

BISHOP INDIAN HEAD START  
DISPUTES PROTOCOL  
[1301.6 Impasse procedures.](#)  
PROGRAM YEAR 2025-2026

Office of Head Start Regulations

**1301.6 Impasse procedures.** To facilitate meaningful consultation & collaboration about decisions of the governing body and the policy council each agency's governing body and policy council jointly must establish written procedures for resolving internal disputes between the governing board and policy council in a timely manner that include impasse procedures. These procedures must: demonstrate that the governing body considers proposed decisions from the policy council and that the policy council considers proposed decisions from the governing body. If there is a disagreement, require the governing body and the policy council to notify the other in writing why it does not accept a decision. Describe a decision-making process and a timeline to resolve disputes and reach decisions that are not arbitrary, capricious, or illegal. If the agency's decision-making process does not result in a resolution and an impasse continues, the governing body and policy council must select a mutually agreeable third-party mediator and participate in a formal process of mediation that leads to a resolution of the dispute. For all programs except American Indian and Alaska Native programs, if no resolution is reached with a mediator, the governing body and policy council must select a mutually agreeable arbitrator whose decision is final.

Bishop Indian Head Start Policy

It is the policy of the Bishop Indian Head Start Program and the Policy Council to use the following protocol whenever there is a difference of opinion (internal dispute) as to the implementation and or interpretation of the Bishop Indian Head Start Shared Governance Policy entered between the Bishop Tribal Council and the program.

1. In the event of a disagreement as, above referenced, both parties shall meet and confer in a good faith attempt to resolve the dispute through negotiation. The first meeting should be within 15 days after receipt of notice by either party for a request to meet and confer, unless both parties agree in writing to an extension of time.
2. If the dispute cannot be resolved to the satisfaction of the parties within 30 days after the first meeting, then either party may request mediation.
3. In the event mediation is requested by either party, the mediator shall be agreed to by both parties.
4. The mediator may be an independent head start program, childcare agency, or similar agency, or any other individual or entity agreed to by the parties.
5. The mediation will be documented as in-kind services.

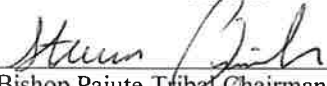
6. Both parties agree to participate in good faith in the mediation process with the ultimate goal of benefiting the children served by the Program.

7. At all mediation sessions the parties shall be allowed to present their position on the issue at hand and reason why they hold that position.

8. If the Bishop Indian Head Start Disputes Protocol decision-making process does not result in a resolution and an impasse continues, the Bishop Paiute Tribal Council and Bishop Indian Head Start Policy Council must select a mutually agreeable third-party mediator and participate in a formal process of mediation that leads to a resolution of the dispute.

9. For all Head Start programs except American Indian and Alaska Native Head Start programs, if no resolution is reached with a mediator, the governing body and policy council must select a mutually agreeable arbitrator whose decision is final.


The parties have read the above protocol and agree to follow the protocol and ensure that all new members of the Council and Program will be advised of the protocol.

  
Bishop Paiute Tribal Chairman

7-29-25  
Date

  
Bishop Indian Head Start Policy Council Representative

7-29-25  
Date

  
Bishop Indian Head Start Program Director

7-29-25  
Date