

**KITIGAN ZIBI ANISHINABEG  
SALARY SCALE 2021-22**

EMPLOYEE / JOB TYPE	2019-20 Hourly	2021-22 Hourly	EMPLOYEE / JOB TYPE	2019-20 Hourly	2021-22 Hourly
<b>Cleaning &amp; Maintenance</b>			<b>Wazonson Daycare</b>		
Maintenance Supervisor	21.89	22.22	Daycare Centre Coordinator	22.71	23.05
Janitor	18.92	19.20	Early Childhood Educator (Certified)	19.68	19.98
Cleaner	15.37	15.60	Early Childhood Educator (Non-Certified) (12+ E.C.E. C	18.16	18.43
Support Worker/General Labourer	13.10	14.00	Early Childhood Educator (Non-Certified) (less than 12	16.83	17.08
			Early Childhood Support Worker (12 or more E.C.E. co	15.00	15.23
			Wazonson Cook	15.70	15.94
<b>Administration</b>			<b>Odekan</b>		
Receptionist	13.10	14.00	Headstart Coordinator (Certified)	20.55	20.86
Admin Support/Secretarial	15.71	15.95	Non-Certified but 12+ E.C.E. Courses	18.43	18.71
Cultural Facilitator	18.81	19.09	Non-Certified, less than 12 E.C.E. Courses	16.70	16.95
Pre-Employment Support - Case Worker	19.23	19.52	Headstart Support Worker >12 courses	15.00	15.23
			Headstart Support Worker <12 courses	13.43	14.00
<b>Summer Student Employment ***</b>			Odekan Cook	15.70	15.94
High School student	13.10	13.10			
College student	13.50	13.50	<b>Kitigan Zibi School</b>		
University student	14.50	14.50	Teacher Substitute - (Certified Teacher or Certified	21.54	21.86
			Teacher Substitute Non-certified	17.26	17.52
<b>Construction</b>			Certified Teacher - (Term Contract for more than 5	29.90	30.35
Carpenter (with course)	21.59	21.91	Program Support (Cultural Activities)	18.81	19.09
Carpenter (without course)	20.11	20.41	Teacher Assistant - Certified / Tutor	17.22	17.48
Labourers (with course)	15.00	15.23	Teacher Assistant - non certified	13.77	14.00
Labourers General	13.10	14.00	Head Cook	19.86	20.16
Experienced Plumbers	21.59	21.91	Librarian	14.66	14.88
Experienced Plasterers	21.59	21.91	Cook Assistant	15.00	15.23
Experienced Painters	18.19	18.46	Student Attendant	13.75	14.00
Purchase Agent	16.33	16.57			
<b>Other General Labour</b>			<b>KZES - SUBSTITUTES (4 days or less)</b>		
Foreman	20.11	20.41	Cook	13.10	14.00
Foreman Assistant with Course	16.33	16.57	Librarian	13.10	14.00
Chainsaw/Brushsaw Operator	13.85	14.06	Secretary/Receptionist	13.10	14.00
Animal Control	14.99	15.21	General Support Worker	13.10	14.00
Radio Assistant - with experience	15.00	15.23	Cafeteria Support Worker	13.10	14.00
Radio Assistant - without experience	13.10	14.00	Cleaner Substitute	13.10	14.00
Maintenance Tech	26.70	27.10	Head Start Support Worker	13.10	14.00
Ventilation Maintenance	19.90	20.20	Teacher Assistant Substitute	13.10	14.00
Class 1 - Driver	20.69	21.00	Daycare Center Support Worker	13.10	14.00
Class 3 - Driver	16.50	16.75			
Weight Scale Operator	16.33	16.57	Standard flyer ads & delivery from Anishinabe Printing. Contact		
Awazibi Labourers	13.10	14.00	Anishinabe Printing for prices.		
Awazibi Equipment Operators	14.33	14.54	Flyer Delivery for special ads on flyer days	125	125.00
Wildlife Technician	-	-	Special Flyer Delivery	250	250.00
Water & Sewer Operator	17.05	17.31			
Medical Transportation Driver	15.46	15.69	<b>Forestry</b>		
PSW - Kiweda	19.70	20.00	Foreman With Experience		20.00
In-Home Care worker	15.39	15.62	Foreman Without Experience		18.75
Nurse	31.29	31.76	Stove Wood Supervisor		15.00
Endong/Kiweda Cook	18.18	18.45	Forestry Technician		17.00
Nicholas Stevens/Waseya Contract workers	14.70	14.92			
Winter Program workers Property maintenance	15.07	15.30			
Rink Maintenance	15.07	15.30			
Summer Camp Organizer	19.93	20.23			
Summer Camp Head Monitor	15.08	15.31			
Summer Camp Monitor	13.10	14.00			
Event Organizer	14.70	14.92			
Researcher/Consultant (\$12.00 to \$25.00)					
Foreman - Summer Maintenance	19.81	20.11			

