

HST POLICIES CONTRACT

1. Christian Principled:

- HST is open to all students of any race or religion. HST provides professional instruction in a positive, Christian-principled environment where each student is valued.
 - HST defines a Christian principled environment as safe (non-judgmental), positive (not critical), and grateful (not entitled).
- The Board of Directors and staff are committed to offering all that HST accomplishes to the glory of God.
- Teachers/directors may pray at the beginning of classes to request/thank God for a successful program. Students are not required to participate but are asked to be respectful.

2. Attendance Policy:

Our shows are ensemble performances, therefore attendance of the entire team of performers is important. This allows HST to build a sense of community and team-work. HST directors / teachers list HST's strict attendance policy as one of the top reasons for working with our program. Their job is less stressful and the end product is better quality when there is 100% attendance.

- Students may take ONE absence thru Jan. 31st. (One per class/program they are in.)
 - a. Parents should email HST to let us know when the student is taking their one absence.
- Students cast as a lead in Senior or Shakespeare troupe agree to take their one excused absence before Dec. 31st.
 - a. If Senior or Shakespeare students desire to take their excused absence in January, they may request to be cast in a secondary or chorus role.
- After Jan. 31st, all classes, theater rehearsals, and performances are MANDATORY
- LEAVING EARLY counts as an absence.
- LATENESS:
 - a. More than 10 min. late to class can result in sitting out because student will have missed the warm-up (which increases risk of injury).
 - b. Habitual lateness can result in a family being assessed a non-exempt absence fee (See "Consequences for non-exempt absences.").

Exemption for missing a MANDATORY class/rehearsal:

- Exemptions are only granted for uncontrollable circumstances and emergencies.
- Families that have an uncontrollable circumstance need to email the circumstances to hstalents@gmail.com in advance of the class.
- Families with emergencies the day of the class should call Marilyn Mullan's cell (240-997-5796) and leave a message explaining the circumstances.
- Major illnesses are considered an uncontrollable circumstance. Parents should call Marilyn Mullan's cell (240-997-5796) so a determination can be made. Some of the factors considered are high fever, contagiousness, and student's medical history. If your call is not picked up or returned in a timely manner, send a text or leave a message with the pertinent info about the illness and your decision concerning attendance.

- Directors/teachers do not make HST policies. Therefore, they CANNOT grant an exemption and should not be asked. Only the Executive Director can grant exemptions based on the criteria voted on by HST's Board.

Consequences for a non-exempt absence:

- First Occurrence: Family will be assessed \$100 per family (depending on the circumstances) which must be paid before the family can pick up prepaid tickets or register/audition for new HST classes/programs.
- Further Offenses: Fines may be increased for additional absences (\$150 - \$400) and can be charged per student (depending on circumstances).

3. Financial Policy:

Registration and Payment Policies:

- Registration for all HST classes and troupes will be done on-line.
- Each family will be automatically assessed a once/year \$30 registration fee.
- Registration for auditioned programs must be completed within two weeks of registration opening.
- Payments will be made through TADS, our online registration system. TADS has several payment plan options.
 - Families may opt to pay in full upon registration or split the payment over 2 installments. TADS charges \$20 to process 1 or 2 payments.
 - Families may also choose a 6 or 10 month payment plan. TADS charges an additional \$56 to process the 6 or 10 payments.
 - Payments are made through TADS by either direct bank withdrawal (TADS will charge 0.3% for this) or by credit card (TADS will charge 3% for credit card payments).
- ALL tuition is non-refundable. Please consider this before signing your student up. If you have an emergency or uncontrollable circumstance and wish to request a refund, please email the pertinent information to hstalents@gmail.com for consideration
- Families who owe money to HST (old tuition debt, payment for unfulfilled volunteer hours, payment for loss or damage of HST property, assessment for non-excused absence) will not be allowed to register until all money due is paid.
- HST reserves the right to cancel any class due to insufficient enrollment or teacher cancellation. (Refunds will be given for canceled classes.)

