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**You must be fully immunized for all communicable diseases (i.e. measles). Or else you are not accepted to camp no matter how many years you were in C.A.T.**

## **BOYS STAFF CONTRACT**

THIS EMPLOYMENT CONTRACT dated this \_\_\_\_\_ day of \_\_\_\_\_, 2019  
date month

BETWEEN:

Camp Agudah Toronto of 129 McGillivray Avenue (the “Employer”)

- AND -

\_\_\_\_\_ of \_\_\_\_\_ (the “Employee”)  
Full Name City, Prov./State

Commencement Date:

I hereby accept the position of \_\_\_\_\_ for the 2019 camping season from July 31- Aug. 28.  
 The position will be carried out at Camp Agudah, 3793 Hwy 118 W., Port Carling, ON P0B 1J0.

I agree that the salary for the above period shall be \$ \_\_\_\_\_ CAD plus tips where applicable. Payment will be made provided all applicable forms have been properly completed and submitted. In the event that I do not complete the full period designated above, for any reason whatsoever, then the above salary shall be pro-rated on the basis of the actual term of work performed. If I reside outside of Toronto, Camp Agudah will pay a maximum of \$100.00 CDN for transportation where applicable. Staff members that pay to come to camp do not receive a transportation stipend.

**Paid Canadian staff must complete a TD1 tax form in order to get paid. The form is on the website under staff forms.**

**Paid American staff must submit a Social Security number. Americans are also subject to withholding tax of 15% to be deducted from their salary. This tax can be waived by filling out the Regulation 105 Waiver Application and the Individual Tax Number form. The waiver must be approved by the Canadian Revenue Agency. These forms are available online under forms and should be submitted through our main office in Toronto no later than May 6<sup>th</sup> 2019. NO WAIVERS WILL BE ACCEPTED AFTER THAT DATE. THERE WILL BE NO EXCEPTIONS. If you have received your ITN number in the past, you are not obligated to fill it out again. However, the number has to be submitted to the office.**

I accept the following terms of employment:

1) Camp Agudah reserves the right to terminate this contract immediately. **The Camp Director has the right to change your job during the camp season if he feels you are not performing the job.** If applicable, any salary will be pro-rated. Any disagreements regarding the above will be decided by the Camp Rav שליט"א. It is understood that failure to adhere to this contract allows for immediate dismissal. Leaving camp early will be at the staff members expense.

2) Camp Agudah will provide transportation from Agudath Israel 129 McGillivray Ave. to camp (3793Muskoka Hwy 118, Port Carling ON) and back plus room and board. An intensive orientation for all staff will begin on Wednesday, July 31. Departure to camp will be at 11:30 a.m. at the Agudah. Staff should be at the Agudah shul no later than 11:00 a.m. Any staff coming at a later time will be responsible for their own transportation to camp.

3) Camp Agudah shall not be liable for loss, theft or damage of personal property. (Please do not let your campers leave any valuables in the bunk. Put all important documents and items in the camp safe clearly marked by cabin #.)

4) Camp Agudah shall not be liable for any bodily injury caused while involved in any water sports. i.e. tubing or water skiing etc. or any land sports i.e. hockey, football, etc. Hockey goggles supplied by camp must be worn during play.

**5) Staff may not leave camp grounds without permission of the director, head counselor or Division Head. There will be a ZERO TOLERANCE POLICY.**

6) Days off will be determined and scheduled at the discretion and convenience of the camp program by the camp administration. Staff members must be back from their days off by 9:00 p.m. camp time. If there are any campers with special needs, please communicate this information to the rotating counselor in advance (i.e. camper must take a certain medication, etc.). Staff members must make sure replacements are appointed for their learning groups and/or league managers. Staff members must sign out before they leave on their days off and sign back in with a head staff member. If not back on time, staff member may lose their day off or part of their salary. If a staff member is under 18, a parent must sign allowing son to leave camp on his day off. Staff member must leave a number where they can be reached on their day off.

7) I understand that **I am obliged to follow all rules and regulations regarding my activities in camp, as set out by the camp director and head counselors and I am ready to devote myself entirely to the camp's needs which may include additional help in other areas;** i.e. counselor managing leagues.

