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John Palmerini

Deputy General Counsel

As the Deputy General Counsel John Palmerini provides legal advice and counsel to the School Board in the areas of labor and employment including employment litigation, civil litigation, school choice law, First Amendment issues, school athletics, instructional and library materials matters and LGBTQ issues.

John has practiced for more than 20 years, mostly concentrating his practice in labor and employment before coming to Orange County Public Schools. He provides counsel to District Staff in all areas of labor and employment law, including hiring and termination issues, wage payment issues, exemption, and overtime issues, as well as compliance with state and federal disability and, leave laws. He has represented the District in cases involving claims regarding Title VII of the Civil Rights Act of 1964, the American with Disabilities Act, the Age Discrimination in Employment Act, the Family Medical Leave Act, the Florida Civil Rights Act, and the Fair Labor Standards Act.

John conducts training with respect to issues such as union representation, progressive discipline, religious issues in schools, sexual and workplace harassment, handling leave issues, and best practices. John also handles collective bargaining issues, including grievance arbitrations and mediations.

In addition, John has also been a guest speaker before the Florida School Boards Association, the Florida Association of District School Superintendents, the Florida School Board Attorneys Association, the Florida Interscholastic Athletic Administrators Association, the Florida Organization of Instructional Leaders, the Florida Records Management Association, the Florida Educational Negotiators, the Florida Association of School Business Leaders, Association of Legal Administrators and the Orlando Diversity Council.

John received a B.S. in Journalism and a B.A. in Political Science from the University of Florida and his J.D. from the University of Florida, Levin College of Law. He is Board Certified in Education Law and Labor and Employment Law.

John is currently the Vice President of the Florida School Board Attorneys Association. He is also the Florida School Board Attorneys Association 2022 recipient of the C. Graham Carothers Award of Excellence, presented annually to a Florida school board attorney who has demonstrated excellence in the profession.

Education

University of Florida, B.S., Journalism, and B.A., Political Science

University of Florida, J.D., Levin College of Law

Bar Admissions

State of Florida

District of Columbia

United States Northern District of Florida

United States Middle District of Florida

United States Southern District of Florida

United States Court of Appeals for the 11th Circuit