

# Kanakuk Kamps

## 2019 Healthcare Wages, Discounts and Tuition Exchange

### Nurse

We offer a Tuition Exchange Program for healthcare staff with two benefits. (1) Eligibility for an employee discount off standard tuition rates and (2) Reduction in tuition deposit equal to your estimated net wages. The Table below **estimates** net wages, out-of-pocket tuition expenses and net pay after tuition exchange. All payroll taxes, Kamp Store purchases, transportation and other charges are the responsibility of the employee. One discount per child, per week worked. Healthcare Staff not participating in Tuition Exchange will receive the Gross Wage amount less payroll taxes and Kamp Store purchases charged to your staff account.

Estimated Wages - Nurse				Discount and Estimated Tuition Exchange							
# of Weeks You Work	+ Gross Wages	- Payroll Taxes (a)	= Net Wages	Kamper Term Length	+ Kamp Tuition	+ Kamp Store Prepayment (b)	- Employee Discount	= Net Tuition	Estimated Wages Applied to Tuition	Estimated Out-of-pocket Due March 1st	Est. Net Pay After Tuition Exchange
1	1,075	175	900	7 -Nights	1,250	100	250	1,100	900	200	0
1	1,075	175	900	14-Nights	2,350	100	250	2,200	900	1,300	0
1	1,075	175	900	28-Day-K1	4,500	100	250	4,350	900	3,450	0
1	1,075	175	900	28-Day-K2	4,500	100	250	4,350	900	3,450	0
2	2,090	455	1,635	7 -Nights	1,250	100	250	1,100	1,100	0	535
2	2,090	455	1,635	14-Nights	2,350	100	470	1,980	1,635	345	0
2	2,090	455	1,635	28-Day-K1	4,500	100	470	4,130	1,635	2,495	0
2	2,090	455	1,635	28-Day-K2	4,500	100	470	4,130	1,635	2,495	0
3	3,165	750	2,415	7 -Nights	1,250	100	250	1,100	1,100	0	1,315
3	3,165	750	2,415	14-Nights	2,350	100	470	1,980	1,980	0	435
3	3,165	750	2,415	28-Day-K1	4,500	100	750	3,850	2,415	1,435	0
3	3,165	750	2,415	28-Day-K2	4,500	100	750	3,850	2,415	1,435	0
4	4,180	1,120	3,060	7 -Nights	1,250	100	250	1,100	1,100	0	1,960
4	4,180	1,120	3,060	14-Nights	2,350	100	470	1,980	1,980	0	1,080
4	4,180	1,120	3,060	28-Day-K1	4,500	100	900	3,700	3,060	640	0
4	4,180	1,120	3,060	28-Day-K2	4,500	100	900	3,700	3,060	640	0

(a) Payroll taxes include FICA, FED and MO withholding based on filing status of Married claiming zero dependants. Your actual taxes may be different.

(b) Unused Kamper Store Prepayments are first applied to the family's account. Excess balances are refunded within 30 days after the Kamper term ends.

#### **Policies Regarding Healthcare Wages, Kamper Enrollment and Tuition Exchange:**

1. Net Kamp Tuition and other fees (i.e. Kamp Store account prepayment, transportation, etc.) in excess of your Net Wages must be paid in full by the March 1st deadline. Your net pay will be applied to your Kamper's account within 30 days of your work term.
2. Any other Kamps that you enroll in Kamp, which are not covered by your Net Pay, must have their entire balance paid in full by the March 1st deadline.
3. Every Kamper must have a completed application form and (\$200) deposit sent to Kamp before they are enrolled. This is required by everyone sending a Kamper to Kamp -- including physicians and Kamp Directors. Your Kamper can not be put into his/her Kamp until the deposit and application form are received by our Registration Department.
4. Estimated Net Wages are before any purchases from the Kamp Store charged to your staff account.
5. QUESTIONS? Crystal, Kamper Accounts at [clmitchell@kanakuk.com](mailto:clmitchell@kanakuk.com)