

**MINUTES OF THE ALABAMA STATE BOARD OF EDUCATION
THE STATE OF ALABAMA
AUGUST 14, 2025
MONTGOMERY, ALABAMA**

The Alabama State Board of Education met for its regular meeting of Elementary/Secondary Education matters on Thursday, August 14, 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 Mr. Christopher Mackey, Pastor, Macedonia and Druid Hills United Methodist Churches, Tuscaloosa, 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
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

Absent

Dr. Allen Long

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

APPROVAL OF THE AGENDA

On motion by Dr. Wayne Reynolds and seconded by Mrs. Marie Manning, the Board voted unanimously to approve the agenda.

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

On motion by Mrs. Tracie West and seconded by Mrs. Marie Manning, the Board voted unanimously to approve the minutes for the meeting of July 8, 2025.

**PUBLIC HEARING TO DISCUSS ALABAMA ADMINISTRATIVE CODE RULE 290-3-1-.05,
PERTAINING TO PAID PARENTAL LEAVE**

At this time, Mr. Dev Wakeley, Worker Policy Advocate, Alabama Arise, who registered to speak prior to the Alabama State Board of Education meeting on agenda item G.2.f (Adopt New *Alabama Administrative Code* Rule 290-3-1-.05, Pertaining to Paid Parental Leave, as a Permanent Rule), did so in person. Mr. Wakeley speech may be viewed in full, as well as the complete Board meeting, at [Alabama Achieves | SBOE | Meeting Videos](#) The Board Members and State Superintendent thanked the member of the public for providing his input and sharing his views.

On motion by Mrs. Jackie Zeigler and seconded by Mrs. Tonya Chestnut, the Board voted unanimously to approve the following.

**RESOLUTION TO APPROVE EDUCATOR PREPARATION PROGRAMS
University of South Alabama**

WHEREAS, *Alabama Administrative Code*, Rule No. 290-3-3-.59(3), allows a program leading to an Alabama Professional Educator Certificate be approved through the Continuous Improvement in Educator Preparation (CIEP) program review process; and

WHEREAS, University of South Alabama submitted their **Class B** (Biology, Chemistry, Collaborative Special Education (K-6 and 6-12), Early Childhood Education, Early Childhood Special Education, Elementary Education, English Language Arts, General Science, General Social Studies, Health Education, Health and Physical Education, Mathematics, Music—Choral, and Music—Instrumental, Physical Education, and Physics) programs; **Alternative Class A**

(Collaborative Special Education (K-6 and 6-12), Early Childhood Education, Elementary Education, English for Speakers of Other Languages, English Language Arts, French, General Science, General Social Studies, German, Mathematics, Music—Choral, Music—Instrumental, Spanish, and Visual Arts); **Traditional Class A** (Collaborative Special Education (K-6 and 6-12), Early Childhood Education, Elementary Education, English for Speakers of Other Languages, English Language Arts, General Science, General Social Studies, Health Education, Instructional Leadership, Library Media, Mathematics, Music—Choral, Music—Instrumental, Physical Education, School Counseling, and Visual Arts); and **Class AA** (Collaborative Special Education (K-6 and 6-12), Early Childhood Education, Elementary Education, English Language Arts, General Science, General Social Studies, Instructional Leadership, Mathematics, and Teacher Leader) for review in 2022, and was granted approval until June 30, 2028; and

WHEREAS, University of South Alabama had a CAEP site visit in February 2020, and the institution was granted continuing accreditation until December 2027; and

WHEREAS, a review team visited the University of South Alabama for discovery and status check on April 23, 2025; and

WHEREAS, University of South Alabama was able to document compliance with all standards for the available programs; and

WHEREAS, University of South Alabama submitted a progress report in September 2023 (i.e., revised course syllabi, matrix of program progression, evidence of faculty training in the Science of Reading, evidence of newly adopted textbooks, etc.) detailing their efforts toward meeting the *Alabama Literacy Act* and the recommendations provided by Barksdale Institution for Science of Literacy; and

WHEREAS, the Alabama literacy review team examined the evidence presented by the University of South Alabama and determined that significant progress has been made toward implementing the *Alabama Literacy Act* requirements and recommendations submitted by Barksdale; and

WHEREAS, University of South Alabama is engaged in a process of continuous improvement:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education hereby grants approval of the following programs until July 31, 2032:

