

**MINUTES OF THE ALABAMA STATE BOARD OF EDUCATION
THE STATE OF ALABAMA
JANUARY 14, 2021
MONTGOMERY, ALABAMA**

The Alabama State Board of Education met for its Annual meeting of Elementary/Secondary Education matters on Thursday, January 14, 2021, at 10 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. Tommie Stewart, Alabama State Board of Education Member, District Five, and the Pledge of Allegiance to the American Flag was done in unison.

The following members were present:

Present

Mrs. Stephanie Bell via electronic means
Governor Kay Ivey via electronic means
Dr. Cynthia McCarty in person
Mr. Jeff Newman via electronic means
Dr. Wayne Reynolds via electronic means
Dr. Yvette Richardson via electronic means
Dr. Tommie Stewart via electronic means
Mrs. Tracie West in person
Mrs. Jackie Zeigler in person

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

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

ENTERTAIN A MOTION TO TEMPORARILY SUSPEND CERTAIN PROVISIONS OF ALABAMA ADMINISTRATIVE CODE 290-010-010.04, WHICH ARE IN CONFLICT AND SUPERSEDED BY THE GOVERNOR'S PROCLAMATION RELATED TO THE OPEN MEETINGS ACT ISSUED ON MARCH 18, 2020; NAMELY, THE REQUIREMENT TO VOTE BY RAISED HAND AND THOSE PROVISIONS RELATED TO THE ESTABLISHMENT OF A QUORUM BY PHYSICAL PRESENCE AND MEETING BY ELECTRONIC MEANS

APPROVAL OF THE AGENDA

On motion by Mrs. Tracie West and seconded by Mrs. Jackie Zeigler, the Board voted 8-1-0 to approve the agenda, Mrs. Stephanie Bell opposed.

APPROVAL OF THE MINUTES FOR THE DECEMBER 10, 2020, MEETING

On motion by Dr. Cynthia McCarty and seconded by Mrs. Tracie West, the Board voted 8-1-0 to approve the minutes for the meeting of December 10, 2020, Mrs. Stephanie Bell opposed.

NEW BUSINESS

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

RESOLUTION IN RECOGNITION OF BOB JONES HIGH SCHOOL, MADISON CITY SCHOOL SYSTEM, 2020 BLUE RIBBON SCHOOL

WHEREAS, U.S. Department of Education Secretary Betsy DeVos named Bob Jones High School in the Madison City School System as a 2020 National Blue Ribbon School; and

WHEREAS, since 1982, almost 10,000 of America's schools have received this coveted award that honors those that reflect the goals of high standards and accountability; and

WHEREAS, the Blue Ribbon Schools Program honors public and private elementary, middle, and high schools that demonstrate overall academic excellence or show success in closing achievement gaps; and

WHEREAS, 317 public schools were selected nationwide, out of more than 133,000 public schools in the nation, for the 2020 Blue Ribbon Schools award, which is one of the most prestigious education awards in the country; and

WHEREAS, the Blue Ribbon Schools were honored during a virtual conference and awards ceremony November 12-13, 2020:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend the faculty, staff, students, and parents of Bob Jones High School, Madison City School System, on achieving the status of a U.S. Department of Education Blue Ribbon School in 2020.

Done this 14th day of January 2021

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

**RESOLUTION IN RECOGNITION OF CLEBURNE COUNTY ELEMENTARY SCHOOL,
CLEBURNE COUNTY SCHOOL SYSTEM, 2020 BLUE RIBBON SCHOOL**

WHEREAS, U.S. Department of Education Secretary Betsy DeVos named Cleburne Elementary School in the Cleburne County School System as a 2020 National Blue Ribbon School; and

WHEREAS, since 1982, almost 10,000 of America's schools have received this coveted award that honors those that reflect the goals of high standards and accountability; and

WHEREAS, the Blue Ribbon Schools Program honors public and private elementary, middle, and high schools that demonstrate overall academic excellence or show success in closing achievement gaps; and

WHEREAS, 317 public schools were selected nationwide, out of more than 133,000 public schools in the nation, for the 2020 Blue Ribbon Schools award, which is one of the most prestigious education awards in the country; and

WHEREAS, the Blue Ribbon Schools were honored during a virtual conference and awards ceremony November 12-13, 2020:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend the faculty, staff, students, and parents of Cleburne County Elementary School, Cleburne County School System, on achieving the status of a U.S. Department of Education Blue Ribbon School in 2020.

