



## **Northwoods Figure Skating Club Wage Scale**

▶ NFSC uses specific criteria to ensure Professionals are qualified to coach skating.

▶ Wages will be determined by the established criteria in the following order:

- 1) USFS Skating Tests
- 2) PSA Exams
- 3) Coaching Experience

▶ In determining wages, first priority will be given to skating test levels as this is the national standard.

▶ Coaches must provide the following to the NFSC to qualify for levels above Pre-Bronze:

- 1) Documentation of highest skating test passed
- 2) Certificate of highest PSA exam passed
- 3) Verification of teaching experience from club or employer if other than NFSC.

▶ Coaches requesting a wage level increase because of credentials outside the stated criteria may apply for an evaluation by the Skating Director(s) and Board.

▶ NFSC may use any of the following additional criteria in assessing its coaches:

- Educational background – subjects studied, years attended, degrees obtained, honors achieved
- Skating background – coaches, competition history, show skating and other honors
- Coaching background – years coaching, special training or seminars attended and achievement records of athletes
- References and employment history – both skating, coaching and otherwise
- Attitudes toward children and coaching
- Ability to work well with others – children, parents and other coaches
- Professional attitudes, ethical beliefs and communication skills

▶ NFSC strives to promote from within and to provide incentives for all Club Professionals to continue their coaching education.

# Northwoods Figure Skating Club Instructor Levels

## Junior Professional Criteria

- Passed Basic Skills Free skate level 6
- No PSA tests, ratings or rankings required
- No prior on-ice coaching experience required

## Pre-Bronze Criteria

- Passed USFS Pre-Preliminary *free skating* test and/or ISI Level 2
- No PSA tests, ratings or rankings required
- No prior on-ice coaching experience required
- Must be 14 years of age

## Bronze Criteria

- Passed USFS Preliminary or Pre-Juvenile *free skating* test and/or
- Passed ISI Level 3 or 4
- No PSA tests, ratings or rankings required
- OR a minimum of 5 years of on-ice coaching experience for consideration

## Silver Criteria

- Passed Juvenile or Intermediate *free skating* test and/or
- Passed ISI Level 5 or 6
- Passed the PSA B.A. (Basic Accreditation) test
- OR a minimum of 10 years of on-ice coaching experience for consideration

## Pre-Gold Criteria

- Passed Novice or Junior level *free skating* test and/or
- Passed ISI Level 7 through 9
- Earned a PSA Rating (registered, certified, senior or master)
- OR a minimum of 15 years of on-ice coaching experience for consideration

## Gold Criteria

- USFS Gold Medalist and/or
- Passed ISI Level 10
- Earned a PSA Ranking
- OR a minimum of 20 years of on-ice coaching experience for consideration

# Wages for NFSC

On Ice Assistant: Volunteer

Pre-Bronze: \$10/hr.

Bronze: \$15/hr.

Silver: \$20/hr.

Pre-Gold: \$25/hr.

Gold: \$30/hr.

► Wages are effective July 1, 2016.

► Each NFSC Professional is obligated to sustain a cooperative role in determining and implementing all desirable standards of coaching and education as set forth by the Board. He/She is expected to participate in establishing and maintaining equitable working conditions in skating so as to reflect positively upon the profession.