



Board Member Code of Conduct

The board and its members will act with integrity, committing themselves to ethical, professional, and lawful conduct, including proper use of authority and appropriate decorum when acting as board members.

Board members must have loyalty to the students, families, and community in Salem-Keizer School District and not be conflicted by loyalties to staff, other organizations, or any personal interest as a parent or guardian of a student. The board commits that the interest of students will come first, and the board will honor its trustee role in representing the needs of students and their families using equitable practices in governance.

Board members must avoid conflict of interest with respect to their fiduciary responsibility:

1. There will be no self-dealing or business by a board member with the school district. Board members will annually, by August 31 of each year, disclose their involvements with other organizations, vendors, or any associations that might be, or might reasonably be seen as, a conflict of interest (form on file).
2. Board members will not use their board position to obtain employment in the school district for themselves, family members, or close associates. Should a board member apply for employment, they must first resign from the board.

Board members may not attempt to exercise individual authority over the school district:

1. Board members' interaction with the superintendent or with staff must recognize they individually cannot direct the work of staff or the superintendent. The board employs one person, the superintendent.
2. Board members' interaction with public, press, or other entities must recognize the same limitation and the inability of any board member to speak for the board except to repeat explicitly stated board decisions.
3. Board members acting in the capacity of a liaison of the board, as assigned by the board chair, must recognize their role as a facilitator of information between the organization and the board as well as their inability to speak for the board.
4. Except for participation in board deliberation about whether reasonable interpretation of board policy has been achieved by the superintendent, board members will not express individual judgments of performance of employees of the superintendent.

Board members will respect confidentiality appropriate to issues of a sensitive nature.

Board members will be properly prepared for board meetings and will discharge the duties of the office as prescribed by statute.

Board members acknowledge their responsibility as mandatory reporters of child abuse and will educate themselves on requirements through district trainings and/or other means.

Monitoring Method: Board Self-assessment
Monitoring Frequency: Annually

Salem-Keizer Public Schools does not discriminate on the basis of race, color, religion, sex, sexual orientation, national origin, marital status, age or disability in its programs and activities.