Class B Biology (6-12)
Class B Chemistry (6-12)
Class B Collaborative Special Education (K-6)
Class B Collaborative Special Education (6-12)
Class B Early Childhood Education (P-3)
Class B Early Childhood Special Education (P-3)
Class B Elementary Education (K-6)
Class B English Language Arts (6-12)
Class B General Science (6-12)
Class B General Social Studies (6-12)
Class B Health Education (6-12)
Class B Health Education (6-12) and Physical Education (P-12)
Class B Mathematics (6-12)
Class B Music—Choral (P-12)
Class B Music—Instrumental (P-12)
Class B Physical Education (P-12)
Class B Physics (6-12)

Class Alternative A Collaborative Special Education (K-6)
Class Alternative A Collaborative Special Education (6-12)
Class Alternative A Early Childhood Education (P-3)
Class Alternative A Elementary Education (K-6)
Class Alternative A English for Speakers of Other Languages (P-12)
Class Alternative A English Language Arts (6-12)
Class Alternative A French (6-12)
Class Alternative A General Science (6-12)
Class Alternative A General Social Studies (6-12)
Class Alternative A German (6-12)
Class Alternative A Mathematics (6-12)
Class Alternative A Music—Choral (P-12)

Class Alternative A Music—Instrumental (P-12)
Class Alternative A Spanish (6-12)
Class Alternative A Visual Arts (P-12)

Class A Collaborative Special Education (K-6)
Class A Collaborative Special Education (6-12)
Class A Early Childhood Education (P-3)
Class A Elementary Education (K-6)
Class A English for Speakers of Other Languages (P-12)
Class A English Language Arts (6-12)
Class A General Science (6-12)
Class A General Social Studies (6-12)
Class A Health Education (6-12)
Class A Instructional Leadership (P-12)
Class A Library Media (P-12)
Class A Mathematics (6-12)
Class A Music—Choral (P-12)
Class A Music—Instrumental (P-12)
Class A Physical Education (P-12)
Class A School Counseling (P-12)
Class A Visual Arts (P-12)

Class AA Collaborative Special Education (K-6)
Class AA Collaborative Special Education (6-12)
Class AA Early Childhood Education (P-3)
Class AA Elementary Education (K-6)
Class AA English Language Arts (6-12)
Class AA General Science (6-12)
Class AA General Social Studies (6-12)
Class AA Instructional Leadership (6-12)
Class AA Mathematics (6-12)
Class AA Teacher Leader (P-12)

Done this 14th day of August 2025

On motion by Dr. Wayne Reynolds and seconded by Mrs. Tracie West, the Board voted unanimously to approve the following.

RESOLUTION REGARDING THE VAPE AWARENESS, EDUCATION, AND PREVENTION PROGRAM

WHEREAS, the Alabama Legislature passed into law Act 2025-403, which requires the establishment of a vape awareness, education, and prevention program to prohibit the possession and use of prohibited tobacco, tobacco products, electronic nicotine delivery systems, e-liquids, and alternative nicotine products by students in public K-12 schools; and

WHEREAS, said Act requires the Alabama State Board of Education to adopt a Model Policy as part of the establishment of the awareness, education, and prevention program; and

WHEREAS, said Act also requires that, on or before November 1, 2025, each local board of education is to adopt a policy that, at a minimum, contains the criteria established in the Model Policy adopted by the Alabama State Board of Education; and

WHEREAS, the Alabama State Department of Education has coordinated with the Drug Education Council to develop a vaping awareness, education, and prevention class based on curriculum established by the Drug Education Council:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby adopt and approve a Model Policy and the content of a class as referenced herein to accompany the establishment of a vape awareness, education, and prevention program in Alabama's K-12 public schools.

Done this 14th day of August 2025

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

**RESOLUTION REGARDING THE ALABAMA PUBLIC EDUCATION PAPERWORK
REDUCTION COMMITTEE**

WHEREAS, the Alabama Legislature passed into law Act 2025-410, which requires the establishment of the Alabama Public Education Paperwork Reduction Committee; and

WHEREAS, said Act requires the State Superintendent of Education to solicit applications from teachers to serve on the Committee; and

WHEREAS, said Act requires the State Superintendent of Education to submit recommended Committee members to the State Board of Education; and

WHEREAS, said Act requires the State Board of Education to appoint teachers to the Committee for a two-year term:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby establish the Alabama Public Education Paperwork Reduction Committee and appoints the following individuals to a two-year term for service on said Committee:

