



## **Personnel Policies**

### ***Participation and Seating***

By accepting membership in the Southern Indiana Wind Ensemble, a player is making a commitment to attend every rehearsal and performance as stated in the schedule and is responsible for preparing his or her part. Seating is based on audition and invitation, and is subject to rotation by the music director. Membership is normally offered for the full concert season. Participants are appointed, however, on a per-concert basis (see Contracts, below).

### ***Auditions***

Auditions for vacant positions will be scheduled before the first fall rehearsal and at other times as needed. Prospective participants, including those interested in serving as substitutes, will normally play for a panel including the music director, the personnel manager, and at least one other person. Audition literature will generally consist of excerpts from pieces scheduled for the upcoming season.

### ***Attendance***

Members are expected to attend all rehearsals leading up to a concert. Notice must be provided to the personnel manager if a conflict arises. It is the responsibility of the musician to find a substitute for the rehearsal from a list of substitutes maintained by the personnel manager. Excused absences include illness, serious family emergency, and Acts of God. Unexcused or excessive absences may result in the release of the musician from the ensemble.

### ***Contracts***

All contracts must be completed and returned to the personnel manager one week prior to the first rehearsal and are considered binding. No musician may perform without a completed contract.

### ***Membership Dues***

Membership dues are \$25 per year (\$20 for full-time students). The full amount is payable by anyone who will perform in at least half of the year's scheduled concerts. Dues for members who will participate in fewer than half the scheduled concerts are half the regular rate. Substitutes appointed after the first rehearsal for a concert are not charged dues.

### ***Concert Attire***

Musicians are expected to dress appropriately for all concerts. Standard dress for women is either black dress slacks and blouses or a solid black dress. Skirts must be past the knee. Standard dress for men is black dress pants and black dress shirt. Shoes and socks (if worn) must also be black.

### ***Food and Drink***

Bloomington High School North prohibits food and beverage in the band room. Covered water is acceptable during rehearsals.

### ***Music***

Music is loaned to participants with the expectation that it will be returned in the form that it was issued. Any markings must be done lightly in pencil and must be erased upon return of the music. The musician is responsible for replacement cost for lost or damaged music.