

# North Salem Day Camp - Job Description 2026

Counselors - 8:20am – 3:20pm / Specialists – 9:00am – 3:00pm

Individual hours may vary and will be discussed during your interview.

## Responsibilities of ALL Staff

1. Your daily attendance is **mandatory** from June 29<sup>th</sup> – August 7<sup>th</sup>. Camp is closed July 3<sup>rd</sup>.
2. All staff must take part in the orientation and staff training prior to campers arriving at camp. **MANDATORY** Staff Training will be on Saturday June 6<sup>th</sup> 9:00am-3:00pm at the Community Center. and Friday June 26<sup>th</sup> from 1:00pm-4:00pm at the camp. Failure to attend both days will result in forfeit of position.
3. All staff must show *positive leadership* and be able to control and direct their campers in a positive manner.
4. Staff is not paid until age 15.
5. All staff under 18 must have working papers. Cards are issued for ages 14 & 15, and 16 & 17.
6. **Staff are not to use cell phones, or any other mobile / electronic devices during the camp day.** If you need to make a call, come to the director's office to do so.
7. Staff may be required to do other tasks not mentioned herein but deemed necessary by Administration.

## Covid-19 Precautions

1. All staff will be required to follow all Covid-19 guidelines and restrictions, including but not limited to: mask wearing, social distancing, daily health screening and sanitizing equipment.
2. All groups will be responsible for their own set of equipment (art supplies, sports equipment, etc). Counselors are responsible for keeping their supplies clean and organized. Each group will be provided with a cart to carry these supplies to each activity. It is the responsibility of counselors to ensure proper care and handling of the cart and supplies at all times.

## Specific Responsibilities of Counselors

1. All counselors must help with dismissal - If you are car-pooling with campers you must arrange for late pick up. **Counselors will be required to ride the bus to and from camp.**
2. Counselors will stay with their group *at all times*. They will accompany their groups to each activity and assist specialists at each activity.
3. Counselors will keep accurate attendance records. The daily attendance sheets must be turned in to the Director's office each day before first period along with any early dismissal notes, carpooling notes, etc. A note should be made whenever any campers arrive late or dismiss early.
4. All counselors will eat lunch with the campers in their assigned area. Counselors and campers must stay at their tables during lunch time.
5. During down time, counselors will be responsible for creating and implementing activities to keep the campers engaged – think of this ahead of time and be sure to keep any needed supplies with you at all times – **be prepared to share ideas during staff training.** The camp can provide any requested supplies with enough notice.
6. If any campers are sick/injured (ANY incident with tears) or any potential problem arises, Administration must be notified immediately.
7. Daily staff meetings begin promptly at 8:20am. This is mandatory for all staff.
8. Counselors must show proper care of facilities and camp equipment. This means neatness in the Mess Hall, cabins, log circles, and outdoor eating areas. All groups will be assigned clean up times.
9. **All counselors will bring/wear their bathing suit and will enter the pool every day with their groups. Counselors not following pool rules will be dismissed.** No shoes allowed in pool area.
10. During Mess Hall dismissal in bad weather, counselors will maintain control of campers, control noise level and stay with their groups in their assigned area.

## Specific Responsibilities of Specialists

Responsibilities will vary based on specialty but all specialists will teach at least six 40-minute classes per day, and will be required to submit weekly lesson/activity plans.