

POLICY COUNCIL BY-LAWS

Article I: Name of Policy Council:

This organization shall be known as CenClear Head Start Policy Council, serving Clearfield and Centre Counties.

Article II: Purpose:

- Serve as a link to the Parent Center Committee, the Board of Directors, public and private organizations, and the communities they serve.
- Assist Parent Center Committees in communication with parents enrolled in all programs to ensure that they understand their rights and responsibilities and the opportunities available in Early Head Start and Head Start, and to encourage their participation in the program.
- Provide assistance to the Parent Center Committee by promoting collaborative thinking and problem solving to develop program activities while assuring funds are available to support activities by using strategies that are most effective in their community. (e.g. The annual trip to Washington, DC, Year End Celebrations, recognizing volunteers, Program Awareness, etc.)
- Encourage currently enrolled parents to volunteer in the program along with seeking volunteers from community agencies by establishing healthy attachment relationships. Specialized efforts are utilized when there is an identified need such as transportation.
- Participate in the recruitment and screening of Early Head Start and Head Start employees.
- Hold regularly scheduled parent center committee meetings during months where Policy Council meetings occur ensuring open communication
- Establish and maintain procedures for working with the Board of Directors to resolve community complaints about the program.

Article III: MEMBERSHIP:

- Section I-Definition of Members
 - Responsible for the direction of the Early Head Start and Head Start programs
 - Responsible for electing an Executive Committee: Chairperson, Vice-Chairperson, Secretary, Treasurer and Representative to the Board
 - Oral and/or written reports will be given by representatives of each center at each Policy Council meeting.
- Section II-Selection of Members
 - A representative from each Head Start and Early Head Start center will be annually elected and approved by the parents of children who are currently enrolled in the Head Start/Early Head Start Programs. This approval must be documented in Parent Center Committee (PCC) meeting minutes

- The Council will consist of at least 51% of Early Head Start and Head Start parents
 - The remainder of the Council may consist of Community Representatives who come from the following categories:
 1. Interested members of the community at large served by CenClear.
 2. One representative from the Board of Directors.
 3. Parents of children who were formerly enrolled in the Head Start program (No more than 30% of the Community Representatives shall be past parents)
 - Recommendations for Community Representatives may be made by any of the following individual or groups:
 1. Parents of enrolled children
 2. Parent Center Committees
 3. Head Start staff
 4. Director
 5. Board of Directors
 - Community Representatives shall be reviewed and approved yearly by incoming Policy Council.
 - The areas served by each center shall be limited to 2 Community Representatives, with the option of Policy Council to increase or decrease this number according to the local interest and Policy Council needs at such time.
 - Head Start and Early Head Start staff must receive approval by Policy Council to attend meetings.
 - A staff person's family member may only serve in an advisory capacity on Policy Council.
 - Section 642(c)(2)(C)(ii) of the Head Start Act prohibits members of Policy Council to receive compensation for serving on the policy council or for providing services to the Head Start agency.
- Section III-Terms of Office
 - A member shall serve for one year
 - If the member intends to serve for another year, they must stand for re-election
 - The term of office for all Policy Council representatives shall be October 1 through September 30 of the following year.
 - No Policy Council Representative may serve for more than five years.
 - Past Chairperson may be an Ex-Officio member for 1 year.
- Section IV-Voting Rights
 - A. Each member of the Policy Council has one (1) vote.
 - B. There shall be no proxy voting (form of voting whereby a member of a decision-making body may delegate their voting power to a representative, to enable a vote in absence) by, or for, any member
- Section V-Termination of Membership
 - If a Policy Council Representative is not present for two consecutive meetings, the Council shall decide if their absences are excused or unexcused. The representatives involved may submit a written excuse to the Council if they wish to do so. If the absences are found to be inexcusable, those representatives will be

