

NORTH CAROLINA OUTWARD BOUND PER DIEM EMPLOYEE PAY SCALE 2008

* QUALIFIED TO INSTRUCT COURSES OF 7 DAYS OR LESS, SPECIFIC TO COURSE AREA. PAY TOPS AT \$94 THOUGH CREDITS WILL CONTINUE TO BE GAINED

Level	A	B	1	2	3	4	5	6	7	8	9	10
Credit Range	0-45	46+	0-69	70-138	139-207	208-276	277-345	346-414	415-534	535-654	655-774	775+
Assistant Instructor	\$60	\$65										
Instructor*			\$70	\$76	\$82	\$88	\$94					
Lead Instructor Course Director			\$70	\$76	\$82	\$88	\$94	\$100	\$107	\$114	\$121	\$128
Support			\$50	\$55	\$60	\$65						

ALL INSTRUCTIONAL STAFF WILL RECEIVE FIELD CREDITS AND BE PAID THEIR PER DIEM RATE FOR PRE COURSE WORK.

CREDITS

- CURRENT INSTRUCTOR, LEAD INSTRUCTOR, COURSE DIRECTOR, CLIMBER, AND RIVER STAFF CREDITS WILL BE TOTALED TO DETERMINE CREDIT LEVEL.
- AFTER ATTAINING THE POSITION OF INSTRUCTOR (OR LEAD INSTRUCTOR), ALL FURTHER FIELD CREDITS REGARDLESS OF POSITION WILL ACCRUE AT THAT POSITION (EXAMPLE: NCOBS MOUNTAIN INSTRUCTORS WILL EARN INSTRUCTOR CREDITS WHEN THEY ARE ASSISTANTS IN FLORIDA)
- ASSISTANT INSTRUCTORS REACHING THE LEVEL OF INSTRUCTOR BEGIN AT LEVEL 1
- ALL STAFF ACCRUE 1 CREDIT AT THEIR CURRENT POSITION PER DAY OF NCOBS TRAINING ATTENDED
- COURSE PAY IS CALCULATED ACCORDING TO CREDIT LEVEL AT COURSE END
- ADDITIONAL CREDITS FOR SPECIALIST QUALIFICATIONS (RIVER OR CLIMBER): +100

SUPPORT

- SUPPORT STAFF HIRED INTO THE ROLE OF ASSISTANT INSTRUCTORS WILL BEGIN AT LEVEL B
- Instructors working support or doing other projects will be paid \$65 per day
- Assistant Instructor working support or doing other assigned projects will receive their daily rate

POST COURSE WORK

- COURSE DIRECTORS RECEIVE THEIR PER DIEM AND FIELD CREDITS FOR POST COURSE DAYS.
- FOR OPEN ENROLLMENT COURSES WITH STUDENTS RANGING IN AGE FROM 14-17, INSTRUCTIONAL STAFF WILL RECEIVE EITHER
 - \$25 PAPERWORK PAY BONUS **OR**
 - \$65 POST COURSE PAY AND FIELD CREDIT (ONLY IF REQUESTED BY THE PROGRAM DIRECTOR)

ADDITIONAL PER DIEMS:

CDI: \$10 Per Day
 Assistant Instructor acting as a Specialist: \$5 Per Day Worked as Specialist

Miscellaneous Positions:

Level 5 Logistics (Promotion Only) \$70 Per Day
 Community Instruction \$80 Per Day