

Nebraska Music Educators Association

Executive Board Meeting
February 20, 2010
Holiday Inn Express
Lincoln, Nebraska

The winter meeting of the Nebraska Music Educators Association Executive Board was called to order by President Neal Schnoor at 8:30 a.m., February 20, 2010 with the following officers present: Neal Schnoor, Rex Barker, Judy Bush, Joyce Patch, Ross Whiston, Doug Bush, Matt Sheppard, Becky Wilhelm, Sarah Boeka, Deb Eschliman, Judy Welch, Doran Johnson, Marilyn Godby, Bryan Johnson, and apprentice chairs Andrew Johnson and Madeline McDonald. Not attending were Duane Johnson, Kim Wiedeman, Patty Ritchie, and Sharon Hoffman.

Secretary/Treasurer Bryan Johnson presented the minutes of the August 15, 2009 Executive Board Meeting. **A motion to approve the minutes as presented was made by Rex Barker and seconded by Matt Sheppard. Motion carried unanimously.**

Secretary/Treasurer Bryan Johnson presented the minutes of the November 18, 2009 Executive Board Dinner Meeting. **A motion to approve the minutes as presented was made by Matt Sheppard and seconded by Judy Welch. Motion carried unanimously.**

Secretary/Treasurer Johnson presented a treasurer's report indicating a checking account balance of \$19,868.63, a scholarship account balance of \$3,492.12, and certificates of deposit totaling \$111,602.97. **A motion to approve the treasurer's report as presented was made by Matt Sheppard, seconded by Sarah Boeka. Motion carried unanimously.**

BOARD REPORTS

PRESIDENT – Neal Schnoor's report covered the reasons for his decision to resign the office of NMEA President and document the process followed by the board to fill the vacancy. This report is included in the Business portion of the minutes. Neal expressed his thanks to all members of the Executive Board and expressed his regrets that he cannot complete his term of office.

PRESIDENT-ELECT – Judy Bush reported that plans for the 2010 conference are going well and she is enjoying the challenge. An opening night concert is being planned. Judy has met with Patty Niemann and Judy Welch to discuss details for the opening concert of the 2011 conference (75th anniversary concert), the 2010 conference, and Early Childhood sessions at the 2010 conference. She will meet with Dale Bazan to consider 2010 conference venues and different ways to utilize the space available to us.

Judy met with Ross Whiston during the CMENC Spring Forum to discuss the CMENC sessions. UNL perimeter buses can be used for our shuttle service, at a much lower cost than the buses now used. Changes are also being considered for the banquet, in an attempt to save money and provide some time at the conclusion of the event to allow friends and colleagues to have time to offer congratulations to the award winners.

IMMEDIATE PAST PRESIDENT – Rex Barker reported that he is making plans for the 2010 Nomination Committee. He is also in the process of contacting an Awards Committee to assist with the selection of award winners for 2010. A total of 19 corporate sponsors have contributed \$2,950 to help fund special projects. He has not been contacted with any requests for ESU in-service sessions.

SECRETARY/TREASURER – Bryan Johnson reported on several items:

- Attendance at the 2009 conference was very good. Anticipated problems with the change to a Wednesday-Friday schedule did not occur. Actual attendance included 680 pre-registered NMEA members (707 in 2008) and 50 NMEA members registered on-site (63 in 2008), 320 CMENC members (304 in 2008) and 196 Tri M students (218 in 2008). There were also 304 non-NMEA

members in attendance (325 in 2008) and 746 All-State students (757 in 2008), making a grand total attendance of 2,296 (2,374 in 2008).

