**Bay Area Dance Moves**

**Company Merit/Demerits**

In order to be a productive and successful team, it is necessary that each team member be responsible to a discipline system and code of conduct. The following is a code of behaviors that each dance team member is expected to observe throughout the year. The purpose of this system is intended to enhance our organization and its members.

**MERIT SYSTEM GUIDELINES:**

Members will have the opportunity to decrease the number of demerits acquired by receiving merits. The merit system is designed to reward members for positive behavior. Guidelines for the merit system are as follows:

So that the merit system is not abused, merits will delete demerits if the merits have been earned and recorded PRIOR to the demerits being issued or if the merits are earned within one week (7 days) of the demerit being issued. If a member does not earn enough merits within the given timeframe, the demerit will become permanent. Merits may be obtained during the summer months but may not exceed 50. A maximum of 15 merits may be earned for a single event. If a member should have questions, they should see the dance director prior to the event in question.

Five (5) merits will delete one (1) demerit. Once merits have been used, they will be deleted.

Some serious demerits will not be removed by the merit system. These demerits will be considered permanent and will be noted as permanent on the list of demerits.

**DEMERIT SYSTEM GUIDELINES**:

Each dancer will be allowed to accumulate a total of 15 demerits. If a member receives 16 demerits, he/she will be removed from the team for the remainder of the year.

Some demerits will be considered permanent; some demerits will be removable according to the guidelines established in the merit/demerit system guidelines. Once a dance team member has received demerits 3 times for the same offense, any following demerits earned for the same offense will be considered permanent and will not be removed by the merit system.

Demerits will be issued by the director and dance teachers. Before a demerit can be issued the director must approve it.

When a member receives a demerit, he/she will receive notification of the demerit and must sign for the demerit. If he/she has a question regarding the demerit, he/she may then conference with the dance teacher or director. Conferencing is not the responsibility of the dance coach.

Each member may review his/her discipline record at any time throughout the year.

Each member must keep a record of his/her merits/demerits.

The demerit/merit system will be in force at all times.

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| **RULE INFRACTION** | **POINT DEDUCTION** |
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| ***Uniforms and Equipment*** |  |
| Incorrect practice wear | 1 per item |
| Out of dress code for non-comp classes | 1 per item |
| Wearing nail polish to a performance | 1 |
| Not having correctly groomed hair when designated | 1 |
| Not having correct makeup when required | 1 |
| Failure to bring required items to practice or performance | 1 per item |
| Failure of student to dress out for practice | 3 |
|  |  |
| ***Conduct*** |  |
| Chewing gum during practice or performance | 1 |
| Leaving a mess in practice or performance area | 1 |
| Using cell phone without director approval | 2 |
| Has to be asked more than once to put food or drink away | 1 |
| Failure to limit socializing at practices or performances. Excessive talking can result in more than one demerit per practice. | 1 |
| Disrespectful behavior toward the teacher or other members of the team (includes gossip) | 5 **permanent** |
|  |  |
| ***Attendance*** |  |
| Unexcused tardy to practice | 1 |
| Being late to a performance | 1 |
| Unexcused absence from practice | 5 |
| Failure to notify director in advance of absence from practice | 3 |
| Leaving early from any activity without director permission | 3 |
| Excessive absences, excused or unexcused | Director Review for Dismissal |

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| **MERIT SYSTEM** | **POINT EARNED** |
| Attend team social | 5 |
| Attend team community services | 5 |
| Attendance at team parent meeting | 5 |
| Tutoring/Helping another dancer with homework | 5 |
| Earning an A or B on a report card | 1 per grade |
| Perfect attendance for the week | 5 |

I am aware that as a member of the Bay Area Dance Moves Team, my son/daughter,\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ , will be required to adhere to a merit/demerit system. I have read and understand the merit/demerit system and realize that upon the accumulation of his/her 16th demerit, my son/daughter will be removed from the dance team for the remainder of the year and no refunds will be given.

Parent’s Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date \_\_\_\_\_\_\_\_\_\_

Student’s Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date \_\_\_\_\_\_\_\_\_\_