

Gateway School District



January 2, 2021

Gateway School District - Non Discrimination Policy

Gateway School District will not discriminate in its education programs, activities, or **employment practices**, based on race, color, national origin, gender, religion, ancestry, disability, union membership or any other legally protected classification. Announcement of this policy is in accordance with state and federal laws, including Title IX of the Educational Amendments of 1972 and Sections 5043 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

The recruitment and hiring of every potential employee is governed by policies adopted and approved by the school board.

Athletic Director hiring process:

- Resources utilized include Monster.com, PIAA website, GSD website, and PA Educator.net.
- 36 applicants submitted interest in the position.
- GSD Human Resource Department summarized backgrounds of candidates and submitted a grid to the central administration for review.
- 10 candidates were prioritized for Round 1.
- Candidate pool was reduced to 5 for Round 2.
- Candidate pool was then reduced to 3 for Round 3.

Upon completion of final interviews, an administrative recommended name is submitted to the School Board for consideration.

During the February 2020 board meeting, Mr. Don Holl's name was placed on the agenda for approval, and the School Board voted 7-1, approving the administrative recommendation.