Done this 14th day of January 2021

On motion by Mr. Jeff Newman and seconded by Dr. Cynthia McCarty, the Board voted unanimously to adopt the following.

**RESOLUTION IN RECOGNITION OF HEWITT-TRUSSVILLE HIGH SCHOOL, TRUSSVILLE
CITY SCHOOL SYSTEM, 2020 BLUE RIBBON SCHOOL**

WHEREAS, U.S. Department of Education Secretary Betsy DeVos named Hewitt-Trussville High School in the Trussville City School System as a 2020 National Blue Ribbon School; and

WHEREAS, since 1982, almost 10,000 of America's schools have received this coveted award that honors those that reflect the goals of high standards and accountability; and

WHEREAS, the Blue Ribbon Schools Program honors public and private elementary, middle, and high schools that demonstrate overall academic excellence or show success in closing achievement gaps; and

WHEREAS, 317 public schools were selected nationwide, out of more than 133,000 public schools in the nation, for the 2020 Blue Ribbon Schools award, which is one of the most prestigious education awards in the country; and

WHEREAS, the Blue Ribbon Schools were honored during a virtual conference and awards ceremony November 12-13, 2020:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend the faculty, staff, students, and parents of Hewitt-Trussville High School, Trussville City School System, on achieving the status of a U.S. Department of Education Blue Ribbon School in 2020.

Done this 14th day of January 2021

On motion by Dr. Wayne Reynolds and seconded by Mrs. Jackie Zeigler, the Board voted unanimously to adopt the following.

RESOLUTION IN RECOGNITION OF JOHN S. JONES ELEMENTARY SCHOOL, ETOWAH COUNTY SCHOOL SYSTEM, 2020 BLUE RIBBON SCHOOL

WHEREAS, U.S. Department of Education Secretary Betsy DeVos named John S. Jones Elementary School in the Etowah County School System as a 2020 National Blue Ribbon School; and

WHEREAS, since 1982, almost 10,000 of America's schools have received this coveted award that honors those that reflect the goals of high standards and accountability; and

WHEREAS, the Blue Ribbon Schools Program honors public and private elementary, middle, and high schools that demonstrate overall academic excellence or show success in closing achievement gaps; and

WHEREAS, 317 public schools were selected nationwide, out of more than 133,000 public schools in the nation, for the 2020 Blue Ribbon Schools award, which is one of the most prestigious education awards in the country; and

WHEREAS, the Blue Ribbon Schools were honored during a virtual conference and awards ceremony November 12-13, 2020:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend the faculty, staff, students, and parents of John S. Jones Elementary School, Etowah County School System, on achieving the status of a U.S. Department of Education Blue Ribbon School in 2020.

Done this 14th day of January 2021

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

RESOLUTION IN RECOGNITION OF NEW CENTURY TECHNOLOGY HIGH SCHOOL, HUNTSVILLE CITY SCHOOL SYSTEM, 2020 BLUE RIBBON SCHOOL

WHEREAS, U.S. Department of Education Secretary Betsy DeVos named New Century Technology High School in the Huntsville City School System as a 2020 National Blue Ribbon School; and

WHEREAS, since 1982, almost 10,000 of America's schools have received this coveted award that honors those that reflect the goals of high standards and accountability; and

WHEREAS, the Blue Ribbon Schools Program honors public and private elementary, middle, and high schools that demonstrate overall academic excellence or show success in closing achievement gaps; and

WHEREAS, 317 public schools were selected nationwide, out of more than 133,000 public schools in the nation, for the 2020 Blue Ribbon Schools award, which is one of the most prestigious education awards in the country; and

WHEREAS, the Blue Ribbon Schools were honored during a virtual conference and awards ceremony November 12-13, 2020:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby commend the faculty, staff, students, and parents of New Century Technology High School, Huntsville City School System, on achieving the status of a U.S. Department of Education Blue Ribbon School in 2020.

