

# FEE GUIDELINE

## SUGGESTED MINIMUM HOURLY RATES FOR PROFESSIONAL COACHES IN SASKATCHEWAN (Revised: November 2010)

This is a **suggested** guideline for **minimum** hourly rates for **professional** coaches teaching in Saskatchewan clubs. This guideline was formulated by the Saskatchewan Coaches Core Committee to give the coach and club generally accepted **minimum** Saskatchewan rates as a **base rate** in fee negotiations.

This is a minimum rate guideline, and does not include other relative qualifications or background experience which should be considered when negotiating. Other services such as administration, seminars, off-ice training/consultations, etc. are not listed, but may be part of the services a coach offers at an additional fee.

**NOTE: Before a coach can start coaching they must be NCCP Instruction - Beginner CanSkate – Trained, certified in First Aid, have obtained the required Criminal Check and be registered with Skate Canada as a coach.**

To find a coach's private **hourly** rate, please follow the steps below:

**STEP #1: Use the chart below to arrive at the basic suggested rate.**

### N.C.C.P. LEVELS      YEARS OF PROFESSIONAL COACHING EXPERIENCE

	0 Years	1-2 Years	3-5 Years	6-8 Years	9-11 Years	12-14 Years	15+ Years
Instruction- Beginner CanSkate- Trained	\$12	\$13					
Instruction- Beginner CanSkate Evaluated	\$13	\$14	\$16	\$18	\$20	\$22	\$24
Certified CanPowerSkate	\$13	\$14	\$16	\$18	\$20	\$22	\$24
Primary STARSkate Trained	\$14	\$16					
Primary STARSkate Evaluated	\$15	\$17	\$19	\$21	\$23	\$25	\$27
ISPC - Trained		\$18	\$20	\$22	\$24	\$26	\$28+
ISPC - Evaluated		\$19	\$21	\$23	\$25	\$27	\$29+
Certified Level 3			\$23	\$25	\$28	\$32	\$35+
Certified Level 4				\$26	\$30	\$34	\$38+
Certified Level 5					\$32	\$36	\$40+

The fee schedule should be expanded to accommodate increased years of service.

**STEP #2: Use the guide below to find what group the coach falls into. Add the amount indicated for that group to the basic suggested rate from Step #1.**

**NOTE:** A coach would be grouped according to his/her own test record, or the tests passed by skaters who were students of the coach at the time the test was passed. A coach may only claim a higher test level than their own if he/she has had a student pass each and every test below the highest test passed.

**EXAMPLE:** A coach who has had students pass all Free Skate tests except the Senior Silver Free Skate may only claim Junior Silver – Group III – and not the Gold – Group V.

The chart shown in Step 1 is for Group 1.

### **GROUP I**

Not passed 2<sup>nd</sup> Figure, Class 6, Junior Bronze Skills; not passed Junior Bronze Free Skate; not passed complete Junior Bronze Dances; not passed Juvenile Competitive Pair Test.

### **GROUP II (Add \$2.00 per hour)**

Passed 2<sup>nd</sup> Figure, Class 6, Junior Bronze Skills, but not 4<sup>th</sup> Figure, Class 4, Junior Silver Skills; passed Junior Bronze Free Skate, Juvenile Competitive Free Skate but not Junior Silver Free Skate; passed complete Junior Bronze Dances but not complete Junior Silver Dances or Variation; passed Pre-Novice Pair but not Novice Pair; passed Bronze Interpretive.

### **GROUP III (Add \$3.00 per hour)**

Attained Theory **or** Technical of next N.C.C.P. Level; passed 4<sup>th</sup> Figure, Class 4, Junior Silver Skills, but not 6<sup>th</sup> Figure, Class 2, Gold Skills or Novice Competitive Free Skate; passed Junior Silver Free Skate, Pre-Novice Competitive Free Skate but not Senior Silver Free Skate or Novice Competitive Free Skate; passed complete Junior Silver Dances but not complete Senior Silver Dances or Novice Competitive Dance or Bronze Rhythm Dance; passed Novice Pair but not Junior Pair; passed Silver Interpretive.