- dismissed from the Council.
 - A letter will be sent from Policy Council to the Policy Council Representative, and Home Visitor/Classroom Teacher stating that two consecutive, unexcused absences have occurred and the representative has been terminated from the Council. The Home Visitor/Classroom Teacher will be notified that a new representative needs to be selected.
 - Anyone who has been convicted of a crime against children is ineligible to be a Policy Council Representative.
 - When it is known and/or if the conviction occurs while on Policy Council, it will be automatic dismissal.
 - Conviction of Crimes greater than a traffic violation will be dealt with individually during a special meeting.
- Section VI-Transfer of Membership
 - Representatives are encouraged to attend the September and October Policy Council Meeting to transition new representatives to the council.
 - Section VII-Resignation of Members
 - A member shall submit a written statement of resignation to the Policy Council Chairperson
 - Section VIII-Vacancy
 - Vacancies in Parent Representatives will be filled by the appropriate Parent Center Committee. The representative's vacancies will be presented to Policy Council for approval. (Seating)

ARTICLE IV: Executive Committee (officers)

- Section I-Officers-Definition
 - The Executive Committee shall be composed of the Chairperson, Vice-Chairperson, Secretary, Treasurer and Board Representative
- Section II-Election and Term of Office
 - The election of officers shall take place at the November meeting in each program year.
 - Officers are elected for a one-year term, from November to November and may be re-elected for a second term
 - No persons shall be an officer more than two consecutive years unless approved by Policy Council.
- Section III-Removal from Office
 - Anyone who has been convicted of a crime against children is ineligible to be a Policy Council Representative.
 - When it is known and/or if the conviction occurs while on Policy Council, it will be automatic termination.
 - Conviction of Crimes greater than a traffic violation will be dealt with individually during a special meeting.
 - Any officer of the Council who fails to perform the duties as outlined in the bylaws, can be removed by a two-thirds vote of the Policy Council

- Section IV-Officer Vacancy
 - In the event the office of President becomes vacant, the Vice-President shall assume the office until the vacancy can be filled by election at the next regular monthly meeting.
 - Other offices shall remain vacant until filled at the next Policy Council meeting.
 - Officers elected in mid-term shall serve only until the next regular election the following November.

- Section V-Duties of the Chairperson
 - The Chairperson shall be executive officer of the Council and shall preside at all meetings. The Chairperson shall:
 - Shall preside at all Policy Council meetings
 - See that orders and resolutions of the council are executed
 - Shall have an understanding of the By-Laws
 - Refrain from entering into debates of questions before the assembly
 - Call meetings to order and formally close them
 - Note whether a quorum is present
 - Explain each motion before it is voted on
 - Has all voting rights
 - Serve as a representative of the Policy Council to the Board of Directors
 - Shall call special meetings
 - Shall note any changes in PCC representation and bring these changes to the attention of Policy Council
 - Shall check Policy Council mailbox monthly

- Section VI-Duties of the Vice Chairperson
 - The Vice-Chairperson shall act in the absence of the Chairperson and perform those duties assigned by the Chairperson.

- Section VII-Duties of Treasurer
 - The Treasurer shall:
 - Receive Parent Activity Funds
 - Give a monthly Treasurer's Report regarding Policy Council accounts
 - Ensure Policy Council checkbook is up-to-date
 - Disburse all approved expenditures after collecting completed reimbursement forms (ex: signing checks) reimbursement forms.

- Section VIII-Duties of the Secretary
 - The Secretary shall:
 - Record the minutes of each Policy Council Meeting
 - Keep an attendance sheet of Policy Council members present at meetings and record those who are absent in the Policy Council minutes
 - Keep a list of unfinished business and copies of agendas
 - Receive and submit all mail addressed to Policy Council, and check the Policy Council mailbox monthly
 - Send completed minutes to office for typing within 1 week from the date of the last Policy Council meeting
 - Perform other duties as set by the Council

- All Parent Center Committee correspondences, except thank-you notes and letters of identifications, must have prior approval by Policy Council.
- Section VIV-Duties of Representative to the Board:
 - Serve as a representative to the Board of Directors to ensure open communication between the Board and Policy Council

*The Officers of the Council shall perform such other duties and functions as may from time to time be required by the Council, By-Laws, or Federal requirements. The officers are part of the Grievance Committee

ARTICLE V-Committees

COMMITTEES:

