

**MINUTES OF THE ALABAMA STATE BOARD OF EDUCATION
THE STATE OF ALABAMA
JUNE 12, 2025
MONTGOMERY, ALABAMA**

The Alabama State Board of Education met for its regular meeting of Elementary/Secondary Education matters on Thursday, June 12, 2025, at 10:00 a.m., in the auditorium of the Gordon Persons Building, Montgomery, Alabama. The meeting was called to order by the President of the Board in accordance with *Alabama Code* (1975), §16-3-7, as amended.

PRESIDING: GOVERNOR KAY IVEY, PRESIDENT

The invocation was done by Dr. Coley C. Chestnut, Pastor, Fresh Anointing House of Worship, Selma, Alabama, and Pledge of Allegiance to the American Flag that was done in unison.

The following members were present:

Present

Dr. Tonya Chestnut in person
Governor Kay Ivey in person
Dr. Allen Long in person
Mrs. Marie Manning in person
Mrs. Kelly Mooney in person
Dr. Wayne Reynolds in person
Dr. Yvette Richardson in person
Mrs. Tracie West in person
Mrs. Jackie Zeigler in person

Dr. Eric G. Mackey, State Superintendent of Education, was also present.

APPROVAL OF THE AGENDA

On motion by Dr. Yvette Richardson and seconded by Mrs. Tracie West, the Board voted unanimously to approve the agenda.

APPROVAL OF THE MINUTES FOR THE MAY 8, 2025, MEETING

On motion by Dr. Yvette Richardson and seconded by Dr. Tonya Chestnut, the Board voted unanimously to approve the minutes for the meeting of May 8, 2025.

On motion by Mrs. Kelly Mooney and seconded by Mrs. Tracie West, the Board voted unanimously to approve the following.

**RESOLUTION IN RECOGNITION OF MELISSA HUBAUER
BLUFF PARK ELEMENTARY SCHOOL
HOOVER CITY SCHOOL SYSTEM
AS THE 2024-2025 ALABAMA ELEMENTARY
PHYSICAL EDUCATION TEACHER OF THE YEAR**

WHEREAS, Melissa Hubauer, a physical education teacher at Bluff Park Elementary School in the Hoover City School System, received the 2024-2025 Elementary Physical Education Teacher of the Year Award from the Alabama State Association for Health, Physical Education, Recreation, and Dance; and

WHEREAS, the Alabama State Association for Health, Physical Education, Recreation and Dance presents the Physical Education Teacher of the Year Award to honor outstanding teachers of physical education at the elementary, middle, and high school levels; and

WHEREAS, Melissa Hubauer received her Bachelor of Science in Physical Education from The University of Alabama, Master of Science in English as a Second Language degree from the University of Alabama at Birmingham, and an Instructional Leadership certificate from Jacksonville State University; and

WHEREAS, Melissa Hubauer began her teaching career at Rudd Middle School in Pinson, Alabama, where she taught for four (4) years, and worked in elementary physical education at Kermit Johnson Elementary School for five (5) years; and

WHEREAS, Melissa Hubauer is currently working at Bluff Park Elementary School in the

Hoover City School System as a 14-year physical education teacher in Alabama; and

WHEREAS, Melissa Hubauer was selected based upon her outstanding teaching abilities to conduct a developmentally appropriate physical education program utilizing state standards for physical education, various teaching methodologies, and innovative learning experiences to meet the needs of all students; and

WHEREAS, Melissa Hubauer serves as a positive role model epitomizing personal health and fitness, enjoyment of activity, and provides service to the profession through advocacy, consultation, in-service training presentations, and active membership in related professional organizations:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend and congratulate Melissa Hubauer upon the honor of being selected as the 2024-2025 Alabama Elementary Physical Education Teacher of the Year.

Done this 12th day of June 2025

On motion by Mrs. Kelly Mooney and seconded by Dr. Yvette Richardson, the Board voted unanimously to approve the following.

