

East Tennessee



Performing Arts Association

MINUTES

June 17, 2020

Meeting Held via Zoom

7:00 p.m. - 9:15 p.m.

I. Financial Report

Financial report was given by Jana Hanson. Current balance is \$20,334.06. A more detail ledger may be requested by any member. The financial report was approved.

II. 2021 Proposals

Please see attached for original wording of proposal, revision if applicable, and Board recommendation.

Proposal 1

Board Recommendation Passed

Discussion was had related to the semantics involved. Class representatives must certainly be affiliated with a group within that specific class, but there may be other persons knowledgeable of indoor activities that are not currently affiliated with a group and could make a lasting contribution. Motion was made to accept the proposal as amended; motion passed.

Proposal 2

Further clarifications were discussed regarding "affiliation" or "consulting". It was agreed that more specific language for "affiliation" or "consultation" should be added. Motion was made to accept the proposal, with the possibility of amending definitions of "affiliation" or "consulting"; motion passed.

Proposal 3

Board Recommendation Passed

Proposal 4

Board Recommendation Passed

Proposal 5

Board Recommendation Passed

Proposal 9

Board Recommendation Passed

Proposal 12

Board Recommendation Passed

Proposal 13

Board Recommendation Passed

Proposal 14

Further discussion was regarding the monetary aspect of the proposal. There is currently nothing set for the compensation of the position this proposal would create. As Proposal 3 passed, which dealt with yearly review of paid/appointed positions with the Board of Directors, the financial impact will need to be discussed by the Board. This proposal is strictly to create a Percussion/Winds Judge Coordinator position within ETPAA. Motion was made to accept the proposal as written; motion passed.

Proposal 15

Board Recommendation Passed

Proposal 16

A question regarding COVID-19 or other similar issue was mentioned (if such an event happens with the upcoming season). Everyone agrees the 2020 season was one that could not have been anticipated, and planning for pandemic concerns could be made as the competitive season gets closer. Motion was made to accept the proposal as written; motion passed.

Proposal 17

Board Recommendation Passed

Proposal 18

Discussion was held regarding weather affecting a show (ETPAA show or WGI show) and a member adding to a later show date. The current policy regarding forfeit of performance bond was discussed. Adding to a show once the closing deadline has passed will be at the Board's discretion. Motion was made to accept the proposal as written; motion passed.

Proposal 19

Proposal Tabled

Proposal 20

Proposal Tabled

Proposal 21

Board Recommendation Passed

Proposal 22

Board Recommendation Passed

A suggestion was made to have all judges contracted added to website in October or November.

Proposal 23

Board Recommendation Passed

A suggestion was made to utilize CompetitionSuite regarding critique times.

Proposal 24

The current policy regarding forfeit of performance bond was discussed. Motion was made to accept the proposal as written; motion passed.

Proposal 25

Board Recommendation Passed

Proposal 26

Proposal Tabled

Proposal 27

Board Recommendation Passed

Proposal 28

Discussion was held regarding former attempts to find a large, affordable venue. Financial commitments for the circuit were also discussed, as well as time commitment from the membership in order have a successful Championships at a non-member site.

If anyone would like to be involved in volunteering for this committed to investigate a site for 2022 ETPAA Championships, please contact Alex Rector.

Proposal 29

Board Recommendation Passed

Proposal 30

Discussion was held regarding several issues related to this proposal.

ETPAA would retain the \$25 it currently pays to show hosts per registered units; show hosts would pay \$75 per unit to ETPAA. In this proposal, show hosts would essentially be responsible for a judges' "base pay" (which is outlined in Proposal 29), and ETPAA would be responsible for travel and hotel. ETPAA would make payments to judges.

The bidding process was not factored into the cost examples shared.

A question was asked of this suggested method: which entity is better or more important - show hosts or judges?

Motion was made to amend the proposal to state ETPAA will regain the \$25 originally paid to show host; motion seconded. Motion passed.

Proposal 32

Board Recommendation Passed

Further research will need to be done on the most cost-effective way to accomplish this task.

Motion was made to amend the proposal to "biennial" rather than "bi-annual"; motion seconded. Motion passed.

Proposal 33

Board Recommendation Passed

Does the coordinator need to be onsite? The Board of Directors, as they review paid/appointed positions (per Proposal 3), that determination will be made.

