

Board of Directors/Head Start Policy Council Impasse Procedure

The Board of Directors of _____ a Head Start grantee, and the Policy Council for _____'s Head Start program ("Policy Council"), agree that in the event that _____ and the Policy Council reach an impasse on a matter which is required by the Head Start regulations to be approved by both parties, the procedure outlined below shall be followed:

1. If a resolution cannot be reached between the _____ President/CEO and the Policy Council, then a meeting to attempt to resolve the dispute shall be promptly held with the Chairperson and one other member of the Childcare Subcommittee of the _____ Board of Directors, the _____ President/CEO, the _____ Head Start Director (or such other _____ employee as the _____ President/CEO may designate), and two members of the Policy Council appointed by the Policy Council Chairperson. If a resolution is reached, then it shall be submitted to the full _____ Board of Directors and the full Policy Council for approval.

2. If a resolution is not reached through the meeting referenced in paragraph 1, then another meeting with the parties named above (or others agreed to by the parties) shall be held, assisted by an outside facilitator. Such facilitators may include, but are not limited to:

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If a resolution is reached, then it shall be submitted to the full _____ Board of Directors and the full Policy Council for approval.

3. If a resolution is reached by the parties through one of the meetings described above, but the full _____ Board of Directors and/or the full Policy Council does not approve it, or if the meeting with the facilitator does not result in a resolution, then the parties shall employ the services of a mediator through one of the following organizations or such other mediators as the parties may agree:

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The mediator shall meet with all parties as appropriate, agree on a schedule and procedure to be followed, and attempt to resolve the matter in a manner acceptable to all parties, including, if necessary, a joint meeting of the Board of Directors and the Policy Council, or designees of such bodies appointed by their Chairpersons. If a resolution is reached, it shall be submitted to the full _____ Board of Directors and the full Policy Council for approval.

This Policy has been approved by:

the Board of Directors on:

Head Start Policy Council on:

Date: _____

Date: _____

Chairperson

Chairperson

