

### Staff Participation in Political Activities

The Board recognizes that employees of NWBOCES have the same fundamental civic responsibilities and privileges as other citizens. Among these are campaigning for an elective public office and holding an elective or appointive public office.

Any employee who intends to campaign for an elective office will notify the Administrative Director in writing. The Administrative Director will meet with the employee to discuss the campaign, election, and service opportunities and potential problems or concerns.

The Board shall determine the terms and conditions under which the employee may continue his/her employment as he/she seeks or holds public office.

The essential element to be determined by the Board is whether the activities proposed by the employee interfere with the employees responsibilities to NWBOCES.

In connection with his/her campaigning, no employee shall use NWBOCES facilities, equipment, or supplies; nor shall the employee discuss his/her campaign with school employees or students during the working day; nor shall he/she campaign while on shift.