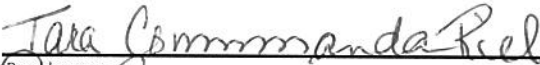
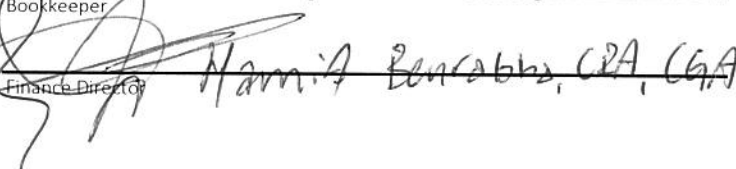


**KITIGAN ZIBI ANISHINABEG  
SALARY SCALE 2019-20**

EMPLOYEE / JOB TYPE	2018-19 Hourly	2019-20 Hourly
<b>Cleaning &amp; Maintenance</b>		
Maintenance Supervisor	21.04	21.46
Janitor	18.19	18.55
Cleaner	14.77	15.07
Support Worker/General Labourer	12.00	12.50
<b>Administration</b>		
Receptionist	12.00	12.50
Admin Support/Secretarial	15.10	15.40
Cultural Facilitator	18.08	18.44
Pre-Employment Support - Case Worker	18.48	18.85
<b>Summer Student Employment ***</b>		
High School student	12.00	12.50
College student	13.00	13.50
University student	14.00	14.50
<b>Construction</b>		
Carpenter (with course)	20.75	21.17
Carpenter (without course)	19.33	19.72
Labourers (with course)	14.42	14.71
Labourers General	12.00	12.50
Experienced Plumbers	20.75	21.17
Experienced Plasterers	20.75	21.17
Experienced Painters	17.48	17.83
Purchase Agent	15.70	16.01
<b>Other General Labour</b>		
Foreman	19.33	19.72
Foreman Assistant with Course	15.70	16.01
Chainsaw/Brushsaw Operator	13.31	13.58
Animal Control	14.41	14.70
Radio Assistant - with experience	14.42	14.71
Radio Assistant - without experience	12.00	12.50
Maintenance Tech	25.67	26.18
Ventilation Maintenance	19.13	19.51
Class 1 - Driver	19.88	20.28
Class 3 - Driver	15.86	16.18
Weight Scale Operator	15.70	16.01
Awazibi Labourers	12.00	12.50
Awazibi Equipment Operators	13.77	14.05
Wildlife Technician	-	0.00
Water & Sewer Operator	16.39	16.72
Medical Transportation Driver	14.86	15.16
PSW - Kiweda	18.93	19.31
In-Home Care worker	14.79	15.09
Nurse	30.08	30.68
Endong/Kiweda Cook	17.47	17.82
Nicholas Stevens/Waseya Contract workers	14.13	14.41
Winter Program workers Property maintenanc	14.48	14.77
Rink Maintenance	14.48	14.77
Summer Camp Organizer	19.16	19.54
Summer Camp Head Monitor	14.49	14.78
Summer Camp Monitor	12.42	12.67
Event Organizer	14.13	14.41
Researcher/Consultant (\$12.00 to \$25.00)		
Foreman - Summer Maintenance	19.04	19.42

EMPLOYEE / JOB TYPE	2018-19 Hourly	2019-20 Hourly
<b>Wazoson Daycare</b>		
Daycare Centre Coordinator	21.83	22.26
Early Childhood Educator (Certified)	18.91	19.29
Early Childhood Educator (Non-Certified) (12+ E.C.E. Courses)	17.45	17.80
Early Childhood Educator (Non-Certified) (less than 12 E.C.E. Cc	16.18	16.50
Early Childhood Support Worker (12 or more E.C.E. courses)	14.42	14.71
Wazoson Cook	15.09	15.39
<b>Odekan</b>		
Headstart Coordinator (Certified)	19.76	20.15
Non-Certified but 12+ E.C.E. Courses	17.72	18.07
Non-Certified, less than 12 E.C.E. Courses	16.04	16.37
Headstart Support Worker >12 courses	14.42	14.71
Headstart Support Worker <12 courses	12.91	13.17
Odekan Cook	15.09	15.39
<b>Kitigan Zibi School</b>		
Teacher Substitute - (Certified Teacher or Certified Classroom	20.71	21.12
Teacher Substitute Non-certified	16.59	16.92
Certified Teacher - (Term Contract for more than 5 consecutive days	28.74	29.31
Program Support (Cultural Activities)	18.08	18.44
Teacher Assistant - Certified / Tutor	16.55	16.88
Teacher Assistant - non certified	13.24	13.50
Head Cook	19.09	19.47
Librarian	14.09	14.37
Cook Assistant	14.42	14.71
Student Attendant	13.22	13.48
<b>KZES - SUBSTITUTES (4 days or less)</b>		
Cook	12.00	12.50
Librarian	12.00	12.50
Secretary/Receptionist	12.00	12.50
General Support Worker	12.00	12.50
Cafeteria Support Worker	12.00	12.50
Cleaner Substitute	12.00	12.50
Head Start Support Worker	12.00	12.50
Teacher Assistant Substitute	12.00	12.50
Daycare Center Support Worker	12.00	12.50
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

