

FEE GUIDELINE

SUGGESTED MINIMUM HOURLY RATES FOR PROFESSIONAL COACHES IN SASKATCHEWAN (Revised: June 2017)

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, background experience, or professional development experiences 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.

Before a coach can start coaching he/she must:

1. Be Club Coach: CanSkate In-Training (or higher) or CanPowerSkate Certified.
2. Be Certified in First Aid.
3. Have obtained the required Criminal Check (for those 18 years of age and over)
4. Be registered with Skate Canada as a coach (and be in good standing).
5. Successfully complete the Making Ethical Decisions Module, and
6. Complete the "Respect In Sport" online module.

STEP #1: Use the chart below to arrive at the **basic** suggested rate based on NCCP Level and Years of Professional Coaching Experience. Annual increases based on average cost of living are not included.

N.C.C.P. LEVELS ↓	0 – 2 Years	3 – 5 Years	5 - 8 Years	9 - 12 Years	12 – 15 Years	15 - 18 Years	18 – 21 Years	22 – 25+ Years
Club Coach: CanSkate In Training	\$18							
Club Coach: CanSkate Trained	\$19							
Club Coach: CanSkate Certified	\$20	\$21	\$23	\$25	\$27	\$29	\$31	\$33
CanPowerSkate Certified	\$20	\$21	\$23	\$25	\$27	\$29	\$31	\$33
Regional Coach Trained	\$21							
Regional Coach Certified	\$22	\$24	\$26	\$28	\$30	\$32	\$34	\$36
Provincial Coach Trained		\$26	\$28	\$30	\$32	\$34	\$36	\$38
Provincial Coach Certified		\$29	\$31	\$33	\$35	\$37	\$39	\$41
National Coach Trained			\$34	\$36	\$38	\$40	\$42	\$44
National Coach Certified				\$44	\$46	\$48	\$50	\$52
High Performance Coach					\$48	\$50	\$52	\$54

STEP #2: SKATING LEVEL (of Coach and/or Student)

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.

GROUP I

NOTE: MUST have passed 1 complete STAR 5 (equivalent Jr. Bronze) level to take the Club Coach: CanSkate Course.

GROUP II

- Passed STAR 5 Skills
- Passed complete STAR 5 Free Skate
- Passed complete STAR 5 Dances
- Passed Bronze Interpretive.

GROUP III

- Passed Junior Silver or STAR equivalent Skills
- Passed Junior Silver Free Skate or STAR equivalent Free Skate
- Passed Junior Silver Dances or STAR equivalent Dances
- Passed Silver Interpretive.

GROUP IV

- Passed Senior Silver or STAR equivalent Skills
- Passed Senior Silver or STAR equivalent Free Skate
- Passed Senior Silver or STAR equivalent Dances
- Passed Gold Interpretive.

GROUP V

- Passed Gold or STAR equivalent Skills
- Passed Gold or STAR equivalent Free Skate
- Passed complete Gold or STAR equivalent Dances

Group I	See Step I / Base Rate
Group II	\$2.00/hr.
Group III	\$3.00/hr.
Group IV	\$4.00/hr.
Group V	\$5.00/hr.

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 (*i.e.: add \$1.00 per skater*)

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

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

CARNIVAL: Hourly Group Rate = Base fee for off-ice
Hourly Group Rate = Base fee plus minimum of \$5.00 per hour for on ice (*See Group **Note ↑*)

➤ **Carnival/Ice Show Rates:**

- 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

TESTS – STAR 6+ (Coach Supervised):

- Free Skate Part A = 2 lessons
- Free Skisate Part B = 1 lesson
- Dance = 1 lesson/dance
- Dance Partnering = 1 lesson/dance
- Skating Skills = 2 lessons
- Interpretive = 1 lesson

TESTS – STAR 1-5 (Coach Evaluated): Coaches' regular lesson rate shall apply for all tests taken in the STAR 1-5 Coach Assessed Program; no additional test fees shall be charged as tests are to occur within regular lesson times.

COMPETITIONS:

Note: *It is recommended that expenses such as travel, food and accommodations are divided equally among attending skaters/club.*

- 1 lesson per element event
- 1 lesson per free skate event
- 1 lesson per dance or free dance event
- 1 lesson per interpretive event
- 1 lesson per 15 minute of practice

Competition Rate Rationale:

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, etc. varies per event resulting in a need for flexible rate structure. **Coaches** should provide a rate structure for the given event, **prior to committing to the competition.** **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.

See previous chart for applicable fees.

MUSIC EDITING AND SELECTION (MASTER COPY):

- 2.0 minutes = \$24.00
- 2.5 minutes = \$30.00
- 3.0 minutes = \$36.00
- 3.5 minutes = \$42.00
- 4.0 minutes = \$48.00
- 4.5 minutes = \$54.00
- DUPLICATION = 1 lesson
- Cost of materials

Music Rate Rationale:

Music rates as defined include: cost of 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 service:

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.

Step 3: OTHER 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.

*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.*

➤ **See next page for Calculation Worksheet on Page 6.**

Calculation Worksheet

NOTE: Before a coach can start coaching in a Skate Canada registered club, HE/SHE MUST:

- **Be NCCP Club Coach: CanSkate – In training (or higher) or NCCP CanPowerSkate Certified.**
- **Be Certified in First Aid. Must recertify every 3 years.**
- **Have obtained the required Criminal Check (18 years or older). Resubmit every 3 years.**
- **Be Registered with Skate Canada as a coach in Good Standing. This is due annually, on September 1st or prior to coaching.**
- **Complete the Making Ethical Decisions Module.**
- **Complete the “Respect In Sport” online module**

STEP 1 – Basic fee (NCCP and years of coaching) = _____

STEP 2 – Fee for Skating level (Groups 1 – V) = _____

STEP 3 – Other Relevant Factors = _____

TOTAL = _____ /hr.