

Community Action Organization

Head Start Program Shared Governance Agreement

The purpose of the Head Start program is to promote school readiness by enhancing the social and cognitive development of low-income children. The governance and management of the Head Start program as prescribed by federal regulations (principally found at 45 CFR 1304.5) is a shared responsibility between the grantee agency board, the policy council and staff.

This agreement, signed and effective 5/14/02, establishes a cooperative plan for the operations of the Community Action Organization (CAO) Head Start program and outlines specific responsibilities of the CAO Board, CAO Head Start Policy Council, and staff. Further, this agreement specifies a process for dispute resolution between the CAO Board and CAO Head Start Policy Council.

In this document, "the Board" refers to the Community Action Board of Directors, and Policy Council refers to the Head Start Policy Council.

Membership

In order to facilitate timely communication and coordinate activities the Board shall appoint a member to serve on the Policy Council, and the Policy Council shall appoint a member to serve on the Board. Appointment of these members will be conducted in accord with each groups seating or election procedure. In addition the Board shall prioritize current or past Policy Council members and other current or past Head Start parents to occupy seats on the Board.

Principal Responsibilities of the Board with respect to Head Start

1. Overall legal and financial responsibility for the Head Start program.
2. Ensuring that appropriate internal controls are established and implemented in order to safeguard grant funds.
3. Ensuring that an annual financial audit is conducted.
4. Conducting agency-wide strategic planning, with input or representation from Policy Council.
5. Reviewing and approving Policy Council by-laws.
6. Approving annual budgets and work plans.

Principal Responsibilities of Policy Council

1. Approving procedures for Head Start program planning.
2. Participating in the development of the program's philosophy and long and short range goals and objectives.
3. Approving annual program workplans.
4. Approval of decisions to hire or terminate Head Start staff. The Director has operating responsibility, and the Policy Council approves such actions based upon Policy Council participation in the hiring or termination process.

Community Action Organization

5. Approval of the annual self-assessment and planning of actions that result from the review of the self-assessment or from the Federal monitoring review.
6. Approving program priorities for recruitment, enrollment and selection of families.
7. Determining the composition of the Policy Council and the procedures by which members are chosen.
8. Establishing a procedure to resolve community complaints about the Head Start program.
9. Designating the reimbursement criteria, process and rate for parent participation in the program and in Policy Council activities.

Shared Responsibilities Between the Board and Policy Council

1. Approval of funding applications and amendments to funding applications for Head Start and Early Head Start, including administrative services. The Policy Council must approve prior to submission of applications.
2. Approval of corporate personnel policies and changes to personnel policies.

Shared Responsibilities Between the Policy Council and the Executive Director

1. Decisions to hire or terminate the Head Start Director.
2. Approval of administrative personnel policies or revisions to administrative personnel policies.

Process for Resolving Internal Disputes Between the Board and the Policy Council

In the event that the Board and Policy Council are unable to agree regarding a matter requiring mutual consent or in instances of other types of disputes, including without limitation the performance or interpretation of this Agreement, the following dispute resolution process shall apply.

Step 1

The Board Chair, Policy Council Chair, Executive Director, and Head Start Director shall meet to determine a resolution to the dispute. This group may be expanded to include the Executive Committees of the Board and Policy Council subject to the agreement of the Board Chair and Policy Council Chair.

Step 2

If resolution is not possible through Step 1 the parties shall utilize an independent mediator. The Board and Policy Council Chairs will select the mediator. The mediator will be selected from a pool of attorneys and others skilled and experienced in mediation and dispute resolution, including any of the local publicly supported mediation centers. A representative from the Head Start Bureau or the Oregon Department of Education may be used as a mediator. The mediation shall include at a minimum the Executive Committees of the Board and the Policy Council. The mediation shall be conducted in an informal manner. The mediator will meet with both parties in attendance and may choose

Community Action Organization

to meet with the parties separately. The recommendations of the mediator will be subject to the separate review and approval or disapproval of parties.

Step 3

If resolution is not possible through Step 2 the parties will submit their dispute to arbitration. Unless otherwise agreed, the arbitration shall be conducted in Washington or Multnomah counties, Oregon, in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association but not necessarily under the auspices of that association. The arbitration shall be held before a single arbitrator (unless otherwise agreed by the parties). The arbitrator shall be chosen from a panel of attorneys or retired government officials knowledgeable in the field of non-profit and government programs law in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association. If the arbitration is commenced, the parties agree to permit discovery proceedings of the type provided by the Oregon Rules for Civil Procedure both in advance of, and during recesses of, the arbitration hearing, which, to the extent practical between the parties, shall be conducted in an informal manner designed to accomplish the discovery goals at a minimal cost to the parties. The parties agree that the arbitrator shall have no jurisdiction to consider evidence with respect to or render an award or judgment for punitive damages (or any other amount awarded for the purpose of imposing a penalty). The parties agree that all facts and other information relating to any arbitration arising under this Agreement shall be kept confidential to the fullest extent permitted by law. The decision of the arbitrator will be final and binding upon the parties.

Review and/or Modification of Agreement

The Parties may modify this Agreement at any time subject to their mutual consent. The Parties shall review this Agreement three years from its signing and no more than three years subsequent to any renewal or modification of the Agreement.



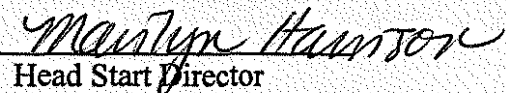
Community Action Organization
Board Chairperson



Head Start Policy Council
Chairperson



Community Action Organization
Executive Director



Head Start Director



Community Action and Head Start Policy Council Shared Governance Agreement

The purpose of the Head Start program is to prepare children for educational success by enhancing the social and cognitive development of low-income children. The governance and management of the Head Start program as prescribed by federal regulations (principally found at 45 CFR 1304.5) is a shared responsibility between the grantee agency board, the policy council and staff.

This agreement, signed and effective January 20, 2005, establishes a cooperative plan for the operations of the Community Action Head Start program and outlines specific responsibilities of the Community Action Board, Community Action Head Start Policy Council, and staff. Further, this agreement specifies a process for dispute resolution between the Community Action Board and Community Action Head Start Policy Council.

In this document, “the Board” refers to the Community Action Board of Directors, and “Policy Council” refers to the Head Start Policy Council.

Membership

In order to facilitate timely communication and coordinate activities the Board shall appoint a member to serve on the Policy Council, and the Policy Council shall appoint a member to serve on the Board. Appointment of these members will be conducted in accord with each group’s seating or election procedure. In addition the Board shall consider current or past Policy Council members and other current or past Head Start parents to occupy seats on the Board.

Principal Responsibilities of the Board with respect to Head Start

1. Overall legal and financial responsibility for the Head Start program.
2. Ensuring that appropriate internal controls are established and implemented in order to safeguard grant funds.
3. Ensuring that an annual financial audit is conducted.
4. Conducting agency-wide strategic planning, with input or representation from Policy Council.
5. Reviewing and approving Policy Council by-laws.
6. Approving annual budgets and work plans.