Proposal 34

Board Recommendation Passed

Proposal 35

Proposal Tabled

Proposal 36

Board Recommendation Passed

Proposal 37

Proposal Tabled

Proposal 38

Board Recommendation Passed

Proposal 39

Proposal Tabled

Proposal 41

Board Recommendation Passed

III. 2020 Standing Items

These are issues voted on by the Board of Directors in the 2019-2020 season:

1. Proposal to create an IAA class for the circuit in February, the proposal was passed by the board.

Voted upon by membership; passes

2. Championship seeding - method proposed and accepted as written. Discussion during season of potential of using WGI scores as well. Revise method for seeding at the spring meeting.

Motion was made to add WGI scores into Championship seeding or use a point system; motion seconded.

Further discussion was had regarding the use of WGI scores or other circuit scores. Motion was made to use WGI scores; motion seconded.

Seeding policy will be amended.

3. Board discussed and voted on how to handle the cancellation of Championships due to COVID-19

Voted upon by membership; passes

4. Board discussed and voted on refunding whatever bid amount Karns made for the 2020 Championships.

Voted upon by membership; passes

5. Board discussed and voted to refund up to \$1,000 of expenses incurred in preparation for the Championship show. These expenses would need to be documented.

Voted upon by membership; passes

6. Board discussed and voted Karns would host the 2021 Championship Show and post the minimum bid of \$2,500.

Voted upon by membership; passes

7. Board discussed and voted Members had the option to leave their Championship entry on account or have the entry fee refunded.

Voted upon by membership; passes

IV. 2021 Contest Schedule

Possible 2021 contest dates are:

January 16, 2021 – Winterguard clinic

January 23, 2021 – Qualifier

January 30, 2021

February 13, 2020

February 20, 2021 (Winterguard only contest)

March 6, 2021

March 13, 2021

March 27, 2021 – ETPAA Championships

A motion was made to approve the proposed dates as ETPAA's established 2021 season; motion seconded. Motion passed.

If a school is interested in hosting a contest, please check school athletic calendars as soon as possible. Show Host forms will be available on the ETPAA website.

V. Ric Best Scholarship Recipients

Leza Carver announced the three recipients of the Ric Best Scholarship. Each recipient will be awarded \$500.00. Recipients have been notified and accepted.

VI. SRAA & SRA Class Representative

Abigail Lyon, current SRAA & SRA class representative, has accepted new employment and needs to resign from her current position in the Board of Directors. The Board will accept nominations for a new SRAA & SRA class representative from June 18 until June 22 with voting to begin on June 23.

The fall meeting will be held on Sunday, September 13 at 2:00 p.m., location to be determined. With no further new or old business, motion was made to adjour the meeting; motion seconded.

East Tennessee



Performing Arts Association

2021 PROPOSALS

BYLAWS

Amendment of current Bylaws and/or policy

Proposal 1

From: Jason Franklin, Seymour High School and Bearden High School

Financial Impact: None

***Proposal:* Any additional board position that is listed as, “hired by the board of directors”, must be made available as a position that is applied or nominated for and then voted on by the board of directors before officially hired.**

Rationale: If the board of directors is going to stand behind the decisions set forth in the handbook that says that the position is hired by the board of directors, then a vote must take place by the board to hire the person that applies or that is nominated for the position. We also need to get away from just assuming the same people will be placed in the same position each year. We need to take nominations or applications for the positions and then as a board go through them and make a decision.

Board Recommendation: Pass Proposal 1 as originally written.

Proposal 2

From: Alicia Sharp, Carter High School

Financial Impact: None

***Proposal:* Amend Judge Coordinator description in bylaws and handbook to include that they should not be affiliated or consulting with any competing groups.**

Rationale: The position has been ambiguous in recent years. Because this position “serves as a liaison between judges and ETPAA,” they should be non-affiliated with any competing members of the circuit in order to maintain transparency and professionalism.

Board Recommendation: Pass Proposal 2 as originally written.

Proposal 3

From: Leza Carver, HIPE Blue

Financial Impact: Minimal to Moderate

***Proposal:* The board will review the work of appointed/paid positions at their spring meeting each year. This review will be of the current job being done for the circuit, suggestions of ways to improve the job, updates to contract for the position. The BOD will then decide to renew the current person appointed to a position or seek a new appointment.**

Rationale: We do not currently have a policy in place to discuss the review of paid positions within the circuit. Related ETPAA documentation: ETPAA Handbook, pg. 9 - 11 Board Of Directors: Addition Leaders

Board Recommendation: Pass Proposal 3 as originally written.

