



# 2025 OSRUI Staff Salary Policies

## Arrival & Departure Dates

All staff will be expected to arrive around noon on their start date. More details will be shared prior to the start of staff training.

Position	Start Date	End Date
Mazkirut (Unit/Department Supervisors)	Thur. 5/28/2025	Tue. 8/12/2025
Moshavah staff	Sat. 5/31/2025	Mon. 8/11/2025
Support Staff*	Mon. 6/2/2025	Tue. 8/12/2025
Bunk Counselors, Specialists	Sun. 6/8/2025	Mon. 8/11/2025
All other positions (including Wellness Team)	See contract	See contract

\*All international staff will arrive a day earlier than the start date listed above

## Late-Arriving & Early-Departing Staff

For camp to function effectively – including the maintenance of efficient operations, supervision of campers, and the facilitation of programs – it’s critical for us to have staff coverage for the full period of each position’s duration at camp and for that timeline to be fixed from the point that contracts are agreed upon and signed.

- If you are getting certified as part of your training (Etgar, Waterfront, Teva) you must be at camp for the entire training. If this is an issue, please speak with the member of the Professional Staff who will be conducting your interview.
- If you need to request a late arrival to staff orientation or need to request to depart early at the end of the summer, written notice must be given to the Director by **May 1<sup>st</sup>** to help us properly prepare for our staff training.
- Any staff member who leaves camp more than 5 days early from their contract end date (with notice given before May 1<sup>st</sup>) will be deducted a pro-rated amount based on the number of workdays in their contract. They will also only have 1 day off in the second session. For most positions with an end date of August 11<sup>th</sup>, this policy would apply to staff leaving August 6<sup>th</sup> or earlier.
- If notice is given after May 1<sup>st</sup>, the staff member is subject to a higher salary deduction at the discretion of the Camp Director, including the potential decrease of travel subsidies, or a reconsideration of employment.

## Salaries & Bonuses

Starting salary chart for domestic non-Leadership Team positions:

	1st Year	2nd Year	3rd Year	4th Year
<b>College-Age Bunk Staff or Specialist Base Pay</b>	\$1,890	\$2,000	\$2,175	\$2,350

Staff attending pre-camp setup or training will be paid an additional \$225-250, depending on dates.

## U.S. and Canada-based staff members who meet the following criteria are eligible for these bonuses:

- Avodah Alumni: \$150\*
- Songleader or Rosh Pe’ulah: \$250\*
  - Attends regular meetings, preparation meetings prior to camp
- Existing first aid/CPR/WFA certification: \$50\*
- Cornerstone Fellows: \$250\*
- Previously worked at another URJ camp or URJ summer program: \$75
- Works at a Reform congregation (post-high school): \$50\*
- Attended NFTY in Israel or Heller High: \$50
- Referral bonus: \$200 per non-agency staff member who is new to OSRUI and completes their contract\*
- Completion bonus: College-age staff who work for a full summer (8 weeks plus staff training) will receive a \$200 bonus at the end of the summer
- Kallah incentive: staff completing a full summer in Kallah are eligible for \$250

## Bonuses may be forfeited in the case of early dismissal or departure during the summer.

## Leadership Team

- First-Year S’ganim Base of \$2,500
- First-Year Supervisors Base of \$4,000
- New-to-camp Leadership Team members will receive age-appropriate salary from the scale above, plus additional amount based on position, market-rate, and equity among OSRUI leaders, with a minimum salary of \$3,500.
- Returning leadership members’ salaries are negotiated individually.



### **URJ Travel Reimbursement Policy for Domestic Staff**

If the staff member remains for the entire camp season, he/she shall be paid travel allowance pursuant to the URJ Travel Policy. The policy is as follows: Travel reimbursement policy applicable to all URJ Camps, for travel within North America only. If a staff member comes to camp from within a radius of 350 miles there will be no reimbursement for travel. Any North American staff member who travels to camp from more than 350 miles by some means other than a car will be reimbursed by the URJ up to a maximum of \$350. This is based on the least expensive manner and receipts must be provided. If a staff member drives their car more than 350 miles to get to camp, s/he may be reimbursed for gas and tolls, not mileage (receipts must be provided). Reimbursement is conditioned upon fulfilling all the terms of one's contract. In the event that a staff member chooses to leave or is terminated prior to the completion of the contract term, half of the travel reimbursement will be forfeited. In the event that a staff member leaves or is terminated before the camp session ends, the staff member hereby authorizes the URJ Camp to recoup one half of this travel reimbursement from the compensation otherwise due at the time of departure.

### **Israeli Staff**

- Salaries (Dependent on agreement set with the Jewish Agency for Israel for a full summer contract):
  - 1<sup>st</sup> year: \$1,000
  - 2<sup>nd</sup> year: \$1,100
  - 3<sup>rd</sup> year: \$1,250
  - Israelis returning to Leadership Team roles may qualify for additional salary increases
- All Israeli staff will have their flights booked and purchased by their hiring agency, JAFI.
- Returning Israeli staff can earn a bonus through participation in the Kadimah seminar through JAFI.

### **Non-Israeli International Staff**

- Salaries (Dependent on agreement set with international staffing agency for a full summer contract):
  - 1<sup>st</sup> year: \$1,500 - \$2,400
  - 2<sup>nd</sup> year: \$3,100 - \$3,350 + travel subsidy
  - 3<sup>rd</sup> year: \$3,300 - \$3,550 + travel subsidy
- All international staff are responsible for their own travel costs, in consultation with their agency. Returning staff may qualify for a travel subsidy up to \$200.
- All new and returning international staff must apply through IENA, Camp Leaders, or another agency approved by the URJ to receive a visa. Returning staff visas are limited, so please apply in a timely manner.
- Returning international staff will be required to pay for agency fees, police background checks, and embassy appointments upfront. Agency fees can cost up to \$1000, while police background checks and embassy appointments can vary country to country.

### **Faculty, Medical Staff, and other Professionals with Camp-Age Dependents**

- Faculty and doctors serving during the summer are eligible for an honorarium for one child during the weeks they are at camp. Please check the faculty and doctor honorarium schedule for details.
- Staff who bring their professional expertise, experience and training to camp and have dependents attending one of OSRUI's programs can apply their contracted salary to the tuition for campers in their immediate family.
- **Please note** – tuition credits are only available for children/direct dependents of the staff or faculty member and are not transferrable to extended family, congregation, or community members. Tuition credits are not transferrable to dependents attending other URJ programs (including Chalutzim Ba'aretz) unless specifically approved by OSRUI's Director (Beth Rodin) in advance of the applicant accepting the staff position.