Lisa Adair, Butler County School System
Shelley Grimes, Enterprise City School System
Kristen Madsen, Gulf Shores City School System
Joshua Wine, Auburn City School System
Paula Stevens, Opelika City School System
Katie Collins, Hoover City School System
Heather Hurt, Vestavia Hills City School System
Emily Harris, Talladega County School System
Aubrey Bennett, Birmingham City School System
Michele Drake, Tuscaloosa County School System
Dr. Katherine Thomas, Homewood City School System
Mary Travis, Mobile County School System
Lindsey Norris, Montgomery County School System
Dr. Annie Spike, Marshall County School System
Brigett Stewart, Piedmont City School System
Janet Kuchinski, Oxford City School System
Andrea Horn, Blount County School System
Camille Posey, Jasper City School System
Deidra Brewer, Muscle Shoals City School System
Amanda Gudmundsson, Athens City School System
Catherine Megan Hockey, Madison City School System
Ashton Perry, Limestone County School System

Done this 14th day of August 2025

On motion by Dr. Wayne Reynolds and seconded by Dr. Tonya Chestnut, the Board voted unanimously to approve the following:

JULY-SEPTEMBER 2025

WHEREAS, Mrs. Nealie Floyd, Administrative Support Assistant III and Section Secretary in the Child Nutrition Program Section at the Alabama State Department of Education, Division of Administration and Finance, exhibits a positive and professional attitude, encourages

collaboration between all staff members, and shows dedication in her service to the educators and students of Alabama; and

WHEREAS, Mrs. Nealie Floyd is the cornerstone of office operations and skillfully assists with managing schedules, communications, and administrative procedures to ensure that the Child Nutrition Program Section runs smoothly and seamlessly; and

WHEREAS, Mrs. Nealie Floyd has been an employee of the state of Alabama for more than 18 years; and

WHEREAS, Mrs. Nealie Floyd experience and administrative support creates an environment focused on ensuring that the Child Nutrition Program Section demonstrates efficiency and effectiveness and that the Alabama State Department of Education is represented in the highest regard; and

WHEREAS, Mrs. Nealie Floyd possesses a spirit of lifelong learning, offers guidance, and seeks solutions through attention to detail, professional courtesy, and commitment to the mission of the Alabama State Department of Education; and

WHEREAS, Mrs. Nealie Floyd serves with humility, patience, grace, a mentor to new staff members, and a steady source of encouragement and institutional memory for long-time employees; and

WHEREAS, Mrs. Nealie Floyd's dependability, attitude, and high standards have made her an invaluable asset whose contributions significantly enhance team performance and morale:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Department of Education expresses their deepest gratitude to Mrs. Nealie Floyd for her commitment to public education, her tireless work ethic, and her impactful contributions to the students and educators of Alabama; and

BE IT FURTHER RESOLVED, That the Alabama State Board of Education does hereby commend Mrs. Nealie Floyd for her outstanding service, unwavering dedication, and exemplary professionalism and congratulates her as the "Barbara Fannin Memorial Employee of the Quarter" for the third quarter of 2025.

Done this 14th day of August 2025

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

**RESOLUTION RECOGNIZING SEPTEMBER 2025 AS
ATTENDANCE AWARENESS MONTH IN ALABAMA**

WHEREAS, the Alabama State Board of Education and the Alabama State Department of Education accepted the National Attendance Challenge to reduce chronic absenteeism by 50% over five years. Alabama is committed to dedicating resources and attention to reducing chronic absenteeism rates, starting as early as kindergarten, recognizing that good attendance is essential to student achievement and graduation; and

WHEREAS, Alabama reduced chronic absenteeism by 3.06% on the 2024 State Report Card, which is a required reporting metric under the federal *Every Student Succeeds Act*; and

WHEREAS, the Alabama State Department of Education developed the *Alabama Attendance Manual*, to support school systems by providing consistency in policies and procedures related to school attendance; and

WHEREAS, chronic absenteeism is defined as missing 18 or more days of school for any reason, including excused and unexcused absences, or just two or three days a month, which is a proven predictor of academic trouble and dropout rates; and

WHEREAS, the definition of attendance has expanded "beyond the classroom" to include virtual and remote learning; and

WHEREAS, local school systems have effectively worked to advance student success by reducing chronic absenteeism rates from the previous school year; and

WHEREAS, improving student attendance and reducing chronic absences takes commitment, collaboration, and tailored approaches to challenges and strengths in each community; and

WHEREAS, the impact of chronic absenteeism impacts vulnerable students differently, particularly if they do not have the resources to make up for lost time in the classroom, aligning with situations where students are likely to experience systemic barriers to attending school; and

WHEREAS, chronic absenteeism exacerbates the achievement gap often associated with struggling students; and

WHEREAS, student absenteeism undermines efforts to improve struggling schools since it is hard to measure improvement in classroom instruction if students are not engaged to benefit from instruction; and

WHEREAS, schools and communities must increase their commitments to identifying, analyzing, projecting, and sharing data on the number of students who are chronically absent to ensure appropriate interventions and related services align with the needs of students; and