Done this 14th day of January 2021

On motion by Mrs. Tracie West and seconded by Dr. Cynthia McCarty, the Board voted unanimously to adopt the following.

**RESOLUTION PROCLAIMING FEBRUARY 1-28, 2021
AS ALABAMA CAREER AND TECHNICAL EDUCATION MONTH**

WHEREAS, Alabama’s career and technical education programs have become a rigorous and vital part of the total educational system, which is committed to providing students with rewarding opportunities to gain valuable academic, career, and life skills; and

WHEREAS, Alabama’s career and technical education builds collaborative connections among education and workforce development in support of a healthy Alabama economy; and

WHEREAS, Alabama’s career and technical education programs are successfully partnering with international business and industry to ensure students are equipped with communication and leadership skills required for college and career success; and

WHEREAS, Alabama’s career and technical education programs are continually providing students with opportunities to gain valuable hands-on experience through apprenticeships and internship programs; and

WHEREAS, Alabama’s career and technical education programs are preparing students for “a lifetime of success” by providing them opportunities to earn industry recognized credentials, workplace experience, and college credit while still enrolled in high school; and

WHEREAS, the State Superintendent of Education recommends approval:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education does hereby proclaim February 1-28, 2021, as Alabama Career and Technical Education Month and encourages local boards of education, schools, business professionals, and community organizations to participate in this celebration through activities that demonstrate the importance of Alabama’s career and technical education program and their positive impact on student achievement.

Done this 14th day of January 2021

On motion by Dr. Cynthia McCarty and seconded by Mrs. Tracie West, the Board voted 8-0-1 to adopt the following, Mrs. Stephanie Bell abstained.

**APPROVE DR. BRANDON T. PAYNE AS ASSISTANT STATE SUPERINTENDENT FOR LEA
AUXILIARY SUPPORT SERVICES**

On motion by Dr. Yvette Richardson and seconded by Dr. Cynthia McCarty, the Board voted unanimously to adopt the following.

**RESOLUTION TO MODIFY CERTAIN PASSING SCORES AS A PRECONDITION FOR
INITIAL CERTIFICATION AND PROGRAM ADMISSION**

WHEREAS, by Resolutions of April 14, 2005, February 9, 2006, October 12, 2006, December 14, 2006, March 8, 2007, July 10, 2012, July 9, 2013, December 14, 2017, December 13, 2018, August 8, 2019, March 12, 2020, and other Resolutions from time to time, the Alabama State Board of Education has adopted certain Praxis subject assessments and minimum passing scores as conditions for initial educator certification in the State of Alabama; and

WHEREAS, earning a passing score on a Praxis subject assessment is a prerequisite for initial certification, via state-approved program and several other certification approaches, in all subjects for which there is a Praxis subject assessment; and

WHEREAS, the Alabama State Board of Education has followed the pattern of adopting the multi-state passing score from Educational Testing Service as the Alabama passing score; and

WHEREAS, certain Praxis subject assessments previously approved by the Alabama State Board of Education have recently been updated and revised; and

WHEREAS, individuals who are seeking admission to a Class A (master’s level) reading specialist program and hold a valid Alabama bachelor’s level professional educator certificate in an area other than early childhood education, elementary education, or collaborative special education teacher (K-6) must achieve the current passing score on the Praxis Teaching Reading test validated for use in Alabama:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education hereby discontinues the following current Praxis subject assessments and adopts the following replacement Praxis subject assessments and their multi-state passing scores as a precondition for initial educator certification in the state of Alabama:

Discontinued Subject Assessment	Passing Score for Discontinued Subject Assessment	Replacement Subject Assessment	Recommended Passing Score for Replacement Subject Assessment	Effective Date
5440 Middle School Science	151	5442 Middle School Science	152	September 1, 2021
5301 Reading Specialist	164	5302 Reading Specialist	165	September 1, 2021

