

**OLYMPIC ESD 114 BOARD POLICY
SHARED DECISION MAKING, DISPUTE RESOLUTION/IMPASSE
PROCEDURES**

POLICY 2560

Federal Head Start Performance Standards 1304.50 Program Governance requires that written procedures be established for resolving internal disputes including impasse procedures between the Board and Policy Council.

In the case of a disagreement between the Olympic ESD 114 Board of Directors and Policy Council, a process is necessary to help bring resolution to the disagreement. The following describes how the disagreement will be resolved:

1. The Program Director, Superintendent or appointed representative, a Board representative and two Policy Council members shall meet to define the problem, identify the issues and research possible solutions.

If this informal process does not resolve the issue within 10 days, then the following will occur within 30 days:

1. The above mentioned group meets with a disinterested 3rd party negotiator that is agreed upon by both parties.

The disinterested 3rd party negotiator will not be a parent or family member of the children currently enrolled in the Head Start program, or any staff or Board member of OESD 114 or Head Start.

2. The disinterested 3rd party negotiator will attempt to facilitate a mutually agreed upon decision.
3. If a mutually agreed upon decision cannot be reached within 30 days of the first meeting with the disinterested 3rd party negotiator, the Olympic ESD 114 Board decision will be final.

Legal Reference:

45 CFR Chapter XIII (10-1-09 Edition) 1304.50 Head Start
Performance Standards

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