2027 Domestic Salary Schedule

For: Counselors, Specialists who are US Citizens or Unit Heads and Head Specialists.
Salary for anyone not fitting within the confines of this table will be determined by the Camp Director.

To calculate your total salary, add up any items that you qualify for in the left column. The right column provides context to help you determine if you're eligible for each item or not. Fifteen percent of the total salary (excluding travel compensation and staff referral bonuses) will be paid in the form of a completion bonus only upon the successful completion of your employment period.

If you do not work the entire summer, your total salary (excluding travel compensation and staff referral bonuses) will be prorated as described at the end of this document.

Base Salary

Completed High School Junior	$800
High School Graduate	$965
Completed Freshman Year	$1,130
Completed Sophomore Year	$1,460
Completed Junior Year	$1,900
Completed Senior Year	$2,450

All staff are eligible for a **base salary** based on their level of schooling (or equivalent gap year experiences).

Additional Pay

Contracting Stipend

On-time Signing Stipend	$100
Commitment Stipend	$200

Once hired, staff will be sent an offer of employment. If it is completed and returned prior to the due date, staff are eligible for the **on-time signing stipend**.

The commitment stipend is included in the final salary if the staff member does not make any changes to their dates after their contract is due.

Returning Staff Stipends

Returning Stipend

Second Year	$400
Third Year	$600
Fourth Year	$800
Fifth Year	$900

Staff are eligible for a **returning stipend** based on the number of summers they have worked at least one session at Camp Barney. Relevant experience from other summer camps or comparable professional jobs are also considered for this bonus with final determination made by the Camp Director.

Early Bird Stipend

Interviewed scheduled by 10/31	$300
Interviewed by 11/30	$150
Interviewed by 12/31	$100

The **early bird stipend** is available to returning staff who complete their application and schedule their interview prior to the specified date. They must accept their contract before the contract due date.

Full Summer Stipend

First Year	$100
Second Year	$300
Third Year +	$400

The **full summer stipend** is available for any domestic staff who complete a contract for the entire date range of their position (including staff training).

2027 Domestic Salary Schedule

Position Stipends

Head Staff

	Head	Assistant
First Year as Head	$1,500	$1,350
Second Year as Head	$3,000	$2,700
Third Year as Head	$4,000	$3,600

Head Staff members who have previously worked as a Head or Assistant Head at Camp Barney or a comparable other camp are eligible for returning Head Staff stipends.

CBMX

1st Year CBMX	$75
Returning CBMX	$100

Staff working specific positions are eligible for a stipend based on that position.

Specialist Roles

Trips Coordinator	$300
Training Coordinator	$200

Staff Referral Stipend

For a domestic staff, or international staff hired through direct placement	$400
International staff hired through an agency (not direct placement)	$100
Additional if referred staff is hired as head staff	$200

The **staff referral stipend** is paid at the end of the summer to staff who refer another staff member to Camp Barney. The referred staff must have no previous experience at Camp Barney Medintz. The stipend is paid upon completion of the referred staff member's contract term.

Certifications

CPR/First Aid	$75
Lifeguard	$125
Wilderness First Aid	$100

Camp provides required certifications during staff training. Any missing certifications must be obtained before arrival and recognized by ACA.

Nature, Sports, and Horseback require CPR/First Aid.
Waterfront requires Lifeguarding.
Other relevant certifications are reimbursed based on cost ÷ years of validity. Camp-provided certifications are not reimbursed.

Travel

100 - 200 Miles	$50
200 - 300 Miles	$75
300 - 500 Miles	$150
500 - 700 Miles	$225
Over 700 Miles	$350

Domestic travel compensation is calculated based on minimum driving mileage from the staff member’s permanent address to camp.

2027 Domestic Salary Schedule

For any staff member who does not work the entire duration of the summer (either by their original contract or due to termination of employment), their total salary (with the exception of the staff referral stipend and travel compensation) will be prorated based on the number of days worked. In the event of termination of employment (whether initiated by the camp or by the staff member), the staff member will also forfeit their completion stipend.