Pre-paid Ticket Requirement:

HST requires that families buy pre-paid tickets at the super-discount price of \$10/ticket for each show they have children performing in. Families are welcome to make a small profit on these tickets by selling them for the regular \$12 advance ticket sale price. Families who only have students on HST Tech teams are not required to purchase prepaid tickets.

- Showcase – regardless of # of students in this show – families only buy 10 pre-paids.
 - Acting, dance and choir classes all perform in Showcase.
- Troupe Shows - the # of pre-paid tickets depends on the # of students in the same troupe
 - One student in troupe = 10 prepaids
 - Two students in same troupe = 15 prepaid tickets
 - Three or more students in same troupe = 20 prepaid tickets
- If you have one student in two different troupes you purchase 10 prepaids for each troupe.
- TADS will add the cost of these Prepaid Tickets to the tuition bill at registration. This ensures that prepaid ticket costs can be spread out with payment plans.

Damage/loss of materials or facilities:

- HST expects students to be good stewards of all HST materials and the facilities HST rents. Full replacement cost will be assessed to the student’s family for any lost or damaged items.

4. Volunteer Requirement:

All of HST’s programs have required volunteer hours. The total does not increase with the number of classes or the number of students. It is a one-time total for the family. **The maximum number of volunteer hours a family could be required to do is 23 hours.** HST sets volunteer hours at a required minimum number of hours to accommodate young families. However, our low tuition (usually half the cost of comparable after school programs) depends on the generosity of the many families who give above and beyond the required hours.

- Troupe and Theatricals families (at least one child in a troupe) must do a minimum of 23 hours (3 of those hours must be theater jobs).
- Families who ONLY have Acting or Dance students must do a minimum of 18 hours (3 of those hours must be theater jobs).
- Families who ONLY have students in Tech or Choir must do 3 hours of theater jobs.

HST volunteer system:

HST uses Sign-up Genius to coordinate volunteers. Families will need to set up a free account with Sign-up Genius. You will be able to keep track of all the jobs you signed up for through this account. Sign-up Genius will send email reminders.

- Families will be sent all Sign-up Genius links in September.
- Volunteer Jobs: Volunteer jobs are divided into 5 categories: Administration/Marketing, Costumes, Sets/Transport, Silent Auction/Variety Show, and Theater Jobs.
 - You will be sent a link to each category in September.
 - Each category has multiple sign up pages that appear as separate tabs at the top.
 - You can move from one category to another by using the orange “Show More Sign Ups” drop down menu at the top right.
 - Families should read the description box for each Sign Up because it gives important information about the job.
 - Please note: Some jobs are grouped together as a package and you will need to sign up for all the slots in the package.

- Theater jobs. All families are required to do a minimum of 3 volunteer hours at the theater. Parents should sign up for theater jobs by the September mandatory parent meeting. We suggest parents select a job that is NOT during your student's performances.
 - Parents who do not sign up for theater hours at the September parent meeting will be assigned a job(s) that will fulfill this minimum requirement.
 - You will be notified of your assignment through an email from Sign-Up Genius. You are responsible for switching with another HST parent if your assignment does not work for you.
 - Theater Sign-ups will be locked after all the slots are filled. If a parent finds they can no longer do a job they are signed up for they have the following options:
 - Find a relative or friend (age 21 or older) to fill that slot on your behalf.
 - Find an HST parent who will swap jobs with you & email hstalents@gmail.com with the swap info. HST Admin will make the change.
 - Notify hstalents@gmail.com that you cannot fulfill your commitment and are mailing in the \$50 fee for HST to find your replacement

Failure to complete the minimum hours will result in a financial assessment that must be paid in order for the family to register for future HST programs.

- Families are assessed \$10/hour for incomplete hours for those who complete at least ½ of their required hours and sign up for 3 hours at the theater.
- Families are assessed \$20/hour for incomplete hours for those who complete less than ½ of their required hours and sign up for 3 hours at the theater.
- Families who are scheduled for theater jobs during performances and do not show up OR arrange for a capable adult (over 21) substitute will be assessed \$50 (payable before the family can register for the following year).

HST families must turn in Volunteer Hour Report Sheet during January parent meeting.

