

January 21, 1974

Northwest OUTWARD BOUND School
Salary Scale for Temporary Instructional Staff

Effective for the operating season of 1974, temporary instructional (program) staff will be paid and will receive salary increases based upon performance and the seniority scale shown below. New employees without previous OUTWARD BOUND experience may be credited with up to the equivalent of three courses for exceptional skills or experience. These skills and experiences along with supervisory work at other OUTWARD BOUND centers will be evaluated on an individual basis with the Program Director. Applicants should bear in mind that employment openings are limited and we can offer only seasonal positions at the Instructor or Assistant Instructor level even though some applicants may have held higher positions at other schools or outdoor centers. Specific duties of all employees are outlined in the Staff Employment Contract.

SENIOR INSTRUCTOR: Promotions to Senior Instructor and above are made on the basis of performance and suitability. Increased pay will accompany assumption of increased responsibility.

ASSISTANT INSTRUCTOR: Pay rate will begin at \$300 per course for the first season of experience. \$350 per course will be maximum pay, and this after at least two seasons (or four full courses) of experience.

The scale below is based upon a system in which the responsibilities of Instructor and Senior Instructor are similar. For patrols following a common or similar route, one Instructor will be designated "Senior," but other Instructors will retain their respective patrol responsibilities. In situations where the paired patrols confront emergencies, common problems of safety, or other unusual environmental or unforeseen conditions, the decision of the designated Senior Instructor as to their function or deployment will prevail.

It is hoped that this arrangement will provide a clear chain of command, but staff must recognize that appointments to the Senior level are temporary and contingent upon the consistent responsible performance of the appointee. The designation of "Senior" may change during the season if in the opinion of the Chief Instructor such a change is warranted.

SALARY SCALE (per 24-day course)

<u>Number of courses worked</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
Senior Instructor:	\$525	550	575	575	600	600	600	625	625	625
Instructor rate:	\$475	500	525	525	550	550	550	575	575	575
Assistant Instructor:	\$300	300	325	325	350	350	--	--	--	--

Nothing on this salary scale and explanatory sheet should be interpreted as conflicting with the Staff Employment Contract, and is incorporated by reference as a part of that agreement.