



ISLIP TOWN BRANCH OF THE NAACP
P.O. BOX 577, BAY SHORE, NY 11706
ISLIPTOWNNAACP@GMAIL.COM
585-37-NAACP (62227)

CONTACT: WILLIAM MOSS, PRESIDENT
631-245-3957

***** FOR IMMEDIATE RELEASE*****

MEDIA ADVISORY

THE ISLIP TOWN NAACP TO CONDUCT DIRECT ACTION CONDEMNING DOCUMENTED DISCRIMINATORY PRACTICES OF THE BRENTWOOD UNION FREE SCHOOL DISTRICT

On Thursday, February 27, 2020 at 7:00pm the Islip Town NAACP will be at the Brentwood Board of Education meeting at the Felicio Administration Building, 52 Third Ave, Brentwood, NY 11717 to conduct a press conference and protest several documented discriminatory practices in hiring and disciplinary matters. The Branch has documented complaints from employees and parents since January 2018 and in their November 21, 2019 Direct Action Resolution recognized over two dozen discrimination complaints. In addition, since then, the Branch has secured documentation of the District's usage of neutral policies and practices that discriminate against minorities.

On November 20, 2019, in an Answer to a Petition to the Commissioner of Education, the Superintendent and Board admitted that they "first considered internal candidates" for administrative positions. With over 70% of teachers and administrators being white non-Hispanic, such preferential treatment statistically advantages non-Hispanic whites while disadvantages blacks/African-Americans, Hispanics, Asians and other racial and ethnic minorities.

On November 20, 2019, again, in the same Answer to a Petition to the Commissioner of Education, the Superintendent and Board admitted that they "ripened" and "developed" temporary administrative contracts into probationary contracts. FOIL responses uncovered that, out of the eighty (80) substitute and leave replacement teachers and administrators whose temporary contracts ripened into probationary teaching and administrative positions since July 1, 2017, zero (0) were black/African-American.

On November 21, 2019, the District hired a white woman to be an ENL (English as a New Language) teacher, passing over a qualified black woman who applied for the position in March 2019. In her March 2019 “informal interview” she was told that there were no ENL openings. Since then the Board appointed four (4) ENL probationary teachers. The Islip Town Branch of the NAACP holds that the qualified black woman passed over with an Initial Certificate was more qualified than the white woman hired with a Supplementary (lesser qualified) certificate. The NAACP also suspects that the Brentwood UFSD aided the ENL teacher hired on November 21, 2019 in achieving this certificate, which would be an additional clear and documented bias in the hiring process.

On November 20, 2019 and February 19, 2020, the Islip Town Branch passed resolutions to take Direct Action against the Brentwood Union Free School District for the attached and aforementioned reasons respectively.

On Thursday, February 27th, the Islip Town Branch, with the full support of the NAACP’s New York State Conference President and National President/CEO, will be demanding that the Brentwood Union Free School District immediately pass a resolution ending all forms of discrimination, especially those uncovered by the NAACP, and cease and desist from all forms of retaliation due to discrimination claims filed against the District.

SUMMARY STATISTICS FROM FOIL DECEMBER 2019 & JANUARY 2020 FOIL RESPONSES

Brentwood Teachers and Pupil Personnel Servicers

Race	Overall	Bilingual Department Only	Non-Bilingual Department Only
White	75.1%; n=979	13.2%; n=17	81.9%; n=962
Hispanic (negligible Black*)	21.3%; n=278	85.3%; n=110	14.3%; n=168
Total Caucasian (W+H)	96.4%; n=1257	98.4%; n=127	96.8%; n=1130
Black	2.6%; n=34	1.6%; n=2	2.7%; n=32
Asian	0.6%; n=8	0%; n=0	0.7%; n=8

Native American	0.4%; n=5	0%; n=0	0.4%; n=5
Total	100%; n=1304	100%; n=129	100%; n=1175

Brentwood Administrators

Race	Overall	Bilingual Department Only	Non-Bilingual Department Only
White	55.4%; n=46	0.0%; n=0	58.2%; n=46
Hispanic (negligible Black*)	21.7%; n=18	100%; n=4	17.7%; n=14
Total Caucasian (W+H)	77.1%; n=64	100%; n=4	75.9%; n=60
Black	19.2%; n=16	0%; n=0	20.3%; n=16
Asian	3.6%; n=3	0%; n=0	3.8%; n=3
Native American	0%; n=0	0%; n=0	0%; n=0
Total	100%; n=83	100%; n=129	100%; n=1175

Probabilities & Disproportional Advantage Analysis (whites/Caucasians vs. blacks/African-Americans)

Policy of Considering Internal Candidates First Out of 1387 Professionals

Internal Position	White/Caucasian	Black/African-American	White/Caucasian Advantage	Times More Likely

