

Page 1 - Fair Lawn Jewish Day Camp Counselor Pay Rate Scale

2024 Summer Season	1st Summer as a Counselor		2nd Summer as a Counselor		3rd Summer as a Counselor	
	1 Session 4 weeks	2 Sessions 8 weeks	1 Session 4 weeks	2 Sessions 8 weeks	1 Session 4 weeks	2 Sessions 8 weeks
Base Rate	\$185 a week \$740 Total	\$185 a week \$1480 Total	\$225 a week \$900 Total	\$225 a week \$1800 Total	\$265 a week \$1060 Total	\$265 a week \$2120 Total
Bonuses, in addition to base rate!						
Bonus #1 Attend <u>all</u> pre camp development sessions.	\$150	\$150	\$150	\$150	\$150	\$150
Bonus #2 Attend in camp weekly meetings	\$20 per week \$80 total	\$20 per week \$160 total	\$20 per week \$80 total	\$20 per week \$160 total	\$20 per week \$80 total	\$20 per week \$160 total
Bonus #3 Complete & pass all online training videos as stated online	\$75	\$75	\$75	\$75	\$75	\$75
Bonus #4 Score passing grade on the staff handbook quiz	\$75	\$75	\$75	\$75	\$75	\$75
Bonus #5 Work 8 weeks bonus	-----	\$200	-----	\$200	-----	\$200
Grand Total Base rate plus bonuses	*\$1120+tips	*\$2,140+tips	*\$1280+tips	*\$2460+tips	*\$1440+tips	*\$2780+tips
Extra Care per hour	\$7 +tips		\$8 +tips		\$9 +tips	
Bus counselors per week	\$65 +tips					
Rates for Substitutes	Rate of the counselor you are substituting					
Overnight/late trip bonus	\$50 per overnight/\$15 per late trip arriving 6pm or later					

*All totals are before taxes. Pay rate is based on actual working hours at camp, based on your signed agreement. Missing time of camp will result in a deduction from your total weekly base rate, prorated. Other than pay, food at meetings and camp lunch and snacks, FLJDC does not provide any benefits.

Explanation of Bonuses

Bonus #1. Bonus for Attending Pre-Camp Staff Development

This bonus is split into two payments on the 1st and 2nd pay period.

While it is mandatory for all staff to attend all pre-camp training, if you must miss any time due to an extraordinary circumstance and your absence request is approved in advance by the office, the \$150 bonus will be prorated.

Bonus #2. Bonus for Attending In-Camp Weekly Staff Meetings

Paid each pay period.

Counselors who attend in-camp weekly staff meetings as detailed in the staff resources page are eligible for this bonus. Counselors who miss an in-camp weekly staff meeting become ineligible for this bonus for that week.

Bonus #3. Bonus for Completing All Video Courses and Passing All Quizzes

This bonus is split into two payments on the 1st and 2nd pay period.

Counselors who complete all video courses and pass each quiz prior to date stated in staff resources are eligible.

Bonus #4. Bonus for scoring a passing grade on the staff development handbook quiz

This bonus is split into two payments on the 1st and 2nd pay period.

Counselors who receive a passing grade on the Staff Development Handbook Quiz are eligible for this bonus.

Bonus #5. Bonus for Working 8 weeks (Full Summer)

Paid once per summer on the 4th pay period.

Counselors who commit to and work the full 8 weeks of camp, and qualify for all other bonuses, including online, and in person pre camp staff development.

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Notes on Bonuses

All bonuses are paid provided that: 1) The staff member is employed on the last day of the session/s they committed to. 2) The staff member adheres to and abides by all camp policies. 3) The staff member does not incur more than three (3) performance warnings from a supervisor. A documented conversation with a staff member shall be considered a warning.

Applicable Definitions

Camp Counselor: A counselor is defined as a person aged 16 and up.

1st summer: This is your first summer working as a full-time camp counselor directly responsible for a group of at least 10 children in an official day or overnight camp.

2nd summer: You have worked at least one summer in the most recent two summers at an official day or overnight camp for at least four consecutive weeks as a full-time camp counselor in a bunk directly responsible for a group of at least 10 children. Or, you have been a CIT for two summers at FLJDC.

3rd summer: You have worked at least two summers in the most recent three summers at an official day or overnight camp for at least four consecutive weeks as a full-time camp counselor in a bunk directly responsible for a group of at least 10 children. Or, you have been a CIT for two summers at FLJDC, and one summer as a counselor at FLJDC.

Payroll schedule

Staff shall be paid every two weeks, in four installments.

The first installment on the third Friday of camp for the first two weeks of camp.

The second installment on the fifth Friday for the third and fourth week of camp.

The third installment on the seventh Friday for the fifth and sixth week of camp.

The fourth installment on the Friday after camp ends for the seventh and eighth week of camp.

Payroll schedule explained in detail

Installment	Week of camp	Payment
	Week 1	
	Week 2	
First installment	Week 3, Friday, July 12	Full summer staff: Base Rate plus bonus 1. 2. 3. 4. 1st session staff: Base Rate plus bonus 1. 2. 3. 4.
	Week 4	
Second installment	Week 5, Friday, July 26	Full summer staff: Base Rate plus bonus 1. 2. 3. 4. 1st session staff: Base Rate plus bonus 1. 2. 3. 4.
	Week 6	
Third installment	Week 7, Friday, August 9	Full summer staff: Base Rate plus bonus 1. 2nd session staff: Base Rate plus bonus 1. 2. 3. 4.
	Week 8	
Fourth installment	One week after camp, Friday, August 23	Full summer staff: Base Rate plus bonus 1. 5. 2nd session staff: Base Rate plus bonus 1. 2. 3. 4.