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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.**

## **GIRLS 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 1- July 30..  
 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 \$200 .00 CDN for transportation. 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.** This can be found on the Camp Agudah 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 tax 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.**

A staff member completing grade 11 must pay a \$300.00 for Canadians or \$225.00 for American jr. staff fee unless exempt by the camp. No transportation will be paid to jr. staff.

DRESS CODE: Do not wear tight fitting clothes. Fly front skirts &/or back pockets are not acceptable. Absolutely no slits in skirts. Hemlines must cover your knees & socks no matter what your posture. Sleeves must cover your elbows under all circumstances. You must have proper necklines by all accepted standards. Bobby socks are only permitted over stockings.

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/she feels you are not performing well in this job.** If applicable, any salary will be pro-rated. Any disagreements regarding the above will be decided by the Camp Rav שליט"א. Going home early will be at the staff members expense.

2) Camp Agudah will provide transportation from Agudath Israel 129 McGillivray Ave. to camp (3793 Muskoka Hwy 118, Port Carling ON) and back plus room and board. An intensive orientation for all staff will begin with a staff training on Monday July 1, 2019. Departure to camp will be at 11:30 a.m. at the Agudah. Staff should be at the Agudah shul no later than 10:00 a.m.. Any staff coming at a later time will be responsible for their own transportation to camp. ALL STAFF ARRIVING FROM OUT OF TOWN MUST ARRIVE BY 10 AM AT PEARSON INTERNATIONAL AIRPORT.

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 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 or any land sports or any activity in or out of camp grounds.

**5) Staff may not leave camp grounds without permission of the director.**

6) Days off will be determined and scheduled at the discretion and convenience of the camp program by the camp director. 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 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 part of their salary. If a staff member is under 18, a parent must sign allowing their daughter to leave camp on her day off and submit it to the office in camp. Staff member should 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 doing the work of a waiter or vice versa, giving shiur, etc. without extra pay.

8) ALL STAFF MEMBERS ARE REQUIRED TO GO TO SLEEP EACH NIGHT AT A "REASONABLE HOUR" WHICH WILL BE DETERMINED BY THE HEAD STAFF.

9) 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 AND STAFF SHIUR ON TIME, AND SPECIAL ACTIVITIES PLANNED BY THE HEAD STAFF.

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

**11) TECHNOLOGY WITH INTERNET CONNECTION AND OR VIDEO ACCESS IS NOT PERMITTED IN CAMP. ALL PHONES MUST BE TAGGED BY A TAG OFFICE BEFORE CAMP BEGINS. SEE FORM ON WEBSITE.**

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

**13) Camp does not cover medical expenses. Each staff member must complete a camp medical form on**

**the website and provide Camp via city office or submit to office on camp grounds a valid 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).

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

15) 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 will be given for clean bunks.

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

17) **Tips from campers will be paid through the camp office by cheque.**

18) Friends of staff are not allowed to visit camp during the camp season.

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

21) **PLAIN & SIMPLE: ANY DEVICE THAT HAS VIDEO OR INTERNET CAPABILITIES IS NOT ALLOWED IN CAMP. IT WILL BE CONFISCATED AND NOT RETURNED. STAFF ARE PERMITTED TO HAVE CELL PHONES WITH EXTREME RESTRICTIONS THAT WILL BE OUTLINED AT THE CAMP MEETING.**

**SEE CELL PHONE POLICY ON THE WEBSITE.**

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

**\* Signature of Parent/Guardian is required for staff members under 18 years of age by start date of camp for this contract to be effective and to secure your position in camp.**

\_\_\_\_\_ Parent Signature \_\_\_\_\_ Staff Signature

*Please complete and return this form immediately to our Toronto Office. Canadian paid staff must also complete & return the TDI form. All salaries are in the "Gross Amount". Relevant taxes, (Income taxes, C.P.P., & E.I.) are deducted where applicable.*

**Non-Canadians should fill out the Regulation 105 Waiver Application and the form for the ITN. This must be submitted by May 6th to our Toronto office. No exceptions will be made. Tax of 15% will be deducted for those that do not submit the waiver by May 6<sup>th</sup> 2019.**

Please keep a copy of the contract for your records