Proposal 4

From: Leza Carver, HIPE Blue

Financial Impact: None

***Proposal:* A vacancy in any elected Director position because of death, resignation, removal, disqualification, or otherwise shall require the Executive Board of Directors to appoint an interim member to the vacated office so that the office vacated can continue to function. The interim member shall serve only until the next meeting of the general membership where an election to fill the office can be held.**

Rationale: We do not currently have a policy in place if a vacancy was to occur. Related ETPAA documentation: ETPAA Handbook, pg. 8 Board Of Directors

Board Recommendation: Pass Proposal 4 as originally written.

Proposal 5

From: Leza Carver, HIPE Blue

Financial Impact: None

***Proposal:* Update and detail the description and duties of coordinators for ETPAA.**

The current description of Color Guard, Percussion, and Wind Coordinator:

- acts as a resource for member questions on philosophy, education, and classification

- assists in assessing the need for education sessions for circuit members and planning same
- updates the color guard, percussion, and winds portion of this Handbook as necessary
- review and inform the membership of any WGI policy changes that pertain to guard units on an annual basis

Would like to add the following:

Other duties include but are not limited to:

- Maintain full knowledge of ETPAA and WGI rules related to color guard, percussion, and winds including informing units of any rule changes or updates.
- Assist the Social Media Coordinator/Webmaster in keeping the webpage updated with color guard, percussion, and wind information
- Communicate any classification changes to the Unit Director.
- Attend and participate in all BOD meetings
- Work with the respective judging coordinator and the president to establish educational seminars and clinics providing important information gained through the first line connection with the wants and needs of the Unit Directors. Utilizing the class representatives to develop the education needed for each class.
- This position reports to the president.

Rationale: Further detail the position duties Related ETPAA documentation: ETPAA Handbook, pg. 7-8 Board Of Directors

Board Recommendation: Pass Proposal 5 as originally written.

Proposal 6 was withdrawn.

Proposal 7 was withdrawn.

Proposal 8 was withdrawn.

Proposal 9

From: Abby Lyon, Jefferson County High School

Financial Impact: None

***Proposal:* For the second weekend only of the contest season, percussion ensembles must have a minimum performance time of three minutes (3:00). As long as this minimum is obtained, no penalties will be assessed for being under respective class performance time.**

Rationale: As the bylaws currently read the percussion ensembles are given a one minute and thirty second minimum time limit at the first competition. The time requirement then jumps to the regular set minimum time limit for each class. The difference is very large from week one to week two. For example, my ensemble at qualifier has a minimum of 1:30 and jumps to 4 minutes at week two jumping two minutes and thirty seconds in one week. That is extremely difficult for any group to accomplish let alone young groups. By increasing the time at a more reasonable rate I believe the number of percussion ensembles attending the second competition will increase due to some groups readiness, and will allow for a over better competition for each group participating.

Board Recommendation: Pass Proposal 9 as originally written.

Proposal 10

From: Dustin Del Moro, Halls Indoor Percussion Ensemble

Financial Impact: Minimal to Moderate

***Proposal:* Amend the Judging Fees part of the handbook to read as follows**

JUDGING FEES

Show hosts will be responsible for judges' fees. For the Qualifier and Championships, judges' fees are \$300.00 for colorguard and percussion/winds judges up to twenty (20) units and \$5.00 for each additional unit plus \$0.58 per mile per judge for distances over one hundred (100) miles round trip. Judges traveling less than one hundred (100) miles will be paid a flat travel fee of \$25.00. For all other contests, judge's fees are \$250.00 for colorguard and percussion/winds judges up to twenty (20) units and \$5.00 for each additional unit plus \$0.58 per mile per judge for distances over one hundred (100) miles round trip. Judges traveling less than one hundred (100) miles will be paid a flat travel fee of \$25.00. In the event a judge flies to the contest, the show host

is responsible for paying one-half (1/2) of the airline fee (ETPAA will pay the other half).

Rationale: The current rule concerning judge pay has a discrepancy between the pay for colorguard and percussion/winds judges. This discrepancy has caused the percussion/winds side of the circuit to fall behind the colorguard side of the circuit when it comes to quality of adjudication. Percussion/Winds units are paying the same amount in member fees but are not receiving the same level of adjudication. The justification for this discrepancy has been that colorguard judges are adjudicating more ensembles throughout the day than percussion judges. At first glance this makes sense, but after further examination one can come to realize that we should be paying these judges for their mastery of their specific captions. It does not matter if the judge is adjudicating one ensemble or one thousand ensembles, we are paying them for their years of experience and expertise.

This proposal was consolidated and combined with Proposal 29.