BE IT FURTHER RESOLVED, That the Alabama State Board of Education hereby discontinues the current Praxis subject assessment which is used solely for individuals seeking admission to a Class A (master’s level) reading specialist program, and adopts the following replacement Praxis subject assessment and its multi-state passing score as a precondition for admission to a Class A reading specialist program for individuals who hold a valid Alabama bachelor’s level professional educator certificate in an area other than early childhood education, elementary education, or collaborative special education teacher (K-6):

Discontinued Subject Assessment	Passing Score for Discontinued Subject Assessment	Replacement Subject Assessment	Recommended Passing Score for Replacement Subject Assessment	Effective Date
5204 Teaching Reading	159	5206 Teaching Reading	159	September 1, 2021

BE IT FURTHER RESOLVED, That the Alabama State Superintendent of Education is hereby directed to take any and all actions necessary to implement this resolution.

Done this 14th day of January 2021

On motion by Dr. Yvette Richardson and seconded by Mrs. Tracie West, the Board voted 6-2-1 to adopt the following, Mrs. Stephanie Bell and Mrs. Jackie Zeigler opposed, and Dr. Wayne Reynolds abstained.

RESOLUTION TO APPROVE RECOMMENDATIONS OF THE STATE TEXTBOOK COMMITTEE FOR ADOPTION OF TEXTBOOKS FOR MATHEMATICS

WHEREAS, the Alabama State Textbook Law provides for the adoption of textbooks by the Alabama State Board of Education, the same to be adopted from recommendations made by the State Textbook Committee; and

WHEREAS, the State Textbook Committee has made its recommendations in keeping with said law; and

WHEREAS, the State Textbook Committee has worked long and hard hours in making such recommendations; and

WHEREAS, in accordance with said law, the State Board of Education received the recommendations at its December 10, 2020, meeting and 30 days prior notice of the date of consideration by the Alabama State Board of Education was given to news media:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education extends thanks to the State Textbook Committee and to all those who have worked to prepare the attached recommendations; and

BE IT FURTHER RESOLVED, That the attached recommendations for the adoption of textbooks for mathematics are approved; and

BE IT FURTHER RESOLVED, That it is the intention of the Alabama State Board of Education that priority be given to processing contracts immediately in order to ensure local education agencies have the greatest amount of time possible to access and review the Textbook Committee's ratings and gradings prior to the textbook caravan across the state.

Done this 14th day of January 2021

On motion by Dr. Wayne Reynolds and seconded by Dr. Cynthia McCarty, the Board voted unanimously to adopt the following.

RESOLUTION IN RECOGNITION OF MR. JEFF NEWMAN, ALABAMA STATE BOARD OF EDUCATION, STATE SCHOOL BOARD DISTRICT SEVEN

WHEREAS, Mr. Jeff Newman, a resident of Millport, Alabama, earned a Bachelor of Science in Education, Agribusiness Education at Auburn University; a Master's Degree in Agribusiness and Extension Education, Mississippi State University; a Master's Degree in Administration and Supervision, the University of West Alabama; and Education Specialist's Degree in Curriculum/Instruction Evaluation and Administration, NOVA Southeastern University; and

WHEREAS, Mr. Jeff Newman was elected to serve on the Alabama State Board of Education January 10, 2013, and participated in his first meeting February 14, 2013; and

WHEREAS, during his tenure on the Alabama State Board of Education, Mr. Jeff Newman was elected by his fellow Board members to serve as President Pro Tem July 8, 2014, which he served dutifully until July 14, 2015, when on a unanimous vote was elected to serve as Vice-President; on July 10, 2018, again Mr. Jeff Newman was elected to serve as President Pro Tem; and July 9, 2019, on a unanimous vote, Mr. Jeff Newman was elected to serve as Vice-President of the Board; and

WHEREAS, Mr. Jeff Newman strongly believes our educational system should provide an opportunity for all students to reach their full potential whether their goal is to attend a two- or four-year institution, receive a technical or military education, or enter the workforce, students must be educated for a purpose, regardless of the ability levels of students we serve; and

