

Terms and Conditions – Letter of Agreement

Nutcracker 2025 : Little Mermaid 2026

SENIOR COMPANY, JUNIOR COMPANY AND APPRENTICES

Your membership in Champaign Urbana Ballet as a company dancer or apprentice dancer is a privilege and requires of you and your family a commitment beyond performance in productions. You are a vital component in the operations of the company, and carry responsibilities as such. In addition to the terms and conditions detailed herein, you agree to the following:

Company Class Attendance

Senior Company, Junior Company and Apprentice dancers are required to attend company classes regularly as scheduled on Saturdays. Absences must be pre-approved by the Artistic Director. Absences must be requested in writing and submitted to Ava Teague, staff@cuballet.com. Absence or tardiness deemed excessive by the Artistic Director will result in disciplinary action, and may include removal from roles and/or the Company.

Rehearsal Attendance/The Nutcracker and Spring Production(s)

Cast members are obligated to **attend all scheduled rehearsals, arrive on time**, and be prepared to dance. With limited time to prepare for these major productions, attendance at rehearsals is mandatory. Should an emergency arise creating a conflict with rehearsal, dancers must contact Ava Teague, staff@cuballet.com. Dancers with absences or tardiness may be removed from the cast.

Service

Senior Company Dancers are required to provide 15 service hours to the company over and above the service hours their parents provide. Junior Company and Apprentice dancers provide service hours when possible.

Costume Fittings

Senior Company, Junior Company and Apprentice dancers agree to be available for costume fittings as scheduled by the Costume Manager. Most costume fittings will be scheduled on Friday evenings and/or Saturdays before or after regularly scheduled classes and rehearsals.

Character and Conduct

Your behavior and character reflect on the image and reputation of Champaign Urbana Ballet, its staff, and its volunteers. Senior Company, Junior Company and Apprentice dancers agree to represent Champaign Urbana Ballet and its activities in a positive, professional, and respectful manner at all times. By signing this agreement, you agree that 1) artistic decisions for selecting repertoire, casting, costuming, staging, marketing, and representations of CU Ballet dancers, programs, and image are at the full discretion of the artistic director; and, that professional conduct requires participants to respect those decisions; 2) you will accept and support artistic decisions, even those with which you may not agree; 3) you will support in word and action fellow dancers, volunteers, and company personal in a positive, professional and respectful manner at all times, and never act in a manner that is disruptive, antagonizing, or uncomfortable to fellow company/cast members and company personal. Disrespectful behavior will not be tolerated and may result in removal from rehearsals, performances and/or Company membership. The decision to remove a company dancer is at the sole discretion of the Artistic Director. In addition, Senior Company, Junior Company and Apprentice dancers agree to refrain from getting piercings, tattoos, or short haircuts during the rehearsal and performance period.

Physical Contact

Participation in ballet class and rehearsals may involve manual manipulation of the dancer's body by instructors and rehearsal assistants, in order to teach proper positioning. Choreography may require a dancer to come in physical contact with other dancers. Costume fittings and assistance with costumes backstage and in dressing rooms may involve physical contact with costumers and volunteers.

Injury, Damages and Loss

Senior Company, Junior Company and Apprentice dancers, and their parents/guardians, agree that they will not hold Champaign Urbana Ballet or any of its staff, board members, contractors or contractor sites (including but not limited to the Champaign Ballet Academy, Krannert Center for the Performing Arts, Virginia Theatre, Parkland College) liable for any injury, damages or loss (personal or property) sustained during rehearsal or performance, or while on property occupied by Champaign Urbana Ballet, or incurred under any circumstances. Safety and avoidance of injury and/or loss are the sole responsibility of dancers and their parents/guardians. I (we) acknowledge there are risks associated with participation in group activities and theatrical productions, and I (we) accept and assume responsibility for all such risks.

Use of Name and Images

Senior Company, Junior Company and Apprentice dancers, and their parents/guardians, agree to allow their names and images (photographs, video and likeness) to be used and distributed to private and/or public organizations (including media) for use in promoting Champaign Urbana Ballet, its initiatives and its authorized collaborators. Production photos, videos and photos of dancers in costume remain the intellectual property of Champaign Urbana Ballet and may not be distributed on publicly accessed websites, social media outlets, advertisements, online or print publications, or other media. However, photos purchased as downloadable files from Claire Daly Photography or photos released by Champaign Urbana Ballet into the public domain may be shared on social networking sites. Senior Company members wishing to post photos in costume and *not* purchased from Claire Daly Photography are required to submit the photo(s) to Executive Director Kay Greene for approval. Approval is granted on a case-by- case basis.

