

# 2012 Recommendations to changes in Fees & Rates Standards

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the Professional Standards &  
Agreement Advisory Council

# Expansion of Teacher's Fees & Rates

In 2011, CADA/BC struck a Task Force to review the teacher's fees and rates set out in CADA/BC's Fees & Rates Standards document.

Using the survey results from the 2011 member's survey and under the feedback of that Task Force, CADA/BC is recommending the following changes.

# Current Fee & Rate for Teaching

1. The CADA/BC recommended **MINIMUM** rate for a professional level technique class of 1.5 hrs is **\$50/class**.

**PROFESSIONAL STANDARD RANGE: \$50 - \$150**

2. **MASTERCLASS OR WORKSHOP (of no more than 4hrs):** The CADA/BC recommended **MINIMUM** is **\$50/hr**.

**PROFESSIONAL STANDARD RANGE:**

<b>2hr class</b>	<b>\$100 - \$250</b>
<b>4hr workshop</b>	<b>\$280 - \$400</b>

# Recommended Fee & Rate for Teaching

The CADA/BC recommended **MINIMUM** for an hourly wage as an employee is **\$25.00/hr.**

The CADA/BC recommended **MINIMUM** for an hourly wage as a contractor is **\$35.00/hr.**

For additional tasks relating to teaching, but not involving the classroom, including but not limited to administrative tasks, meeting time, costume fittings, performances, the CADA/BC recommended **MINIMUM** for an hourly wage as either an employee or independent contractor is **\$10.00/hr.**

We suggest that this hourly wage will increase in recognition of number of years experience in dance teaching and performing, education completed in dance teaching, length of engagement (hours/day, number of days, length of term of contract) and technical experience of class attendees

# Minimum Hourly Fee (2009)

The rate of \$21.67 was generated by the following formula:

The 2007 Statistics Canada report of “annual minimum revenue before tax” sites \$21,666.00 as the low income cut off for urban centres with populations of 500,000 inhabitants or more.

- CADA/BC set an average dance workweek at 20hrs per week.
- CADA/BC assumed that a dancer could work 50 weeks per year. (full-time with the required 2 week holiday)
- Therefore, 20hrs/week x 50 weeks = 1000 hrs of work per year
- Low income cut off number \$21,666 / 1000 hrs of work per year = \$21.67 per hour

By fixing the MINIMUM hourly rate to the Statistics Canada annual low income cut off, CADA/BC hopes to provide a very simple means of measuring whether dance artists are making a “livable” wage. This formula will also allow CADA/BC to increase the suggested MINIMUM rate in order to reflect demonstrated increases in the cost of living.

# Low income Cut-Off

2010 LICO for population of 500,000  
inhabitants = \$22,637

therefore

**\$22.64**

would be the new  
minimum hourly wage

# Other recommendations

- All - Remove standard ranges
- Performance Fee – shift
  - “\$100/performance” to
  - \$100 for a 5-20 minute, single day performance
  - \$125 for a 21-40 minute, single day performance
  - \$150 for a 41-60+ minute, single day performance
- These shifts are based of feedback received in the office and observations on how the document is used

# Other recommendations (cont)

Fee / Rate	Current Rate	New Rate
Hourly Fee	\$21.67	\$22.64
Apprentice Hourly	\$13.00	\$13.50
Weekly	\$550	\$575
Exclusive Weekly	\$785.54	\$820.70
Performance Fee	\$100/performance	Fee based on length of single performance
Rates for Choreography	\$100/min	\$100/min
	20% of budget	20% of budget
	\$906.25/week	\$906.25/week
Royalties	1-10% of original fee	1-10% of original fee
Teaching	\$50/hour for 1.5	employee is \$25.00/hr contractor is \$35.00/hr
Rehearsal Direction	\$21.67	\$22.64