*Tarah Commenda Reed*  
Bookkeeper

*Hania Benrabha*  
Finance Director

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

**KITIGAN ZIBI ANISHINABEG  
SALARY SCALE 2021-22**

INCREASE: 1.5%  
HOURLY

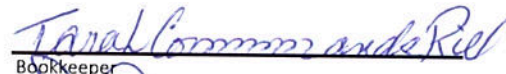

	Column1	LEVEL	RANGE 0	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5
POINTS SUPPORT	0 TO 300	1	15.29	15.99	16.72	17.22	18.27	19.10
	301 TO 400	2	18.46	19.30	20.18	20.79	22.07	23.08
	401 TO 500	3	20.63	21.57	22.57	23.24	24.68	25.81
	501 TO 600	4	23.31	24.37	25.49	26.26	27.88	29.16
	601 TO 700	5	24.94	26.08	27.28	28.09	29.81	31.18
POINTS SENIOR ADMIN.	264 TO 313	6	27.78	29.04	30.36	31.28	33.20	34.70
	314 TO 363	7	29.82	31.19	32.62	33.59	35.65	37.28
	364 TO 413	8	32.29	33.77	35.31	36.38	38.61	40.37
	414 TO 463	9	34.76	36.34	38.02	39.16	41.55	43.47
	464 TO 513	10	37.02	38.71	40.47	42.51	44.25	46.28
	514 TO 563	11	39.13	40.91	42.77	44.07	46.77	48.91
	564 TO 613	12	41.26	43.13	45.10	46.45	49.32	51.56
	614 TO 663	13	43.36	45.32	47.39	48.83	51.82	54.18
	664 TO 713	14	45.43	47.50	49.67	51.17	54.32	56.79
	714 TO 763	15	48.29	50.50	52.79	54.38	56.88	60.36

WEEKLY

	Column1	LEVEL	RANGE 0	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5
POINTS SUPPORT	0 TO 300	1	535.18	559.58	585.08	602.82	639.41	668.61
	301 TO 400	2	646.06	675.63	706.31	727.75	772.47	807.95
	401 TO 500	3	722.20	755.10	789.84	813.49	863.76	903.31
	501 TO 600	4	815.71	853.04	892.22	919.20	975.75	1020.47
	601 TO 700	5	873.00	912.92	954.68	983.14	1043.39	1091.44
POINTS SENIOR ADMIN.	264 TO 313	6	972.42	1016.41	1062.61	1094.76	1162.03	1214.51
	314 TO 363	7	1043.76	1091.80	1141.70	1175.70	1247.78	1304.70
	364 TO 413	8	1130.24	1181.99	1235.95	1273.28	1351.27	1412.99
	414 TO 463	9	1216.73	1271.80	1330.57	1370.48	1454.38	1521.28
	464 TO 513	10	1295.83	1354.96	1416.32	1488.02	1548.63	1619.97
	514 TO 563	11	1369.38	1431.84	1496.89	1542.35	1636.97	1712.00
	564 TO 613	12	1444.04	1509.46	1578.57	1625.88	1726.04	1804.77
	614 TO 663	13	1517.59	1586.33	1658.77	1709.04	1813.64	1896.43
	664 TO 713	14	1590.03	1662.47	1738.61	1791.09	1901.23	1987.72
	714 TO 763	15	1690.19	1767.44	1847.64	1903.45	1990.68	2112.65

ANNUAL

	Column1	LEVEL	RANGE 0	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5
POINTS SUPPORT	0 TO 300	1	27,829.55	29,098.04	30,424.17	31,346.69	33,249.40	34,767.74
	301 TO 400	2	33,595.35	35,132.90	36,728.10	37,842.82	40,168.36	42,013.41
	401 TO 500	3	37,554.53	39,265.05	41,071.67	42,301.70	44,915.53	46,972.00
	501 TO 600	4	42,417.02	44,358.16	46,395.42	47,798.42	50,738.98	53,064.50
	601 TO 700	5	45,396.01	47,471.69	49,643.48	51,123.36	54,256.10	56,754.62
POINTS SENIOR ADMIN.	264 TO 313	6	50,566.00	52,853.10	55,255.51	56,927.59	60,425.51	63,154.65
	314 TO 363	7	54,275.33	56,773.84	59,368.45	61,136.62	64,884.38	67,844.16
	364 TO 413	8	58,772.64	61,463.35	64,269.37	66,210.52	70,265.79	73,475.41
	414 TO 463	9	63,269.96	66,133.63	69,189.52	71,265.20	75,627.98	79,106.67
	464 TO 513	10	67,382.90	70,457.98	73,648.40	77,376.93	80,528.90	84,238.23
	514 TO 563	11	71,207.54	74,455.61	77,838.20	80,202.17	85,122.33	89,023.84
	564 TO 613	12	75,089.84	78,491.67	82,085.67	84,545.74	89,754.18	93,847.88
	614 TO 663	13	78,914.48	82,489.27	86,256.25	88,870.09	94,309.15	98,614.27
	664 TO 713	14	82,681.47	86,448.45	90,407.63	93,136.77	98,864.13	103,361.44
	714 TO 763	15	87,889.90	91,906.74	96,077.33	98,979.44	103,515.19	109,857.57

  
 Bookkeeper  
  
 Finance Director