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MEMORANDUM

TO: School District Superintendents

FROM: Anastasios Kamoutsas

DATE: September 11, 2025

SUBJECT: Upholding Professional Conduct and Ethical Responsibilities

It has been brought to my attention that some Florida educators have posted despicable comments on social media regarding the horrific assassination of Charlie Kirk. These few are not a reflection of the great, high-quality teachers who make up the vast majority of Florida's educators. Nevertheless, I will be conducting an investigation of every educator who engages in this vile, sanctionable behavior.

This memorandum serves to remind superintendents and their employees that they are held to a higher standard as public servants. Certified educators are also subject to the ethical guidelines established in Rule 6A-10.081, Florida Administrative Code (F.A.C.), Principles of Professional Conduct for the Education Profession in Florida. In addition, pursuant to section (s.) 1012.796, Florida Statutes (F.S.), the Commissioner may find probable cause to sanction an educator's certificate. Furthermore, s. 1012.795, F.S., authorizes the Education Practices Commission to discipline an educator for violation of Rule 6A-10.081, F.A.C.

Although educators have First Amendment rights, these rights do not extend without limit into their professional duties. An educator's personal views that are made public may undermine the trust of the students and families that they serve. If an educator's conduct causes a student or his or her family to feel unwelcome or unwilling to participate in the learning environment, it may be a violation of Rule 6A-10.081, F.A.C. Florida law allows the Commissioner to find probable cause to discipline an educator who, "upon investigation, has been found guilty of *personal* conduct that seriously reduces that person's effectiveness as an employee of the district school board."

I expect you to share this reminder with all school district employees. Together, we must uphold the highest standards of professionalism and keep Florida's classrooms places of safety and academic achievement for every student.

Govern yourselves accordingly.

AK/pob