- Form should list the 3 hour theater job(s) and any other volunteer work completed or signed up for that will fulfill the 23 or 18 required hours.
- If form does not have the total hours accounted for, a bill will be issued for the balance.
- If no form is turned in, a bill will be issued for all volunteer hours.

5. STUDENT RESPONSIBILITIES

Behavior:

- **Students are expected to fully participate in classes/rehearsals. This means being willing to try whatever the director is asking for.**
 - Participation should be done without comment or critique.
 - Students should maintain a positive attitude during class/rehearsal times.
- **Students are expected to respectfully accept instruction/advice/correction** from their directors and to respond to instructions the first time they are given.
- **Students are expected to promptly stop any behavior deemed inappropriate** by a director, teacher, volunteer or staff member.
- **Students are expected to be respectful of the facilities we rent.**
 - NO GUM chewing.
 - Do not go into areas not being used by HST.
 - No running/yelling in the facility.
 - Do not deface property.
 - All students are expected to help with clean up and load out at the end of class.
- **HST classes, rehearsals, workshops and performances have a no cell phone policy.**
 - During any official HST class, rehearsal, performance, fundraiser, or event – if the student is seen using the phone, it will be taken from them and held until the end of class. The second time a student has been caught using their phone, they will be required to turn in their phone during official HST times.
- **HST expects students to be respectful of all adults and their fellow students.**
 - No back-talk, teasing, sarcasm, “put -downs” or rough-housing.
 - Directing is done by directors and teachers - not students.
 - Students should refrain from negative comments during HST time. Frustrations with peers, teachers, directors, or HST policies should be vented at home. Students can bring concerns to HST’s Honor Society students or parents can bring concerns to the Exec Director or any HST Board Member.
 - Students should support/encourage each other with words and body language.
- **No cliques.** HST recognizes that students will develop close friendships with some of their HST peers, but during HST time students should be open to anyone joining in on conversations and activities. Private conversations should be done outside of HST time.
- All **party invitations, card and gift exchanges** are to be done outside of HST.
- HST acknowledges that our parents have a wide range of views/rules about dating. Therefore HST’s policy is that **all HST events are “non-dating” events.** This means that students attend events as individuals – not couples. They can hang out together but should not display behavior that indicates they’re a couple
- HST expects students to **be respectful of fellow students’ property and food** by not touching or eating what does not belong to them. We also expect students to be respectful of fellow students’ personal space and safety (no rough-housing).

Specific HST Expectations and Consequences

- HST believes that a Christian principled environment should be safe (not judgmental), positive (not critical) and grateful (not entitled). We achieve this goal by holding our students to high standards of behavior. These expectations include:
 - Be in the rehearsal room ready to start at the official start time.
 - Bring your script, sheet music, pencil, and appropriate dance shoes.
 - Write down all blocking given by the director and learn the proper blocking.
 - Accept director's instructions respectfully and apply them immediately.
 - Fully participate in all troupe activities during rehearsal.
 - Correct perceived negative attitudes/behaviors that teacher/director point out.
 - Wear appropriate HST attire to rehearsals. Take off non-HST jackets/flannels.
 - Silence your cell phone and keep it completely out of view during all HST classes, rehearsals, performances, and events.
 - Maintain quiet/respectful attitude while others are practicing/rehearsing
 - Memorize lines by Jan. (for Troupes), Feb. for Theatricals, March (for Acting).
 - Practice the assigned choreography at home, using videos posted on HST website.
- If a director/teacher feels that the above standards are not being consistently met by a student, the director will inform the Executive Director who will then notify the parent that the student is at risk of receiving the following consequences:
 - Loss of assigned lines, songs, part.
 - Loss of privilege to attend HST socials, cast parties, pool party, and/or prom.
 - Loss of Returning Priority Status. (Students who perform in an auditioned troupe are the first people given slots in that troupe for the next year.).
 - The student will have to audition with 1st time auditioning students and attend the Audition Class (if auditioning for SR or SH). The student could then be reassigned to a different HST program for the following year

Dress Requirements

HST classes & Events (except Variety Show, Pool Party & Prom)

- Long black pants (no capri-length pants) that allow easy movement. Jazz pants preferred but properly sized black sweat pants or loose yoga pants are allowed
- HST tee shirt (any color). Parents can buy new/used shirts at September parent mtg.
- HST tee shirt logo must be visible (no pullover hoodies, buttoned flannel shirts, coats).
- In cold weather – HST Hoodie or black turtleneck underneath HST T-shirt are allowed.