**RESOLUTION IN RECOGNITION OF JESSICA HARBISON
BUMPUS MIDDLE SCHOOL, HOOVER CITY SCHOOL SYSTEM
AS THE 2024-2025 ALABAMA HEALTH EDUCATOR OF THE YEAR**

WHEREAS, Jessica Harbison, a health education teacher at Bumpus Middle School in the Hoover City School System, received the 2024-2025 Health Educator of the Year Award from the Alabama State Association for Health, Physical Education, Recreation, and Dance; and

WHEREAS, Jessica Harbison received her Bachelor of Science degree from Troy University, taught six years in the St. Clair County School System, then moved to Hoover City School System where she has been teaching health and physical education for ten years; and

WHEREAS, the Alabama State Association for Health, Physical Education, Recreation, and Dance presents the Health Educator of the Year Award to honor outstanding teaching of health education at the K-12 or higher education level; and

WHEREAS, Jessica Harbison was selected based upon her outstanding teaching abilities to conduct a developmentally appropriate health education program utilizing state standards for health education, various teaching methodologies, and innovative learning experiences to meet the needs of all students; and

WHEREAS, Jessica Harbison's passion for the importance of health and physical education is the foundation for her success as a teacher and a community advocate:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend and congratulate Jessica Harbison upon the honor of being selected as the 2024-2025 Alabama Health Educator of the Year.

Done this 12th day of June 2025

On motion by Dr. Yvette Richardson and seconded by Dr. Tonya Chestnut, the Board voted unanimously to approve the following.

**RESOLUTION IN RECOGNITION OF JUSTIN KELLY
PHILLIPS ACADEMY, BIRMINGHAM CITY SCHOOL SYSTEM
AS THE 2024-2025 ALABAMA MIDDLE SCHOOL
PHYSICAL EDUCATION TEACHER OF THE YEAR**

WHEREAS, Justin Kelly, a physical education teacher at Phillips Academy in the Birmingham City School System, received the 2024-2025 Middle School Physical Education Teacher of the Year Award from the Alabama State Association for Health, Physical Education, Recreation, and Dance; and

WHEREAS, Justin Kelly received his Bachelor of Science and Master of Science degrees from Alabama State University and a certification in Instructional Leadership from the University of West Alabama; and

WHEREAS, Justin Kelly has been serving as a physical education teacher at Phillips Academy for six years and has been in the field for a total of ten years; and

WHEREAS, the Alabama State Association for Health, Physical Education, Recreation, and Dance presents the Physical Education Teacher of the Year Award to honor outstanding teaching of physical education at the elementary, middle, and high school levels; and

WHEREAS, Justin Kelly was selected based upon his outstanding teaching abilities to conduct a developmentally appropriate physical education program utilizing state standards for physical education, various teaching methodologies, and innovative learning experiences to meet the needs of all students; and

WHEREAS, Justin Kelly serves as a positive role model epitomizing personal health, fitness, and enjoyment of activity to meet the needs of all students:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend and congratulate Justin Kelly upon the honor of being selected as the 2024-2025 Alabama Middle School Physical Education Teacher of the Year.

Done this 12th day of June 2025

On motion by Dr. Allen Long and seconded by Mrs. Tracie West, the Board voted unanimously to approve the following:

**RESOLUTION IN RECOGNITION OF BRANDI HALL
JASPER HIGH SCHOOL, JASPER CITY SCHOOL SYSTEM
AS THE 2024-2025 ALABAMA HIGH SCHOOL
PHYSICAL EDUCATION TEACHER OF THE YEAR**

WHEREAS, Brandi Hall, a physical education teacher at Jasper High School in the Jasper City School System, received the 2024-2025 High School Physical Education Teacher of the Year Award from the Alabama State Association for Health, Physical Education, Recreation, and Dance; and

