



SOUTH LAKE HIGH SCHOOL

SCREAMING EAGLE BANDS

GROVELAND, FLORIDA



GUIDELINES FOR STAFF ETIQUETTE AND PROFESSIONALISM

1. Be on time to all events. We cannot require our students to be punctual if we are not.
2. Please communicate with students in person or via email only. Email provides a reliable record of communication. Communication via texting, personal telephone, social media outlets, or any form is unacceptable and could be grounds for immediate termination.
3. Refrain from making any physical contact with any student.
4. Avoid accepting money or gifts from students or parents individually or from a group of students or parents. Also, avoid the sale or purchase of items to or from students or their parents. This can be grounds for immediate termination.
5. Do not, for any reason, transport a student in your personal vehicle or ride in a personal vehicle of a student.
6. Dress professionally. Avoid flip-flops, short shorts, tank tops, clothing advertising alcohol, drugs, or inappropriate references. This can also be grounds for immediate termination.
7. Do not offer private instruction for compensation on school property.
8. Use appropriate language that engages students and challenges them academically and intellectually (avoid the use of profane language).
9. Make sure that all communication with students is directly in line with the band director's goals and purposes.
10. Lead students into discovery learning – don't give them everything; lead them to it.
11. Be encouraging to every student, especially the ones who seem to care the least.

COMPENSATION INFORMATION

- Camp Day Compensation: - \$120.00 per day (up to 9 hours)
- Rehearsal Compensation: - \$60.00 per rehearsal (up to 4 hours)
- Performance Compensation: - \$60.00 per performance (2 hour minimum)

APPLICATION / W-9'S / INVOICING / CHECKS / CONTRACT

- All band staff members must complete a volunteer application through the Lake County Schools system before being eligible to work for the South Lake High School Screaming Eagle Band Program (available at www.slhsband.com). All staff members will need to be Level 2 (fingerprinted) before instructing.
- All band staff members must complete a new IRS Form #W-9 each school year before compensation can be made to any individual (available at www.slhsband.com).
- Staff members are responsible for submitting an invoice on or after the final rehearsal or performance of each month (available at www.slhsband.com).
- Compensation checks will be mailed to staff members within the first 10 business days of the following month, if the invoice is received in hand to the director by the last day of the month. Please email the invoice whenever possible to avoid delays in payment.
- The band director and/or school principal reserve the right to terminate any band staff member's employment at any time, for any reason, without advance notice.
- The band director and/or school principal reserve the right to withhold compensation from a staff member's check, if any financial hardship is incurred on the band program, or the school, due to a band staff member's negligence.

By signing below, I agree to adhere to all guidelines for staff etiquette and professionalism. I also understand all compensation information, including payment amounts. I also understand that there may be serious legal and professional ramifications if I am found to be unfit as a staff member in any way.

Signature

Printed Name

Staff Member Title / Position

Date Signed