WHEREAS, serving as Vice President of the Alabama State Board of Education, he led the Board through the support and/or adoption of some of Alabama's comprehensive and progressive education reforms through the use of Adjunct Instructors in Alabama's K-12 schools due to the teacher shortage in academic subjects and in career and technical education; the Alabama Teacher Shortage Task Force Report of Strategies to Improve Teacher Recruitment and Retention in the state; recognition of dyslexic month in the state of Alabama; and recognition of the 2019 Alabama Bicentennial Student Advisory Council for its research and dedication to improving the lives of Alabamians; and

WHEREAS, prior to his service on the Alabama State Board of Education, Mr. Jeff Newman had over 32 years of experience in education, serving as superintendent of the Lamar County School System; an administrator of federal programs, a career technical principal and director; an assistant principal, and an agribusiness teacher; and

WHEREAS, among his many leadership roles, community involvement, and honors, Mr. Jeff Newman is a member of School Superintendents of Alabama, Alabama Farmers Federation, Council for Leaders in Alabama Schools, Alabama Association of School Boards, and a member of Propst Memorial Methodist Church:

NOW, THEREFORE, BE IT RESOLVED, That during Mr. Jeff Newman's years of service on the Alabama State Board of Education, he has shown great vision and patience, embodied the highest standards of leadership, and has represented the Board in a most distinguished manner; and

BE IT FURTHER RESOLVED, That the Alabama State Board of Education and Alabama State Department of Education offer a debt of gratitude for the governance and leadership that Mr. Jeff Newman has shown through his hard work, commitment, and dedication to public education and to the students of the great state of Alabama.

Done this 14th day of January 2021

On motion by Mrs. Jackie Zeigler and seconded by Dr. Cynthia McCarty, the Board voted unanimously to adopt the following.

**RESOLUTION IN HONOR OF
DR. TOMMIE T. STEWART, ALABAMA STATE BOARD OF EDUCATION
STATE SCHOOL BOARD DISTRICT FIVE**

WHEREAS, Dr. Tommie T. Stewart, a native of Greenwood, Mississippi, and international-acclaimed actress and artist educator has resided in Montgomery, Alabama, since 1990 and dedicated her life to developing the gifts and talents of youth and adults in her work as an educator, administrator, performing artist, and leader of arts camps for Grades K-12 and college students; and

WHEREAS, Dr. Tommie T. Stewart received a Bachelor's degree from Jackson State University; a Master of Arts from the University of California in Santa Barbara; a Doctorate from Florida State University (FSU), where she was the first African-American female to receive a doctorate from the FSU School of Theatre; and the first McKnight Doctoral Fellow in Theatre Arts; and

WHEREAS, January 7, 2020, Governor Kay Ivey appointed Dr. Tommie T. Stewart to serve as State School Board Member for School Board District Five to complete the term of the late Mrs. Ella B. Bell, whose term on the Board would have ended January 2021; and

WHEREAS, Dr. Tommie T. Stewart whose passion for education honors the legacy of the late Mrs. Ella B. Bell stated, "Education is the pathway for our children's future. It is our charge to motivate, validate, and create a positive environment for teaching the youth and supporting the employees our children encounter"; and

WHEREAS, in her service on the Alabama State Board of Education, Dr. Tommie T. Stewart supported significant education policies including, but not limited to, the *Alabama Literacy Act* Regarding Educator Assessment Requirements; and Alabama's Microsoft Imagine Academy, which empowered students to earn more than 100,000 professional certifications; and

WHEREAS, prior to her appointment to the Board and role as Dean of the College of Visual and Performing Arts at Alabama State University (ASU), Dr. Tommie T. Stewart served as chair and professor in ASU's Department of Theater Arts in addition to holding other leadership positions; and

WHEREAS, Dr. Tommie T. Stewart is not only an outstanding educator and leader but also an accomplished actress having performed in various roles including, *A Time to Kill*, which earned her a National Association for the Advancement of Colored People (NAACP) Image Award Nomination and *Rosa Parks Story*; and

WHEREAS, Dr. Tommie T. Stewart is a member of the Order of the Golden Circle, a life member of NAACP, Southern Christian Leadership Conference, Zeta Phi Beta Sorority, Inc., and a dedicated member of Hutchinson Missionary Baptist Church:

NOW, THEREFORE, BE IT RESOLVED, That the Alabama State Board of Education and Alabama State Department of Education are most appreciative of the commitment of Dr. Tommie T. Stewart and the indelible impact that her presence and support have had on students, educators, and staff in schools across the state of Alabama.