- NMEA membership now stands at 1,705 (Active – 809; Retired – 70; CMENC – 275; Tri M – 551)
- Bryan reviewed the NMEA financial policies as they regard board members. He also reviewed NMEA's tax status. Any board member receiving a request for an IRS form 13 or form W-9 should refer those requests to the Secretary/Treasurer.
- NMEA members are eligible for reimbursement for travel expenses to MENC events. Please contact him to determine your actual amounts.
- The Band and Orchestra chairs need to select the 2010 All-State excerpts as soon as possible. Send all selected music to Bryan for processing.
- Expense vouchers should be used whenever it is necessary to request a check from NMEA.
- The economic downturn has diminished the amount of funds generated for the scholarship/grant program. By policy, 50% of the interest generated from long-term CDs funds the scholarship/grant program. Low interest rates will mean a much lower funding amount until interest rates begin to rise.
- All NMEA board members were given a chance to review the official conflict of interest policy and ask questions about this policy. A new form must be signed each year and placed on file with the Secretary/Treasurer.
- New NMEA board members were given a chance to review the official NMEA Employee and Board Member Protection (Whistleblower) policy and ask questions about this policy. A form needs to be signed and placed on file with the Secretary/Treasurer.
- Budget changes made in 2009 resulted in savings in excess of \$7,900.00. In spite of those savings, the 2009 financial year ended with a net loss of \$14,795.62. Additional changes are being recommended by the budget committee and will be covered in the Business part of the meeting.
- Bryan has created a database of NMEA All-State students, from the first ensemble in 1936 to the present. This database includes the names of every student listed in a program as a member of an NMEA ensemble, their school, their year in school (if known), the ensemble, conductor, site of event, dates, and the repertoire performed. The database is completely searchable. Plans are to have this available to our membership by the 75th anniversary year (2011).

EXECUTIVE DIRECTOR/EDITOR – Joyce Patch reported on several items:

- Joyce extended thanks to everyone for their work at the 2009 conference. Special thanks to the retiring board members and welcome to all new members of the board.
- Please let Joyce know if you need NMEA envelopes. Check with your predecessor in office to be sure that you have picked up any extras that they have on hand.
- NMEA uses an electronic letterhead (Word template). Please make sure there are no errors in that document. Contact Joyce if changes need to be made.
- Phone cards are available for board member's use.
- Email is the board's primary means of communication – be sure to check your email daily. Let the rest of the board know if you will be away from your email for any length of time.
- Joyce shared a list of the articles needed for the *Nebraska Music Educator* magazine. Be aware of all deadlines. It is important that articles and other reports and documents be submitted on time. Please let Joyce know immediately if you are having trouble meeting any deadline.
- Please check the NMEA website – especially your area of expertise on the site – and report any errors or out-of-date information.
- Joyce shared a Board Meeting Protocol to help acquaint board members with the intricacies of a successful on-line meeting.
 1. Minimize all potential distractions, such as rattling papers or background noise, which can hinder effective communication. Whenever possible, mute microphones except when actually speaking. Those in a meeting room should also minimize any unnecessary noises in the vicinity of the microphone(s) in the room.
 2. Introduce any participants in a virtual meeting who are not current Board members by announcing the presence of such guests as soon as they join any portion of a meeting. Every member should have a clear understanding who is able to hear or see the meeting at all times.

3. All participants in a virtual meeting should identify themselves and speak clearly and distinctly.

CHAIR OF AUDITIONS – Matt Sheppard reported that confirmation letters have been sent to the audition sites to determine their willingness to host in 2010. The Lincoln site is yet undetermined. NMEA has been asked to consider adding Valentine as an audition site.

The UNL School of Music faculty has been asked to provide judges for 2010 auditions. Matt will be contacting the leadership of NCDA concerning the possibility of digitally recorded vocal auditions.

The third set of audition etudes has been completed. A question has come up about the possibility of adding a third set of jazz band audition materials. Questions continue to come up regarding adding sight-reading to the auditions. This involves some logistical questions – for example, where would we get the material and who would select the sight-reading music?

Last fall Matt attended the National Federation of State High School Associations Music Conference in Indianapolis. Topics covered included a presentation by Drum Corps International concerning their relationship with MENC, adjudication of non-traditional instruments and ensembles at state festivals, All-State audition procedures, sight-reading at ensemble contests and All-State auditions, mentoring projects, and state-specific issues (Missouri has instituted a 9-day dead period during the summer; Missouri has eliminated entry fees for schools hosting solo/ensemble contests; In some states schools are declining to participate in solo/ensemble contests; Overall numbers of students in music ensembles is declining; Michigan has instituted a program to get more students involved in alternative music programs.).

HISTORIAN – Duane Johnson reported that work continues on the Archives on a weekly basis. A newsletter to retirees will be mailed in March. The Past Presidents Council met in November and agreed to take responsibility for developing a mentoring program. A committee of Bill Roehrs - Chair, Ken Molzer, and Linda Donohue was appointed to develop a mentoring proposal document. Duane Johnson will attend committee meetings to provide information on past mentoring efforts.