Principal Responsibilities of Policy Council

1. Approving procedures for Head Start program planning.
2. Participating in the development of the program’s philosophy and long and short range goals and objectives.
3. Approving annual program workplans.
4. Approval of decisions to hire or terminate Head Start staff. The Director has operating responsibility, and the Policy Council approves such actions based upon Policy Council participation in the hiring or termination process.
5. Approval of the annual self-assessment and planning of actions that result from the review of the self-assessment or from the Federal monitoring review.
6. Approving program priorities for recruitment, enrollment and selection of families.

7. Determining the composition of the Policy Council and the procedures by which members are chosen.
8. Designating the reimbursement criteria, process and rate for parent participation in the program and in Policy Council activities.

Shared Responsibilities Between the Board and Policy Council

1. Approval of funding applications and amendments to funding applications for Head Start and Early Head Start, including administrative services. The Policy Council must approve prior to submission of applications.
2. Approval of corporate personnel policies and changes to personnel policies.
3. Establishing a procedure to resolve community complaints about the Head Start program.
4. Ensuring that corrective action plans are developed and carried out following official Head Start program reviews.

Shared Responsibilities Between the Policy Council and the Executive Director

1. Decisions to hire or terminate the Head Start Director.
2. Approval of administrative personnel policies or revisions to administrative personnel policies.

Process for Resolving Internal Disputes Between the Board and the Policy Council

In the event that the Board and Policy Council are unable to agree regarding a matter requiring mutual consent or in instances of other types of disputes, including without limitation the performance or interpretation of this Agreement, the following dispute resolution process shall apply.

Step 1

The Board Chair, Policy Council Chair, Executive Director, and Head Start Director shall meet to determine a resolution to the dispute. This group may be expanded to include the Executive Committees of the Board and Policy Council subject to the agreement of the Board Chair and Policy Council Chair.

Step 2


If resolution is not possible through Step 1 the parties shall utilize an independent mediator. The Board and Policy Council Chairs will select the mediator. The mediator will be selected from a pool of attorneys and others skilled and experienced in mediation and dispute resolution, including any of the local publicly supported mediation centers. A representative from the Head Start Bureau or the Oregon Department of Education may be used as a mediator. The mediation shall include at a minimum the Executive Committees of the Board and the Policy Council. The mediation shall be conducted in an informal manner. The mediator will meet with both parties in attendance and may choose to meet with the parties separately. The recommendations of the mediator will be subject to the separate review and approval or disapproval of parties.

Step 3

If resolution is not possible through Step 2 the parties will submit their dispute to arbitration. Unless otherwise agreed, the arbitration shall be conducted in Washington or Multnomah counties, Oregon, in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association but not necessarily under the auspices of that association. The arbitration shall be held before a single arbitrator (unless otherwise agreed by the parties). The arbitrator shall be chosen from a panel of attorneys or retired government officials knowledgeable in the field of non-profit and government programs law in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association. If the arbitration is commenced, the parties agree to permit discovery proceedings of the type provided by the Oregon Rules of Civil Procedure both in advance of, and during recesses of, the arbitration hearing, which, to the extent practical between the parties, shall be conducted in an informal manner designed to accomplish the discovery goals at a minimal cost to the parties. The parties agree that the arbitrator shall have no jurisdiction to consider evidence with respect to or render an award or judgment for punitive damages (or any other amount awarded for the purpose of imposing a penalty). The parties agree that all facts and other information relating to any arbitration arising under this Agreement shall be kept confidential to the fullest extent permitted by law. The decision of the arbitrator will be final and binding upon the parties.

Review and/or Modification of Agreement

The Parties may modify this Agreement at any time subject to their mutual consent. The Parties shall review this Agreement three years from its signing and no more than three years subsequent to any renewal or modification of the Agreement.



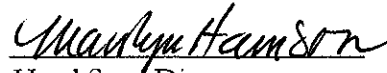
Community Action Organization
acting Board Chairperson



Head Start Policy Council
Chairperson



Community Action Organization
Executive Director



Head Start Director



Community Action and Head Start Policy Council Shared Governance Agreement

The purpose of the Head Start program is to prepare children for educational success by enhancing the social and cognitive development of low-income children. The governance and management of the Head Start program as prescribed by federal regulations (principally found at 45 CFR 1304.5) is a shared responsibility between the grantee agency board, the policy council and staff.

This agreement, signed and effective February 19, 2008, establishes a cooperative plan for the operations of the Community Action Head Start program and outlines specific responsibilities of the Community Action Board, Community Action Head Start Policy Council, and staff. Further, this agreement specifies a process for dispute resolution between the Community Action Board and Community Action Head Start Policy Council.

In this document, "the Board" refers to the Community Action Board of Directors, and "Policy Council" refers to the Head Start Policy Council.

Membership

In order to facilitate timely communication and coordinate activities the Board shall appoint a member to serve on the Policy Council, and the Policy Council shall appoint a member to serve on the Board. Appointment of these members will be conducted in accord with each group's seating or election procedure. In addition the Board shall consider current or past Policy Council members and other current or past Head Start parents to occupy seats on the Board.

Principal Responsibilities of the Board with respect to Head Start

1. Overall legal and financial responsibility for the Head Start program.
2. Ensuring that appropriate internal controls are established and implemented in order to safeguard grant funds.
3. Ensuring that an annual financial audit is conducted.
4. Conducting agency-wide strategic planning, with input or representation from Policy Council.
5. Reviewing and approving Policy Council by-laws.
6. Approving annual budgets and work plans.

Principal Responsibilities of Policy Council

1. Approving procedures for Head Start program planning.
2. Participating in the development of the program's philosophy and long and short range goals and objectives.
3. Approving annual program workplans.
4. Approval of decisions to hire or terminate Head Start staff. The Director has operating responsibility, and the Policy Council approves such actions based upon Policy Council participation in the hiring or termination process.
5. Approval of the annual self-assessment and planning of actions that result from the review of the self-assessment or from the Federal monitoring review.
6. Approving program priorities for recruitment, enrollment and selection of families.

7. Determining the composition of the Policy Council and the procedures by which members are chosen.
8. Designating the reimbursement criteria, process and rate for parent participation in the program and in Policy Council activities.

Shared Responsibilities Between the Board and Policy Council

1. Approval of funding applications and amendments to funding applications for Head Start and Early Head Start, including administrative services. The Policy Council must approve prior to submission of applications.
2. Approval of corporate personnel policies and changes to personnel policies.
3. Establishing a procedure to resolve community complaints about the Head Start program.
4. Ensuring that corrective action plans are developed and carried out following official Head Start program reviews.