Proposal 11

From: Dustin Del Moro, Halls Indoor Percussion Ensemble

Financial Impact: None

Proposal: **In percussion/winds class, create a phased approach of reaching minimal performance times after the qualifier.** The phased approach is listed below

Prep Qualifier (1:30), Week 1 (2:00), Week 2 (2:30), Week 3 (Prep minimum time 3:00)

Novice Qualifier (1:30), Week 1 (2:00), Week 2 (2:30), Week 3 (3:00) Week 4 (3:30) Week 5 (Novice minimum time 4:00)

AA/A Qualifier (1:30), Week 1 (2:00), Week 2 (2:30), Week 3 (3:00) Week 4 (3:30) Week 5 (AA/A minimum time 4:00)

Open Qualifier (1:30), Week 1 (2:00), Week 2 (2:30), Week 3 (3:00) Week 4 (3:30) Week 5 (Open minimum time 4:00)

World Qualifier (1:30), Week 1 (2:00), Week 2 (2:30), Week 3 (3:00) Week 4 (3:30) Week 5 (World minimum time 4:00)

Rationale: Adopting a graduated approach to reaching minimal performance times is an educationally sound way to approach percussion/winds. Due to the nature of this part of the activity, it takes longer to get a portion of the show

performance ready. In colorguard, a group can do drill without choreography with a prerecorded soundtrack to reach minimum performance times. In percussion/winds it is a much longer process to get a show performance ready due to the nature of implementing music and staging. This past winter a novice percussion group ran into such an issue. They had 1:30 of their show produced and ready to go for the qualifier. The next week the group was going to the Seymour show and had to add an additional 2:30 of show to meet minimum performance time for their class. It put the group, which again was novice, in a position to have to force 2:30 of show onto the floor with very little time. This caused a drop in quality and the educational experience that the members were receiving. Using a graduated metric will allow groups to continue adding to their shows in a more educationally focused manor. Using this model all classes would be graduated to at least minimum performance times by March.

This proposal was consolidated and combined with Proposal 9.

Proposal 12

From: Leza Carver, HIPE Blue

Financial Impact: None

Proposal: Announcing Election Results and Orienting New Directors Term of Office

Newly elected Board members will take effect immediately after voting in the Spring. The term will end with the announcement of the new board member after the following spring vote.

Rationale: This has been the common practice for the circuit but not officially stated in the handbook. It is generally stated on page 11, "Annual membership will run from September through August." When the circuit was first created the original nominations aligned with the timing of the fiscal year, but as we have established ourselves and adopted proposals for the time of election our bylaws do not reflect when the term begins and when the term ends. This should line up with our current voting timeline for Board Members.

Related ETPAA documentation: Handbook, pg. 7-11

Update information stated at the bottom of page 11

Board Recommendation: Pass Proposal 12 as originally written.

BYLAWS

New

Proposal 13

From: Abby Lyon, Jefferson County High School

Financial Impact: Minimal to Moderate

***Proposal:* Add a Social Media Coordinator to our Additional Leaders list.**

Rationale: The importance of promoting ETPAA is growing exponentially due to the number of groups in the circuit and the level of competitiveness within the circuit. The image ETPAA portrays to the winter world is extremely important to the continued growth of the circuit. ETPAA needs a dedicated leader who can focus solely on creating an inciting and welcoming website, a Facebook and Instagram presence that all want to follow, and helps with all aspects of the photography side of the competitions. The Social Media Coordinator would also work closely with the photographer to distribute the competition photos to the directors. My suggestions is through the members only portal on the website. Adding this position will alleviate duties from other positions that are already at capacity.

Board Recommendation: Pass Proposal 13 as originally written.

Proposal 14

From: Dustin Del Moro, Halls Indoor Percussion Ensemble

Financial Impact: Minimal to Moderate

***Proposal:* Create a Percussion/Winds Class Judge Coordinator position in addition to the current Judge Coordinator. The current Judge Coordinator position would be redefined as the Colorguard Class Judge Coordinator.**

Rationale: The world of colorguard and percussion are vastly different activities. The two have diverged from one another especially when it comes to adjudication and education. Separating judge coordination into two different positions will have a positive impact on both the colorguard and percussion/winds side of the circuit at minimal cost. Each appointed coordinator would be able to use their specific skills and connections to improve the overall judging experience in the ETPAA circuit. This would bring ETPAA in line with how most circuits are operating including WGI.

Board Recommendation: Pass Proposal 14 as originally written.