- Section I-Standing Committee
 - Grievance
 - A group comprised of the Executive Officers and Personnel Committee members that consider and remedy's parent/staff grievances
- Section II-Special Committees
 - Health/Nutrition
 - An advisory group that brings together staff, parents, and local health care providers to talk about the planning, operation, and evaluation of the health services in each Head Start program.
 - Education/Special Services
 - Provide feedback on curriculum and potential curriculum changes
 - Interview/Personnel
 - Part of the interview process (recording interviewee responses & selecting new hires)
 - Active member of the Grievance Committee
 - Family and Community Partnership
 - Share experiences, concerns, and ideas regarding parent and staff responsibilities, duties, and activities at center council levels
 - Building Center
 - Review center safety committee reports (quarterly); make recommendations for center renovations; aid in finding center space
 - Positive Behavioral Interventions & Supports Leadership Team
 - Develop and implement tier systems and interventions for academic and social success; monitor fidelity of implementation of Tier systems and support; monitor academic and social progress for all children; and screen, select, and refer children in need of additional supports.
- Section III-Term of Office on Committee
 - At the October meeting and ongoing, all interested Head Start parents and Community Representatives will sign up for committees and serve for one year
 - CenClear CEO and Coordinators may attend any committee meetings

Article VI-Meetings

- Section I-Regular Meetings
 - Notices of all regular meetings shall be sent out at least one week in advance.
 - All new members will be seated at their first meeting.
 - It is permissible for phone conference calls to conduct meetings in an emergency situation.
 - In the event of a cancellation, Policy Council will be held the following Tuesday.
 - In the event of inclement weather, flu, etc. and we need to cancel or revert to a phone conference meeting, you will be notified.
- Section II-Special Meetings
 - Special meetings may be called at the discretion of the Chairperson.
 - Notices of special meetings shall be sent out at least one week in advance
- Section III-Location and Scheduling of Meetings
 - Policy Council shall meet at least once per month, excluding June, August, and December.
 - The meetings will be held on the 3rd Tuesday of each month, with the exception of November; November will be the second Tuesday.
 - Meetings will be held at the Administrative building in Bigler
- Section IV- Notice of Meeting
 - Written notices, announcements, agendas, and meeting minutes will be mailed, emailed or sent through Remind one (1) week prior to the date of each regular or special meeting
- Section V-Quorum
 - 51% of Policy Council Representatives must be present to constitute a quorum in order to conduct business for regular or special meetings. In the event there is no quorum and action is required before the next meeting, the members can vote by email, telephone or Remind. This will be coordinated by the Parent Engagement Coordinator.
- Section VI-Conduct of the Meeting
 - "Robert's Rules of Order" shall be used as a guide at all meetings. The procedures for meetings will be reviewed with new Council members with the Council deciding on procedure to be followed.

Article VII Impasse Procedures

An impasse occurs when there is a disagreement between the Board of Directors and the Head Start Policy Council with regards to decision making as specified in the performance Standards (1304.50)

1. Procedures

- If the Board of Directors and the Policy Council do not agree on an action to be taken, regarding decision making for services to children and families, each entity is responsible to notify the other, in writing, of the reasons that support the proposed action or decision.
- Within 10 (ten) days after the receipt of the notice, the Policy Council must hold a special meeting to review the statement of the Board regarding the proposed action. Immediately following the meeting the Policy Council must notify the Board of their decision and the reason for the decision.

- If the issue is resolved the matter is settled. If the issue is not resolved, a joint meeting of the Board and the Policy Council is scheduled to attempt to resolve the matter.
- If the issue is resolved at this meeting the matter is settled. If the issue is not resolved the issue will go to arbitration.

2. Arbitration

- The arbitration shall be conducted by a panel of three (3) arbiters, one to be designated by the Board, one to be designated by the Policy Council and the third, the chairperson, to be designated by the other two arbiters. The arbiters should be persons of good standing in the community and not associated with the Head Start Program. If the two arbiters appointed by the Board and the Policy Council cannot agree on the third, an attorney will be contacted for assistance in assigning the third person, which will serve as the Chairperson.
- When the Board decides to submit the impasse to arbitration, it shall notify the Policy Council in writing, The notice will include: a statement of the issue, the name and address of the person selected by the Board as the member of the arbitration panel and a request that the Policy Council designate a member of the arbitration panel within seven (7) days. The Policy Council member of the panel must contact the Board's designated member of the panel to select the third member.
- Failure of either party to designate a member of the arbitration panel within seven (7) days will be deemed a default and considered to be an approval of the decision as stated in the written notification.