Shared Responsibilities Between the Policy Council and the Executive Director

1. Decisions to hire or terminate the Head Start Director.
2. Approval of administrative personnel policies or revisions to administrative personnel policies.

Process for Resolving Internal Disputes Between the Board and the Policy Council

In the event that the Board and Policy Council are unable to agree regarding a matter requiring mutual consent or in instances of other types of disputes, including without limitation the performance or interpretation of this Agreement, the following dispute resolution process shall apply.

Step 1

The Board Chair, Policy Council Chair, Executive Director, and Head Start Director shall meet to determine a resolution to the dispute. This group may be expanded to include the Executive Committees of the Board and Policy Council subject to the agreement of the Board Chair and Policy Council Chair.

Step 2

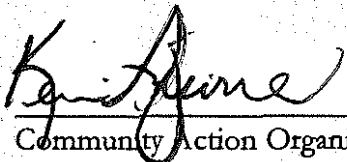
If resolution is not possible through Step 1 the parties shall utilize an independent mediator. The Board and Policy Council Chairs will select the mediator. The mediator will be selected from a pool of attorneys and others skilled and experienced in mediation and dispute resolution, including any of the local publicly supported mediation centers. A representative from the Head Start Bureau or the Oregon Department of Education may be used as a mediator. The mediation shall include at a minimum the Executive Committees of the Board and the Policy Council. The mediation shall be conducted in an informal manner. The mediator will meet with both parties in attendance and may choose to meet with the parties separately. The recommendations of the mediator will be subject to the separate review and approval or disapproval of parties.

Step 3

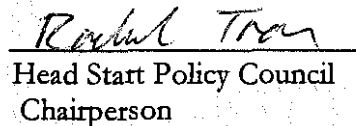
If resolution is not possible through Step 2 the parties will submit their dispute to arbitration. Unless otherwise agreed, the arbitration shall be conducted in Washington or Multnomah counties, Oregon, in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association but not necessarily under the auspices of that association. The arbitration shall be held before a single arbitrator (unless otherwise agreed by the parties). The arbitrator shall be chosen from a panel of attorneys or retired government officials knowledgeable in the field of non-profit and government programs law in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association. If the arbitration is commenced, the parties agree to permit discovery proceedings of the type provided by the Oregon Rules of Civil Procedure both in advance of, and during recesses of, the arbitration hearing, which, to the extent practical between the parties, shall be conducted in an informal manner designed to accomplish the discovery goals at a minimal cost to the parties. The parties agree that the arbitrator shall have no jurisdiction to consider evidence with respect to or render an award or judgment for punitive damages (or any other amount awarded for the purpose of imposing a penalty). The parties agree that all facts and other information relating to any arbitration arising under this Agreement shall be kept confidential to the fullest extent permitted by law. The decision of the arbitrator will be final and binding upon the parties.

Review and/or Modification of Agreement

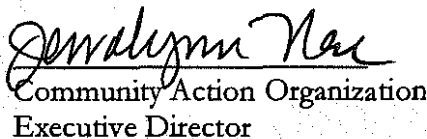
The Parties may modify this Agreement at any time subject to their mutual consent. The Parties shall review this Agreement three years from its signing and no more than three years subsequent to any renewal or modification of the Agreement.



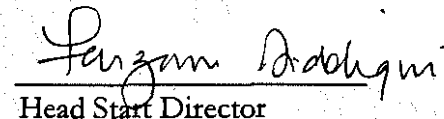
Community Action Organization
Board Chairperson



Head Start Policy Council
Chairperson



Community Action Organization
Executive Director



Head Start Director



Community Action and Head Start Policy Council Shared Governance Agreement

The purpose of the Head Start program is to prepare children for educational success by enhancing the social and cognitive development of low-income children. The governance and management of the Head Start program as prescribed by federal regulations (principally found at 45 CFR 1304.5) is a shared responsibility between the grantee agency board, the policy council and staff.

This agreement, signed and effective January 22, 2009, establishes a cooperative plan for the operations of the Community Action Head Start program and outlines specific responsibilities of the Community Action Board, Community Action Head Start Policy Council, and staff. Further, this agreement specifies a process for dispute resolution between the Community Action Board and Community Action Head Start Policy Council.

In this document, “the Board” refers to the Community Action Board of Directors, and “Policy Council” refers to the Head Start Policy Council.

Membership

In order to facilitate timely communication and coordinate activities the Board shall appoint a member to serve on the Policy Council, and the Policy Council shall appoint a member to serve on the Board. Appointment of these members will be conducted in accord with each group’s seating or election procedure. In addition the Board shall consider current or past Policy Council members and other current or past Head Start parents to occupy seats on the Board.

Principal Responsibilities of the Board with respect to Head Start

1. Overall legal and financial responsibility for the Head Start program.
2. Ensuring that appropriate internal controls are established and implemented in order to safeguard grant funds.
3. Ensuring that an annual financial audit is conducted.
4. Conducting agency-wide strategic planning, with input and/or representation from Policy Council.
5. Reviewing and approving Policy Council by-laws.
6. Approving annual budgets and work plans.

Principal Responsibilities of Policy Council

1. Approving procedures for Head Start program planning.
2. Participating in the development of the program’s philosophy and long and short range goals and objectives.
3. Approving annual program workplans.
4. Approval of decisions to hire or terminate Head Start staff. The Director has operating responsibility, and the Policy Council approves such actions based upon Policy Council participation in the hiring or termination process.
5. Approval of the annual self-assessment and planning of actions that result from the review of the self-assessment or from the Federal monitoring review.
6. Approving program priorities for recruitment, enrollment and selection of families.

7. Determining the composition of the Policy Council and the procedures by which members are chosen.
8. Designating the reimbursement criteria, process and rate for parent participation in the program and in Policy Council activities.

Shared Responsibilities Between the Board and Policy Council

1. Approval of funding applications and amendments to funding applications for Head Start and Early Head Start, including administrative services. The Policy Council must approve prior to submission of applications.
2. Approval of corporate personnel policies and changes to personnel policies.
3. Establishing a procedure to resolve community complaints about the Head Start program.
4. Ensuring that corrective action plans are developed and carried out following official Head Start program reviews.

Shared Responsibilities Between the Policy Council and the Executive Director

1. Decisions to hire or terminate the Head Start Director.
2. Approval of administrative personnel policies or revisions to administrative personnel policies.

Process for Resolving Internal Disputes Between the Board and the Policy Council

In the event that the Board and Policy Council are unable to agree regarding a matter requiring mutual consent or in instances of other types of disputes, including without limitation the performance or interpretation of this Agreement, the following dispute resolution process shall apply.

Step 1

The Board Chair, Policy Council Chair, Executive Director, and Head Start Director shall meet to determine a resolution to the dispute. This group may be expanded to include the Executive Committees of the Board and Policy Council subject to the agreement of the Board Chair and Policy Council Chair.