The committee has met and developed a strategy for sharing responsibilities. Plans call for the committee to include NMEA Mentoring Chair Sharon Hoffman in their discussions and efforts to develop a document outlining plans for advocacy in the state. When this document is ready it will be presented to the NMEA Board by the NMEA Mentoring Chair. The NMEA Board will need to discuss and approve this document. The NMEA Mentoring Chair will be the facilitator of the mentoring plan outlined in this document. The committee feels that mentors should be solicited from present and retired educators. Upon NMEA's acceptance of the mentoring document, the committee will be disbanded.

The minutes of the mentoring committee's January 25, 2010 meeting were made available to NMEA board members for their information. Board members discussed some details of the mentoring program and questioned whether the teacher needed to request the mentor or whether this request could come from an administrator.

PUBLIC RELATIONS/ADVOCACY – President Schnoor officially welcomed Deb Eschliman and introduced her to the Board. Deb reported that she has met with Judy Bush to discuss the duties and responsibilities of both positions. They discussed the possibility of revising the two separate job descriptions into one comprehensive document. The first press release about the Music at the Capitol Program has gone out.

Deb expressed her excitement for the opportunity to work together with other board members for the good of music education in Nebraska.

CHAIR OF ELEMENTARY/GENERAL MUSIC AFFAIRS – Judy Welch reported that she had a Skype meeting with Patty Niemann and Suzanne Phillipi to plan for the 75th anniversary elementary choir. A budget proposal has been submitted. Judy has contacted Alaina Wilson for Kodaly workshop and certification information, Heather Mead for Orff workshop and certification information, and Judy Pine of

West Music for a possible session and exhibit at the 2010 conference. Judy has also shared ideas for conference logistics, elementary exhibits, a technology session, and instrument repair classes.

CHAIR OF COLLEGE/UNIVERSITY AFFAIRS – Doug Bush reported that the CMENC sessions at the 2009 Conference went smoothly, although in a different venue. The new CMENC Apprentice Chair is Madeline McDonald of Nebraska Wesleyan University. All chapters were represented at the Chapter Advisers meeting. A committee was formed to propose revisions to both the application process and the evaluation of applications for the Outstanding Chapter Award. Committee members are Byron Jensen, Daniel Laing, and Ross Whiston.

CHAIR OF MIDDLE LEVEL/JUNIOR HIGH AFFAIRS – Sarah Boeka reported that Music Education week is March 1-3, 5, and 8, 2010. Ensembles performing are the Ashland-Greenwood Concert Band, Lexington Bryan Fourth Grade Choir, Grand Island Central Catholic High School Concert Band, Thayer Central Concert Choir, Lincoln Southeast Queen's Court, Kearney Sunrise Middle School Jazz Band, Gretna Middle School Quintet Plus One, David City High School Choir, Kearney Sunrise and Horizon Middle School String Ensembles, and Lincoln Christian School "Image".

The Kearney Horizon Middle School Band, directed by Stacy Bean, will be the demonstration ensemble for the 2010 Middle Level Reading Session. Conductor/clinicians will be Jan Wymore, Royce Schweitzer, and Bryan Bohn.

EXHIBITS – Marilyn Godby reported that the 2009 Conference housed 70 exhibitors, providing total income of \$28,320.00. The Embassy charges totaled \$16,015.45, which includes a 21% service charge and 7% sales tax. Other expenses totaled \$2,054.85, leaving a net profit of \$10,249.70. This is down slightly from 2008, due to an increased cost for electrical service, providing more coffee on Thursday and Friday, and having one fewer booth.

The 2010-2011 NMEA Membership Calendar will be chaired by Sharon Hoffman. The order deadline is July 1, 2010. The 2010 Membership Directory has been completed. Marilyn expressed thanks to Roger Thaden for his work on the NMEA, NSBA, and NCDA directories. The Past President's Council of NMDEA will meet in March to determine the disbursement of NMDEA funds.

CHAIR OF CHORAL AFFAIRS – Doran Johnson reported that Dr. Edith Copley from Northern Arizona University in Flagstaff will conduct the 2010 All-State Chorus. Eph Ehly has tentatively been hired as the All-State Chorus Conductor for the 75th Anniversary in 2011. Dr. Craig Arnold, Director of Choral Activities at Luther College, has been contracted as the All-State Chorus Conductor in 2012.

Doran asked if it would be possible to commission a 75th Anniversary piece by Z. Randall Stroope for the All-State Chorus. A funding source would need to be secured.

Doran encouraged the board to poll choral directors regarding a switch to digital recording of vocal auditions.

CHAIR OF BAND AFFAIRS – Kim Wiedeman had no report.