### **GROUP IV (Add \$4.00 per hour)**

Attained Theory **and** Technical of next N.C.C.P. Level; passed 6<sup>th</sup> Figure, Class 2, Gold Skills or Novice Competitive Free Skate but not 8<sup>th</sup> Figure, Class 1 or Senior Competitive Free Skate; passed Senior Silver Free Skate or Novice Competitive but not Gold Free Skate or Junior Competitive Free Skate; passed complete Senior Silver Dances but not complete Gold Dances or Junior Competitive Dance or Senior Interpretive Dance; passed Junior Pair but not Senior Pair; passed Gold Interpretive.

### **GROUP V (Add \$5.00 per hour)**

Passed 8<sup>th</sup> Figure, Class 1, or Junior/Senior Competitive (Competitive Test must be old system with figures included); passed Gold Free Skate or Junior/Silver Competitive; passed complete Gold Dance or Senior Competitive Dance or Gold Interpretive Dance; passed Senior Pair Test.

## LIST OF OTHER SUGGESTED RATES

**PRIVATE LESSONS:** Base fee – a lesson is considered to be ¼ hour.

**SEMI-PRIVATE LESSON:** 2 – 4 Skaters  
Base fee plus \$2.00-\$4.00 per hour (*add \$1.00 per skater*)

**GROUP LESSONS:** Base fee plus minimum of \$5.00 per hour

**CARNIVAL:** Base fee for off-ice  
Base fee plus minimum of \$5.00 per hour on ice

**\*\*NOTE\*\*:** Group and Semi-Private lessons are more due to the extra time spent organizing and structuring administration of lessons.

**TESTS:**

- Free Skate = 1 lesson per part (minimum)
- Dance = 1 lesson per dance (minimum)
- Competitive = fees to be negotiated
- Skating Skills = 2 lesson fees

**DANCE PARTNERING:**

- One lesson per dance (base rate)
- Other expenses divided equally among skaters/club

**COMPETITIONS:**

- Expenses such as travel, food and accommodation may be divided equally among the skaters/club attending
  - 1 lesson per element event
  - 1 lesson per free skate event
  - 1 lesson per dance, OSP or free dance event
  - 1 lesson per artistic/interpretive/creative event
  - 1 lesson per practice (dependent on practice length)

### MUSIC TAPING AND SELECTION (MASTER COPY):

- 1.5 minutes = \$15.00
- 2.0 minutes = \$20.00
- 2.5 minutes = \$25.00
- 3.0 minutes = \$30.00
- 3.5 minutes = \$35.00
- 4.0 minutes = \$40.00
- 4.5 minutes = \$45.00
- DUPLICATION = 1 lesson
- Cost of materials

### CARNIVAL/ICE SHOW PRODUCTION:

- Off Ice Planning = total hours X hourly group rate
- Music = total hours X hourly group rate
- Dress Rehearsal = total hours X hourly group rate
- On-Ice Choreography = total hours X hourly group rate
- Carnival = length of carnival X hourly group rate Or negotiation of the gate

**\*\*NOTE:** Club provides cost for all supplies.

## PARTNERING FEES:

**Reference: Rule 2209 - Fees for Eligible Persons to Partner Tests**

**Eligible persons who partner skaters must abide by the prescribed rates set for**

**Partnering as directed by the Board of Directors. See also Rule 2209, 4401 and 5601.**

**The following rates were approved by the Skate Canada Board of Directors, November 1, 1997.**

Instructor Level	Fees
Primary Dances (Preliminary to Junior Bronze)	\$ 5.00 per dance
Intermediate Dances (Senior Bronze and Junior)	\$10.00 per dance
Senior Dances (Senior Silver and Gold)	\$15.00 per dance
Diamond Dances	\$20.00 per dance

Private lesson rate per dance, plus expenses, to be divided equally amongst the skaters/club involved. Expenses may include meals, mileage and accommodation.