WHEREAS, the Alabama State Association for Health, Physical Education, Recreation, and Dance presents the Physical Education Teacher of the Year Award to honor outstanding teaching of physical education at the elementary, middle, and high school levels; and

WHEREAS, Brandi Hall received her Bachelor of Art degree from the University of Alabama in Huntsville and has spent her teaching career in the Walker County and Jasper City School Systems; and

WHEREAS, Brandi Hall was selected based upon her outstanding teaching abilities to conduct a developmentally appropriate physical education program utilizing state standards for physical education; various teaching methodologies, and innovative learning experiences to meet the needs of all students; and

WHEREAS, Brandi Hall's teaching ability, knowledge, and concern for her students have shown through the years indicating that she has never lost her passion for teaching:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend and congratulate Brandi Hall upon the honor of being selected as the 2024-2025 Alabama High School Physical Education Teacher of the Year.

Done this 12th day of June 2025

On motion by Mrs. Marie Manning and seconded by Dr. Tonya Chestnut, the Board voted unanimously to approve the following.

**RESOLUTION OF DISTINGUISHED RECOGNITION
OXFORD HIGH SCHOOL, OXFORD CITY SCHOOL SYSTEM
2024-2025 AMERICAN COLLEGE APPLICATION CAMPAIGN
SCHOOL OF EXCELLENCE**

WHEREAS, all students must have an opportunity to reach their full potential and to realize their lifelong aspirations; and

WHEREAS, the American College Application Campaign (ACAC) is a national initiative of ACT and is designed to increase the number of students pursuing a post-secondary degree; and

WHEREAS, the ACAC has worked with high schools to ensure every graduating senior has the opportunity to complete college applications to postsecondary institutions of all kinds—four-year universities and colleges, two-year colleges, and career and job-related certification programs—to increase opportunities for all; and

WHEREAS, over the past decade, there has been a growing movement among educators, employers, and business professionals to further focus America’s high school curriculum on college preparation and career development to remain competitive in today’s growing global economy; and

WHEREAS, for the tenth consecutive year, our state has celebrated the Alabama College Application Campaign—an annual event developed by the Alabama State Department of Education to celebrate the importance of students continuing their educational goals after high school graduation; and

WHEREAS, Oxford High School in the Oxford City School System, has demonstrated commitment to student success, timely submission of data, and served as an exemplary model for Alabama’s College Application Campaign:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby extend appreciation and heartfelt congratulations to Oxford High School in the Oxford City School System, as the 2024-2025 ACAC School of Excellence Recipient.

Done this 12th day of June 2025

On motion by Dr. Tonya Chestnut and seconded by Mrs. Tracie West, the Board voted unanimously to approve the following:

**ADOPT NEW ALABAMA ADMINISTRATIVE CODE RULE 290-3-1-.05, PERTAINING TO
PAID PARENTAL LEAVE, AS AN EMERGENCY RULE**

On motion by Mrs. Tracie West and seconded by Mrs. Marie Manning, the Board voted unanimously to approve the following.

ANNOUNCE INTENT TO ADOPT NEW ALABAMA ADMINISTRATIVE CODE RULE 290-3-1-.05, PERTAINING TO PAID PARENTAL LEAVE, AS A PERMANENT RULE

EXECUTIVE (INCLUDES LEGAL AND PUBLIC INFORMATION)

Dr. Mackey stated that there was no report necessary for the month of June.

STATE SUPERINTENDENT’S REPORT

Dr. Mackey mentioned that the turnout for the meeting exceeded his expectations and expressed his pleasure at seeing such a large group in attendance today. Dr. Mackey stated that he wanted to review a few of the items the Board Members approved this morning, noting that the final two are particularly important for Alabama educators. Earlier this year, Governor Kay Ivey announced in her speech that one of her main agenda items would be to pass parental leave for state employees and public education employees. The state legislators passed SB199, and Governor Ivey signed it into law, effective July 1, 2025. Dr. Mackey stated that the Board Members adopted the new *Alabama Administrative Code* rule 290-3-1-.05, Pertaining to Paid Parental Leave as an emergency rule due to the approaching effective date. The emergency rule becomes effective immediately to accommodate the effective date. The announcement of the intent to adopt the rule as a permanent rule will open for a 35-day public comment period. Anyone who wants to