THE NUTCRACKER

Rehearsal Overview

All Senior Company, Junior Company and Apprentice dancers are to be available for rehearsals during the week. Rehearsals held during the week will not extend beyond 9:00pm. Senior Company, Junior Company and Apprentice dancers are to be available for Company class on Saturdays prior to rehearsal from 12:30-2:00pm. Rehearsals will end no later than 5:00pm. There will be no rehearsal during Thanksgiving weekend; Thursday, November 27th through Saturday, November 29th. Rehearsals resume on Monday, December 1st. Dancers must be available for Tech Week and all performances, without conflict, beginning Monday, December 1st through Sunday, December 7th.

Performance Dates/Times

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|----------|---------------------------------|
| Thursday | December 4 at 7:30pm |
| Friday | December 5 at 7:30pm |
| Saturday | December 6 at 2:00pm and 7:30pm |
| Sunday | December 7 at 2:00pm and 6:00pm |

Family Meeting

All cast members and one parent/guardian if new to *The Nutcracker* are required to attend a Family Meeting on Friday, September 12th from 5:30-6:30pm at Countryside School Gymnasium. First time Nutcracker parent(s) are required to attend a second family meeting scheduled on Saturday, October 25th from 1:45-2:45pm at Countryside School Gymnasium.

Fees

Cast members are required to pay a non-refundable fee of \$235 each (or \$385 total where two (2) or more cast members originate from the same immediate family) payable to Champaign Urbana Ballet at the Family Meeting on September 12th. This fee covers rehearsals, costuming, cast party attendance, and a commemorative Nutcracker tee shirt. All cast members are required to provide their own shoes, tights, stockings, hair accessories and makeup for dress rehearsals and performances consistent with detailed costuming guidelines provided in advance.

Service Hours

Parents/guardians of cast members under 18 years of age agree to provide a minimum of twelve (12) service hours to assist with the production (does not include time assisting your individual child). Tasks include sewing, transporting goods and sets, set assembly, supervising children, working the boutique, working the annual parking lot fundraiser(s), and other jobs requiring limited to no experience.

2026 SPRING SEASON : THE LITTLE MERMAID

Rehearsal Overview

All Senior Company, Junior Company and Apprentice dancers should be available for rehearsals during the week. Rehearsals held during the week will not extend beyond 9:00pm. All Senior Company, Junior Company and Apprentice dancers should be available for Company class on Saturday prior to rehearsals from 12:30-2:00pm. Rehearsals will end no later than 5:00pm. There will be no rehearsal the week of spring break, March 16th through March 20th. Dancers must be available for Tech Week and all performances, without conflict, from Monday, April 27th through Saturday, May 2nd.

Performance Dates – Performance Times TBA

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|----------|--------------------------------|
| Friday | May 1, 2026 at 7:30pm |
| Saturday | May 2, 2026 at 2:00 and 6:00pm |

Fees

Cast members are required to pay a non-refundable fee of \$235 each (or \$385 total where two (2) or more cast members originate from the same immediate family). Fees are payable to Champaign Urbana Ballet by December 30, 2025. This fee covers rehearsals, costuming, and cast party attendance for all productions, and a commemorative tee shirt for participation in the spring performance. All cast members are required to provide their own shoes, tights, stockings, hair accessories and makeup for dress rehearsals and performances consistent with detailed costuming guidelines provided in advance.

Service Hours

Parents/guardians of cast members under 18 years of age agree to provide a minimum of eight (8) service hours to assist with the production (does not include time assisting your individual child). Tasks include sewing, load in/load out, transporting additional goods, supervising children, working the boutique, and other jobs requiring modest to no experience. A donation of \$35/hour is acceptable in lieu of volunteer service.

I (we) agree to the terms and conditions described herein and will abide by them, with the understanding that failure to do so may result in termination of this agreement and my (my child's) removal from Champaign Urbana Ballet and/or its productions.

Signed:

Dancer Signature Date

Parent or Guardian Signature Date
of Dancer(s) Under 18 Years

Print Name of Dancer

Parent/Guardian or Dancer(s) over 18 initial here if
accepting a Company or Apprentice Dancer
membership

*A signed copy of this letter of agreement must be submitted to a Champaign Urbana Ballet representative at the Family Meeting on September 12, 2025. Cast members **may not participate** in rehearsals without first submitting this signed agreement.*