Theater rehearsals and performances:

- All performers must wear HST shirt to theater rehearsals and performances with long black pants & closed toed shoes.

Student Provided Items *Items are required. All other items MAY be required once the student's show costume is determined. Parents will receive an email listing which of these items they need to provide.

- Choirs: *theater make-up kit (must purchase in Dec.), *jazz shoes or solid black shoes, *long black socks, black dress pants, khaki pants or black jazz pants

- Female Actresses:
 - *Theater make-up kit: Acting A&B students will purchase a make-up kit in December at 50% discount price. Returning students are expected to purchase kits if their current kit is low on supplies (in December).
 - Actresses will need to come to their costume fitting with a *modest neutral tank style leotard and *neutral tights. (Acting A&B students may substitute a black tank leotard.)
 - Possible additional items (determined during the costume fittings): black dance tights, LONG black socks, specific shoes (jazz shoes, character shoes, etc.)
- Male Actors:
 - *Theater make-up kit. Acting A&B students will purchase a make-up kit in December at 50% discount price. Returning students are expected to purchase kits if their current kit is low on supplies (in December).
 - Actors will need to come to their costume fitting with *black biker-styled shorts and a *white tank undershirt.
 - Possible additional items (determined during the costume fitting): black dress pants, khaki pants, jeans, specific shoes (jazz shoes, solid black sneakers, black dress shoes or a specialty-sandal, etc.), LONG black socks, regular undershirt
- Female Dancers:
 - *Theater make-up kit (students are expected to purchase kits in December if their current kit is low on supplies).
 - *Appropriate dance shoes (see below). Level 3 & 4 dancers may also be asked to purchase character jazz shoes or character tap shoes.
 - Female dancers will need to come to their costume fitting with *black scoop neck tank leotard (no spaghetti strap, back straps, or low backs) and *neutral tights.
 - Possible additional items (determined during the costume fittings). These may include: black dance tights (convertible tights preferred for levels 3&4), LONG black socks, black jazz pants, black dress pants, dress khaki pants, jeans or modesty shorts (spanks) if girls are performing in skirts
- Male Dancers:
 - *Theater make-up kit (students are expected to purchase kits in December if their current kit is low on supplies).
 - *Appropriate dance shoes (see below).
 - Male dancers will need to come to their costume fitting with *black biker-styled shorts and a *white tank undershirt. *LONG black socks
 - Possible additional items (determined during the costume fittings): black jazz pants, jeans, black dress pants, or dress khaki pants, black under-armor shirt.

Appropriate dance shoes:

- Jazz Classes - slip on jazz shoes recommended, tied jazz shoes acceptable
- Tap - Level 1&2 can use Mary Jane style. Tap 3&4 should use leather tap shoe.
- Irish Softshoe – Boys: jazz shoes. Girls: gillie shoes
- Irish Hard Shoe – these are very expensive. The teacher will try to find used shoes for students but parents must be prepared to pay for new shoes if used ones can't be found.

6. PARENT RESPONSIBILITIES

Accurate Registration Data

- HST enrollment eligibility for some programs will depend on HST age AND grade level. Therefore HST will use the grade level that is listed when first registering as the base line for determining a student's HST career. We recognize that homeschooling gives parents the freedom to skip a grade or take two years to finish a grade, but HST will increase a student's grade level one grade per year regardless.

Communication:

- HST communicates mainly through email. Parents are responsible for providing HST a contact email address that is checked regularly. Parents are expected to read all email correspondence.
- HST also has a website that has general information: www.hstonline.org

Mandatory Parent Meetings-Redland Baptist

Families must send one parent or an over 21 adult (can't be another HST parent) to represent your family at the mandatory parent meetings that apply to you.

