

# Camp AllSport, At Will Employee Agreement

## CAREFULLY COMPLETE THIS FORM

(not valid unless returned within 30 Days of date mailed)

Shirt Size S M L XL XXL

Employee Name \_\_\_\_\_ Phone \_\_\_\_\_ Cell# \_\_\_\_\_  
Address \_\_\_\_\_ City/State \_\_\_\_\_ Zip \_\_\_\_\_  
Date of Birth \_\_\_\_\_ Age \_\_\_\_\_ SS# \_\_\_\_\_ Email: \_\_\_\_\_

Agreement is hereby entered into between Camp AllSport and \_\_\_\_\_ (print name)  
for the staff position of **Junior/Senior/Specialist/Assistant Specialist/Division Head/ Assistant Division Head** (circle) at Camp AllSport as follows:

- 1) Camp AllSport will employ the above named person for the camp season Thursday June 28<sup>th</sup> through Wednesday, August 22<sup>nd</sup>, 2018.  
**2a) BY SIGNING THIS CONTRACT I AM AGREEING TO WORK THE ENTIRE LENGTH OF THE CONTRACT (UNLESS SPECIFICALLY MODIFIED HEREIN).**
- 2) **ABSENCES WILL RESULT IN PRO-RATED DEDUCTIONS FROM YOUR PAYCHECK!** It is expected that you will work the entire term of your contract. Unexcused absences may result in immediate termination. Request for excused absences of non emergency nature, must be submitted in writing by June 1<sup>st</sup>. Any combination of 3 unexcused absences or late arrivals can and will result in loss of your job.
- 3) **PRE CAMP ORIENTATION: We are required by the state of NJ to show that you have been properly trained for this job. You will be required to attend Staff Orientation on Tuesday June 26<sup>th</sup> and Wednesday June 27<sup>th</sup> from 9:00am – 4:00pm both days.**
- 4) Camp AllSport agrees to pay you a total compensation of \$\_\_\_\_\_
- 5) I also understand that being a staff member at Camp AllSport is a huge responsibility. I agree to be at camp at 8:45am or when my bus arrives and to leave after all the campers are dismissed at 4:00pm. I am accepting this position with the understanding that I am a role model for young people. At no time will I smoke, use drugs or alcohol at camp. I will at no time come to camp under the influence of drugs or alcohol and I agree not to bring any illegal substances onto camp property. **I will at no time bring drug paraphernalia (including vapes, e-cigs, g-pen, etc.) to camp or on trips/overnights. If I am found with any of the above or related substances, I am aware that I will be terminated immediately.**
- 6) By accepting this Job as an Camp AllSport Staff Member, I agree to follow these three Prime Directives on a Daily Basis:
  - 1) Ensuring the Physical and Emotional Safety of All Campers
  - 2) Understanding that our program exists to create success opportunities for campers. You are the facilitator of that success. Specialists create the opportunities, counselors validate them. As such YOU MUST BE ACTIVELY INVOLVED WITH YOUR CAMPERS. THIS INCLUDES (for counselors) swimming with your campers both during instructional and free swim.
  - 3) Being a good Role ModelThe camp reserves the right to terminate this agreement for appropriate cause or what the Director deems to be in the best interests of the camp at any time and to pay the above named person for the actual time of service on a pro-rata basis. The camp also reserves the right to revoke this contract if enrollment does not reach the expected level necessary to secure this position or for any other reason that the director deems to be in the best interest of the camp.
- 7) **SINCE EMPLOYMENT AT DAY CAMP IS BASED ON MUTUAL CONSENT, BOTH THE EMPLOYEE AND DAY CAMP, HAVE THE RIGHT TO TERMINATE EMPLOYMENT AT WILL.**
- 8) Any counselors leaving camp premises without authorization will immediately be terminated.
- 9) Under no circumstances are counselors allowed to take or post photos/videos on their phones or to any social media site. **Bullying in any form, including cyber bullying, physical bullying, or emotional bullying, may result in termination at our discretion.**
- 10) There will be a mandatory staff meeting **every Monday night** from 7:45pm-9:00pm.
- 11) Counselors must participate in overnights and late day out-of-camp activities for their groups.
- 12) Lateness and absence policies apply to meetings and staff activities. A calendar of all staff meetings will be distributed at pre-camp training.
- 13) It is hereby agreed that the contents of this agreement are confidential and any breach of confidentiality will constitute just cause for termination of this agreement. **Your salary is strictly confidential, KEEP IT THAT WAY.**
- 14) The camp is not responsible for the personal belongings of any employee. This includes but is not limited to automobiles. Camp AllSport is not responsible for any accidents while driving to/from camp, or parking on camp property or the designated parking areas adjacent to camp.

- 15) **By signing this agreement, I understand and fully accept the above stated salary as my compensation for this summer. I will at no time seek to renegotiate my base salary during the camp season. I also agree to wear appropriate camp attire which means Shorts, Camp Issued T-Shirts, Sneakers and Socks.**
- 16) As an employee of Camp AllSport, I understand that it is my responsibility to review the employee handbook that is available to me and abide by all rules and regulations therein.
- 17) This Agreement shall be construed and enforced in accordance with the laws of the State of New Jersey, without regard to the principles of conflicts of laws of any jurisdiction. Any legal proceeding arising out of or relating to this Agreement shall be instituted in the Monmouth County, New Jersey or if such court does not have jurisdiction or will not accept jurisdiction, in any state or federal court of general jurisdiction in the State of New Jersey, and each of the Company and the Employee hereby consents to the personal and exclusive jurisdiction of such court and hereby waives any objection that either party may have to the laying of venue of any such proceeding and any claim or defense of inconvenient forum.
- 18) I have read this document in its entirety and agree to all the conditions of employment.

**ANSWER THE FOLLOWING QUESTIONS:**

1. Have you ever been convicted of any crime or offense? Yes  No   
 a. If yes, explain: \_\_\_\_\_
2. Are you available for the entire camp season (39 days)? Yes  No
3. Will college orientation or college start date prevent you from completing the season? Yes  No
4. May we use your likeness or image in camp publications? Yes  No
5. I understand that if I miss any days of work I will not be paid for those days. Yes  No   
 (Workman's Compensation Cases Excluded)
6. Do you anticipate any reason that you would not be able to complete the season? (early college return etc) Yes  No   
 a. If so, why? \_\_\_\_\_
7. I give permission for Camp AllSport to process my criminal background check. Yes  No

WHEN DO YOU HAVE TO RETURN TO SCHOOL FOR FALL 2018 SEMESTER? \_\_\_\_/\_\_\_\_/\_\_\_\_

EMPLOYEE SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

PARENT SIGNATURE (IF UNDER 18 BY 6/20) \_\_\_\_\_ DATE \_\_\_\_\_

DIRECTOR SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

What grade and group did you have last year? (If applicable): \_\_\_\_\_ i.e (1A. 2A)

THIS YEAR AGE GROUP PREFERENCE: \_\_\_\_\_  
 (3-Grade Range, i.e. 1<sup>st</sup> - 3<sup>rd</sup>. 7<sup>th</sup> - 9<sup>th</sup>)

**Transportation**

*I would like to be a bus counselor* \_\_\_Yes

*Deal Address:* \_\_\_\_\_

**Please Initial:**

\_\_\_\_\_ **I understand that Camp AllSport is not responsible for my transportation and will find a way to/from camp.**

**LUNCH**

*Please initial.*

\_\_\_\_\_ **I UNDERSTAND THAT CAMP ALLSPORT WILL SUPPLY DAILY LUNCH AND DAILY SNACK.**