Step 2

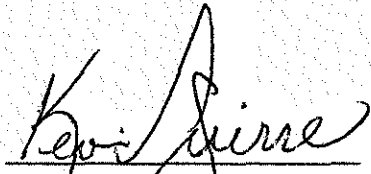
If resolution is not possible through Step 1 the parties shall utilize an independent mediator. The Board and Policy Council Chairs will select the mediator. The mediator will be selected from a pool of attorneys and others skilled and experienced in mediation and dispute resolution, including any of the local publicly supported mediation centers. A representative from the Head Start Bureau or the Oregon Department of Education may be used as a mediator. The mediation shall include at a minimum the Executive Committees of the Board and the Policy Council. The mediation shall be conducted in an informal manner. The mediator will meet with both parties in attendance and may choose to meet with the parties separately. The recommendations of the mediator will be subject to the separate review and approval or disapproval of parties.

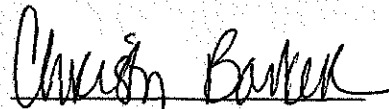
Step 3

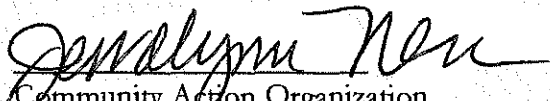
If resolution is not possible through Step 2 the parties will submit their dispute to arbitration. Unless otherwise agreed, the arbitration shall be conducted in Washington or Multnomah counties, Oregon, in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association but not necessarily under the auspices of that association. The arbitration shall be held before a single arbitrator (unless otherwise agreed by the parties). The arbitrator shall be chosen from a panel of attorneys or retired government officials knowledgeable in the field of non-profit and government programs law in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association. If the arbitration is commenced, the parties agree to permit discovery proceedings of the type provided by the Oregon Rules of Civil Procedure both in advance of, and during recesses of, the arbitration hearing, which, to the extent practical between the parties, shall be conducted in an informal manner designed to accomplish the discovery goals at a minimal cost to the parties. The parties agree that the arbitrator shall have no jurisdiction to consider evidence with respect to or render an award or judgment for punitive damages (or any other amount awarded for the purpose of imposing a penalty). The parties agree that all facts and other information relating to any arbitration arising under this Agreement shall be kept confidential to the fullest extent permitted by law. The decision of the arbitrator will be final and binding upon the parties.

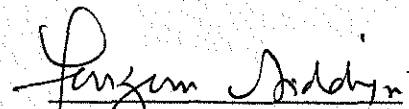
Review and/or Modification of Agreement

The Parties may modify this Agreement at any time subject to their mutual consent. The Parties shall review this Agreement three years from its signing and no more than three years subsequent to any renewal or modification of the Agreement.


Community Action Organization
Board Chairperson


Head Start Policy Council
Chairperson


Community Action Organization
Executive Director


Head Start Director



Community Action and Head Start Policy Council Shared Governance Agreement

The purpose of the Head Start program is to prepare children for educational success by enhancing the social and cognitive development of low-income children. The governance and management of the Head Start program as prescribed by federal regulations (principally found at 45 CFR 1304.5) is a shared responsibility between the grantee agency board, the policy council and staff.

This agreement, signed and effective January 21, 2010, establishes a cooperative plan for the operations of the Community Action Head Start program and outlines specific responsibilities of the Community Action Board, Community Action Head Start Policy Council, and staff. Further, this agreement specifies a process for dispute resolution between the Community Action Board and Community Action Head Start Policy Council.

In this document, “the Board” refers to the Community Action Board of Directors, and “Policy Council” refers to the Head Start Policy Council.

Membership

In order to facilitate timely communication and coordinate activities the Board shall appoint a member to serve on the Policy Council, and the Policy Council shall appoint a member to serve on the Board. Appointment of these members will be conducted in accord with each group’s seating or election procedure. In addition the Board shall consider current or past Policy Council members and other current or past Head Start parents to occupy seats on the Board.

Principal Responsibilities of the Board with respect to Head Start

1. Overall legal and financial responsibility for the Head Start program.
2. Ensuring that appropriate internal controls are established and implemented in order to safeguard grant funds.
3. Ensuring that an annual financial audit is conducted.
4. Conducting agency-wide strategic planning, with input and/or representation from Policy Council.
5. Reviewing and approving Policy Council by-laws.
6. Approving annual budgets and work plans.

Principal Responsibilities of Policy Council

1. Approving procedures for Head Start program planning.
2. Participating in the development of the program’s philosophy and long and short range goals and objectives.
3. Approving annual program workplans.
4. Approval of decisions to hire or terminate Head Start staff. The Director has operating responsibility, and the Policy Council approves such actions based upon Policy Council participation in the hiring or termination process.
5. Approval of the annual self-assessment and planning of actions that result from the review of the self-assessment or from the Federal monitoring review.
6. Approving program priorities for recruitment, enrollment and selection of families.

7. Determining the composition of the Policy Council and the procedures by which members are chosen.
8. Designating the reimbursement criteria, process and rate for parent participation in the program and in Policy Council activities.

Shared Responsibilities Between the Board and Policy Council

1. Approval of funding applications and amendments to funding applications for Head Start and Early Head Start, including administrative services. The Policy Council must approve prior to submission of applications.
2. Approval of corporate personnel policies and changes to personnel policies.
3. Establishing a procedure to resolve community complaints about the Head Start program.
4. Ensuring that corrective action plans are developed and carried out following official Head Start program reviews.

Shared Responsibilities Between the Policy Council and the Executive Director

1. Decisions to hire or terminate the Head Start Director.
2. Approval of administrative personnel policies or revisions to administrative personnel policies.

Process for Resolving Internal Disputes Between the Board and the Policy Council

In the event that the Board and Policy Council are unable to agree regarding a matter requiring mutual consent or in instances of other types of disputes, including without limitation the performance or interpretation of this Agreement, the following dispute resolution process shall apply.

Step 1

The Board Chair, Policy Council Chair, Executive Director, and Head Start Director shall meet to determine a resolution to the dispute. This group may be expanded to include the Executive Committees of the Board and Policy Council subject to the agreement of the Board Chair and Policy Council Chair.

Step 2

If resolution is not possible through Step 1 the parties shall utilize an independent mediator. The Board and Policy Council Chairs will select the mediator. The mediator will be selected from a pool of attorneys and others skilled and experienced in mediation and dispute resolution, including any of the local publicly supported mediation centers. A representative from the Head Start Bureau or the Oregon Department of Education may be used as a mediator. The mediation shall include at a minimum the Executive Committees of the Board and the Policy Council. The mediation shall be conducted in an informal manner. The mediator will meet with both parties in attendance and may choose to meet with the parties separately. The recommendations of the mediator will be subject to the separate review and approval or disapproval of parties.

