2027 Summer Salary Chart

To calculate your total approximate earnings, add the estimated summer wages for your base rate and the estimated amount for the addition to your base rate.

Age category for base rate	Weekly base rate	Est. Summer wages *
High School Student (under 18)	$230.00	$1,625.00
High School Student (18yo)	$240.00	$1,700.00
2027 High School Graduate (under 18)	$280.00	$1,975.00
2027 High School Graduate (18yo)	$290.00	$2,050.00
Senior Staff (18+, at least 1 year out of HS)	$330.00	$2,325.00

** The estimated summer wages are calculated based on the approximate number of regular days (32) and training days (5) in the whole summer, with the total rounded to the nearest $25. Staff who take time off during the summer will earn less. Team leaders or others who attend additional trainings prior to all-staff orientation week will earn more.*

Individual weekly salaries may increase based on the relevant skills, certifications, and experience each person brings to their job. **Most common: Staff who attend the full Highland Summer Camp orientation week (or who attended last year) will have $20 added to their base rate.** Additions to the weekly rate will be determined during the hiring process and will be outlined in each person's specific staff agreement. **Leadership staff, whose roles require extra experience, are most likely to have higher additions to their base rate.**

Addition to base rate	Est. Addition to summer wages**
$10.00	$70.00
$20.00	$140.00
$30.00	$210.00
$40.00	$280.00
$50.00	$350.00
$60.00	$420.00
$70.00	$490.00
$80.00	$560.00

*** The estimated additional wages are calculated based on the approximate number of regular days (32) and training days (5) in the whole summer, with the total rounded to the nearest $10. Staff who take time off during the summer will earn less. Team leaders or others who attend additional trainings prior to all-staff orientation week will earn more.*

BTS Planning Chart

Donations collected through the Bless the Staff (BTS) program can add up to $150 per week worked to your pay. If you choose to fundraise for this purpose, this chart can help you see both how much you are eligible to receive based on your weeks of service, and the total amount to fundraise in order to get that max amount.

	Max BTS amount	Fundraising goal for max BTS
4 weeks worked (minimum for BTS eligibility)	$600.00	$750.00
5 weeks worked	$750.00	$937.50
6 weeks worked	$900.00	$1,125.00
7 weeks worked	$1,050.00	$1,312.50
8 weeks worked (max for most staff)	$1,200.00	$1,500.00
9 weeks worked (max for team leaders or similar)	$1,350.00	$1,687.50