Teacher (White non-Hispanic)	75.1%; n=979	2.6%; n=34	72.5%	29:1 Caucasian Advantage
Administrator (White non-Hispanic)	55.4%; n=46	19.2%; n=16	36.2%	3:1 Caucasian Advantage
Teacher and Administrator (White non-Hispanic)	73.9%; n=1025	3.6%; n=50	70.3%	21:1 Caucasian Advantage
Teacher (all Caucasian)	96.4%; n=1257	2.6%; n=34	93.8%	37:1 Caucasian Advantage
Administrator (all Caucasian)	77.1%; n=64	19.2%; n=16	57.9%	4:1 Caucasian Advantage
Teacher and Administrator (all Caucasian)	95.2%; n=1321	3.6%; n=50	91.6%	26:1 Caucasian Advantage

Every scenario involves as substantial white and Caucasian advantage over black/African-American.

**Policy of Ripening and Developing Temporary Contracts into Probationary Contracts
(number of incidents since July 1, 2017)**

Internal Position	White/Caucasian	Black/African-A merican	White/Caucasian Advantage	Times More Likely
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Teacher (White non-Hispanic)	Unknown	Unknown	Unknown	Unknown Caucasian Advantage
Administrator (White non-Hispanic)	2	0	2	Infinite Caucasian Advantage
Teacher and Administrator (White non-Hispanic)	Unknown	Unknown	Unknown	Unknown Caucasian Advantage

Brentwood Teachers Association – Classroom Teachers – Leave Replacement to Probationary

Race	Overall	Bilingual Department Only	Non-Bilingual Department Only
White	92.9%; n=13	100%; n=1	92.3%; n=12
Hispanic (negligible Black*)	7.1%%; n=1	0%; n=0	7.7%; n=1
Total Caucasian (W+H)	100%; n=14	100%; n=1	100%; n=13
Black	0%; n=0	0%; n=0	0%; n=0
Asian	0%; n=0	0%; n=0	0%; n=0
Native American	0%; n=0	0%; n=0	0%; n=0
Total	100%; n=14	100%; n=1	100%; n=13

Brentwood Teachers Association – Pupil Personnel Services – Leave Replacement to Probationary

Race	Overall	Bilingual Department Only	Non-Bilingual Department Only
White	0%; n=0	0%; n=0	0%; n=0
Hispanic (negligible Black*)	0%; n=0	0%; n=0	0%; n=0
Total Caucasian (W+H)	0%; n=0	0%; n=0	0%; n=0
Black	0%; n=0	0%; n=0	0%; n=0
Asian	0%; n=0	0%; n=0	0%; n=0
Native American	0%; n=0	0%; n=0	0%; n=0
Total	100%; n=0	100%; n=0	100%; n=0

Brentwood Teachers Association – Classroom Teachers – Substitute to Probationary

Race	Overall	Bilingual Department Only	Non-Bilingual Department Only
White	75.0%; n=48	20.0%; n=2	85.2%; n=46
Hispanic (negligible Black*)	23.4%; n=15	80.0%; n=8	13.0%; n=7

Total Caucasian (W+H)	98.4%; n=63	100%; n=10	98.1%; n=53
Black	0%; n=0	0%; n=0	0%; n=0
Asian	1.6%; n=1	0%; n=0	1.9%; n=1
Native American	0%; n=0	0%; n=0	0%; n=0
Total	100%; n=64	100%; n=10	100%; n=54

Brentwood Teachers Association – Pupil Personnel Services – Substitute to Probationary

Race	Overall	Bilingual Department Only	Non-Bilingual Department Only
White	50.0%; n=3	0%; n=0	50%; n=3
Hispanic (negligible Black*)	16.7%; n=1	0%; n=0	16.7%; n=1
Total Caucasian (W+H)	67.7%; n=4	0%; n=0	67.7%; n=4
Black	33.3%; n=2	0%; n=0	33.3%; n=2
Asian	0%; n=0	0%; n=0	0%; n=0
Native American	0%; n=0	0%; n=0	0%; n=0

Total	100%; n=6	100%; n=0	100%; n=6
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Summary

The same Superintendent of Schools, Board president and Board majority have been in place since July 1, 2017. Since July 1, 2017, Blacks/African-Americans have no pathway to achieving probationary teaching and administrative appointments by substitute teaching or leave replacement teaching. The District’s policy of “ripening” and “developing” leave replacement contracts into probationary contracts effectively blocks Black/African-American candidates from achieving probationary teaching and administrative contracts. When policy 9240 is followed completely or near completely, Black/African-American teachers were appointed in the same time period (since July 1, 2017). Therefore, “ripening” and “developing” leave replacement and other substitute contracts into probationary positions without following policy 9240 is a neutral policy that effectively gives preferential treatment to whites/Caucasians and absolutely denies Blacks/African-Americans from those positions of employment as classroom teachers and administrators.