Step 3

If resolution is not possible through Step 2 the parties will submit their dispute to arbitration. Unless otherwise agreed, the arbitration shall be conducted in Washington or Multnomah counties, Oregon, in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association but not necessarily under the auspices of that association. The arbitration shall be held before a single arbitrator (unless otherwise agreed by the parties). The arbitrator shall be chosen from a panel of attorneys or retired government officials knowledgeable in the field of non-profit and government programs law in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association. If the arbitration is commenced, the parties agree to permit discovery proceedings of the type provided by the Oregon Rules of Civil Procedure both in advance of, and during recesses of, the arbitration hearing, which, to the extent practical between the parties, shall be conducted in an informal manner designed to accomplish the discovery goals at a minimal cost to the parties. The parties agree that the arbitrator shall have no jurisdiction to consider evidence with respect to or render an award or judgment for punitive damages (or any other amount awarded for the purpose of imposing a penalty). The parties agree that all facts and other information relating to any arbitration arising under this Agreement shall be kept confidential to the fullest extent permitted by law. The decision of the arbitrator will be final and binding upon the parties.

Review and/or Modification of Agreement

The Parties may modify this Agreement at any time subject to their mutual consent. The Parties shall review this Agreement three years from its signing and no more than three years subsequent to any renewal or modification of the Agreement.


Community Action Organization
Board Chairperson


Head Start Policy Council
Chairperson


Community Action Organization
Executive Director


Head Start Director



Celebrating 45 years of
Hope. Help. Change.

Community Action and Head Start Policy Council Shared Governance Agreement

The purpose of the Head Start program is to prepare children for educational success by enhancing the social and cognitive development of low-income children. The governance and management of the Head Start program as prescribed by federal regulations (principally found at 45 CFR 1304.5) is a shared responsibility between the grantee agency board, the policy council and staff.

This agreement, signed and effective November 18, 2010, establishes a cooperative plan for the operations of the Community Action Head Start program and outlines specific responsibilities of the Community Action Board, Community Action Head Start Policy Council, and staff. Further, this agreement specifies a process for dispute resolution between the Community Action Board and Community Action Head Start Policy Council.

In this document, “the Board” refers to the Community Action Board of Directors, and “Policy Council” refers to the Head Start Policy Council.

Membership

In order to facilitate timely communication and coordinate activities the Board shall appoint a member to serve on the Policy Council, and the Policy Council shall appoint a member to serve on the Board. Appointment of these members will be conducted in accord with each group’s seating or election procedure. In addition the Board shall consider current or past Policy Council members and other current or past Head Start parents to occupy seats on the Board.

Principal Responsibilities of the Board with respect to Head Start

1. Overall legal and financial responsibility for the Head Start program.
2. Ensuring that appropriate internal controls are established and implemented in order to safeguard grant funds.
3. Ensuring that an annual financial audit is conducted.
4. Conducting agency-wide strategic planning, with input and/or representation from Policy Council.
5. Reviewing and approving Policy Council by-laws.
6. Approving annual budgets and work plans.

Principal Responsibilities of Policy Council

1. Approving procedures for Head Start program planning.
2. Participating in the development of the program’s philosophy and long and short range goals and objectives.
3. Approving annual program workplans.
4. Approval of decisions to hire or terminate Head Start staff. The Director has operating responsibility, and the Policy Council approves such actions based upon Policy Council participation in the hiring or termination process.
5. Approval of the annual self-assessment and planning of actions that result from the review of the self-assessment or from the Federal monitoring review.
6. Approving program priorities for recruitment, enrollment and selection of families.

7. Determining the composition of the Policy Council and the procedures by which members are chosen.
8. Designating the reimbursement criteria, process and rate for parent participation in the program and in Policy Council activities.

Shared Responsibilities Between the Board and Policy Council

1. Approval of funding applications and amendments to funding applications for Head Start and Early Head Start, including administrative services. The Policy Council must approve prior to submission of applications.
2. Approval of corporate personnel policies and changes to personnel policies.
3. Establishing a procedure to resolve community complaints about the Head Start program.
4. Ensuring that corrective action plans are developed and carried out following official Head Start program reviews.

Shared Responsibilities Between the Policy Council and the Executive Director

1. Decisions to hire or terminate the Head Start Director.
2. Approval of administrative personnel policies or revisions to administrative personnel policies.

Process for Resolving Internal Disputes Between the Board and the Policy Council

In the event that the Board and Policy Council are unable to agree regarding a matter requiring mutual consent or in instances of other types of disputes, including without limitation the performance or interpretation of this Agreement, the following dispute resolution process shall apply.

Step 1

The Board Chair, Policy Council Chair, Executive Director, and Head Start Director shall meet to determine a resolution to the dispute. This group may be expanded to include the Executive Committees of the Board and Policy Council subject to the agreement of the Board Chair and Policy Council Chair.

Step 2

If resolution is not possible through Step 1 the parties shall utilize an independent mediator. The Board and Policy Council Chairs will select the mediator. The mediator will be selected from a pool of attorneys and others skilled and experienced in mediation and dispute resolution, including any of the local publicly supported mediation centers. A representative from the Head Start Bureau or the Oregon Department of Education may be used as a mediator. The mediation shall include at a minimum the Executive Committees of the Board and the Policy Council. The mediation shall be conducted in an informal manner. The mediator will meet with both parties in attendance and may choose to meet with the parties separately. The recommendations of the mediator will be subject to the separate review and approval or disapproval of parties.


Step 3

If resolution is not possible through Step 2 the parties will submit their dispute to arbitration. Unless otherwise agreed, the arbitration shall be conducted in Washington or Multnomah counties, Oregon, in accordance with the then-current Commercial Arbitration

Rules of the American Arbitration Association but not necessarily under the auspices of that association. The arbitration shall be held before a single arbitrator (unless otherwise agreed by the parties). The arbitrator shall be chosen from a panel of attorneys or retired government officials knowledgeable in the field of non-profit and government programs law in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association. If the arbitration is commenced, the parties agree to permit discovery proceedings of the type provided by the Oregon Rules of Civil Procedure both in advance of, and during recesses of, the arbitration hearing, which, to the extent practical between the parties, shall be conducted in an informal manner designed to accomplish the discovery goals at a minimal cost to the parties. The parties agree that the arbitrator shall have no jurisdiction to consider evidence with respect to or render an award or judgment for punitive damages (or any other amount awarded for the purpose of imposing a penalty). The parties agree that all facts and other information relating to any arbitration arising under this Agreement shall be kept confidential to the fullest extent permitted by law. The decision of the arbitrator will be final and binding upon the parties.

Review and/or Modification of Agreement

The Parties may modify this Agreement at any time subject to their mutual consent. The Parties shall review this Agreement three years from its signing and no more than three years subsequent to any renewal or modification of the Agreement.