CHAIR OF ORCHESTRA AFFAIRS – Patty Ritchie reported that Conductor Thomas Wilkins has selected the following program for the 2010 All-State Orchestra: Les Preludes (Liszt), Manon Lescaut Intermezzo (Mascagni), and Westside Story Overture (Bernstein/Peress).

Patty hopes to be able to add more brass and woodwind coaches for the 2010 Thursday afternoon rehearsals and sectionals. Perhaps UNL faculty can be recruited to help with these sectionals. If so, perhaps some of their offices could be used for the sectionals since space is at a premium during that time.

CHAIR OF COLLEGIATE MEMBERS (CMENC) – Ross Whiston reported that contact information for all CMENC chapters has been updated. The Spring Forum was held Saturday, February 13 at Hastings College.

MEMBERSHIP/MENTORING CHAIR – Sharon Hoffman had no report.

TRI M CHAIR – Becky Wilhelm reported that 196 students registered from eight different Tri-M chapters. In May 2009 there were 21 active Tri-M chapters in Nebraska. Currently, 19 chapters are active, four of which are either new or newly reactivated. Please contact Becky with ideas for speakers or presentation topics for the 2010 Tri-M Symposium.

CONSENT AGENDA

President Schnoor asked if there were any changes to the published consent agenda. One item was added by unanimous consent (No. 6 below – Memorial donations).

There being no objection, President Schnoor declared the consent agenda adopted:

- 1. A \$25.00 registration fee will be charged for non-NMEA members to participate in the Early Childhood component of the NMEA Conference.**
- 2. NMEA will continue to be a member of Nebraskans for the Arts with an annual membership donation of \$100.00.**
- 3. The NMEA certificate of deposit opened with corporate sponsor funds will be liquidated to provide funds for the 75th anniversary projects.** (This CD will provide about \$2,500.00 for the anniversary projects.)
- 4. Beginning with the 2010 NMEA Conference, the fee charged for electrical service will be increased from \$30.00 to \$35.00 per booth.** (This includes affiliate organizations that pay a \$45.00 booth fee.)
- 5. Beginning with the 2010 NMEA Conference, the fee charged for each extra table in the exhibit area will be increased from \$20.00 to \$25.00.** (This includes affiliate organizations that pay a \$45.00 booth fee.)
- 6. NMEA will donate \$50.00 each to the scholarship/grant fund in memory of Larry Maupin and Paula Deisley.**

ACTION ITEMS – UNFINISHED BUSINESS

THIRD SET OF AUDITION ETUDES – Motion by Matt Sheppard, seconded by Rex Barker: The third set of instrumental All-State etudes will be published and put into circulation for use in the 2010 auditions. Matt Sheppard explained that all of the new etudes are complete. They can easily be shared with the membership by posting them as PDF files on the NMEA website.

Questions were asked about the possibility of providing recordings of these etudes for rehearsal purposes. Matt explained the pros and cons of the rehearsal recordings. Several judges have expressed reservations about the current use of the rehearsal CDs. These judges feel that students are imitating the performances on the CDs, to the exclusion of any interpretive and expressive ideas of their own. Making recordings of the third set of etudes will be costly and time consuming. It could not be done in time for the 2010 auditions. Matt's personal feeling is that a recording of the third set of etudes is not necessary.

Considerable discussion ensued, with the following points made:

- Will the lack of rehearsal recordings result in fewer instrumental auditions?

- Why are the etudes controversial at all? Much of the problem with poor auditions is the fact that the students are not prepared to play the required scales, not the etudes.
- Several colleges have excellent All-State preparation days. NMEA might be able to encourage these workshops and clinics at colleges/universities across the state.
- Is it acceptable for NMEA to have a sequence of audition materials where two years have rehearsal recordings and one year does not?
- Is providing the new set of audition materials with or without a recording doing what is best for the students and their musical development? Is either way better musical education? What about the non-specialist teachers? What about the students in small schools and in rural areas?
- What are the logistics of using the current two sets of audition recordings in the future? Bryan Johnson explained that all etudes will have to be renamed. There will no longer be even-year and odd-year etudes; rather the etudes will be sets A, B, and C. The etudes will be on the website with those names. Beginning in 2011, care will need to be taken to be sure everyone realizes what set of etudes will be used for auditions. Because of the three year rotation, in 2011 the old EVEN year etudes and the EVEN year CD will be used, even though it is an ODD year. Also, in 2012, the old ODD year etudes and the ODD year CD will be used.
- In future years it may be possible to put all rehearsal recordings on the website as mp3 files. This would eliminate the need for CDs and the confusion the name changes would cause.