comment should do so during the comment period. Dr. Mackey stated for the record; the Board Members spent a great deal of time in the May Work Session discussing the rules. He said the Department received comments and questions from the Board Members since the May discussions, and the attorneys have been providing answers and will continue to do so throughout this process. Dr. Mackey thanked the Board Members for their work.

Dr. Mackey stated that today has been a day of celebrations. He gave a big thank you and congratulations to all the physical education teachers of the year who were honored today. Melissa Hubauer, Bluff Park Elementary School, Hoover City School System, as the 2024-2025 Alabama Elementary Physical Education Teacher of the Year; Jessica Harbison, Bumpus Middle School, Hoover City School System, as the 2024-2025 Alabama Health Educator of the Year; Justin Kelly, Phillips Academy, Birmingham City School System, as the 2024-2025 Alabama Middle School Physical Education Teacher of the Year; and Brandi Hall, Jasper High School, Jasper City School System, as the 2024-2025 Alabama High School Physical Education Teacher of the Year. Dr. Mackey acknowledged Jonathan Thompson, Health Education, Physical Education, and Adapted Physical Education Specialist in the Instructional Services Section. Dr. Mackey stated that Mr. Thompson had the information ready for the May meeting but was asked to postpone the celebration since May had the Alabama Teacher of the Year, Alternate Teacher of the Year, District Teachers of the Year, Green Ribbon Schools, and Employee of the Quarter. Dr. Mackey stated that the Alabama Association for Health, Physical Education, Recreation, and Dance just completed their 100th anniversary. Dr. Mackey emphasized that building students' bodies is equally important as reading and mathematics. The goal is to get students to build themselves physically, mentally, and emotionally.

Dr. Mackey acknowledged high school students from across the state who attended the meeting in collaboration with representatives from A+ Education Partnership. He extended an invitation to them and the A+ Education Partnership representatives to join the Board Members in the Work Session for brief introductions and to share a bit about themselves.

Dr. Mackey acknowledged college students who are interns of Governor Kay Ivey's office. Students in attendance were from The University of Alabama, Auburn University, Clemson University, Spelman College, Faulkner University, and Ole Miss. He said that Ole Miss is well represented in the Governor's office. Dr. Mackey stated that he was glad to have the Governor's interns in attendance today.

Dr. Mackey congratulated Oxford High School in the Oxford City School System as the 2024-2025 American College Application Campaign School of Excellence. Every year, the ACT Organization recognizes one school in each state that shows outstanding progress in getting students prepared for the ACT and ready for college. The schools are not selected by the Department. ACT Organization goes through their algorithm and selects the school that is the best for that particular year. Dr. Mackey stated that Oxford High School will represent Alabama on the national stage. He gave a big thank you and congratulations to Oxford High School. Dr. Mackey asked all honorees and the high school students to remain for portraits after the meeting.

Dr. Mackey announced that three big numbers will be released publicly in the Work Session today. One is the reading scores. Several local elementary schools in the state jumped ahead to celebrate and highlight their impressive scores. Dr. Mackey stated that it is good to have good news to share. He said they will officially go over statewide and districts' data in the Work Session. Also, graduation as well as college and career readiness rates will be released today.

There being no other business before the Board, on motion by Dr. Allen Long and seconded by Dr. Yvette Richardson, Board Members voted unanimously to adjourn the meeting at 10:16 a.m. The next Alabama State Board of Education Meeting for Elementary and Secondary Education will be held on Tuesday, July 8, 2025, at 10 a.m. in the Auditorium of the Gordon Persons Building followed by the Work Session.

Vice President

Secretary and Executive Officer