Community Action Organization
Board Chairperson


Head Start Policy Council
Chairperson


Community Action Organization
Executive Director


Head Start Director



COMMUNITY ACTION AND HEAD START POLICY COUNCIL SHARED GOVERNANCE AGREEMENT

The purpose of the Head Start program is to prepare children for educational success by enhancing the social and cognitive development of low-income children. The governance and management of the Head Start program as prescribed by federal regulations (principally found at 45 CFR 1304.5) is a shared responsibility between the grantee agency board, the policy council and staff.

This agreement, signed and effective January 18, 2012, establishes a cooperative plan for the operations of the Community Action Head Start program and outlines specific responsibilities of the Community Action Board, Community Action Head Start Policy Council, and staff. Further, this agreement specifies a process for dispute resolution between the Community Action Board and Community Action Head Start Policy Council.

In this document, "the Board" refers to the Community Action Board of Directors, and "Policy Council" refers to the Head Start Policy Council.

Membership

In order to facilitate timely communication and coordinate activities the Board shall appoint a member to serve on the Policy Council, and the Policy Council shall appoint a member to serve on the Board. Appointment of these members will be conducted in accord with each group's seating or election procedure. In addition the Board shall consider current or past Policy Council members and other current or past Head Start parents to occupy seats on the Board.

Principal Responsibilities of the Board with respect to Head Start

1. Overall legal and financial responsibility for the Head Start program.
2. Ensuring that appropriate internal controls are established and implemented in order to safeguard grant funds.
3. Ensuring that an annual financial audit is conducted.
4. Conducting agency-wide strategic planning, with input and/or representation from Policy Council.
5. Reviewing and approving Policy Council by-laws.
6. Approving annual budgets and work plans.

Principal Responsibilities of Policy Council

1. Approving procedures for Head Start program planning.
2. Participating in the development of the program's philosophy and long and short range goals and objectives.
3. Approving annual program workplans.
4. Approval of decisions to hire or terminate Head Start staff. The Director has operating responsibility, and the Policy Council approves such actions based upon Policy Council participation in the hiring or termination process.
5. Approval of the annual self-assessment and planning of actions that result from the review of the self-assessment or from the Federal monitoring review.

6. Approving program priorities for recruitment, enrollment and selection of families.
7. Determining the composition of the Policy Council and the procedures by which members are chosen.
8. Designating the reimbursement criteria, process and rate for parent participation in the program and in Policy Council activities.

Shared Responsibilities Between the Board and Policy Council

1. Approval of funding applications and amendments to funding applications for Head Start and Early Head Start, including administrative services. The Policy Council must approve prior to submission of applications.
2. Approval of corporate personnel policies and changes to personnel policies.
3. Establishing a procedure to resolve community complaints about the Head Start program.
4. Ensuring that corrective action plans are developed and carried out following official Head Start program reviews.

Shared Responsibilities Between the Policy Council and the Executive Director

1. Decisions to hire or terminate the Head Start Director.
2. Approval of administrative personnel policies or revisions to administrative personnel policies.

Process for Resolving Internal Disputes Between the Board and the Policy Council

In the event that the Board and Policy Council are unable to agree regarding a matter requiring mutual consent or in instances of other types of disputes, including without limitation the performance or interpretation of this Agreement, the following dispute resolution process shall apply.

Step 1

The Board Chair, Policy Council Chair, Executive Director, and Head Start Director shall meet to determine a resolution to the dispute. This group may be expanded to include the Executive Committees of the Board and Policy Council subject to the agreement of the Board Chair and Policy Council Chair.

Step 2

If resolution is not possible through Step 1 the parties shall utilize an independent mediator. The Board and Policy Council Chairs will select the mediator. The mediator will be selected from a pool of attorneys and others skilled and experienced in mediation and dispute resolution, including any of the local publicly supported mediation centers. A representative from the Head Start Bureau or the Oregon Department of Education may be used as a mediator. The mediation shall include at a minimum the Executive Committees of the Board and the Policy Council. The mediation shall be conducted in an informal manner. The mediator will meet with both parties in attendance and may choose to meet with the parties separately. The recommendations of the mediator will be subject to the separate review and approval or disapproval of parties.

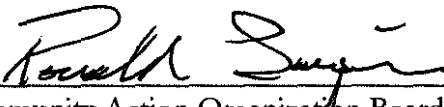
Step 3

If resolution is not possible through Step 2 the parties will submit their dispute to arbitration. Unless otherwise agreed, the arbitration shall be conducted in Washington or Multnomah counties, Oregon, in accordance with the then-current Commercial Arbitration

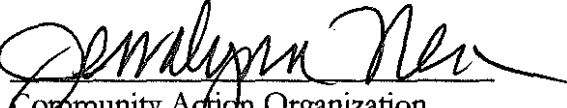
Rules of the American Arbitration Association but not necessarily under the auspices of that association. The arbitration shall be held before a single arbitrator (unless otherwise agreed by the parties). The arbitrator shall be chosen from a panel of attorneys or retired government officials knowledgeable in the field of non-profit and government programs law in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association. If the arbitration is commenced, the parties agree to permit discovery proceedings of the type provided by the Oregon Rules of Civil Procedure both in advance of, and during recesses of, the arbitration hearing, which, to the extent practical between the parties, shall be conducted in an informal manner designed to accomplish the discovery goals at a minimal cost to the parties. The parties agree that the arbitrator shall have no jurisdiction to consider evidence with respect to or render an award or judgment for punitive damages (or any other amount awarded for the purpose of imposing a penalty). The parties agree that all facts and other information relating to any arbitration arising under this Agreement shall be kept confidential to the fullest extent permitted by law. The decision of the arbitrator will be final and binding upon the parties.

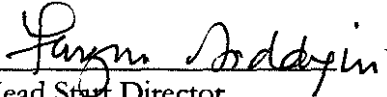
Review and/or Modification of Agreement

The Parties may modify this Agreement at any time subject to their mutual consent. The Parties shall review this Agreement three years from its signing and no more than three years subsequent to any renewal or modification of the Agreement.


Community Action Organization Board
Immediate Past Chairperson


Head Start Policy Council
Chairperson


Community Action Organization
Executive Director


Head Start Director



COMMUNITY ACTION AND HEAD START POLICY COUNCIL SHARED GOVERNANCE AGREEMENT

The purpose of the Head Start program is to prepare children for educational success by enhancing the social and cognitive development of low-income children. The governance and management of the Head Start program as prescribed by federal regulations (principally found at 45 CFR 1304.5) is a shared responsibility between the grantee agency board, the policy council and staff.

This agreement, signed and effective January 16, 2013, establishes a cooperative plan for the operations of the Community Action Head Start program and outlines specific responsibilities of the Community Action Board, Community Action Head Start Policy Council, and staff. Further, this agreement specifies a process for dispute resolution between the Community Action Board and Community Action Head Start Policy Council.