Board members emphasized that the motion is about publishing and using the etudes in 2010. This implies that they would be used without providing a rehearsal recording. **The motion was approved: Yes – 8; No – 1.**

ACTION ITEMS – NEW BUSINESS

BUDGET ITEMS:

CONFERENCE SHUTTLE SERVICE – Motion by Judy Bush, seconded by Doran Johnson: The conference shuttle service will be changed to use UNL perimeter buses on Friday of the conference only. Judy explained that the current shuttle service is very expensive and is not heavily used, with the exception of the concerts at St. Paul’s Church and the NMEA Banquet. Using the UNL perimeter buses will allow the Friday shuttles for the concerts and the banquet to be continued while realizing substantial cost savings. The \$1,000.00 rebate from LCVB will no longer be provided to NMEA if we use the UNL buses. The INS lots can still be used and the UNL shuttle can make stops at those lots. The Lincoln skywalk system is available and its use will be promoted to the membership. **Motion carried unanimously.**

ALL-STATE CONCERT TICKET PRICE INCREASE – Motion by Judy Bush, seconded by Judy Welch: The price of a ticket to the All-State final concerts will be increased from \$12.00 to \$13.00, plus any required UNL facility fee. Costs at the Lied Center, Westbrook Music Building, and Kimball Recital Hall continue to increase and an additional \$1.00 per concert ticket will help offset those increases. Matt Sheppard asked if a \$1.00 increase is sufficient. Questions were raised about declining attendance. Bryan Johnson related that the Lied Center officials feel that attendance has remained consistent. All Lied Center events have had somewhat lower attendance in the last two years due to the economic situation. 2009 attendance at the 4:30 p.m. Friday concert was somewhat lower than usual, primarily due to the change from Saturday afternoon to Friday afternoon. All things considered, the Lied officials felt that attendance was satisfactory. **Motion carried unanimously.**

NMEA MILEAGE RATE – Motion by Rex Barker, seconded by Doug Bush: NMEA will pay mileage at a rate five cents below the maximum rate established by the IRS. NMEA currently pays the maximum rate allowed by the IRS. This change would primarily affect board members, All-State judges, and conference conductors/clinicians. Savings to NMEA is estimated at \$300.00 per penny the rate is lowered. **Motion carried unanimously.**

STAFF SALARIES – (Joyce Patch and Bryan Johnson were excused from the meeting for consideration of this item of business.) **Motion by Rex Barker, seconded by Ross Whiston: The salary of the Executive Director will be increased by 4% figured on gross salary and the salary of the Secretary/Treasurer will be increased by 8% figured on the gross salary.** Rex Barker provided rationale for this motion: The Executive Director and Secretary/Treasurer are invaluable to our organization and we are trying to establish a systematic process to bring their salaries into better alignment with the work that they do, taking into consideration other music education associations. Commendations and appreciation were extended to Joyce and Bryan by the board. **Motion carried unanimously.**

2010 NMEA BUDGET – Motion by Rex Barker, seconded by Judy Bush: The 2010 NMEA budget is accepted as presented. Bryan Johnson shared the basic financial philosophy that has guided the budget committee in their discussions. Every attempt is made to keep dues and fees as low as possible, yet enough revenue must be collected each year to balance the budget and pay for our various programs. The last two budget years have ended in financial shortfalls and it has been necessary to tap into long-term savings to pay the bills. These shortfalls will have substantial ramifications for future budgets and for programs financed through the interest generated by the long-term savings, such as the grant program. Steps need to be taken to cut costs and maintain revenue sources. Questions were asked on how corporate sponsor's funds fit into the total financial picture. The corporate sponsor's funds provide funding for NMEA projects that generate no revenue on their own, yet are an important part of our mission. Currently, corporate sponsor's funds help with the ESU in-service projects and the leadership retreats. **Motion carried unanimously.**

DISTINGUISHED SERVICE AWARD CLARIFICATION – Motion by Rex Barker, seconded by Doran Johnson: The purpose of the NMEA Distinguished Service Award is to recognize outstanding service/contribution to the Nebraska Music Educators Association. Previously, the wording for this award was: "The purpose of this award is to give recognition to an individual who has contributed to the advancement of music education in the state and to the goals of the Nebraska Music Educators Association." The new wording is provided to clarify the rationale for presenting this award. **Motion carried unanimously.**

