



## 2024 Cairn Staff Pay Scale

To ensure that our top-quality staff are being remunerated in a fair and transparent fashion, we have reviewed and updated the compensation structure for the summer of 2024. The general guidelines can be found in the table below.

| <b>JOB CATEGORY</b>                                   | <b>STARTING PAY</b><br>per week * | <b>ADDITIONAL PAY</b><br>Based on previous experience in Job Category, added to Starting Pay rate per week |
|-------------------------------------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------------|
| Assistant Director                                    | \$670<br>(\$134/day)              | +\$20/week (\$4/day) for every year of experience                                                          |
| Food Service Manager                                  | \$750<br>(\$150/day)              | +\$40/week (\$8/day) for every year of experience, up to \$850/week                                        |
| Coordinator **                                        | \$348<br>(\$58/day)               | +\$12/week (\$2/day) for every year of experience                                                          |
| Program Counsellor<br>Area Head                       | \$336<br>(\$56/day)               | +\$12/week (\$2/day) for every year of experience                                                          |
| Program Counsellor                                    | \$300<br>(\$50/day)               | +\$24/week (\$4/day) per year of experience                                                                |
| Prep Cook, Facilities<br>Staff, & Cabin<br>Counsellor | \$240<br>(\$40/day)               | +\$24/week (\$4/day) per year of experience                                                                |
| Spring Staff                                          | \$290<br>(\$58/day)               | +\$10/week (\$2/day) for every year of experience                                                          |

\*A work week in the summer season consists of 6 working days, and in the spring season consists of 5 working days.

\*\* Iona Program Coordinator (Tripper) will be paid according to this pay scale when they are on-site, and will be paid at Ontario Wilderness Guide minimum wage for the time they are leading canoe trips. More information can be found [here](#).

If you are required to obtain qualifications for your role, Cairn will reimburse the cost of the certification course with proof of receipt. If you would like to obtain or recert National Lifeguard, the cost will be covered by Cairn for all positions. Compensation for additional certifications may be requested.

All final salary offers – including decisions about relevant experience and certification compensation – are at the discretion of the Camp Director and Executive Director.

Note that no employee room and board or uniform costs will be deducted from this salary.

Should you have additional questions, please contact Robynne Howard, Camp Director, at [robynne@ilovecamp.org](mailto:robynne@ilovecamp.org).