1. September 9 - All Families

- 10am to Noon for New Families
- 1-2:30pm for returning families: Meet the Directors/Teachers, Finances, What's New
- Babysitting available (donations accepted).

2. Jan. 13 - Families with students performing in ticketed shows

- 10am to 11:30 for New Families
- 1-2:30pm for returning families (only exception is Tech-only families)
- Babysitting available (donations accepted).
- Attendance is ONLY opportunity to purchase student section & season tickets.

3. May 19 - Families with students auditioning for troupes & Theatrical Parents

- 9am to 10:30am – returning GB or JR Families
- 10:30am to Noon – families with students auditioning for GB & JR for 1st time
- 12:30 to 2pm – returning SR & SH Families and Theatrical Families
- 2pm to 3:30pm Parents who have students auditioning for SR or SH Troupe for 1st time
- Parents only need to attend one of these meetings even if they have multiple children.

Penalty for missed mandatory meetings:

- Families who miss two mandatory meetings in one calendar year will incur a \$50 fine that must be paid before registering for future HST classes.

Exemption from attending a mandatory parent meeting:

- Exemptions are only given for emergencies and uncontrollable circumstances.
- Families that have an uncontrollable circumstance need to email the circumstances to hstalents@gmail.com in advance of the parent meeting.
- Families with emergencies the day of the parent meeting should call 240-997-5796 and leave a message explaining the circumstances.

Behavior: In order to support HST's Christian principled environment (safe, positive, and grateful, as described above), parents are expected to treat HST directors/teachers, staff and

parent volunteers with courtesy and respect. Inappropriate behavior will be assessed a fine payable before re-registering for HST programs. The amount of the fine will be determined by the severity and frequency of the inappropriate behavior.

Videotaping and photography: Videotaping and non-flash photography will be permitted during the Theatricals performances, during all performances of Showcase, and during the Friday evening performances of GB Troupe, JR Troupe & SH Troupe from the designated back side rows on the theater. The Friday evening SR Troupe performance may be videotaped or photographed if it is a non-Broadway show. However, if they are performing a Broadway Musical, videotaping and photography is NOT contractually allowed.

Photographic Images and Videos without names included may be used for marketing purposes.

HST family contact information is not to be used for solicitation.

Classes and rehearsals are closed to parents, family, friends and alumni unless HST designates a special visitation day.

Backstage of the F. Scott Fitzgerald Theater is off-limits to all parents except those who signed up for backstage jobs.

Procedure for Addressing Parental Concerns about their students:

Parent concerns need to be addressed in writing so that HST can ensure that your concerns are responded to. Please do not discuss issues with teachers/directors as they arrive/leave from class. This is not respectful of their busy schedules and does not give them adequate time to respond.

1. Email HST your concerns (hstalents@gmail.com).
2. Parent will receive email response from the Executive Director and/or their teacher/director.
3. If parent concern is not resolved to parent's satisfaction, parent may request a meeting with HST Executive Director and a member of HST's Board.

7. DISCIPLINE POLICY

1. If a director/teacher feels that HST's behavior expectations (see section 5) are not being consistently met by a student, they will inform the Executive Director who will then notify the parent that the student is at risk of receiving the following consequences:
 - a. Loss of assigned lines, songs, part.
 - b. Loss of privilege to attend HST socials, cast parties, pool party, and/or prom.
 - c. Loss of Returning Priority Status. (Students who perform in an auditioned troupe are the first people given slots in that troupe for the next year.)
 - d. The student will have to audition with 1st time auditioning students and attend the Audition Class (if auditioning for SR or SH). The student could then be reassigned to a different HST program for the following year.
2. If the above consequences have been levied and there are still behavior concerns, the Executive Director will set up a conference with the student, parents, Executive Director and a Board member to write a conditional contract.
3. If conditional contract is broken or not entered into by the family, the student may be asked to discontinue the program. Dismissal can happen during the year with no refund.
4. In extreme cases HST reserves the right to bypass the first 2 steps and go to step 3.