CONFERENCE DATES FOR 2011 AND 2015 – Motion by Rex Barker, seconded by Matt Sheppard: The dates of the 2011 NMEA Conference will be Wednesday-Friday, November 16-18, 2011 and the dates of the 2015 NMEA Conference will be Wednesday-Friday, November 18-20, 2015. The 2009 conference was an excellent trial run for the Wednesday-Friday schedule. Previously the 2011 and 2015 dates were tentative, depending on the Big 12 football schedule and the success of the 2009 conference. This motion will make the Wednesday-Friday conference schedule official for the years 2011 and 2015. **Motion carried unanimously.**

ADDITIONAL BUSINESS – INFORMATION ITEMS

EXPENSE AND FINANCIAL FORMS – Secretary/Treasurer Johnson gave an overview of NMEA financial policies as they apply to board members. Board members should always use an expense voucher when requesting reimbursements for personal expenses or for authorizing payments to a third party. Income vouchers should be used whenever submitting money to the Secretary/Treasurer. He explained NMEA policy regarding board travel to conferences and conventions sponsored by MENC and other national and state music associations. Because of budget restraints, all requests for travel funds need to be made before the budget committee meets in January.

LIED CENTER RECIPROCAL AGREEMENT – Judy Bush explained that the Lied Center is interested in a reciprocal agreement with NMEA to use their advertising resources to promote events such as the NMEA Conference opening concert in exchange for complimentary advertising for some of their events that are of particular interest to music teachers in NMEA publications. Joyce Patch remarked that the Lied Center does not currently advertise so this agreement would not diminish current advertising income. The board's consensus was that Judy should pursue this opportunity to work with the Lied Center.

DIGITAL RECORDING OF ALL-STATE VOCAL AUDITIONS – Matt Sheppard and Bryan Johnson explained the details of possible digital recordings of vocal auditions. The vocal audition could be recorded much as is the current instrumental audition, with judging taking place after the conclusion of the event. Matt mentioned that current study of this issue has focused on an on-site audition held at the current audition sites. Although auditions could be recorded at individual schools, quality control and fairness issues would be very difficult to control.

It was mentioned that several choir directors have spoken in favor of maintaining a live audition system. Neal Schnoor spoke on the value of recorded auditions; the value of a live audition can be overstated. Other comments were made on this issue, including the following thoughts:

- A recorded audition system would eliminate current problems with maintaining the anonymity of the auditioning student and would allow the use of a much larger pool of judges.
- It would allow the judges to make careful comparisons of auditions and may make the rankings more accurate.
- The current audition sites and the current quota system could be maintained, although it would not have to be.
- Changes in audition sites could be easily handled within the current system since students would be identified by a site code letter and an identification number.
- In either type of audition system, it was emphasized that judge's training is very important.

It was decided that NMEA board members (Doran Johnson, Matt Sheppard, and Bryan Johnson) will attempt to get additional information and feedback from the state's choir directors. A session could be scheduled during the summer NCDA convention, as well as being in attendance during the NCDA town hall meeting.

ADDITIONAL WESTERN SITE FOR AUDITIONS – There has been a request from Valentine High School to serve as an audition site for the north portion of the current Ogallala site. The schools in that area of the state have a great distance to travel to attend auditions. Matt explained that the number of schools that audition students from that part of the state is very low and there are very few auditions. Those low numbers do not make another audition site feasible in that part of the state.

Joyce Patch spoke on the geographic problems encountered by schools in that part of the state. Judy Welch asked if technology can be used to ease the problem.

Bryan Johnson explained that the Ogallala site could be split into two sub-sites – one at Ogallala and one at Valentine. Rather than having all of the schools travel to Ogallala, the judges could spend one day (or a part of the day) at Ogallala and then move to Valentine for the remainder of the auditions. The judges would have to be carefully trained to rank all students within those two sub-sites as one group for the purposes of meeting the quotas. This option would entail additional costs in travel and lodging for the judges, plus the costs at the Valentine audition site. It might be difficult to find judges who have two days available for the auditions. Bryan also mentioned that the current problems would be eliminated if the vocal auditions were recorded digitally. An audition site could be set up at Valentine as a sub-set of the Ogallala site and the code letter/number system would allow the judges to rank these students without knowing what town they were in when the audition was recorded. He also mentioned that this problem is primarily affecting the vocal auditions. There are very few instrumental auditions from this audition site. Since instrumental auditions are already recorded digitally it would be a simple matter to provide an instrumental audition site at Valentine. However, that would not be a practical solution at this time as those schools, directors, and many of the same students are involved in vocal auditions which take place at Ogallala at the same time.

