



Board Job Description

The board represents the community and oversees the superintendent’s work by determining and demanding appropriate and excellent district performance.

Each board member shall reside in the zone from which they are elected but shall be elected at large. The board shall adjust the boundaries of the zones, as necessary, to apportion population so that the zones are as nearly equal in population as is feasible according to the latest federal census data.

The board will operate within all legal requirements and is legally responsible for the following:

1. Hiring and evaluating the superintendent
2. Appointing community members to the budget committee and adopting the annual budget
3. Ratifying collective bargaining agreements

To distinguish the board’s own unique job from the jobs of the superintendent and staff, the board will concentrate its efforts on the following:

1. Advocating on behalf of the school district, students, and the constituency it serves in the boardroom, with the legislature, and within the community.
2. Engaging with students, staff, parents, and community members through receiving feedback and comments that may help guide decisions facing the board.
3. Providing opportunities for public input on board policies.
4. Developing written governing policies that, at the broadest levels, address the following:
 - a. *Results*: Organizational impacts, benefits, and end results for specified recipients and their relative worth (the result desired, for whom, and at what cost)
 - b. *Executive Limitations*: Constraints on executive authority that establish the practical, ethical, and legal boundaries within which all staff activity and decision-making will take place and be monitored
 - c. *Governance Process*: How the board carries out and monitors its own work
 - d. *Board-Staff Linkages*: How authority is delegated, and its proper use monitored; the superintendent’s role, authority, and accountability
5. Providing ongoing monitoring of board policies.
6. Ensuring board performance through annual review of board policies and goals.

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.