

FEE GUIDELINE

SUGGESTED MINIMUM HOURLY RATES FOR PROFESSIONAL COACHES IN SASKATCHEWAN

(Revised: September 2024)

This is a suggested guideline for minimum hourly rates for professional coaches teaching in Saskatchewan clubs. The Saskatchewan Coach Development Committee formulated this guideline to give the coach and club 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, they must be in good standing. The requirements are:

- 1. Be Club Coach: CanSkate In-Training (or higher) or PowerSkate In-Training**
- 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.**
- 5. Successfully complete the Making Ethical Decisions Module.**
- 6. Complete the "Respect in Sport" online module.**

List below are suggested starting ranges for club and regional coaches.

<i>N.C.C.P. LEVELS</i>	<i>Suggested range of starting wage (*consideration of other revel.)</i>
Club Coach: CanSkate in Training PowerSkate In Training	\$18 - \$ 20
Club Coach: CanSkate Trained PowerSkate Trained	\$20 - \$ 22
Club Coach: CanSkate Certified PowerSkate Certified	\$22 - \$ 24
Regional Coach Trained	\$24 - \$ 27
Regional Coach Certified	\$25 - \$ 30
Provincial Coach Trained	\$28 - \$33
Provincial Coach Certified	\$31 - \$35

***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 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 like 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.

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.

To be Negotiated Between the Club & Coach

PRIVATE LESSONS: Base fee – a lesson is 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.

TRAVEL EXPENSES:

- Mileage – see Skate Saskatchewan’s current rate.
 - To regular scheduled club programming
 - To club required meetings and training sessions
 - To competitions, assessment days, seminars (optional cost sharing between skaters)
- Accommodation (optional cost sharing between skaters)
- Meals / Per Diems
 - optional cost sharing between skaters
 - Suggested \$ 15, 20, 30 = \$ 65 / day

Special Events (Carnival, Showcase, Funfest):

Group Lesson fee per hour.

➤ Example for a Carnival:

- Off Ice Planning = total hours X hourly group rate
- Music = total hours X hourly group rate or flat rate
- Dress Rehearsal = total hours X hourly group rate
- On-Ice Choreography = total hours X hourly group rate
- Carnival = length of carnival, including prep and clean up X hourly group rate

****NOTE:** Club provides costs for all supplies

Assessments – STAR 6+ (Coach Supervised):

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

Assessments – STAR 1- Gold (Coach Evaluated):

Coaches' regular lesson rate shall apply for all assessments in the STAR 1-5 Coach Assessed Program; no additional fees shall be charged as assessments are to occur within regular lesson times.

****** If the coach is doing the administration of the assessment paperwork they should be compensated for their time. (ex: parent communication, entry of assessment results in Skate Canada, general record keeping)

- Skating Skills = 2 lessons
- Artistic = 1 lesson

COMPETITIONS:

Regional level event

- One lesson per event per skater
- 1 lesson per 15 minutes of practice

Synchro events at regional level

- Group rate per hour for time spent with team at the event.

Section level event

- Two lesson per event per skater
- 1 lesson per 15 minutes of practice

Synchro events at Sectional level

- Group rate per hour for time spent with team at the event.

Competition Rate Rationale:

All coaches' charge for expenses such as travel, accommodations, 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.

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/USB, 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:

- Pre-season training = total hours x group hourly rate
- Ongoing training of program assistants = total hours x group hourly rate
- 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.

- Pre and post season administration of group programming outside of day-to-day tasks. Setting up scheduling, getting supplies ready and prepping for a new season. End of season including report cards and follow up reports or work needed.

*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 assessments, competitions, etc., should accept that a Professional coach may ask for compensation for their 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 considered when negotiating.*