In this document, “the Board” refers to the Community Action Board of Directors, and “Policy Council” refers to the Head Start Policy Council.

Membership

In order to facilitate timely communication and coordinate activities the Board shall appoint a member to serve on the Policy Council, and the Policy Council shall appoint a member to serve on the Board. Appointment of these members will be conducted in accord with each group’s seating or election procedure. In addition the Board shall consider current or past Policy Council members and other current or past Head Start parents to occupy seats on the Board.

Principal Responsibilities of the Board with respect to Head Start

1. Overall legal and financial responsibility for the Head Start program.
2. Ensuring that appropriate internal controls are established and implemented in order to safeguard grant funds.
3. Ensuring that an annual financial audit is conducted.
4. Conducting agency-wide strategic planning, with input and/or representation from Policy Council.
5. Reviewing and approving Policy Council by-laws.
6. Approving annual budgets and work plans.

Principal Responsibilities of Policy Council

1. Approving procedures for Head Start program planning.
2. Participating in the development of the program’s philosophy and long and short range goals and objectives.
3. Approving annual program workplans.
4. Approval of decisions to hire or terminate Head Start staff. The Director has operating responsibility, and the Policy Council approves such actions based upon Policy Council participation in the hiring or termination process.

5. Approval of the annual self-assessment and planning of actions that result from the review of the self-assessment or from the Federal monitoring review.
6. Approving program priorities for recruitment, enrollment and selection of families.
7. Determining the composition of the Policy Council and the procedures by which members are chosen.
8. Designating the reimbursement criteria, process and rate for parent participation in the program and in Policy Council activities.

Shared Responsibilities Between the Board and Policy Council

1. Approval of funding applications and amendments to funding applications for Head Start and Early Head Start, including administrative services. The Policy Council must approve prior to submission of applications.
2. Approval of corporate personnel policies and changes to personnel policies.
3. Establishing a procedure to resolve community complaints about the Head Start program.
4. Ensuring that corrective action plans are developed and carried out following official Head Start program reviews.

Shared Responsibilities Between the Policy Council and the Executive Director

1. Decisions to hire or terminate the Head Start Director.
2. Approval of administrative personnel policies or revisions to administrative personnel policies.

Process for Resolving Internal Disputes Between the Board and the Policy Council

In the event that the Board and Policy Council are unable to agree regarding a matter requiring mutual consent or in instances of other types of disputes, including without limitation the performance or interpretation of this Agreement, the following dispute resolution process shall apply.

Step 1

The Board Chair, Policy Council Chair, Executive Director, and Head Start Director shall meet to determine a resolution to the dispute. This group may be expanded to include the Executive Committees of the Board and Policy Council subject to the agreement of the Board Chair and Policy Council Chair.

Step 2

If resolution is not possible through Step 1 the parties shall utilize an independent mediator. The Board and Policy Council Chairs will select the mediator. The mediator will be selected from a pool of attorneys and others skilled and experienced in mediation and dispute resolution, including any of the local publicly supported mediation centers. A representative from the Head Start Bureau or the Oregon Department of Education may be used as a mediator. The mediation shall include at a minimum the Executive Committees of the Board and the Policy Council. The mediation shall be conducted in an informal manner. The mediator will meet with both parties in attendance and may choose to meet with the parties separately. The recommendations of the mediator will be subject to the separate review and approval or disapproval of parties.

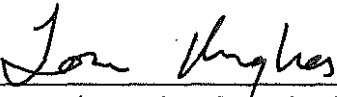
Step 3

If resolution is not possible through Step 2 the parties will submit their dispute to arbitration. Unless otherwise agreed, the arbitration shall be conducted in Washington or Multnomah counties, Oregon, in accordance with the then-current Commercial Arbitration

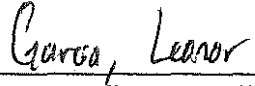
Rules of the American Arbitration Association but not necessarily under the auspices of that association. The arbitration shall be held before a single arbitrator (unless otherwise agreed by the parties). The arbitrator shall be chosen from a panel of attorneys or retired government officials knowledgeable in the field of non-profit and government programs law in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association. If the arbitration is commenced, the parties agree to permit discovery proceedings of the type provided by the Oregon Rules of Civil Procedure both in advance of, and during recesses of, the arbitration hearing, which, to the extent practical between the parties, shall be conducted in an informal manner designed to accomplish the discovery goals at a minimal cost to the parties. The parties agree that the arbitrator shall have no jurisdiction to consider evidence with respect to or render an award or judgment for punitive damages (or any other amount awarded for the purpose of imposing a penalty). The parties agree that all facts and other information relating to any arbitration arising under this Agreement shall be kept confidential to the fullest extent permitted by law. The decision of the arbitrator will be final and binding upon the parties.

Review and/or Modification of Agreement


The Parties may modify this Agreement at any time subject to their mutual consent. The Parties shall review this Agreement three years from its signing and no more than three years subsequent to any renewal or modification of the Agreement.



Community Action Organization Board
Chairperson



Head Start Policy Council
Chairperson



Community Action Organization
Executive Director



Head Start Director



COMMUNITY ACTION AND HEAD START POLICY COUNCIL SHARED GOVERNANCE AGREEMENT

The purpose of the Head Start program is to prepare children for educational success by enhancing the social and cognitive development of low-income children. The governance and management of the Head Start program as prescribed by federal regulations (principally found at 45 CFR 1304.5) is a shared responsibility between the grantee agency board, the policy council and staff.

This agreement, signed and effective January 15, 2014, establishes a cooperative plan for the operations of the Community Action Head Start program and outlines specific responsibilities of the Community Action Board, Community Action Head Start Policy Council, and staff. Further, this agreement specifies a process for dispute resolution between the Community Action Board and Community Action Head Start Policy Council.

In this document, “the Board” refers to the Community Action Board of Directors, and “Policy Council” refers to the Head Start Policy Council.

Membership

In order to facilitate timely communication and coordinate activities the Board shall appoint a member to serve on the Policy Council, and the Policy Council shall appoint a member to serve on the Board. Appointment of these members will be conducted in accord with each group’s seating or election procedure. In addition the Board shall consider current or past Policy Council members and other current or past Head Start parents to occupy seats on the Board.

Principal Responsibilities of the Board with respect to Head Start

1. Overall legal and financial responsibility for the Head Start program.
2. Ensuring that appropriate internal controls are established and implemented in order to safeguard grant funds.
3. Ensuring that an annual financial audit is conducted.
4. Conducting agency-wide strategic planning, with input and/or representation from Policy Council.
5. Reviewing and approving Policy Council by-laws.
6. Approving annual budgets and work plans.

Principal Responsibilities of Policy Council


1. Approving procedures for Head Start program planning.
2. Participating in the development of the program’s philosophy and long and short range goals and objectives.
3. Approving annual program workplans.
4. Approval of decisions to hire or terminate Head Start staff. The Director has operating responsibility, and the Policy Council approves such actions based upon Policy Council participation in the hiring or termination process.

