

**POLITICAL ACTIVITIES OF STAFF**

**FILE: GBI**

**TITLE: Political Activities of Employees**

**POLICY:**

- (1) As an individual, each employee of the School Board of Orange County, Florida ("Board") retains all rights and obligations of citizenship provided in the constitution and laws of the state of Florida and the Constitution of the United States. However, no employee shall do the following:
  - (a) Use the authority of his/her position to secure support or opposition for any candidate, party or issue in an election;
  - (b) Use his/her official title in any political advertisement endorsing or opposing any candidate, party, or issue;
  - (c) Use his/her official position in any way to influence, or attempt to influence, students to support or oppose any candidate, party, or issue;
  - (d) Participate in any political activity while on duty. Employees may not engage in passive political expressions, including but not limited to wearing a lapel pin, campaign button, hat, or political advertising on items of clothing;
  - (e) Display any political advertising or signage on OCPS owned vehicles;
  - (f) Attempt, either directly or indirectly, to coerce political activity or political support from any other employee of the Board;
  - (g) Use Board supplies, equipment, vehicles, or other resources on behalf of, or in support of, any candidate, party or political issue;
  - (h) Solicit or attempt to solicit funds from an employee of the Board on behalf of any candidate, party, or issue while on duty.
- (2) Employees shall have the right to actively participate in political activities on behalf of any candidate, party, or issue during the time he/she is not scheduled to be on duty.
- (3) Nothing contained in this policy shall be interpreted to prohibit an officer or employee from performing any statutory or assigned duties with respect to any issue which directly affects the school system or which is placed on a ballot by or at the request of the Board.
- (4) Employees who offers himself/herself as a candidate for public office shall notify the Superintendent immediately upon qualifying or filing their notice of intent to run for election, whichever occurs first. The employee candidate shall file a written statement explaining plans for conducting his/her campaign so as not to interfere with his/her job responsibilities.

- (a) Personal leave may be taken for thirty (30) days prior to the election as provided herein;
- (b) Such candidate shall adhere strictly to Section 104.31, Florida Statutes, regarding political activity on the part of public officials and employees, including teachers;
- (c) A successful candidate for an office requiring a part-time responsibility shall report to the Superintendent within 5 business days after the election and thereafter when deemed necessary by the Superintendent or the Board to evaluate the compatibility of the dual responsibility.
- (d) An employee of the Board may be granted leave of absence, with loss of full pay, for a definite period for the purpose of campaigning or for serving in public office.

**SPECIFIC AUTHORITY:**

Sections 104.31; 1012.23;  
1012.66, Florida Statutes

ADOPTED: 10/12/93  
REVISED: 04/10/18