  
 Tara Commanda Reel  
 Bookkeeper

  
 Namia Benrabah, CPA, CGA  
 Finance Director

\*\*\* Summer Student Employment stays the same until updated by council.

**KITIGAN ZIBI ANISHINABEG  
SALARY SCALE 2019-20**

INCREASE: 2.00%  
HOURLY


	Column1	LEVEL	RANGE 0	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5
POINTS SUPPORT	0 TO 300	1	14.77	15.44	16.15	16.64	17.65	18.45
	301 TO 400	2	17.83	18.65	19.49	20.08	21.32	22.30
	401 TO 500	3	19.93	20.84	21.80	22.45	23.84	24.93
	501 TO 600	4	22.51	23.54	24.62	25.37	26.93	28.16
	601 TO 700	5	24.09	25.19	26.35	27.13	28.79	30.12
POINTS SENIOR ADMIN.	264 TO 313	6	26.84	28.05	29.33	30.21	32.07	33.52
	314 TO 363	7	28.80	30.13	31.51	32.45	34.44	36.01
	364 TO 413	8	31.19	32.62	34.11	35.14	37.29	38.99
	414 TO 463	9	33.58	35.10	36.72	37.82	40.14	41.98
	464 TO 513	10	35.76	37.39	39.09	41.07	42.74	44.71
	514 TO 563	11	37.79	39.51	41.31	42.56	45.18	47.25
	564 TO 613	12	39.85	41.66	43.56	44.87	47.63	49.81
	614 TO 663	13	41.88	43.78	45.78	47.16	50.05	52.34
	664 TO 713	14	43.88	45.88	47.98	49.43	52.47	54.86
	714 TO 763	15	46.64	48.78	50.99	52.53	54.94	58.30


WEEKLY

	Column1	LEVEL	RANGE 0	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5
POINTS SUPPORT	0 TO 300	1	516.94	540.50	565.13	582.27	617.61	645.81
	301 TO 400	2	624.04	652.60	682.23	702.93	746.13	780.40
	401 TO 500	3	697.58	729.35	762.91	785.76	834.31	872.51
	501 TO 600	4	787.90	823.96	861.80	887.86	942.48	985.68
	601 TO 700	5	843.23	881.79	922.13	949.62	1007.81	1054.22
POINTS SENIOR ADMIN.	264 TO 313	6	939.27	981.75	1026.38	1057.43	1122.41	1173.10
	314 TO 363	7	1008.17	1054.58	1102.77	1135.62	1205.23	1260.21
	364 TO 413	8	1091.71	1141.69	1193.81	1229.87	1305.19	1364.81
	414 TO 463	9	1175.24	1228.44	1285.20	1323.76	1404.80	1469.41
	464 TO 513	10	1251.64	1308.76	1368.02	1437.28	1495.83	1564.73
	514 TO 563	11	1322.69	1383.02	1445.85	1489.76	1581.15	1653.62
	564 TO 613	12	1394.80	1457.99	1524.75	1570.44	1667.19	1743.23
	614 TO 663	13	1465.84	1532.24	1602.22	1650.77	1751.80	1831.77
	664 TO 713	14	1535.81	1605.79	1679.33	1730.02	1836.41	1919.95
	714 TO 763	15	1632.56	1707.17	1784.64	1838.55	1922.80	2040.61