3. Arbitration Panel

- The arbitration panel will resolve the issues in question as quickly and fairly as possible.
- The proceedings will include: oral presentations of each entity, responses by both entities to questions asked by the panel, responses to each other as allowed by the panel, any additional information or materials needed to make an informed decision.
- The arbitration panel shall issue its decision in writing fifteen (15) days after the panel meets. Copies are to be sent to each entity.

4. Compromise

- The arbitration procedures do not preclude both entities from compromising their differences and reaching a settlement. In the event a compromise is reached the panel must be notified in writing. A compromise must be met prior to a decision being reached by the pane,
- The decision of the panel is final

Article VIII Parent Complaint Grievance Procedure

1. If the condition originated at the center, the parent will talk to the staff involved at the center. The staff member will take the necessary steps to resolve the complaint as soon as possible, if it is their power to do so.
2. If the staff person is unable to resolve the complaint, they will contact the appropriate Case Manager in writing within five (5) working days. The Case

Manager will attempt to resolve the complaint as soon as possible if it is in their power to do so.

3. If the Case Manager is unable to resolve the complaint, they will contact the appropriate coordinator within five (5) working days. The coordinator will attempt to resolve the complaint as soon as possible if it is in their power to do so.
4. If there is still not an acceptable response, the grievance will then go to the CEO in writing within five (5) working days.
5. The CEO would make the Policy Council aware if the Grievance Committee needs to be activated.
6. The Grievance Committee shall hear all parties to the complaint, make a complete report of its findings and render a decision to the Policy Council at the next scheduled meeting.
7. If the Policy Council is unable to resolve the grievance, the written grievance and finding will be submitted to the Board of Directors at the next meeting. A report will be developed and submitted in writing to the parent within five (5) working days.

ARTICLE VIV- AMENDMENTS:

- These By-Laws may be amended by a two-thirds vote of the Policy Council. Notice of any amendment change must be given at least ten days before such meeting.
- Chairperson and Treasurer of Policy Council shall be bonded or otherwise protected.
- Babysitting will be paid to Policy Council Representatives for attending Policy Council meetings and Policy Council business as designated by the Policy Council with the rate to be determined by Policy Council. Reimbursement is \$2.00/hour. Baby-sitting is not paid to a child's immediate family members, including mother, father, sister, brother, and grandparents. Babysitting forms must be signed by the sitter before being reimbursed and include the babysitter's phone number. You must sign off on all the information. In the event of suspicious misconduct, CenClear reserves the right to verify all information.
- Mileage will be paid to Policy Council Representatives for attending Policy Council meetings and Policy Council business as designated by the Policy Council with the rate to be determined by Policy Council, not to exceed the agency rate. The current rate is .35/mile. Odometer readings must be written in the space provided.
- Policy Council will have five possible signatures for checking and savings accounts. Two signatures are required for all checks.
- Parent Center Committee sponsored field trips or activities must stay within the 2-county area and a paid staff person must ride the bus (other than bus driver).
- CenClear will not allow an individual on CenClear premises, either as a staff person or volunteer, or participate in parent functions sponsored by CenClear, when children are present under the following circumstances:
 - An individual who has been convicted or awaiting trial on charges of child abuse or child neglect resulting in child endangerment.
 - An individual who has been convicted or awaiting trial on charges of moral corruptness.
 - An individual who is on the Megan's Law Website.
 - An individual who has been convicted or awaiting trial for violent crimes.
 - An individual may be removed from CenClear premises for the use of threats, using an elevated voice or using profanity. Restriction from future activities may also occur.

- Children will not be prohibited from participating in classroom and other activities. However, the offending adult would be limited to home visits and the location would be determined. Children and families are the highest priority.

When staff are made aware of an individual who meets the above criteria, the information will be forwarded to the FCP Dept. The FCP Dept. will verify information through the appropriate legal entities. The verified information will be provided to the CEO who will make the final decision on the level of involvement the individual may or may not have in CenClear programs.

s/pc/bylaws 11/19