



Benicia Ballet Theatre

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Company Dancer Agreement 2025-2026 Season

BBT Company

Benicia Ballet Theatre (BBT) is a pre-professional ballet company composed of dancers of varying levels and ages. Dancers ages 10 - 18 have the option of signing a company agreement instead of a family contract. Company dancers commit to performing in the *Nutcracker* and Spring production and have additional rehearsals that includes nearly every Saturday afternoon and some weekday afternoons/evenings to prepare for roles in the *Nutcracker* and Spring production. Additional performance opportunities are available to company dancers including school outreach performances, community dance showcases, and fundraising events. In the event that there are not enough participants in the Spring Show to ensure that the production is viable, the Spring show will be cancelled and the corresponding fees will be refunded.

Fees, Volunteer Hours, and Fundraising

Company members must pay the Company Annual Contract fee of \$450.00, contribute 50 family volunteer hours, and participate in two company fundraising events throughout the 2024-2025 year. Company families have to volunteer a total of 10 credits per family (5 hours per credit). Additional volunteer opportunities other than the two productions are available. The following are some examples:

1. Helping with movie nights, babysitting, or other company fundraisers
2. Outreach programs
3. Student Teaching assistance
4. Grant writing
5. Poster and postcard distribution
6. Promoting BBT and performances at the Farmer's Market and other community events
7. Participating in a BBT Board Committee

The Company annual fee can be paid in four installments. Payments are due August 23, 2025, October 1, 2025, January 21, 2026 and March 1, 2026.

Volunteer Fee: Volunteer fee deposit (\$300 for Nutcracker and \$200 for Spring Show) per family is required (Deposit in check form). **This fee will be held and returned to you a week after the performance for those families that fulfilled volunteer credits for this production. The Volunteer fee check for BBT is due on September 15 for Nutcracker and February 15 for the Spring show. Please write a separate check so we can return it to you after completion of the required volunteer hours.** Checks will be kept at a local bank's safety deposit box for security.

A family may opt to "buy out" of the volunteer requirement as follows: \$500 for the season-\$300 for Nutcracker and \$200 for Spring Show. Buyout funds will be used to support the productions. Should a family opt for buy out, please inform BBT by October 1 for the Nutcracker and March 1 for the Spring Show.

All company dancers are required to stay after the last performance of each show to help clean up dressing rooms and pack up BBT property.

If a dancer decides to no longer participate in BBT Company, fees paid are nonrefundable. Should the Spring Show be cancelled, half of the Company fees will be refunded.

Casting

Casting is based on an audition held for each performance and at the discretion of the Artistic Director. Casting is a complex process and includes factors such as availability of costumes, compatibility of roles, availability for rehearsal times, experience and stage presence, among others.

Once the cast lists have been posted at the studio and/or emailed through our email group, please note your dancer's role(s) and cast(s) and review with your dancer(s). Ensure your dancer's casting matches her/his availability. Each cast corresponds to a set of dress rehearsal dates and performance dates and times. If there are discrepancies in casting or if her/his name is misspelled, report the error in writing to the Assistant Director, Gianna Zahner at giannazahner@gmail.com as soon as possible. Casting determines your dancer's call times to rehearsals and shows and parent/guardian's availability for transportation so be sure you understand the relationship between the cast lists, rehearsal and performance times. It can be overwhelming at first, so feel free to ask a veteran BBT family or staff member for assistance in interpreting the listing. Check the cast lists from time to time because occasional changes are necessary.

Costumes

BBT provides the performance costumes. However, each dancer is responsible for the proper color and style of shoes, tights, leotards, hair supplies and make-up. Shoes, tights,

and leotards must be clean. Costumes are worn by many dancers, so clothing underneath must be clean, dry and free of odor. Dancers must wear street clothes to and from the theater. Female dancers need to have a nude-colored leotard and appropriate undergarments for support to wear under costumes. Male dancers must have a clean white T-shirt with no printed design to wear under jackets and costumes.