**\*NOTE:** All mileage mentioned is the current Skate Canada rulebook rate. However, clubs are encouraged to negotiate mileage rates with their Professionals as the rulebook rate is not binding, and may be somewhat high for clubs who must bring a coach in on a continual basis.

## COMPETITION RATES:

Generally all coaches charge for expenses such as travel, hotel, percent of food, etc., associated with attending a competition. However, the circumstances and level of competition results in different rates charged by individual coaches. For instance the number of skaters, number of days, travel expenses for the competition, varies per event resulting in a need for flexible rate structure. Parents should always ask **prior to committing themselves to a competition** for an estimate or rate structure for the given event.

When a coach attends a competition the client is paying for the coach's service and expertise. This includes general management (i.e. check listing for correct registration procedure and governing rules, skater management, off-ice management or mental preparation, physical preparation, on and off-ice warm up and post competition evaluation and consultation. The total time involvement varies from one to two hours or more per event. The rate structure practiced by the coach should reflect the above mentioned responsibilities.

The following are samples of rate structures:

1. Flat rate per event per skater, plus dividing expenses amongst clientele.
2. Two lessons per event per skater, plus dividing expenses equally amongst clientele.

## MUSIC RATES:

Music rates as defined include: Cost of tape/CD, standard of tape/CD, equipment style and quality used (i.e. home recording versus studio recording) recording library update, research time, recording and number of music cuts and editing time, equipment update, servicing and depreciation. These factors are reflected in the price of producing solo recordings. In addition the quality of recording, editing and selection of music are learned skills and/or a talent that contribute to the overall quality of production. These qualitative factors are also reflected in the cost of solo recordings.

**Example:** Using a home quality recorder from various music sources is by far the most inexpensive and minimum time involved method in use. However, this method offers the poorest quality and the least effective produced solo recording. On the other hand, a solo recorded professionally, carefully edited by hand or digitally on a sub studio or studio standard system produces the best results offering the quality of sound, greater continuity and flexibility in editing. The associated costs of production are greater as is the time factor. Furthermore, more skill is involved. All these factors should be reflected in the price of the recording.

### **PROGRAM ASSISTANT TRAINING:**

It is recommended that coaches conduct their own Program Assistant training within the club(s) they are coaching.

The following are suggestions of how a coach could be compensated for this serviced:

1. Pre-season training = total hours x group hourly rate
2. Ongoing training of program assistants = total hours x group hourly rate
3. Flat rate as negotiated between coach and club

**NOTE:** Cost of any supplies should be the responsibility of the club.

### **SKATING PROGRAMS ADMINISTRATION FEE:**

- It is essential that the Coach and the club work together to arrive at a reasonable rate for a CanSkate session based on a one-hour session (i.e. The normal session: 45 minutes on ice/15 minutes off-ice prep). Getting organized for any type of lesson (i.e. – CanSkate/STARSkate – group/private) needs to take place before arriving at the rink and follow up needs to happen right after a lesson/session.
- For a CanSkate session, a Professional Coach needs to base their fee on one full hour (60 minutes) of work and that includes: planning and delivering lessons, talking to your parents/skaters, and other coaches prior to and after a CanSkate session, review CanSkate progress sheets – lesson records/ notes, recap the current lesson taught in preparation for the next lesson, etc. All of these are crucial Skate Canada program delivery areas for which the Skate Canada Professional Coach is responsible and accountable.

## **RELEVANT NEGOTIATION FACTORS:**

**Geographical Area** – The cost of living, availability of rinks, mileage and standard of living should all be considered as variances from one part of the country to another.

**Clientele** – Average income, number of patrons, accessibility and goal orientation enter into the decision of setting professional fees within a community.

