

THROUGH THE STAFF TEACHING AGREEMENT



THIS THROUGH STAFF TEACHING AGREEMENT (“Agreement”) created for the TTS Fall 2021 Session (the “Effective Date”) is made between Through the Staff (“TTS”), and you (the “Teacher”), for the purpose of setting forth the exclusive terms and conditions by which TTS desires to acquire Teacher’s services.

In consideration of the mutual obligations specified in this Agreement, the parties, intending to be bound hereby, agree to the following:

Rules and General Guidelines:

Lesson Logistics:

1. Lessons will run on a weekly basis, beginning the week of September 6, 2021 and ending the week of December 10, 2021. At this time, TTS will enter our winter break period in preparation for the Summer 2022 Session.
2. The schedule and length of lessons will be decided by a mutual agreement between the TTS Student (“Student”) and the Teacher. Most Teachers are required to teach 4, one hour-long lessons per month. However, if you teach a younger student(s) (who are not yet enrolled in high-school) or a vocalist(s), you may opt to only teach 30-minute lessons per week instead.
3. Lessons must be conducted over live video, but the specific choice of teaching platform (Zoom, Skype, Etc.) lies at the discretion of the Student and the Teacher.
4. At the beginning of the Teacher’s first lesson with each Student, the Teacher will meet virtually with the Parent/Guardian to discuss lesson expectations.

Teacher Expectations:

1. The Teacher will always demonstrate kindness, compassion, and patience with their student(s) and must come prepared for lessons. All Teachers will use their Student's preferred pronouns at all times and will refrain from referring to their Student in any way that makes their Student uncomfortable. Any reported behavior, whether occurring inside or outside any TTS activities, that does not reflect these values will be reviewed by TTS and may be grounds for dismissal.
2. The Teacher will give a timely notice (24 hours) to the Student and/or Parent/Guardian if a lesson must be cancelled. Any lessons that have been canceled by the Teacher must be rescheduled.
3. If the Teacher (A) repeatedly cancels without timely notice or (B) is absent, TTS will schedule a meeting with the Teacher to investigate. If TTS determines that this meeting does not resolve this issue, the Teacher voids this contract and will be removed from the TTS Program.
4. If TTS is unable to communicate with the Teacher for an extended period of time, without advance notice of an extended absence, the Teacher voids this contract and will be removed from the TTS Program.
5. If the Teacher's Student is removed from the TTS program, a Student on the waitlist will be reassigned to the Teacher (pending both parties' approval).
6. Anyone appearing on video in a TTS-affiliated online meeting must practice appropriate private lesson etiquette, which includes but is not limited to:
 - a. Wearing appropriate attire for a teaching/learning environment
 - b. Demonstrating respect for the other party's time (i.e. avoiding distractions when possible, starting and ending on time)
 - c. Engaging with the other party in a respectful and appropriate manner
7. All Teachers will fill out a brief feedback form at the end of each month to provide helpful updates on Student progress and attendance.

8. In the event of continuous Student cancellation or a lapse in communication from the Student, Teachers will attempt to contact the Parent/Guardian to resolve this issue. If this does not solve the problem or if the Parent/Guardian is unresponsive, Teachers must reach out to TTS, whose Executive Team will address the situation.
9. If any other issues arise, the Teacher will immediately email help@throughthestaff.org to notify TTS. TTS' Administrative Team will immediately follow remediation protocols to address any issue.

Consideration / Compensation:

1. Teachers are not entitled to receive any compensation or benefits from TTS. All lessons and services provided by the teacher to the student should be considered voluntary services.

Indemnification / Release:

1. In consideration of participating in the TTS Program, the undersigned forever releases and discharges TTS, and its directors, officers, volunteers, agents, contractors, and representatives (collectively "Releasees") from any and all actions, claims, or demands that I, my assignees, heirs, distributees, guardians, next of kin, spouse, and legal representatives now have, or may have in the future, for injury, death, or property damage, related to (i) my participation in TTS (ii) any accident or illness suffered while participating in TTS.

I also agree that I, my assignees, heirs, distributees, guardians, next of kin, spouse, child, and legal representatives will not make a claim against, sue, or attach the property of any Releasee in connection with any of the matters covered by the foregoing release.

Termination and Non-Discrimination Policy:

1. This Agreement shall be effective on the date hereof and shall continue until terminated by either party. TTS reserves the right to review the status of any Teacher at any time for violations of the requirements in this Teaching Agreement.
2. This Agreement does not create an obligation on TTS to continue to retain Teacher beyond this Agreement's termination. This Agreement may not be changed unless mutually agreed upon in writing by both parties.
3. TTS and its Teachers do not and shall not discriminate on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, addition and removal of Teachers, selection of students, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our Teachers, students, parents, and partners.

IN WITNESS WHEREOF, the parties hereto have executed this Teaching Agreement.

CLICK HERE to provide your Electronic Signature and Date