



● **Bellingham Symphony Orchestra**  
● **Principal Player Contract: 21-22 Season**

This agreement is for **principal** musician services in the BSO and is understood by the parties to be an independent contractor agreement between the Bellingham Symphony Orchestra (“BSO”), and \_\_\_\_\_, principal of the \_\_\_\_\_ section. Principal musicians are independent contractors who receive stipends for their service.

The BSO sets standards and expectations for its musicians so that we may provide the most satisfying experience to both our participants and our audience. BSO provides a small stipend to principal and assistant principal players.

To that end, by participating in the BSO as principal, you agree to the following:

**EXPECTATIONS OF PRINCIPAL PLAYERS:**

**Leadership.**

Help your section with questions, breathing, bowings, and misprints in the music. Bowings must be made on time in accordance with the yearly schedule. It is important to keep track of how members of your section are performing throughout each concert cycle. Help your section to function smoothly by rotating players as necessary.

**Provide audition repertoire and attend auditions.**

Provide audition repertoire to the Operations Manager by April 1st each season. You will also need to attend the yearly auditions to help with feedback on new auditionee candidates. If you are unable to attend, you must find another player in your section to sit in on auditions.

**Music preparation.**

Principals are expected to play the music for each concert at the level of their audition or above; improving with each concert. If a principal player will be absent for a rehearsal, they must ensure that the assistant principal is prepared to cover their part. This includes providing a copy of their music to the assistant principal player. Most music for the season is available to musicians at the beginning of August each year to allow for adequate preparation. Rental music will be given to players as soon as it becomes available.

**Attendance expectations.**

Inform the Operations Manager of any absences or personnel changes in your section. Attend BSO rehearsals, dress rehearsals, and concerts. Most rehearsals take place on Tuesday evenings from 6:15-8:45pm. Occasional rehearsals may take place on Friday evenings or Saturday mornings. Check the season schedule for details. Any absences must be communicated to the Operations Manager AND the Music Director in a timely manner. Players missing more than two rehearsals in a concert cycle may be asked to not play in the concert. Players missing a dress rehearsal may be asked to not play in the concert. This will be at the discretion of the Music Director.

**Rehearsal etiquette.**

Announcements and tuning happen on time. Please arrive 20-30 minutes early to allow time for warming-up, getting situated, etc. Come prepared to each rehearsal, reduce unnecessary noise during rehearsals, and limit break time to the agreed upon length (15 minutes) according to the concert-cycle schedule.

**Return music on time.**

Music should be returned to the “Music Return Box” directly after each concert. The box will be labeled and located backstage. Rental parts must be returned on time to avoid fees. Players will be held responsible for all parts given to them. If a player returns sheet music late, they will be responsible for paying rental fees incurred as a result of the delay.



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**Concert dress code.**

Men should wear a black tuxedo with a black tie, black socks, black shoes, and a white shirt. Women should wear a full to ¾ length black dress with full to ¾ length sleeves, black tights, black shoes; or full to ¾ length black shirt, black dress pants (no jeans), black socks and shoes. Flashy earrings, scarves, hats, and perfume are not appropriate.

**Use of complimentary tickets.**

Upon signing this contract, players will be awarded a punch card signifying two complimentary tickets per concert. Players will need to take their punch card to the Mount Baker Theatre in order to redeem tickets. This can be done during the Mount Baker Theatre's regular hours: 10am-6pm, Monday through Friday at the ticketing office. This needs to be done preferably a week prior to each concert to ensure that the player reserves their desired seats. The BSO pays a fee for each ticket printed. It is recommended that players only get their cards punched for concerts that they need. If a player has unused tickets, the tickets may be returned to the Mount Baker Theatre to be sold.

**Commitment to BSPA handbook, bylaws, & policies.**

Players should exhibit team spirit and cooperation. Any feedback and concerns may be addressed through BSPA (Bellingham Symphony Player Associations). Copies of all BSPA policies and contact information for BSPA officers can be found on the BSO Player Page and in the BSO Office. To access the Player Page, visit [www.bellinghamsymphony.org](http://www.bellinghamsymphony.org), click on "Player Login," and enter the password: **symphony**.

**Representing the BSO.**

Players represent the symphony in the community. They are encouraged to help promote concerts, volunteer their abilities when possible, attend events, fundraise, and promote outreach and youth education. By signing this contract, players authorize BSO to use their name and image in publicity and fundraising materials.

The BSO Policies and Procedures and Bylaws can be found on the Player Page. Physical copies can be made available to players on request. For copies of BSO Policies and Procedures and Bylaws, please contact the BSO Operations Manager.

**Musician agrees that images/pictures of their likeness, and video or audio recordings of rehearsals/performances may be used with no additional authorization or compensation.**

**Musician agrees to follow the current Health & Safety Guidelines for Musicians, which are available on the BSO Player Page.** By participating in the recording session and signing this agreement, you agree to follow the guidelines. In addition, you agree the BSO is not liable for any illness, including but not limited to Covid-19, resulting from participating in concerts, recording sessions, or rehearsals.

**Name (Print):**

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**Signature:**

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**Date:**

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