Rehearsals

Company Dancers are expected to make a commitment to attend all scheduled rehearsals for the season's two major performances. BBT endeavors to produce well-rehearsed and professional quality performances. We try to keep the amount of rehearsal time to the necessary minimum. A quality performance requires extra rehearsal time as well as regular class training. **More than two** unexcused absences from scheduled rehearsals may result in the dancer being dismissed from one or more roles. If an unforeseen conflict, illness or injury arises, you must notify the artistic staff as far in advance as possible to be excused from rehearsal.

A performance is a team effort. If a dancer does not attend rehearsal, it affects not only that dancer, but also other dancers who are expecting to perform with them. It also comes at a great cost in faculty time.

Actual rehearsal times for each role are posted on the bulletin boards and sent out via email at least **one week prior to each rehearsal date**. Please make a note of these times and any changes. **No dancer may miss the on-stage Dress Rehearsal.**

Email Group

BBT uses email to communicate about casting, rehearsals, performances, volunteering, ticket information and other important information. Any changes to rehearsal dates or times will be announced through email. It is very important to add your email address to the mailing list as changes to schedules do occur. To request to be added to the email group please send a request to info@beniciaballet.com.

Expected Behavior

Each dancer is expected to treat all dancers, faculty members, staff and parents with respect. No dancer or group of dancers should use or abuse their power to intimidate, hurt, oppress or damage someone else, covertly or online. Every role is important to the overall production and every dancer should be treated with respect.

BBT is a performance organization. The faculty is committed to having all interested dancers perform in professional-level stage productions. Even the youngest dancers learn from the very beginning the policies, protocols and traditions followed in the theater throughout the ballet world. If they later choose to enjoy dance as an audience member, they will have a greater appreciation and understanding of the art. As company members,

they are role models for younger dancers and should respect this honor with proper dress and conduct at all BBT associated events. They are expected to treat all dancers, faculty members and parents with respect.

Parent / Guardian Code of Conduct

BBT would like to remind parents and guardians that as adults, we serve as role models for the children. Any acts of disrespect in and around the studio or in the presence of members of Benicia Ballet, including the use of foul language, demeaning or derogatory comments with the intent to hurt, intimidate, or humiliate anyone, including teachers, staff, dancers and other parents/guardians, will not be tolerated. Such acts are considered harassment and may be subject to disciplinary action.



COMPANY DANCER AGREEMENT SIGNATURE PAGE

By my signature below, I agree that I have read the full text of the "Company Dancer Agreement" for the *2025-26 Season* and understand what is expected under this agreement, including the fulfillment of volunteer work hours and fundraising assistance. I understand that it is a privilege to be a Company Member, and I agree to hold myself to a high standard of behavior as a representative of BBT.

I hereby in good faith agree to attend all rehearsals and performances for Benicia Ballet Theatre's 2025-26 productions. **I understand that all rehearsals are mandatory.** Therefore, if my dancer is unable to attend due to illness or emergency, I will notify the artistic staff to request an excused absence. I will make sure that I am on time to all rehearsals, dress rehearsals and performances. Regular attendance is necessary to be fully prepared to dance in these performances. I will explain to my dancer how important it is to work together as a team with other dancers, the Directors, and technical staff for the success of the entire production. If attendance becomes an issue, she/he will be dropped from the show at the discretion of the Artistic staff and/or the BBT Board of Directors.

In the event of missed rehearsals, my dancer will access the YouTube channel that BBT provides for dancers. This channel allows dancers to review and practice dance routines at home in order to be prepared for the following rehearsals.

I will attend the Nutcracker dress rehearsal on **December 12, 2025**. I understand the performance dates will be **December 13 and 14, 2025** at Solano Community College Theatre in Fairfield. BBT's Spring Show will hold its dress rehearsal on **April 24, 2026** and the performance will take place on **April 25, 2026** at Vacaville Performing Arts Theatre.

Dancer's Name (please print): _____

Dancer's Signature: _____

Parent Name (please print): _____

Parent or Guardian Signature: _____

Parent Email Address: _____

Amount Paid at Audition: _____ cash _____ check # _____ credit card