

Equity pay scale policy

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Adopted by: Board of Directors

Person in charge of policy implementation: Management

Update schedule : Every four years, in line with core funding cycles

Last update : November 2023

Scope : This policy applies to all staff and freelancers, including teachers and artists

STAFF

Approuvé par le Conseil d'administration, janvier 2024

Payscale

	Ideal 19-20 (approved by CA)	Current 23-24	Ideal 23-24
Direction	25 to 35	27 to 30	27 to 37
Operational staff (Services/prod/reception/admin/comms)	18 to 25	23 to 25	23 to 27
Internship or short-term employees (Emploi été Canada, Emploi Québec)		20 to 23	20 to 23

Evaluation

Direction		Experience		
		Junior	Mid	Advanced
Responsibility	Junior	27	30	32
	Mid	30	32	35
	Advanced	32	35	37

Operational staff		Experience		
		Junior	Mid	Advanced
Responsibility	Junior	23	24	25
	Mid	24	25	26
	Advanced	25	26	27

ARTISTS

Performance

\$200 per people on stage + choreographer (if not on stage)

Facilitation

\$50 (no prep no expectation) to \$200 (with prep and expectation)

Guest curator

\$1500 for 1 person, \$1000 each if 2 people, \$750 each if 3 people

We don't encourage more than 2 people, but make exceptions

Videoscreening

\$100 per video (length doesn't matter)

Selection committee

\$5 /application + \$125 for committee meeting

Residency artists

\$500 flat / group

+top up *pro rata* (aiming for \$30 /H /pp with a 4 pp cap)

Workshop facilitators

Between \$60 and \$150 /H, see the workshop teacher payscale

FREELANCERS

	MINIMUM	MAXIMUM	
Technical directors	25	30	min call 3 hrs
Technicians	20	25	min call 3 hrs
Non-specialized event help (door, bar)	20	-	min call 3 hrs
Cultural worker (admin, comms)	20	30	
Carpentry / skilled labour	25	40	
Childcare	20	25	min call 3 hrs
Web & graphic designer) / computer maintenance / specialized consultants	30	60	

Videographer: We try to do it in-house as much as possible.

\$100 - \$200 for long (2h+) events such as Tollé. Videographer stops and starts video between performances and uses 303 camera. Credits and uploads are done in-house.

Photographer: \$150 per event or \$100 /H, whichever is higher, capped at \$550 /day. The photographer uses their own equipment, makes a selection and adds watermarks. Photos can be used non-commercially by the photographer, the artist, and Studio 303 without further charges.

TEACHERS

How does this work?

Studio 303 has collaboratively developed this fee scale with teaching artists, in line with our values of transparency and equity. Annually, we organize nearly 40 workshops, ensuring they are accessible to our users at significantly subsidized rates.

Recognizing that our current remuneration for workshop facilitators often falls below market value (as recommended by CADA at \$75-\$300 per hour for guest workshop facilitators), we are working diligently to raise these rates across the board. At this point, we believe the proposed rates reflect the fairest compensation within the limitation of our existing budget, while staying true to our commitment to support emerging teaching practices and remain financially accessible.

Our goal is to honour and value both your artistry and teaching expertise, taking into account your individual financial circumstances. We aim to compensate teachers to the best of our ability within our institutional capacity. Teachers are invited to propose their own fee within the provided scale, and we will make every effort to respect it.

We acknowledge the imperfections in this process and want to emphasize that we are engaging in an experimental step, and we value and encourage your feedback.

Studio 303 commits to reviewing and revising these rates every four years, aligning with its 4-year financing cycle and accounting for inflation.

TEACHING PRACTICE	FEE SCALE
Developing teaching practice: you are trying ideas, exercises and concepts related to your artistic practice that are still in development. You are new to teaching professional artists (ex: for less than 2 years, or less than 5 times)	\$75 CAD
Established teaching practice: you have a solid practice teaching professional-level workshops and are recognized by your peers (ex: 2 to 10 years of experience)	\$85 CAD
Senior teaching practice: you have honed your teaching skills, you master your material and have acquired a certain degree of notoriety among your peers. You have expertise teaching to professional artists (ex: 10 to 20 years).	\$100 CAD
Master teacher: you are a movement elder with many decades of experience. You are a leader in your discipline and your contributions are internationally renowned. (ex : Deborah Hay, Yumiko Yoshioka).	More than \$100 max \$150 CAD

Note: Our rates do not include preparation time for the workshop. US and European teachers are often paid at a higher rate (\$120 for senior teaching practice) in order to reflect the gap caused by exchange rate.