

RECOMMENDATIONS:

RECOMMENDATION #1 (Futures Committee):

The MSBOA Futures Committee will meet at least yearly immediately following the Spring General Membership Meeting, organized by the 2nd Past President and make a report to the Executive Board. Membership shall be made of all MSBOA Past Presidents interested in participating, the current President and Incoming New President, when applicable. The purpose of the committee shall be to review the structure and policies of the organization, project the future of MSBOA, and will provide recommendations for direction.

Rationale: This gives the Futures Committee a permanent structure, meeting time frame, organizing chair and duties.

RECOMMENDATION #2 (Marching Band):

In view of the variety of offerings and opportunities for marching band, it is recommended that MSBOA Marching Festivals remain a District by District event, with the Festival parameters continuing to fall under the jurisdiction of the Festival Improvements Committee. Marching Band Adjudicator Workshops should continue to be held as needed.

RECOMMENDATION #3 (Publications):

The State Office will create the following publications:

- 3 Journals per year
 - November 1 Postmark deadline for Fall Journal

- To include, but not limited to: All-State Information, Marching Band Wrap Up, MMC Information, New Business, Minutes of Meetings
 - March 1 Postmark deadline for Winter Journal
 - To include, but not limited to: MMC Wrap Up, All-State Wrap Up, New Business, Minutes of Meetings
 - June 1 Postmark deadline for Spring Journal
 - To include, but not limited to: MYAF Wrap Up, New Business, Minutes of Meetings
- 1 State Festival Program (online only) per year*
- 1 Yearbook per year – Postmark Deadline of August 1
 - All-State Audition Information to be included in Yearbook
 - Include information about district event locations online, not in Yearbook
- 1 Membership Book per year – Postmark Deadline of October 15
- Other publications as needed in the future (such as: Music Theory Book, Music History Book, Instrument Pedagogy, etc.)

*This may take a different form, should Recommendation #9 be ratified.

RECOMMENDATION #4 (Office Personnel)

The Futures Committee recommends three full time employees for MSBOA, as outlined below:

- Executive Director/Office Manager
- Technology Manager
- Secretary/Business Manager

- Part Time (Seasonal) Secretarial as needed

- Rationale:

- Cost savings
- Effective & efficient employee utilization
- Addresses current/future technological needs

RECOMMENDATION #5 (Office Personnel):

The Executive Director, Technology Manager/ Assistant Director, and Secretary/Business Manager's base salaries shall be based upon the current average salary for non-profit organization employees, as stated with the Michigan Non-Profit Association.

RECOMMENDATION #6 (Office Personnel):

Additional retirement/health benefits may be negotiated from the salary figure for state office employees.

RECOMMENDATION #7 (Office Personnel):

MSBOA employees move to a 10-month contract.

RECOMMENDATION #8 (Office Personnel):

As a part of the Yearly Evaluation, it is recommended that a checklist be coordinated with the yearly association timeline of MSBOA office responsibilities. The MSBOA State President will review the checklist with the Executive Director before completing the annual evaluation of the Executive Director. (The initial checklist could come from the Futures Committee.)

RECOMMENDATION #9 (Festivals)

The MSBOA Futures Committee endorses and recommends a single band and orchestra festival, commencing with the 2013 – 2014 school year. The dates to be determined by the MSBOA executive board, and be presented at the Winter 2013 meeting.

- Rationale: To align the festival with the modern calendar, curricular, and assessments.

RECOMMENDATION #10 (Festivals)

It is recommended that the MSBOA Festival Improvement Committee be charged with ongoing research of assessment procedures (large group, small group, solo) of other states.