Further discussion on this issue was deferred until feedback from the state's vocal teachers can be obtained.

NMEA 75TH ANNIVERSARY CELEBRATION – Plans are progressing on various projects for the 75th anniversary celebration in 2011. If possible, conductors with Nebraska ties are being secured for the All-

State ensembles. The 75th anniversary committee investigated the possibility of a commissioned piece of music but decided that the cost would be prohibitive. A children's choir is in the planning stages. Board members were reminded that 2011 is a Wednesday-Saturday conference schedule.

ALL-STATE CONCERT BROADCASTS ON NETV – Judy Bush has talked to Dan Ehly about broadcasts of his video recordings of the All-State final concerts. She will continue to communicate with NETV to determine if the concerts can be broadcast.

NMEA WEBSITE REDESIGN – Joyce Patch explained that the NMEA website needs to be completely redesigned and the current system does not allow for this to be done. She has talked to a firm that can handle this redesign (Pickering Creative Group in Lincoln) but initial costs would be approximately \$10,000.00. The firm has suggested that this might eventually be cost effective for NMEA, depending on what we want the website to accomplish.

Marilyn Godby suggested that this may be a good use of corporate sponsor funds. Rex Barker suggested that Joyce put together specifications for what is needed on the website and get bids for accomplishing the redesign. Neal Schnoor suggested that asking Joyce to be the Executive Director, Editor, and Webmaster is too much to handle. Eventually, the job of webmaster may need to be a separate position.

LB 1021 – NSAA BILL – Rex Barker gave an update on the progress of legislative bill 1021 which was designed to require a governmental reorganization of NSAA, create additional oversight, and force the NSAA to comply with state open meeting laws. Even though the NSAA is a private non-profit organization (as is NMEA) the bill states that, since they receive funding from schools (which is collected from taxes), they should be required to follow the laws governing state organizations. The current bill has been striped of all provisions except the requirement to meet the state's open meeting law. The NMEA board will continue to monitor progress on this bill.

The meeting recessed at 12:00 p.m. for lunch and reconvened at 1:00 p.m.

JOB DESCRIPTION CLARIFICATION – The board divided into small groups based on current job descriptions for the purpose of updating the job descriptions and eliminating any areas of duplication with the duties of other board members. Job manuals were updated and all changes should be sent to Executive Director Patch.

PRESIDENTIAL RESIGNATION – BOARD ACTION ON FILLING VACANCY – To document the resignation of NMEA President Neal Schnoor and the actions taken by the NMEA board prior to this board meeting, the following is taken verbatim from President Schnoor's board report:

Last December I accepted a new professional appointment to the position of Dean of the School of Education and Counseling at Wayne State College beginning May 17, 2010. While I welcome this opportunity to pursue interests in higher education administration and the broader field of education, I will no longer be directly involved in teaching/conducting music. Considering the nature of new professional duties, family responsibilities, the best interests of our organization and membership, and my firm belief that the President of NMEA be actively engaged in the profession of music/music education, I believe the best course of action is to submit my resignation to the NMEA Executive Board and seek the Board's official consent and approval at the February Board meeting. (The Board was notified of this intent in January.)

Having communicated my intent to resign in January, the Executive Board had time and opportunity to carefully consider options to fill the vacancy consistent with the best interests of our organization and membership. Initial discussion involved the President-Elect assuming the role of President. President-Elect Bush was open to filling the vacancy but expressed interest in continuing to serve her full term and, most importantly, to continue preparations for upcoming conferences as Conference Chair. We believe her background in elementary general/vocal music to be highly valued by our membership as the previous five Conference Chairs have had secondary/collegiate instrumental backgrounds (10 conference). The Board consulted NMEA Bylaws for guidance. The bylaws state: "The President-Elect shall perform the usual duties of the office and in the case of disability of the President shall assume the duties of that office." (Bylaw III, Section 2) While the by-laws indicate that the President-Elect will perform the duties of President in the case of "disability", in this specific instance, the President was not "disabled". Therefore, the Board was afforded opportunity to consider options in addition to the President-Elect automatically assuming the duties of the President. Without dissent, the Board agreed on this interpretation – to allow Judy Bush to remain President-Elect and Conference Chair – and to appoint an individual to the position of President.