POLICY: CLASSIFICATION
Amendment

Proposal 15

From: Alex Rector, Hardin Valley Academy

Financial Impact: None

Proposal: Add the following sentence to the end of the second paragraph on p. 27 of the handbook dealing with promotions. "Once a unit accepts a promotion or in the event their appeal is denied, that unit is considered a member of their new classification immediately following the awards ceremony of the contest in which they were promoted."

Rationale: To clarify the exact timing of when a promotion occurs.

Board Recommendation: Pass Proposal 15 as originally written.

Proposal 16

From: Alex Rector, Hardin Valley Academy

Financial Impact: None

Proposal: Add the following statement to the end of the first paragraph regarding percussion classification on page 25 of the handbook.

"Percussion ensembles must commit to either marching or concert classification during registration. Once a percussion ensemble competes in either class, they will not be able to change from marching to concert or vice versa within that same competitive season. Groups that wish to change classification after registration may do so provided they have not yet competed that season."

Rationale: To clarify our policies regarding marching and concert percussion classification.

Board Recommendation: Pass Proposal 16 as originally written.

POLICY: CONTESTS
Amendment

Proposal 17

From: Alicia Sharp, Carter High School

Financial Impact: None

***Proposal:* Utilize Competition Suite for Performance Order Draw**

Rationale: ETPAA is paying for Competition Suite without utilizing all of what we are paying for. In order to maintain transparency and promote integrity ETPAA should utilize the performance order draw tool that leaves zero chance for bias and is available in Competition Suite for all season shows.

Board Recommendation: Pass Proposal 17 as originally written.

Proposal 18

From: Alicia Sharp, Carter High School

Financial Impact: None

***Proposal:* Enforce contest close dates to ensure no schedule changes 7 days prior to a show**

Rationale: ETPAA has frequently made concessions for groups in fitting them into a schedule at the last minute at the inconvenience of other groups. Previously, the rationale was that we were a small and growing circuit that needed to support our groups. ETPAA is no longer a small circuit, and last-minute changes disrupt the professional flow of the circuit and shows. This is a written rule that is never enforced. This proposal is that we enforce this rule in order to prevent schedule adjustments in the 7 days prior to a show except for cases of reclassification.

Board Recommendation: Amend Proposal 18 to state “Enforce contest close dates to ensure no schedule changes at the last minute.”

Proposal 19

From: Alicia Sharp, Carter High School

Financial Impact: Minimal to Moderate

Proposal: Limit amount of money show hosts are required to pay for plane tickets purchased by ETPAA

Rationale: Because ETPAA is responsible for booking judge’s flights, and timeliness factors into the cost of those tickets, I propose that show hosts responsibility regarding those purchases be rewritten to “In the event a judge flies to the contest, the show host is responsible for paying one half (1/2) of the airline fee (ETPAA will pay the other half), not to exceed \$250.” This will both allow show hosts to better budget for judge’s fees and protect show hosts from holding a financial responsibility when ETPAA fails to book flights in a timely manner.

Board Recommendation: The Board recommends to table this proposal pending further discussion.

Proposal 20

From: Alicia Sharp, Carter High School

Financial Impact: None

Proposal: Communicate Judge’s accommodation needs to show hosts at least 30 days prior to show.

Rationale: Because show hosts need time to get costs approved by boosters or admin, all accommodation needs for judges need to be communicated to show hosts in a timely manner. 30 days allows time for monthly booster meetings.

Board Recommendation: The Board recommends to table this proposal pending discussion regarding the outcome of Proposal 30.

POLICY: CONTESTS

New

Proposal 21

From: Jason Franklin, Seymour High School and Bearden High School

Financial Impact: None

***Proposal:* Any school that has not hosted a competition before MUST have someone from the board of directors visit the school and go through the logistics of the day with them before the show is confirmed.**

Rationale: There are logistics involved with hosting a show that many organizations are not aware of. Including, but not limited to, flow of contest, seating of judges, doors throughout the facility, timelines, and many other obstacles that are not things that a new school may be aware of. This should be mandatory for any new school, or schools that there have been previous issues with, to complete before they are allowed to be listed as a show host. Board should discuss how to best facilitate this.

Board Recommendation: Pass Proposal 21 as originally written.

Proposal 22

From: Jason Franklin, Seymour High School and Bearden High School

Financial Impact: None

***Proposal:* All judges for shows should be posted as soon as they are decided upon. If we are going to set a date that they are going to post on then this should be listed on the website for everyone to see.**

Rationale: All judges for shows should be posted as soon as they are decided upon. If we are going to set a date that they are going to post on then this should be listed on the website for everyone to see.

Board Recommendation: Pass Proposal 22 as originally written.

