60,606.00
	9	46,683.00	50,159.20	53,926.60	57,967.00	62,407.80
	10	48,029.80	51,651.60	55,510.00	59,732.40	64,282.40
	11	49,431.20	53,144.00	57,129.80	61,497.80	66,193.40
	12	50,887.20	54,709.20	58,858.80	63,354.20	68,250.00
	13	52,379.60	56,310.80	60,606.00	65,247.00	70,324.80
	14	53,926.60	57,967.00	62,407.80	67,249.00	72,490.60
	15	55,510.00	59,732.40	64,282.40	69,305.60	74,747.40

Bookkeeper



Finance Director



Community Services Director/Comptroller

**KITIGAN ZIBI ANISHINABEG
SALARY SCALE 2018-19**

	LEVEL	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5
POINTS SUPPORT						
0 TO 300	1	26,353.60	27,554.80	28,810.60	29,684.20	31,486.00
301 TO 400	2	31,813.60	33,269.60	34,780.20	35,835.80	38,038.00
401 TO 500	3	35,562.80	37,182.60	38,898.40	40,058.20	42,533.40
501 TO 600	4	40,167.40	42,005.60	43,934.80	45,263.40	48,048.00
601 TO 700	5	42,988.40	44,954.00	47,010.60	48,412.00	51,378.60
264 TO 313	6	47,884.20	50,050.00	52,325.00	53,908.40	57,220.80
314 TO 363	7	51,396.80	53,762.80	56,219.80	57,894.20	61,443.20
364 TO 413	8	55,655.60	58,203.60	60,860.80	62,699.00	66,539.20
414 TO 463	9	59,914.40	62,626.20	65,520.00	67,485.60	71,617.00
464 TO 513	10	63,809.20	66,721.20	69,742.40	73,273.20	76,258.00
514 TO 563	11	67,431.00	70,506.80	73,710.00	75,948.60	80,607.80
564 TO 613	12	71,107.40	74,328.80	77,732.20	80,061.80	84,994.00
614 TO 663	13	74,729.20	78,114.40	81,681.60	84,156.80	89,307.40
664 TO 713	14	78,296.40	81,863.60	85,612.80	88,197.20	93,620.80
714 TO 763	15	83,228.60	87,032.40	90,981.80	93,730.00	98,025.20
POINTS SENIOR ADMIN.						
						104,031.20

Bookkeeper

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