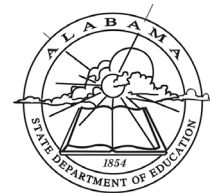




STATE OF ALABAMA
DEPARTMENT OF EDUCATION



Eric G. Mackey, Ed.D.
State Superintendent of Education

September 15, 2025

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Eric G. Mackey *ERM*
State Superintendent of Education

RE: Inexcusable Social Media Posts

It is very unusual for me to write you on Saturday morning, but for the first time in a long while, I feel it necessary to do so. Like many of you, yesterday I had the opportunity of spending the entire day with many excellent educators from across our state. I was glad to be on the road from before sunup to well after sundown visiting with excellent teachers, administrators, and other educators including local board members, state board members, university educators, and, of course, student leaders. My experiences ranged from a university investiture to a JROTC demonstration. I came home immensely proud to be the State Superintendent of Education in such a diverse and wonderful state!

However, almost immediately upon arrival at home, I became aware of two inappropriate, reprehensible, and inexcusable social media posts regarding the assassination of Charlie Kirk. These posts were allegedly created and posted by two of our own Alabama teachers. By the time I went to bed, I had received a third post. These posts do not reflect the vast majority of Alabama teachers who are dedicated professionals working diligently to mold and guide the development of the impressionable students in our classrooms.

Posts such as those that I received could constitute a violation of our *Alabama Administrative Code* and the *Educator Code of Ethics*, as well as other provisions of law. At the very least, they are vile and inappropriate. I hope there are no others out there, but I want to make it clear that each instance will be thoroughly reviewed and investigated by our certification team. If you become aware of any such material allegedly created, posted, and/or reposted by your employees, you should immediately report it to the Alabama State Department of Education and work with your legal counsel to determine appropriate disciplinary actions. Your quick and decisive response is necessary and fully expected.

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Educators, like all Americans, have a Constitutional right to the exercise of free speech, but they also have a professional responsibility to be dignified, moral, and exemplary in their public behavior. Teachers and all other educators hold a special place in our society because we entrust them with educating our most precious resource—our children. It is, and always has been, my strong belief that as educators, we have a high calling upon our lives. A part of that calling is to be moral and civic leaders in our communities. I will not even refer to those who create and/or post disgusting material as colleagues, because they do not share the collegial spirit that makes our profession special. In my years as State Superintendent, I have removed people from our profession and otherwise reprimanded inappropriate behavior in order to protect our students and to safeguard our profession. I will continue to do so, and I will not tolerate a small group of bad actors to diminish our calling or tarnish our profession.

I appreciate your leadership and your attention to this important matter.

EGM:LAK

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