Done this 14th day of January 2021

EXECUTIVE (INCLUDES LEGAL AND PUBLIC INFORMATION)

Dr. Eric G. Mackey stated that there was no report necessary for the month of January.

STATE SUPERINTENDENT'S REPORT

Dr. Mackey thanked Mr. Jeff Newman and Dr. Tommie Stewart for their great service on the Alabama State Board of Education (ALSBOE). Dr. Mackey stated that Mr. Newman served many years on the Board, twice as Pro Tem and twice as Vice President. He said that Mr. Newman came to the Board with a career in Education. Dr. Mackey stated that Mr. Newman started as an agribusiness teacher with degrees from Auburn University, Mississippi State University, University of West Alabama, and NOVA Southeastern University. He said Mr. Newman retired after 32 years in Education, last serving as superintendent of Lamar County School System. Mr. Newman is a member of School Superintendents of Alabama, Alabama Farmers Federation, Council for Leaders in Alabama Schools, Alabama Association of School Boards, and a member of Propst Memorial Methodist Church. Dr. Mackey stated that during Mr. Newman's years of service on the ALSBOE, he has shown great vision and patience, embodied the highest standards of leadership, and has represented the Board in a most distinguished manner. Dr. Mackey thanked the Governor for making a wonderful appointment by appointing Dr. Tommie Stewart to the ALSBOE. He said Dr. Stewart's career was also in Education. She worked mostly in Higher Education. He said Dr. Stewart is an award-winning actress. Dr. Mackey stated that Dr. Stewart spent so many years teaching young people skills of acting and skills of how to get along in the world. He said Dr. Stewart has been a wonderful addition to the Board for the past year. Dr. Mackey stated that Dr. Stewart earned a National Association for the Advancement of Colored People (NAACP) Image Award Nomination for her *Rosa Parks Story*. Dr. Stewart is a member of Order of the Golden Circle, a life member of NAACP, Southern Christian Leadership Conference, Zeta Phi Beta Sorority, Inc., and a dedicated member of Hutchinson Missionary Baptist Church.

Dr. Mackey congratulated the following five 2020 Alabama Blue Ribbon Schools and their leaders: Bob Jones High School, Madison City School System, Principal: Mrs. Sylvia Lambert; Cleburne County Elementary School, Cleburne County School System, Principal: Ms. Barbara Johnson; Hewitt-Trussville High School, Trussville City School System, Principal: Mr. Tim Salem; John S. Jones Elementary School, Etowah County School System, Principal: Mrs. Tanya Clark; New Century Technology High School, Huntsville City School System, Principal: Ms. Sheila Roby. Dr. Mackey stated that leadership makes a difference.

Dr. Mackey thanked Mr. Andy Craig for bringing Dr. Brandon Payne aboard to serve as Assistant State Superintendent for Local Education Agency (LEA) Auxiliary Support Services. He said Dr. Payne was a very good superintendent in Cullman.

Dr. Mackey stated that he would cover updates on vaccination plans in the following Alabama State Board of Education Work Session.

There being no other business before the Board, on motion by Dr. Cynthia McCarty and seconded by Dr. Yvette Richardson, Board members voted unanimously to adjourn the meeting at 10:51 a.m. The next Alabama State Board of Education Meeting for Elementary and Secondary Education will be held on Thursday, February 11, 2021, at 10 a.m. in the Auditorium of the Gordon Persons Building followed by the Work Session.

Vice President

Secretary and Executive Officer