RECOMMENDATION #11 (Adjudication):

Adjudicator Review Procedure-

1. Adjudicator evaluations shall be completed at the close of each festival.
2. Adjudicator ratings of "E" must be accompanied by a copy of the rating sheet and recording (recording for B & O only) in order to be evaluated by the State Executive Board.
3. Adjudicator must receive copy of concern, in writing, and have the opportunity to respond to MSBOA Executive Board, in writing.
4. State Executive Board shall review all individual adjudicator concerns at the Spring Executive Board Meeting.
5. State Executive Board has the authority to remove adjudicators from the list.

The above "Adjudicator Review" procedure is to be included within the MSBOA Yearbook, along with the Adjudicator Application and Procedure, under the "Adjudicator Materials" section of the MSBOA Yearbook.

RECOMMENDATION #12 (Festivals)

The Futures Committee recommends that the MSBOA adopt a required Solo & Ensemble Music List for all instructional levels. The list should be submitted from the Music Selection Committee to the MSBOA Executive Board by the Winter Meeting 2013.

- Rationale: This establishes an individual instrument curriculum.
 - Graded by ability.

A suggested process for updating, which may include input from college professors and teachers:

- Sub-committee chair, who reports to VP of Music Selection, that would be in charge of this required list and its maintenance
- A chairperson will be selected for each instrument and ensemble type, who reports to the Sub-Committee Chair.

RECOMMENDATION #13 (Technology)

The following technology improvements implemented:

- Member database search by school, fast find by district, search by director
- Capability for members, with appropriate credentials, to edit their own data online.
- Maintain simple & secure access for emeritus, honorary & sustaining members to MSBOA website, in its entirety.

RECOMMENDATION #14 (Technology):

The state office staff will attend technology workshops on an annual basis, or as need is determined by the executive director or the executive board, and approved by the state president, to train in the use of basic Mac platform applications (i.e. graphic design, word processing, web design and maintenance, database maintenance, pod casting, etc.). The cost/expense of these workshops would be covered by MSBOA.

RECOMMENDATION #15 (MYAF):

The following recommendations are made in regards to MYAF:

- Eliminate honors band, honors orchestra & honors jazz ensemble at MYAF.
- Move All-State Jazz to MYAF
- Expand the number of soloists (not necessarily a concerto) that perform – top 15 – hire a professional piano accompanist, in lieu of an accompanying group.
- Expand the number of small ensembles – top 15 – that perform
 - Rationale:
 - Finance (both MSBOA & Student), Calendar (conflicts), labor (intensive hours), Public value - audience
 - Jazz VP's duties will be compacted into one major organizational event per year (one honor group per year)
 - Cost factor

RECOMMENDATION #16 (Commissioning Project)

It is recommended that the \$10.00 amount per school membership fee that is dedicated for the MSBOA Commissioning Fund be reduced to \$2.00.

RECOMMENDATION #17 (Standardization of mileage & fees)

It is recommended that mileage and adjudication fees be standardized throughout MSBOA.

RECOMMENDATION #18 (travel expenses)

It is recommended that MSBOA State Office travel expenses for non-MSBOA events be reviewed by the MSBOA Executive Committee (elected officers) on an annual basis at the Spring Executive Board Meeting.

RECOMMENDATION #19 (Elections)

It is recommended that all MSBOA elections (officers, teacher of the year, motions) be allowed electronically, by the school year 2012 – 2013.

RECOMMENDATION #20 (Ex-officio members)

It is recommended that a State Department of Education or MASSP representative be included at State MSBOA Meetings. This representative will have a vote on the MSBOA Board. (may require a by-laws change).

RECOMMENDATION #21 (Futures Committee)

It is recommended that the Futures Committee of 2011 – 2012 initiate arts education association research, focused upon administrative processes, practices and procedures, and the physical plant of the State Office (cost effectiveness, etc.)

RECOMMENDATION #22 (Membership Dues):

In view of recommendations #4, 7, 9, and 15, it is recommended that MSBOA Membership Dues be reduced by \$60.00 per school membership and joint membership.

- This recommendation was made after careful consideration for looking for possible cost saving measures within the organization. It is recommended only in light of those other cost savings.