ARROWHEAD DAY CAMP J.C. EMPLOYMENT POLICY

1. AGE--To be a J.C. it is necessary to be 16 years of age or 15 years of age and completed our CIT (Counselor in Training) program
2. COMMITMENT –Able to work as a JC at Arrowhead for a minimum of 4 weeks
3. PRIORITY LIST FOR HIRING -
   A. Former J.C.'s who have performed their jobs satisfactorily
   B. Boys and girls graduating from our CIT program
   C. Prospective J.C.'s who are new to the camp and have siblings attending as campers
   D. Prospective J.C.'s with no siblings attending camp
4. **2027 Salary Schedule**- Our JC salaries are as follows:
   If you work seven (7) or eight (8) weeks: $250 per week
   If you work four (4), five (5) or six (6) weeks: $200 per week
   If we transport from your home, salary is half ($125 per week or $100 per week)
   If you meet at a communal stop, arranging your own transportation or if you have a sibling being transported salary is full as above
   Possible bonuses (paid in the last paycheck of the season):
   If you work all 39 days: - extra day pay
   JC of the Year Bonus- $200

2026-2027 DATES TO REMEMBER:

1. December, 2026 - Letter & Contract will be mailed to all individuals who are invited to be an Arrowhead J.C. for the coming camp summer.
2. January 19, 2027 - Last date to acknowledge the invitation to be a J.C. by mailing the contract to address indicated. You do not need to know specific weeks until the JC meeting in May (new JC's only).
3. End of April 2027 - Letter to NEW J.C.'s with directions to and time of the **Mandatory New J.C. Orientation Meeting** on Saturday, May 8, 2027
4. Sat., May 8, 2027 - **Mandatory Orientation Meeting** at camp for all NEW J.C.'s.
5. June 2027 - Letter will be mailed to ALL 2027 J.C.'s. This letter will include your tentative assignment for the summer.
6. June 2027- If choosing Arrowhead's transportation policy you will be contacted concerning pick up time.
7. Camp dates are Monday, June 21, 2027 to Friday, August 13, 2027.
8. All J.C.'s need to obtain work permit from their school district. New J.C.'s can bring a copy of the card with them to the May 8, 2027 orientation meeting.

These will be the only communications you will receive. If you find that at any time your plans have changed, and you will not be able to be at Arrowhead in 2027, please contact us as soon as possible.