

Related Entries: (Not identified at this time)

Internal Disputes Within the Head Start Program's Executive Leadership

The following shall be followed to resolve all disagreements fairly and expeditiously between any parties in the Head Start Program executive leadership:

- (1) The executive leadership includes the School Board of Lee County, the Head Start Program Policy Council, the Superintendent, the Early Childhood Learning Services Director (Head Start Director), and the Policy Council Grievance Committee Chair.
- (2) Whenever possible, disagreements shall be resolved through the process of mediation and conciliation, including discussion, compromise, and consensus seeking among the parties, and, if necessary, professional mediation.
- (3) The dispute process will be used when disagreement exists. Disagreement exists when two (or more) groups (or individuals), who share the formal approval/disapproval function as defined in Appendix A of the Head Start Program Performance Standards (revised 11/96), fail to agree.
 - (a) Informal Dispute Process
 1. The Policy Council shall forward a copy of the grievance to the School Board by the Policy Council chair or the Program Director, within one day.
 2. The Superintendent or designee, Program Director, Policy Council Chair, Grievance Committee Chair, other Policy Council Committee chairs or District personnel, as needed, who represent the issue under dispute, shall make reasonable attempts to resolve an internal dispute including a two-tiered mediation procedure, informal discussion, compromise or consensus-seeking activities. A meeting shall be scheduled within 10 working days.
 - (b) Formal Dispute Process
 1. If the informal process has not produced an agreement, a professional mediator, or other third party, agreeable with both the Policy Council and the School Board, shall be brought in to facilitate the interactions, with both parties agreeing to binding arbitration, by all involved parties

44 listed in the informal process, to be completed within seven to 10
45 working days.

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47 2. All parties involved shall notify all parties immediately of the binding
48 arbitration agreement.

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51 **STATUTORY AUTHORITY:** 1001.42, 1001.43, F.S.

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53 Adopted: 1/6/09