8) If my position has not been designated as counselor, but as another staff member, I will REGULARLY ATTEND AND PARTICIPATE IN ALL CAMP ACTIVITIES, INCLUDING ATTENDANCE AT EVERY TEFILLAH ON TIME, AND SPECIAL ACTIVITIES PLANNED BY THE HEAD STAFF. Coming to davening after "Boruch Sheamar" is considered late. Camp has the right to deduct salary from any staff member that comes after "Borchu" two times. All staff members agree to attend a shiur.

9) All STAFF MEMBERS ARE REQUIRED TO GO TO SLEEP EACH NIGHT AT A "REASONABLE HOUR". Otherwise that staff member is stealing from his campers supervision the following day.

10) No electric appliances for food i.e. refrigerators, BBQ's etc. are permitted in camp. No multiple plugs allowed.

**11) TECHNOLOGY WITH INTERNET CAPABILITY AND OR VIDEO CAPABILITY IS NOT PERMITTED IN CAMP. ZERO TOLERANCE.**

**12) Non internet access cell phones (kosher phones) are allowed in camp, but absolutely not during any time when you must be with your campers.**

- 13) ANY MIND ALTERING SUBSTANCE WILL NOT BE INGESTED DURING THE CAMP SEASON ANYWHERE!**  
**NO SMOKING (even e-cigarettes) or VAPING OR ALCOHOLIC BEVERAGES ARE ALLOWED AT ANY TIME DURING THE CAMP SEASON, EVEN ON DAYS OFF, WHETHER ON OR OFF CAMPUS.**  
**\*\*\* Form on next page regarding this policy must be signed.**

**14) I am aware that my tips will depend on the amount of campers in my bunk. I will accept my bunk assignment even if I have a minimum number of campers**

15) In order to enhance the camp *ruach*, each counselor should come prepared with a bunk cheer to be used throughout the summer at all meals etc. The cheer should, obviously, be taken from a proper source. If you are not sure consult the Head Staff.

16) During the camp season your bed, cubbies and floor space must be kept neat. If this is not complied with, camp has the right, and will exercise the right, to deduct pay or even suspend from camp. Graffiti even with chalk is unacceptable. Graffiti even where other graffiti exists is not allowed. Staff is responsible for any “preventable” damage that occurred that could have been stopped by him.

**17) Camp does not cover medical expenses. Each staff member must complete a camp medical form (enclosed) and provide a Visa/MasterCard which will be billed for any medical expenses that arise.** Signatures are required on the back of medical forms. If you are 18 or older you may sign, otherwise a parent or guardian must sign in 2 places.  
**\*Non Canadians must purchase medical insurance that will cover them in Canada.** This can be done by submitting a form available on our web-site (in ‘Forms’ section).

18) As part of this contract, it is required that prior to departure from the camp the counselor of each bunk must leave his bunkhouse clean and neat and that all articles in the bunkhouse are taken by the camper to whom it belongs. Staff members sleeping in the bunk and in staff bunks are also subject to this requirement.

19) Salary cheques will be mailed to the counselor after inspection of the bunk. If it is determined that the above conditions have not been fulfilled, the salary will be reduced by an amount determined by the head staff. Bonuses for neat bunks will also be given.

20) I will abide by all the rules as set out by the Camp Agudah Parents Guide for the campers. **Please read the guide well as there is new information and new regulations.**

21) I will not wear tank tops or shorts or anything similar during the camp season whether on grounds or off camp grounds. Shorts may be allowed by the Rav during extreme heat.

**22) Counselors who do not hold a current CPR certificate must take a first aid course prior to camp. This will be complimentary.**

**23) Tips from campers will be paid through the camp office as part of your salary.**

24) Friends of staff are not allowed to visit camp during the camp season, not even for the concert.

25) Nut products are not allowed in camp due to camper allergies. It is סכנת נפשות.  
**HOME COOKED/BAKED PRODUCTS ARE NOT ALLOWED IN CAMP.**

**26) All staff must read through the new staff guide at camp and sign that they read it.**

**YOU ARE HIRED ON THE CONDITION THAT YOU ARE ABLE TO STAY through August 28<sup>th</sup> when the CAMPER BUSES LEAVE. If you must come late or leave early, or leave during the season, even if there is a doubt, Rabbi Blaustein must be told from the onset of acceptance of your position that you “might” switch Yeshivos.**

Counselors, please fill out your preference for the following:

Grade level \_\_\_\_\_

