



STATE OF ALABAMA
DEPARTMENT OF EDUCATION




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

June 12, 2026

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Eric G. Mackey 
 State Superintendent of Education

SUBJECT: Educator Certification 101 Follow-Up: Background Checks

Thank you for ensuring that the appropriate staff participated in the Education Certification 101 training in Trussville, Alabama, at the end of May. This session sparked several in-depth questions about employee background checks. I will not address those questions individually, but I would like to take this opportunity to send a reminder so that the LEA can apply this law appropriately.

I want to remind you that every **employee** who has unsupervised access to children within an educational environment is required to undergo a criminal history background check as provided by law. This background check must be conducted through the Alabama State Department of Education, with both the State Bureau of Investigations (SBI) and the Federal Bureau of Investigation (FBI), in accordance with *Alabama Code* §16-22A-5 (1975).

It is important to note that this law applies to all individuals, regardless of their specific role or the type of educational environment. Additionally, if your local education agency (LEA) collaborates with organizations or individuals who are not direct employees, the responsibility for ensuring children’s safety remains with the LEA.

I strongly encourage you to carefully review the roles of all employees to determine who has unsupervised access to children and verify that they comply with these background check requirements. Furthermore, please establish and maintain, ongoing processes to safeguard the well-being of all students. Continuous vigilance and proactive measures are essential to creating a secure and nurturing environment for our children.

For questions regarding Background Checks, contact Ms. Kennita Betts at kbetts@alsde.edu, Dr. Kelly Stanton at kstanton@alsde.edu, or Mrs. Shavon Harris at shavon.harris@alsde.edu.

EGM:SH

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