Proposal 23

From: Jason Franklin, Seymour High School and Bearden High School

Financial Impact: None

***Proposal:* Critique times should either be first come/ first served, signed up for in advance, or signed up for on the day of the show.**

Rationale: The current system does not work. Many groups are not taking advantage of the critique experience. With the current system groups that are later in the day are waiting upwards of 3 hours after a show to complete before they can attend critique. However, if all the groups were removed from the list that were not attending, I would expect to see that time cut at least in half. This is very valuable time for everyone from judges, instructors, show hosts waiting to be done with the day, etc. I suggest the board really look into a better method.

Board Recommendation: Pass Proposal 23 as originally written.

Proposal 24

From: Jason Franklin, Seymour High School and Bearden High School

Financial Impact: None

***Proposal:* Post a schedule for a contest 2 weeks before the contest. If a group decides to withdraw from the show then they will forfeit their performance bond and must repay it before they can appear at another show.**

Rationale: This is how WGI runs their shows. Once the show is closed then the schedule can be posted. If someone decides to withdraw after that time then they lose their performance bond and they must repay it. That is why we pay that bond in the beginning. There is no reason why we cannot do this. I understand that we like to be nice and allow people to add to and remove from shows but in doing so we are ignoring our own rules, and inconveniencing the members that follow the rules. As the old adage goes- A lack of planning on your part does not constitute an emergency on my part.

Board Recommendation: Pass Proposal 24 as originally written.

Proposal 25

From: Leza Carver, HIPE Blue

Financial Impact: None

***Proposal:* Streamline retreat line-up**

With the purpose of streamlining the retreat line up, we suggest that contest host place group signs in show order in the line-up/retreat holding area. This will help reduce the amount of time it takes for groups to be organized.

Rationale: The retreat line-up can be loud and chaotic. If we create a method that the kids learn, it will make it easier and more efficient during contests. Related ETPAA documentation: Show Host Information/Handbook, pg. 5 Insert on page 5 after "warm-up areas"

Board Recommendation: Pass Proposal 25 as originally written.

Proposal 26

From: Abby Lyon, Jefferson County High School

Financial Impact: None

***Proposal:* Add a transition time slot to the percussion warm-up schedule, 18 minutes of warm-up, 2 minutes of transition.**

Rationale: At almost every competition last year my percussion ensemble was let into the warm-up room late because the group before did not leave on time. The group would begin packing up to leave as their time was over creating a traffic jam as my group is trying to get in. As it stands the warm-up time inside is 20 minutes long with no transition time. It is my understanding that you walk into the warm-up when your time starts and you make sure your group has left the warm-up space as your time ends. This allows for the group after to then walk into the warm-up space when their time begins. I am proposing a set transition time in between each group so this problem naturally goes away.

Board Recommendation: The Board recommends to table this proposal pending further discussion.

POLICY: CHAMPIONSHIPS
Amendment

Proposal 27

From: Alex Rector, Hardin Valley Academy

Financial Impact: None

Proposal: Amend the last sentence of the third paragraph of the **Championships seeding policy** to read "In the event that a group is promoted TO A NEW SHEET in their final performance....etc."

Rationale: This allows more groups to use their last score for seeding. In other words, a SRAA group that is promoted would still be seeded based on their most recent score, since it was earned on the same competitive sheet.

Board Recommendation: Pass Proposal 27 as originally written.

The Board will also solicit discussion and opinions from the membership regarding the use of WGI scores in Championships seeding.

POLICY: CHAMPIONSHIPS
New

Proposal 28

From: Dustin Del Moro, Halls Indoor Percussion Ensemble

Financial Impact: Moderate to Significant

Proposal: Create a committee to investigate other locations for the **championship venue**.

Committee will be created immediately and have from July 1, 2020 to October 1, 2020 to locate a new venue for ETPAA championships. The goal of this committee would be to find a venue that brings a championships type experience for our membership. On October 1, 2020, the committee's findings will be presented to the ETPAA board. At this point, the board will vote on whether to implement the committee's findings for the 2021 season or the 2022 season.

Rationale: We owe it to our paying membership to try to create a large Championship type experience. Currently the championships feel very much like our regular season shows. The venues the committee would be investigating should try to replicate that big box Dayton feel. Many comparable circuits are already doing this. CWEA holds their championships at the Winthrop College Basketball Arena. CIPA used to hold their championships at the Western Carolina University Arena. SCGC holds their championships at the Western Kentucky University Arena. SAPA holds their championships at the University of Tennessee Chattanooga Arena. It doesn't have to be a college, Doby's Bennett High School Basketball Arena could be a beautiful championships venue.