**Experience** – A professional in skating is no different than any other employee. Years of experience do warrant higher salaries.

**Background** – The training ground for a professional is similar to that of a college graduate. The “status” of the educational institution (or rink) and the coach under which the skater trained, can be an influencing factor in obtaining a job and determining fees.

**Credentials/Titles** – Amateur tests and competition records need to be considered when setting a lesson rate structure. “Graduating with honors” merits greater financial remuneration. In skating, this includes championship titles, show experience, and dance (ballet, tap, jazz, ballroom, etc.) experience.

**Student Achievement** – This is the one true test of a professional’s worth. The professional who is consistently able to get the best from each student is worth his/her weight in gold.

**Percentages and Benefits** – An important consideration is the percentage which is withheld from a professional’s fees and whether there are any additional benefits such as insurance, unemployment, pensions, debt collection, and bookkeeping. These items can be considered in lieu of raising rates.

**Advanced Education** – Any education outside the sport of figure skating should be considered. Post-Secondary Education in fields such as nutrition, physiology, psychology, physical education, dance, choreography, economics, business management, etc., could be important points in negotiation. Experience acquired in national or international competitions may be important factors in a coach’s training.

**N.C.C.P. Levels** – The higher the N.C.C.P. Level and the greater variety of Certification, the better the assurance is to the clubs and students that the coach has continued to upgrade their professional standing, and thus the coaching fees should reflect this achievement.

**CEP STATUS (Continuous Education Program - Bronze, Silver, Gold Status)** – Skate Canada Professional Coaches who are NCCP Level 4 certified are automatically granted “Bronze” status within the CEP.

CEP cycle: Coaches have 2 years to gather credits.

*As this is a **suggested** guideline, all fees should be **negotiated** between the coach and the club. Parents and clubs, who prefer to have the coach present at tests, competitions, etc., should accept that a Professional coach may ask for compensation for his/her loss of earnings. As well, clubs and parents should consider that a coach **may** charge for consultation, mileage (for out of town coaches), retainers and other miscellaneous costs. These should be included in a contract between the club and coach. As individual coaching qualifications differ, so will acceptable coaching fees. All the enclosed charts plus additional qualifications should be taken into account when negotiating.*



## Fee Guideline for Skate Canada – Saskatchewan Clinics/Seminars

### Coaches

Level 5 Certified	- Up to \$650.00 per day or \$90.00 per hour
Level 4 Certified	- Up to \$550.00 per day or \$75.00 per hour
Level 3 Certified	- Up to \$450.00 per day or \$60.00 per hour
Level 2 Certified (ISPC – Evaluated)	- Up to \$350.00 per day or \$45.00 per hour
ISPC – Trained	- Up to \$300.00 per day or \$40.00 per hour
Level 1 Certified (Primary STARSkate – Evaluated)	- Up to \$225.00 per day or \$30.00 per hour
Primary STARSkate – Trained	- Up to \$175.00 per day or \$25.00 per hour
Instruction-Beginner CanSkate – Evaluated	- Up to \$150.00 per day or \$20.00 per hour
Instruction-Beginner CanSkate – Trained	- Up to \$100.00 per day or \$15.00 per hour

**\* Daily seminar fee is based on approximately the number of hours for a seminar being calculated as  $550/75 = 7 \frac{1}{3}$  hours for a Level 4 Certified Coach.**

### Others

Officials (Technical Specialists, Technical Controller, Judge, Evaluator, Data Specialist, Referee, etc)	- Up to \$100.00 per day
Skater – High Performance Team Member	- Up to \$50.00 per day either as an honorarium or gift certificate
Skater – Non Team Member	- Up to \$20.00 per day either as an honorarium or gift certificate

Skater's fee would depend on level as well as the amount of funding that they have received from Skate Canada Saskatchewan.

***The above fees would not include mileage, meals and accommodation.***