

Here's how individual pay rates are established!

The top rate of a position's range is for those who excel beyond the (high) Kupugani standard. The median rate is for those who are up to the Kupugani standard. The bottom rate is for those who are below the standard (an unusual occurrence, generally meaning the staff member wasn't able to complete their employment period for some reason).

Each staff member receives a score between 3 and 9. The score is derived from three categories:

- (1) a peer rating (as ranked at end of camp);
- (2) administrative rating; and
- (3) camper/parent rating (as gleaned from parent/camper evaluations and feedback).

Each staff member's score out of 9 is comprised of 3 points from each category, with excel = 3, up to Kup standard = 2, and not up to standard = 1.

A cumulative score of 3-5 = bottom rate; 6-7 = median rate; 8-9 = top rate

Additions beyond the pay range:

- \$45/week is added if the staff member has lifeguard certification;
- \$15.50/week is added for having first aid/CPR lifeguard certification only;
- \$16.50/week is added for each year of prior Kupugani staff experience.

International staff with agreements with a placement agency are paid the higher of the staff's agency agreement or the Kupugani pay scale minus what we contracted to pay via the agency.