

Overture Plan Amendments
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November 22, 2010

➤ (Replaces fourth BIFR clause) BE IT FURTHER RESOLVED, that the city intends to end its operation and cooperation agreement with the Madison Cultural Arts District as of June 30, 2013, with current employees staying under that agreement until that date. Prior to that date, 201 State Foundation, Overture Development Corporation, or their successors shall develop a staffing plan for any personnel working at Overture.

The new staffing plan shall keep Overture personnel as City employees or offer other alternatives if those alternatives clearly demonstrate better opportunities for long term operational success. If alternatives are offered, they must include a clear plan for transitioning employees from City employment, including financial recognition for benefits negotiated in good faith through the collective bargaining process. Final staffing plan recommendations must be approved by the Madison Common Council. Failure to approve final plan will automatically initiate an additional three year cycle at the end of which alternatives can again be presented for final approval by the Madison Common Council.

To ensure a smooth transition of staff during the transition period, all future Local 60 vacancies shall be limited to Local 60 members unless no Local 60 member applies.

Additionally, 201 shall be subject to the Living Wage, Prevailing Wage, Sweatshop, Non-discrimination and Affirmative Action requirements of City's ordinances, according to their terms.

➤ (Additional BIFR clause) BE IT FURTHER RESOLVED that the following terms and conditions will apply regarding resident companies:

- 201 State shall form a Resident Company Committee in which each committee will maintain one vote. Recommendations passed by simple majority must be addressed by full 201 State Board in open session.
- All negotiated leases and agreements shall provide stability to each of the resident organizations. Rental rates must remain affordable for resident organizations.
- Any increases in rental rates must be brought before the Resident Company Committee before action by the full 201 State Board in open session.
- To the extent financially feasible, 201 shall allow and encourage free or reduced cost functions by resident companies. Resident organizations shall be charged reduced or free rates for events benefitting the community in this manner.
- Resident Company Committee shall develop priority scheduling plans (up to 2-4 years out) that supports programming needs. Plans and recommendations shall be brought before 201 State for consideration in open session.

➤ (Additional BIFR clause) BE IT FURTHER RESOLVED that the following terms and conditions will apply regarding the formation and operation of a Community Input Committee:

- 201 shall create and maintain a Community Input Committee made up of an equal number of appointees from 201 and the City. The City appointments will be made by the Mayor with confirmation by the Common Council. At least two members must serve as minority representatives, one each from the City appointee side and from the 201 State side.

- Each member will be awarded one vote on this Committee.
- Recommendations passed by simple majority shall be acted on by the full 201 State Board in open session.
- The Community Input Committee will oversee a public charette process that speaks with artists, donors, and a diverse array of members of the general public. Final recommendations must be acted upon by the 201 full Board in open session and must be submitted for approval to the Madison Common Council by December 31, 2012. Additionally, 201 State must determine ways to incorporate recommendations into overall operations.
- The Community Input Committee shall conduct reviews and provide recommendations on the following areas:
 - Access to galleries
 - Allocation of MCF funds
 - Facility main area activity planning
 - Ways in which Overture can support and engage and encourage participation of and by non-resident art companies and art organizations
 - Ways in which Overture can develop and maintain stronger relationships to communities of color

➤ (Additional BIFR clause) BE IT FURTHER RESOLVED that the following terms and conditions will apply regarding governance:

- At least 20% of any 201 State Board and Executive Committee will be comprised of appointments made by the Mayor and confirmed by the Common Council.
- The Executive Committee must include at least one member with substantial experience in fundraising and financial management in the performing arts arena.
- Board meetings will be open to attendance by the public unless otherwise determined by 201. The Board shall establish in its bylaws the method and circumstances for holding meetings that are not open to the public. However, recommendations passed by simple majority of both the Resident Company Committee and Community Input Committee must be acted upon by full Board in open session.