Board Recommendation: The Board has tabled this proposal as it was voted by the previous Board that Karns High School would host the 2021 ETPAA Championships.

POLICY: CIRCUIT BUSINESS
Amendment

Proposal 29

From: Alex Rector, Hardin Valley Academy

Financial Impact: Moderate to Significant

***Proposal:* Amend all judges' fees to \$300 or \$8 per unit judged, whichever is higher, plus mileage at the current government rate.**

Rationale: Currently, our rates of judge pay are not competitive with other local or national circuits. To attract top quality judges, we need to compensate them better. At the proposed rate, we would still be paying less than most surrounding circuits, but we would be more competitive. Even in a relatively small circuit, we are essentially asking these individuals to give up an entire weekend day away from home and family. This is a step towards continuing to improve our judging pool. A companion proposal regarding show host responsibility concerning judging costs will help offset the increased cost to the circuit if passed.

Board Recommendation: Pass Proposal 29 as originally written.

The Board also recommends to revisit this proposal once a budget for the 2021 season is set to determine whether this is financially viable for the circuit.

Proposal 30

From: Alex Rector, Hardin Valley Academy

Financial Impact: Minimal to Moderate

Proposal: To cover judging costs, show hosts would pay \$75 per unit registered to ETPAA.

Rationale: This proposal seeks to create more equity among show hosts regardless of the size of their show, and allows ETPAA more flexibility in judging assignments. Show hosts potential revenue (number of attendees at their show) would be matched with their projected judging cost, allowing all show hosts a greater opportunity at turning a profit. Logistically, ETPAA would need to write all judge checks under this proposal. If this method had been used in 2019, we could have paid all judges a higher base pay and still come out ahead financially. Our smallest show host would have paid \$2175 and our largest would have paid \$4500.

Board Recommendation: The Board will engage at discussion regarding this proposal at the general membership meeting.

Proposal 31 has been withdrawn.

POLICY: CIRCUIT BUSINESS

New

Proposal 32

From: Alicia Sharp, Carter High School

Financial Impact: Minimal to Moderate

Proposal: Require Bi-annual Background checks for all Judges and ETPAA staff.

Rationale: WGI requires all judges to have a background check every two years, and WGI covers that cost. Other circuits require a background check and reimburse judges for the cost. Simply saying that someone is a teacher so they've had background checks is unprofessional and leaves ETPAA open to scrutiny should we ever encounter a problem. In accordance with WGI and the developing Safe Sport laws, ETPAA needs to require judges and staff background checks every other year.

Board Recommendation: Pass Proposal 32 as originally written.

Proposal 33

From: Alicia Sharp, Carter High School

Financial Impact: None

Proposal: All hired positions in ETPAA need a clearly written contract with job expectations that is available in the members only section of the website.

Rationale: Our handbook outlines the minimum job expectations for these positions and mentions a “contract”, but there is no visible contract in place that holds these paid employees accountable. During the 2020 season, illegal behavior was noted on school property, which not only reflects badly on the circuit, but puts us at risk of losing show sites. In the spirit of running the circuit like a business, these employees need clearly written contracts that outline job expectations and procedures expected of them, as well as a code of conduct.

Board Recommendation: Pass Proposal 33 as originally written.

Proposal 34

From: Alicia Sharp, Carter High School

Financial Impact: None

Proposal: Utilize music upload option in Competition Suite

Rationale: ETPAA is paying to use Competition Suite without utilizing all of what we are paying for. Competition Suite's music upload option puts the

responsibility of music organization in the director's hands and eliminates the hassle of emailing every musical edit.

Board Recommendation: Pass Proposal 34 as originally written.

Proposal 35

From: Alicia Sharp, Carter High School

Financial Impact: None

Proposal: Allow Directors the ability to add and drop staff from their tapes in Competition Suite

Rationale: ETPAA is paying to use Competition Suite without utilizing all of what we are paying for. Currently to add a staff member to Competition Suite, we have to email the secretary and wait. This would remove work from the busy secretary and allow directors to have developing say in who has access to their tapes.

Board Recommendation: The Board recommends to table this proposal pending further discussion.

Proposal 36

From: Alex Rector, Hardin Valley Academy

Financial Impact: None

Proposal: Add a required box to the registration form where unit directors acknowledge that all photos and videos taken by official ETPAA personnel are subject to use by the circuit for promotional purposes and may be shared or posted online and/or on social media. All ETPAA media personnel would be responsible for following all guidelines set forth by the board in terms of where and how photos and videos are shared.