ANNUAL

	Column1	LEVEL	RANGE 0	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5
POINTS SUPPORT	0 TO 300	1	26,880.67	28,105.90	29,386.81	30,277.88	32,115.72	33,582.28
	301 TO 400	2	32,449.87	33,934.99	35,475.80	36,552.52	38,798.76	40,580.90
	401 TO 500	3	36,274.06	37,926.25	39,671.27	40,859.36	43,384.07	45,370.42
	501 TO 600	4	40,970.75	42,845.71	44,813.50	46,168.67	49,008.96	51,255.20
	601 TO 700	5	43,848.17	45,853.08	47,950.81	49,380.24	52,406.17	54,819.49
POINTS SENIOR ADMIN.	264 TO 313	6	48,841.88	51,051.00	53,371.50	54,986.57	58,365.22	61,001.30
	314 TO 363	7	52,424.74	54,838.06	57,344.20	59,052.08	62,672.06	65,530.92
	364 TO 413	8	56,768.71	59,367.67	62,078.02	63,952.98	67,869.98	70,970.17
	414 TO 463	9	61,112.69	63,878.72	66,830.40	68,835.31	73,049.34	76,409.42
	464 TO 513	10	65,085.38	68,055.62	71,137.25	74,738.66	77,783.16	81,366.01
	514 TO 563	11	68,779.62	71,916.94	75,184.20	77,467.57	82,219.96	85,988.45
	564 TO 613	12	72,529.55	75,815.38	79,286.84	81,663.04	86,693.88	90,648.01
	614 TO 663	13	76,223.78	79,676.69	83,315.23	85,839.94	91,093.55	95,251.88
	664 TO 713	14	79,862.33	83,500.87	87,325.06	89,961.14	95,493.22	99,837.19
	714 TO 763	15	84,893.17	88,773.05	92,801.44	95,604.60	99,985.70	106,111.82

  
 Tari Commenda  
 Bookkeeper

  
 Namid Benrabha, C2A, CGA  
 Finance Director

**KITIGAN ZIBI TEACHERS  
SALARY SCALE 2019-20**

HOURLY SALARY



EXPERIENCE SCALE	LEVEL				
	<14	15	16	17	18
1	20.87	22.39	24.02	25.80	27.70
2	21.46	23.02	24.72	26.55	28.52
3	22.06	23.70	25.42	27.32	29.36
4	22.72	24.38	26.16	28.11	30.22
5	23.36	25.08	26.92	28.95	31.11
6	24.00	25.80	27.70	29.78	32.02
7	24.72	26.55	28.52	30.66	32.99
8	25.42	27.32	29.36	31.56	33.97
9	26.16	28.11	30.22	32.49	34.98
10	26.92	28.95	31.11	33.48	36.03
11	27.70	29.78	32.02	34.47	37.10
12	28.52	30.66	32.99	35.51	38.25
13	29.36	31.56	33.97	36.57	39.41
14	30.22	32.49	34.98	37.69	40.63
15	31.11	33.48	36.03	38.84	41.89

WEEKLY SALARY

EXPERIENCE SCALE	LEVEL				
	<14	15	16	17	18
1	730.42	783.62	840.74	902.85	969.61
2	751.13	805.75	865.37	929.27	998.17
3	772.19	829.67	889.64	956.05	1,027.45
4	795.04	853.23	915.71	983.89	1,057.79
5	817.53	877.86	942.12	1,013.17	1,088.85
6	840.02	902.85	969.61	1,042.44	1,120.62
7	865.37	929.27	998.17	1,073.14	1,154.54
8	889.64	956.05	1,027.45	1,104.56	1,188.81
9	915.71	983.89	1,057.79	1,137.05	1,224.15
10	942.12	1,013.17	1,088.85	1,171.67	1,260.92
11	969.61	1,042.44	1,120.62	1,206.30	1,298.41
12	998.17	1,073.14	1,154.54	1,242.72	1,338.75
13	1,027.45	1,104.56	1,188.81	1,279.85	1,379.45
14	1,057.79	1,137.05	1,224.15	1,319.12	1,421.93
15	1,088.85	1,171.67	1,260.92	1,359.46	1,466.20

ANNUAL SALARY

EXPERIENCE SCALE	LEVEL				
	<14	15	16	17	18
1	37,981.94	40,747.98	43,718.22	46,948.36	50,419.82
2	39,058.66	41,898.95	44,999.14	48,322.09	51,904.94
3	40,153.93	43,142.74	46,261.49	49,714.39	53,427.19
4	41,342.03	44,367.96	47,616.66	51,162.38	55,005.13
5	42,511.56	45,648.88	48,990.40	52,684.63	56,620.20
6	43,681.09	46,948.36	50,419.82	54,206.88	58,272.40
7	44,999.14	48,322.09	51,904.94	55,803.38	60,035.98
8	46,261.49	49,714.39	53,427.19	57,437.02	61,818.12
9	47,616.66	51,162.38	55,005.13	59,126.34	63,655.96
10	48,990.40	52,684.63	56,620.20	60,927.05	65,568.05
11	50,419.82	54,206.88	58,272.40	62,727.76	67,517.27
12	51,904.94	55,803.38	60,035.98	64,621.28	69,615.00
13	53,427.19	57,437.02	61,818.12	66,551.94	71,731.30
14	55,005.13	59,126.34	63,655.96	68,593.98	73,940.41
15	56,620.20	60,927.05	65,568.05	70,691.71	76,242.35

  
 Bookkeeper  
  
 Finance Director

Hamid Benrabha, CPA, CGA