WHEREAS, *Alabama Literacy Act #2019-523* concentrates on systematic efforts to improve the reading skills of all public-school students in early literacy so that every student is reading at or above grade level by the end of third grade; and

WHEREAS, the Alabama State Department of Education works collaboratively with the Alabama Department of Mental Health and other state agencies and organizations to provide support services for increasing attendance for all students; and

WHEREAS, chronic absenteeism can be significantly reduced when schools, parents, and communities work together to monitor and promote good attendance and address barriers that keep students from attending school:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does encourage all local communities, school systems, and civic organizations to join in this laudable effort to reduce chronic student absenteeism and does hereby encourage all Alabamians to participate in activities recognizing September 2025 as “Alabama Attendance Awareness Month.”

Done this 14th day of August 2025

On motion by Dr. Wayne Reynolds and seconded by Dr. Tonya Chestnut, 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 PERMANENT RULE

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

ANNOUNCE INTENT TO ADOPT AMENDED ALABAMA ADMINISTRATIVE CODE RULE 290-2-1-.01, PERTAINING TO ANNUAL APPORTIONMENT OF FOUNDATION PROGRAM FUNDS

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

ANNOUNCE INTENT TO ADOPT NEW ALABAMA ADMINISTRATIVE CODE RULE 290-2-1-.06, PERTAINING TO ANNUAL APPORTIONMENT OF RAISE ACT FUNDS

EXECUTIVE (INCLUDES LEGAL AND PUBLIC INFORMATION)

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

STATE SUPERINTENDENT’S REPORT

Dr. Mackey mentioned a couple of excellent actions taken by the Board Members. Dr. Mackey emphasized that the *Alabama Public Employee Paid Parental Leave Act of 2025* stands as one of the most impactful and meaningful initiatives undertaken by Governor Kay Ivey, the legislature, and the Board to support employees statewide. Dr. Mackey stated that he signed his first permission form for paid parental leave this month.

Dr. Mackey thanked the Board for approving the programs at the University of South Alabama (USA). Attendees at last month’s Work Session reviewed an extensive list of programs in the USA request. Dr. Mackey stated that the university has appointed a new Dean and has made significant efforts to align all programs with the current standards. He said that the USA has graduated many teachers throughout the state.

Dr. Mackey explained that for anyone curious about the future of vaping following the enactment of Act 2025-403 and the Board’s recent resolution to establish anti-vaping regulations, a memorandum will be going to local education agencies soon with further guidance.

Dr. Mackey has expressed a desire to highlight the significance of student attendance, particularly as the month of September has been designated Attendance Awareness Month in Alabama. He expressed pride in Alabama leading the country in school attendance, while also voicing concern that current levels lag behind pre-pandemic levels. Dr. Mackey encourages all families to support consistent school attendance, recognizing its vital role in fostering academic achievement, personal growth, and long-term success for every child. Principals and teachers can do what they can, but in the end getting children to school is a parental responsibility. It is important for parents to get the kids to school every day on time.

Dr. Mackey stated that for the first time in over two decades, the highest two offices at the American Legion Boys Nation are held by students from the same state—and both are from Alabama. Dr. Mackey shared that nearly 38 years ago, he had the privilege of participating in Boys State, traveling to Montgomery to take part in the traditions and experiences that define the Boys State journey. He acknowledged that he had not attained the status held by the two gentlemen in attendance. Dr. Mackey welcomed a distinguished group representing Nick Frazier, Boys State Lieutenant Governor and Vice President. Frazier, a senior at Stanhope Elmore High School in the Elmore County School System, was joined by Mr. Richard Dennis, Superintendent; Mr. Wes Dunsith, Principal; and Morgan, his loyal Chief of Staff—a Labrador–Golden Retriever mix. Following his brief remarks, Nick Frazier introduced Luke Lawson, Boys State Governor and President. Lawson is a senior at Headland High School in the Henry County School System. Joining him as representatives were Mrs. Lori Beasley, Superintendent; Mrs. Denise Whitfield, Principal; and Mrs. Kim Lawson, Luke’s mother. Luke Lawson shared a few words of his own. Dr. Mackey invited the honorees to remain for photos with the Board Members at the conclusion of the meeting.

There being no other business before the Board, on motion by Dr. Wayne Reynolds and seconded by Mrs. Marie Manning, Board Members voted unanimously to adjourn the meeting at 10:26 a.m. The next Alabama State Board of Education Meeting for Elementary and Secondary Education will be held on Thursday, September 11, 2025, at 10 a.m. in the Auditorium of the Gordon Persons Building followed by the Work Session.

Vice President

Secretary and Executive Officer