Rationale: To protect the circuit and its media personnel from liability arising from the sharing of photos and videos in an effort to promote the circuit and its performing units.

Board Recommendation: The Board recommends amending Proposal 36 to state "Add a required box to the registration form where unit directors choose

whether photos and videos taken by official ETPAA personnel are subject to use by the circuit for promotional purposes ... in terms of where and how photos and videos are shared.”

Proposal 37

From: Alex Rector, Hardin Valley Academy

Financial Impact: Minimal to Moderate

***Proposal:* ETPAA will file for non-profit tax exempt status as a 501(c)3 organization.**

Rationale: As we are currently operating, we fit the description of an educational organization and should qualify for tax exemption. This protects the organization and its representatives and ensures compliance with IRS and government policies.

Board Recommendation: The Board recommends to table this proposal pending further discussion once a budget plan for the 2021 season has been prepared.

POLICY: OTHER

New

Proposal 38

From: Alicia Sharp, Carter High School

Financial Impact: None

***Proposal:* Judges information and contracts available in members only section of the website.**

Rationale: This is the same rationale as providing paid employees’ contracts. Our judges contracts and certification information should be available for members to view on our website. If all our judges are trained, it should be no problem for them to provide a certificate and for us to list “Judges name, WGi certify tier 3 DA certification.” This will give members a list of potential judges and their certifications.

Board Recommendation: Pass Proposal 38 as originally written.

Proposal 39

From: Haleigh Wright, Clinton Middle School

Financial Impact: Minimal to Moderate

Proposal: Performance Videography

Rationale: To video all performances from the judges' perspectives so groups won't need to rely on parent cell phone video which may or may not be of good quality, include everyone in the group depending on the parent's location, or worry about a volunteer rushing to get into position and set in a timely manner. Performance photos are already offered (which we appreciate) and by videoing performances to upload to Competition Suite, Members Area of the ETPAA website, or the like would be a great addition to the judges' commentaries as teaching aids during rehearsals between competitions. The cost to ETPAA would be none to minimal depending on a decision of the Board to purchase a GoPro type camera and tripod. Competition hosts could create the job as part of their hosting responsibilities by having a volunteer operate the camera owned either by ETPAA or the host school's booster organization.

Board Recommendation: The Board recommends to table this proposal pending further discussion and research.

Proposal 40

From: Dustin Del Moro, Halls Indoor Percussion Ensemble

Financial Impact: None

Proposal: Create a new position in charge of Social Media/Web Design.

Rationale: This position would be tasked with creating content for the ETPAA social media accounts and the ETPAA website. This person would also coordinate with photographers who are currently working in the circuit to deliver high quality video and photography of our fabulous groups throughout the season. The social media position should also work to create content and features on our performing ensembles. The social media position would also be in charge of releasing scores/recaps of the events in a timely fashion. Parents, instructors and designers of our ensembles would appreciate this info being released in sync with the live announcement of scores. This can either be a

paid position or an internship utilizing the marketing department at The University of Tennessee.

Board Recommendation: The Board does not recommend Proposal 40 as originally written.

ETPAA currently has individuals in charge of social media and the website. This proposal will be discussed in further detail at the end of the 2021 season.

Proposal 41

From: Jacob Stanberry, Central High School, Bearden High School, Seymour High School, Absolute Winterguard

Financial Impact: Minimal to Moderate

Proposal: Create a link on the ETPAA page for adjudicators bios.

Rationale: In the current era of winterguard, judging has become increasingly streamlined. Directors/Judges have many avenues in which they can be “certified” within their Individual caption(s). One issue facing the circuit from the past season was judge credibility. Some areas that were lacking from this past season were:

- Knowledge of the caption content and points of comparison as established by WGI
- Verbiage that is relevant to student growth and relates to both the what and the how simultaneously
- Accurate reflection of national standards via the benchmark numbers throughout the season.(No 18.4’s in January)

While we as a circuit continue to develop a judging community I propose ETPAA to create individual bios for the seasons adjudicators. This would be a place to showcase the judges - Marching/ Teaching experience - Judging experience - Length of time in the activity - Judging certification (WGI / BOA/ DCI/ etc) Brief bios would allow the judges to be able to share their rich history and their credibility. It would also support judges who are possibly:

- New to judging
- Have multiple years judging but perhaps lack training in current judging roles/ philosophies

-Help the circuit by showing perspective member groups that ETPAA values the education of its students, directors, and adjudicators.

Board Recommendation: Pass Proposal 41 as originally written.