

NY HOPE Act Sample Endorsement Resolution

WHEREAS, in 2018-2019, 25% of New York School Districts were homogeneous districts because they employed 100% teachers of one race and color;

WHEREAS, in 2018-2019, 51% of New York School Districts were homogeneous districts or almost/nearly homogeneous districts because less than or only 2% of the employed teachers were race and/or color minorities;

WHEREAS, in 2018-2019, 74% of New York School Districts employed less than 5% minority teachers;

WHEREAS, it is currently not explicitly illegal for a Superintendent of Schools to recommend an unqualified or qualified blood relative to the Board of Education without a bona fide competitive selection process and the NY HOPE Act will address, deter and prevent this and other unethical hiring practices;

WHEREAS, it is currently not required that school districts publicly post/advertise certificated vacancies and the NY HOPE Act will require public postings/advertisements;

WHEREAS, it is currently not required in Education Law that school districts hire certificated personnel without discriminating against or for protected classes and the NY HOPE Act will outlaw hiring discrimination for and against protected classes;

WHEREAS, it is currently not required that school districts maintain records of selection processes for the hiring of certificated personnel and the NY HOPE Act will require the maintenance of said records;

WHEREAS, Human Rights Law needs to be updated and improved to address the subtle, appearingly "neutral," and other well-planned discriminations for and against protected classes and the NY HOPE Act makes said improvements to Human Rights Law;

WHEREAS, the NY HOPE Act is currently in draft format and the leaders of the _____ (School District or Organization) will have direct input with the Office of Assemblywoman Michaela Solages, the Assembly sponsor of the NY HOPE Act until its finalization in the Fall of 2021.

WHEREAS, the _____ (School District or Organization) supports equal employment opportunity in hiring without discrimination for or against persons according to age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, disability, predisposing genetic characteristics, familial status, marital status, or status as a victim of domestic violence;

THEREFORE, BE IT RESOLVED, that the _____ (School District or Organization) hereby endorses the passage of the New York H.O.P.E. Act, Assembly Bill A5784 and its accompanying senate legislation, pending final approval.