

SUMMER STAFF POSITIONS AND PAY RATES

(20% increase into 2021; additional 10% into 2022; additional 20% into 2023)

Weekly pay ranges listed are for full time resident camp employment. Ranges vary depending on qualifications+performance. Add \$15.50 for each staff returner year, \$14.50 for CPR and addl. \$27.50 for lifeguard certification. Room & board is provided, in addition to pay, unless otherwise listed. (When board is unavailable, reimbursement at \$8.25/day.) All positions are eligible for double compensation tuition exchange program.

Position	Minimum Age	Requirements	Pay Range (excl. cert. pay)
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Camp Director	21+	Appropriate experience/certifications, staff supervisory experience, curriculum development, activities and facilitation experience, (Current Red Cross lifeguard, CPR & first aid certifications)	\$584 - \$650
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Assistant Director	21+	Appropriate experience/certifications, staff supervisory experience, curriculum development, activities and facilitation experience, (Current Red Cross lifeguard, CPR & first aid certifications)	\$475 - \$552
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Program Director	21+	Appropriate experience/certifications, staff supervisory experience, curriculum development, activities and facilitation experience, (Current Red Cross lifeguard, CPR & first aid certifications)	\$436 - \$512
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Staff Director	21+	Prior resident camp & staff supervisory staff supervisory experience, curriculum development, activities and facilitation experience, (CPR & first aid certifications)	\$ 436 - \$512
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Program Staff	18+	Prior experience working with youth (Current Red Cross lifeguard, CPR & first aid certifications)	\$356 - \$436
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Kupugani Counselor	18+	Prior experience working with youth	\$356 - \$436
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Jr. Counselor	17+	Prior Kupugani experience	\$317 - \$396
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Jr. Jr. Counselor	16+	Prior Kupugani experience	\$277 - \$356
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Camp Nurse	21+	Appropriate licensing. Varies by license.	\$600
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Part- time positions: (do not include room & board)

Assistant Cook / Cleaning	18+	Appropriate skills & experience	\$15.84/hr
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Assistant Maintenance	18+	Appropriate skills & experience	min. wage
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