Board Members submitted names of individuals meeting the following criteria: previous leadership experience on the board of a state music organization, recent experience on the NMEA Board for familiarity with recent developments necessary to assuming immediate leadership, and willingness and intent to fulfill four-year remainder of term as NMEA President/Past President. Six individuals were nominated for consideration. Voting and non-voting members of the Board rank-ordered the list of nominees – a process with precedent utilized to arrive at two nominees for annual elections for Board vacancies each November. The ranking process yielded clear 1st and 2nd choices by significant majorities. The process also yielded a clear rank order of all nominees (1-6). Thus guided by the Board by rankings and without dissent, the President contacted nominees in rank order to obtain a candidate interested and willing to fulfill the duties of the Position.

Past-President Rex Barker, selected by due Board process, accepted nomination to fulfill the duties of President for the next two years and then will complete the following two years as Past President. Jud Bush will remain in the office of President-Elect and Neal Schnoor has agreed to serve in the capacity of Past-President until elections for President-Elect are completed in November 2011. These changes in responsibilities will take effect at the close of the February 20th Board meeting pending the Board's acceptance of my resignation.

President Schnoor excused himself from the meeting at 2:40 p.m. President-Elect Judy Bush assumed the role of acting President.

Acting President Bush read the resignation of NMEA President Neal Schnoor and asked for the board's approval. The board accepted the resignation unanimously. Acting President Bush then appointed Rex Barker to the position of NMEA President and turned the meeting over to President Barker.

President Barker explained that Neal Schnoor is willing to serve as NMEA's Past President through the November conference. This will give him time to evaluate the duties of the Past President in light of his new responsibilities at Wayne State College and will give the NMEA Board a chance to evaluate the situation and, possibly, look for someone to fill the remaining year of Neal's term as Past President. President Barker asked the board if this appointment was acceptable. Unanimous consent was given to this appointment. Board members asked what would happen should Neal feel it necessary to resign the Past Presidency after the 2010 Conference. President Barker replied that an appointment to this vacancy could be made at that time and the pool of candidates is strong.

Past President Schnoor then returned to the meeting and President Barker asked that he preside over the remainder of the meeting.

STRATEGIC PLANNING – All discussion of the strategic plan was deferred to a later time.

BANQUET CHANGES – Judy Bush explained several changes in the banquet that are being planned to save money. The downstairs pre-banquet reception has been eliminated, although colleges and universities are welcome to host pre-banquet receptions as in the past. Plans call for the dessert to be served at the conclusion of the awards, rather than immediately following dinner. This will allow the awards to begin earlier and will provide a reception-type atmosphere following the awards ceremony itself. The dessert will be contracted separately from the meal – sheet cakes have been suggested – and could be served in the atrium or in the back of the ballroom.

Another change suggested is to have the award recipients announced earlier than has been done in the past. Stories about the award winners and their acceptance speeches would be published in the conference issue of the *Nebraska Music Educator* magazine. Winners would be asked to limit their remarks during the awards ceremony to a very short statement. Additional planning is being done on the logistics of this portion of the banquet and awards ceremony.

MAY BOARD MEETING – The May meeting will be an on-line meeting. Please make your officer's reports detailed and complete. Be sure to read these reports before the meeting and, if you have questions, feel free to contact the author of the report by email prior to the meeting to discuss the report. If any board member feels uncomfortable with the technology you are welcome to join another board member in your geographic area to view/attend the on-line meeting together. Neal Schnoor mentioned that the May meeting often does not have a large agenda. He urged the on-line meeting be held only if

this meeting is necessary. If there is no pressing business it may be possible to wait until August and eliminate the May meeting entirely.

The exact date and time of this meeting will be announced later. It may be necessary to have a short trial meeting (five to ten minutes) before the date of the actual meeting in order to test the technology.

ANNOUNCEMENTS AND REMINDERS:

- Neal Schnoor reminded board members to consider ways to lighten the load on the Executive Director by securing the services of a webmaster.
- Please send all revised job descriptions to Joyce Patch.
- Marilyn Godby asked Judy Bush to consider ways to allow exhibits to remain open over the lunch hour when she sets up the conference schedule.
- Please be alert for future communications regarding the date, time, and location of the May and August board meetings.

A motion to adjourn the meeting was made by Doug Bush, seconded by Matt Sheppard. President Barker declared the meeting adjourned at 3:00 p.m.