Step 3

If resolution is not possible through Step 2 the parties will submit their dispute to arbitration. Unless otherwise agreed, the arbitration shall be conducted in Washington or Multnomah counties, Oregon, in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association but not necessarily under the auspices of that association. The arbitration shall be held before a single arbitrator (unless otherwise agreed by the parties). The arbitrator shall be chosen from a panel of attorneys or retired government officials knowledgeable in the field of non-profit and government programs law in accordance with the then-current Commercial Arbitration Rules of the American Arbitration Association. If the arbitration is commenced, the parties agree to permit discovery proceedings of the type provided by the Oregon Rules of Civil Procedure both in advance of, and during recesses of, the arbitration hearing, which, to the extent practical between the parties, shall be conducted in an informal manner designed to accomplish the discovery goals at a minimal cost to the parties. The parties agree that the arbitrator shall have no jurisdiction to consider evidence with respect to or render an award or judgment for punitive damages (or any other amount awarded for the purpose of imposing a penalty). The parties agree that all facts and other information relating to any arbitration arising under this Agreement shall be kept confidential to the fullest extent permitted by law. The decision of the arbitrator will be final and binding upon the parties.

Review and/or Modification of Agreement

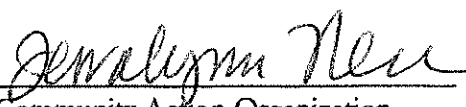
The Parties may modify this Agreement at any time subject to their mutual consent. The Parties shall review this Agreement three years from its signing and no more than three years subsequent to any renewal or modification of the Agreement.



Community Action Organization Board
Chairperson



Head Start Policy Council
Chairperson



Community Action Organization
Executive Director



Head Start Director



COMMUNITY ACTION Y EL CONSEJO DE POLÍTICA DE HEAD START ACUERDO DE GOBERNANZA COMPARTIDA

El propósito del Programa de Head Start es preparar a los niños para que tengan éxito en la educación de esta manera mejorar el desarrollo social y cognitivo en los niños de bajos ingresos. La gobernación y gestión del programa Head Start determinado por las regulaciones federales (principalmente encontrada en 45 CFR 1304.5) es una responsabilidad compartida entre la agencia de la mesa directiva, el Concilio de Política y el personal.

Este acuerdo, firmado y efectivo el, 15 de enero del 2014, establece un plan de cooperación para las operaciones del programa de Community Action Head Start y especifica responsabilidades específicas de la Mesa Directiva, el Consejo de Política de Community Action Head Start y el personal. Además, este acuerdo especifica un proceso para resolución de la disputas entre la Mesa Directiva y el Consejo de Política de Community Action Head Start.

En este documento, "la Mesa Directiva" se refiere al Consejo de administración de Community Action y el "Concilio de Política" se refiere al Concilio de política de Head Start.

Membrecía

Con el fin de facilitar oportuna comunicación y coordinar actividades la Junta deberá nombrar un miembro para servir en el Concilio de la Política, y el Concilio de Política designará a un miembro para servir en el Consejo de administración. Nombramiento de estos miembros se llevará a cabo de acuerdo con el procedimiento de asientos o elección de cada grupo. Además la Mesa Directiva deberá considerar actuales o pasados miembros del Consejo de política y otros actual o pasado padres en el programa de Head Start a ocupar una posición en el Consejo de administración.

Responsabilidades Principales de la Mesa Directiva con respecto a Head Start

1. General legal y responsabilidad financiera por el programa de Head Start.
2. Garantizar que sus controles internos apropiados son establecidos e implementados para que de esta manera se protejan concesiones.
3. Garantizar que se lleva a cabo la auditoría financiera anual.
4. Conducir toda la Agencia de planificación estratégica, con la contribución o representación del Concilio de Política.
5. Revisar y aprobar los estatutos del Concilio de Políticas.
6. Aprobar presupuestos anuales y planes de trabajo.

Responsabilidades Principales del Concilio de Política

1. Aprobar procedimientos para la planificación del programa de Head Start.
2. Participando en la desarrollo de la filosofía, metas y objetivos de corto y largo alcance del programa
3. Aprobar planes de trabajo anuales del programa.
4. Aprobación de decisiones de contrataciones o determinaciones del personal de Head Start. El director tiene responsabilidades de funcionamiento y el Consejo de política

separado. Las recomendaciones del mediador estarán sujetas a la revisión independiente y aprobación o desaprobación de las partes.

Paso 3

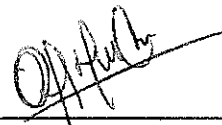
Si la resolución no es posible a través del paso 2 los partidarios presentaran su conflicto al arbitraje. Al menos que lleguen a un acuerdo, el arbitraje se realizará en el condado de Washington o Multnomah en el estado de Oregón, de acuerdo con el entonces actual Reglas Comerciales de Arbitración de la Asociación Estadounidense de Arbitraje pero no necesariamente bajo los auspicios de dicha asociación. El arbitraje se hará ante un solo árbitro (a menos que las partes acuerden lo contrario). El árbitro será elegido entre un grupo de abogados o ex funcionarios expertos en el campo de sin fines de lucro y programas de derecho de Gobierno en conformidad con el Reglamento de Arbitraje Comercial de la Asociación Estadounidense de arbitraje. Si el arbitraje da inicio, las partes convienen en permitir procedimientos de la manera proporcionada por la Reglas de Oregón del Procedimiento Civil, los dos en anticipación de, y durante los recesos de, la audiencia de arbitraje, la cual, en la medida práctica entre los partidos, se llevará a cabo en un manera informal diseñada para alcanzar las metas de descubrimiento con un mínimo costo para los partidos. Los partidos acuerdan que el árbitro no sea de ninguna jurisdicción que considere las pruebas con respecto a, o no tiene la obligación de premiar o de dar sentencia por daños punitivos (o cualquier otro importe otorgado con el fin de imponer una pena). Las partes acuerdan que todos los hechos y otra información relativa a cualquier arbitraje que surja con respecto a este contrato deberán ser confidenciales al alcance máximo permitido por la ley. La decisión del árbitro será final y vinculante para los partidos.

Revisión y Modificación del Acuerdo


Los partidarios podrán modificar Este acuerdo en cualquier momento sujeto a su consentimiento mutuo. Los partidos revisaran este acuerdo de tres años a partir de su firma y no más de tres años subsiguiente a cualquier renovación o modificación del acuerdo.



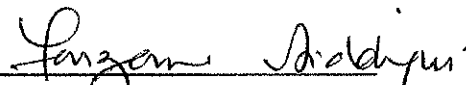
Community Action Organization
Presidente de la Mesa



Concilio de Política de Head Start
Presidente del Concilio



Community Action Organization
Director Ejecutivo



Director de Head Start