

# American Staff 2010 Summer Contract



The AMERICAN DANCE/DRILL TEAM SCHOOL® extends a summer instructional staff contract to

\_\_\_\_\_, June 1, 2010, through August 31, 2010. Your summer camp assignments will be issued by the Phase II staff training, or before, and may be amended at any time throughout the summer. Your three or four day camp salary will be \$\_\_\_\_\_per camp. Your two day or half day camp salary will be pro-rated and determined by the office administrators. Each summer instructor is considered *contract labor*, and must declare their own deductions at tax time.

**CUSTOM CHOREOGRAPHY:** Custom choreography for camps will be \$75 per routine for high school field and pep rally routines (\$150 for high school contest routines) and \$50 per routine for junior teams (\$75-\$100 for junior contest routines, based on age and level of difficulty). Custom choreography checks may be issued separate from your camp salary. You must have typed notes e-mailed to the office in a Word document prior to receiving your compensation. (Please make sure notes have your name, school name and camp.) Typed notes need to be ready to hand to the director before teaching the routine and e-mailed to both the director and the office. If you are contracted for part time at high school customs camps, your salary will be \$150 per custom routine to compensate for choreography and teaching. Choreography for Staff Training shall be compensated to the Routine Supervisor, or approved Bonus Routines. There is no compensation done for group choreography on site at Staff Training.

**SCHEDULE CHANGES:** You will be notified immediately regarding any schedule changes in camps to which you have been assigned. You will be placed where we feel that you will be most effective. In turn, please notify our office immediately if you are unable to work at any of your assigned camps. In the event of the cancellation of any camp, you will be offered another camp assignment when one becomes available. If you choose to decline this work, we cannot guarantee a replacement camp. If you have agreed to work a camp that requires the purchase of an airline ticket and choose to cancel this camp, *you will be responsible for any charges in changing the airline ticket.*

**TRANSPORTATION:** If you are approved for personal transportation, you will be paid 30¢ per mile and must turn in a mileage form for reimbursement. If there is other staff from your area, you will be required to car pool. You must be prepared to depart and return with the staff or your travel may be at your own expense. Any personal mileage associated with your camp/assignment will be at your own expense. You must be able to report to out of town camps the night before for important organizational meetings, or you may be replaced for that camp. Those traveling less than 50 miles one way to a camp will not be paid mileage unless otherwise pre-approved by the ADTS® Office. You may not alter any travel arrangements for camps unless pre-approved by the office.

**MEALS & LODGING:** Staff will be housed in dormitories or hotels for camps. Staff will be provided a meal ticket for university and hotel camps and per diem for all others. *Per diem* will be \$25 per day (\$6 breakfast, \$8 lunch, \$11 dinner). Per diem will be paid or meals furnished in between camps *on the road*. No meals or per diem are furnished when you are commuting from your "home".

**ROUTINES:** The Feature and Officer routines have been compensated by AMERICAN DANCE/DRILL TEAM® and become sole property of ADTS®. The routines on the *VISUAL NOTES DVD* and *OFFICER ROUTINE DVD* cannot be used or taught outside of camp to **any team** (even your own team) without the specific written consent of the management. Any infringement of this policy may result in loss of position and possible legal litigation.

**STAFF TRAINING:** Phase I (Regional) and II (Salado) of Staff Training is required by all staff and is not a salaried function. Failure to attend these staff training functions may cause loss of position, or loss of camp assignments, if not previously approved by the *Director of Personnel*.

**OUTSIDE CHOREOGRAPHY:** Outside choreography can be contracted individually with each instructor if referred by the ADTS® office. Any outside choreography taught by an instructor during the summer contracted months (June 1-August 31) and not approved through the ADTS® office may result in loss of position. Please refer any direct inquiries through the ADTS® office.

**LOYALTIES:** ADTS® places a great deal of confidence and responsibilities on each instructor. We have also spent a great deal of effort and revenue training and promoting you as a staff member for our company. You are representing ADTS® at all times. It is expected that you reciprocate that confidence back to our company by patronizing ADTS® summer camp programs and winter competitions by bringing your team and encouraging other teams to attend. If you are a paid staff member under this contract, you will not be eligible to teach camps or workshops for any outside individual unless approved by the ADTS® office. Results could be forfeiting your position on staff.

*I have read the above contract and agree to work for the dates and salaries as stated above and realize that I will be designated as "contract labor" and will not be provided with company benefits such as workman's compensation, unemployment, nor any insurance benefits. There will be no deductions for FICA and it will be up to each individual instructor to keep record of receipts for 'year end' deductions. I also understand that I will be in a situation to learn the 'trade dress' of American Dance/Drill Team® that consists of the methodology in teaching ADTS® camps. I understand that this is a legal portion of the copyrighted trademarks that make ADTS® from their competitors and will not use this information after leaving the contracted employment of ADTS®.*

INSTRUCTOR'S NAME

DATE *May 15, 2010*

SOCIAL SECURITY NUMBER

ADTS® Administrative Representative

*Joyce E. Pennington*