

**DANVERS SCHOOL COMMITTEE
REGULAR MEETING**

September 8, 2025

School Committee Members Present: Michael Shannon, Chair
Sean Doherty
Josh Kepnes
Gabe Lopes

VOTED: Superintendent Summative Evaluation - Mr. Kepnes moved to approve Superintendent Bauer's evaluation. Mr. Doherty seconded. The vote was unanimous.

VOTED: Wellness Policy for a first reading - Mr. Kepnes moved to approve The Wellness Policy for a first reading. Mr. Doherty seconded. The vote was unanimous.

VOTED: District Improvement Plan - Mr. Doherty moved to approve the Strategic Plan. Mr. Kepnes seconded. The vote was unanimous.

VOTED: Superintendent Contract and Salary - Mr. Doherty motioned to extend Superintendent Bauer's contract for 2 additional years and to allow for a 2.85% COLA increase for SY 2025-26. Mr. Lopes seconded. The vote was unanimous.

VOTED: 2024-25 Regular Minutes - Mr. Lopes moved to release the minutes from the 2024-2025 Regular Meetings. Mr. Kepnes seconded. The vote was unanimous.

VOTED: Consent Agenda: Mr. Kepnes moved to approve the consent agenda. Mr. Doherty seconded. The vote was unanimous.

VOTED: Adjournment - Mr. Kepnes moved to adjourn the regular meeting at 8:10 p.m. Mr. Lopes seconded. The vote was unanimous.

I. CALL TO ORDER

Mr. Shannon called the meeting to order at 6:30 p.m. The Danvers Public Schools Mission statement were recited. Mr. Shannon inquired whether the meeting was being recorded by audience members and announced that the meeting was being broadcast on DCAT.

II. ITEMS OF INTEREST

Mr. Paul Pawlak advised the Committee of the upcoming diversity event to be held on October 4, 2025 in the Atrium of the High School. All are welcome to attend. Julie Bolduc deFillipo updated the Committee on recent SEPAC events including the upcoming unified basketball game to be held on Tuesday, September 30th VS Lynnfield.

III. INFORMATION FROM THE SUPERINTENDENT

- A. Announcement of Student Representatives: Superintendent Bauer introduced returning representative Olivia Marshall and new representative Nathan Silva
- B. Student Representatives Report: Olivia addressed the Committee how she was excited to be returning to school, her senior year. She provided an update on the library mural project, Best Buddies car wash and seniors painting their parking spots. Nathan reported that the band performed over the weekend in Gloucester, the middle school math programs worked on posters and elementary schools did a segment on electrical systems.

- C. Introduction of New Administrators: Christina Ryan introduced Bethany Stangas, Preschool Chair, Kleona Caushi Azizaj, Elementary Team Chair and Erin Gibson, M.S. Team Chair to the Committee. She explained that having the new administrators helps to provide an extra layer of support.
- D. Opening of Schools Review and Updates: Superintendent Bauer reported new hire orientation was held on August 21st. A new mentor program was launched for IA/BTs. All staff reported on August 27th. They were greeted with breakfast and the band performed in the auditorium before the district welcome.
- E. Professional Development Update: Superintendent Bauer asked Assistant Superintendent, Kristen Anderson, to give an overview of how the optional professional development went. Kristen stated the professional development was organized by the curriculum directors this year. There is a new addition this year - Teacher Leadership. There are currently over 40 participants.
- F. Annual Safety Meeting: The format for this year's meetings will change a little. The new dates will be forthcoming.

IV. UNFINISHED BUSINESS

- A. Therapeutic Audit Report Findings: Dr. Alex Hirshberg zoomed into the meeting to provide an update on the findings. The most important finding is vertical alignment between elementary, middle and high school. Providing faculty with the necessary professional development and a focus on skill building. The Committee expressed their appreciation for the efforts that have been set forward.
- B. Superintendent Summative Evaluation '24-'25: Mr. Kepes motioned to approve Superintendent Bauer's summative evaluation. Mr. Doherty seconded. Discussion - Mr. Kepnes explained this is an annual process. He went on to explain that this year there were a lot of clear goals with evidence to support the goals. Mr. Lopes expressed that across the board there has been a great impact. Superintendent has demonstrated he is able to handle a multitude of issues and improve communication. Mr. Doherty enjoys hearing from students that they saw Mr. Bauer at their school participating in events. Mr. Shannon polled the committee and the vote was unanimous.

V. NEW BUSINESS

- A. Superintendent recommends approval of the DPS Wellness Policy for a first reading: Mr. Kepnes moves to approve the DPS Wellness Policy for a first reading. Mr. Doherty seconded. As voted.
- B. Superintendent recommends approval of the District Improvement Plan: Mr. Doherty moves to approve the District Improvement Plan. Mr. Kepnes seconded. As voted.
- C. DPS Branding: Superintendent Bauer explained that there have been so many wonderful accomplishments happening in the district that need to be celebrated. We need to break the status quo and elevate the district to where we know it can be. Mr. Kepnes loves the plan and can't wait to see what is to come. Mr. Lopes likes the new look of the website and suggested highlighting things such as DECA, Best Buddies and other programs on the front page.
- D. Superintendent Contract and Salary 2025-2026: Mr. Shannon explained that Superintendent Bauer is in his last year of his current contract and expressed a desire to extend his contract through an additional two years. Mr. Kepnes expressed that extending the contract 2 years would allow for full results of the goals that have been set. Mr. Doherty motioned to extend Superintendent Bauer's contract for 2 additional years and to allow for a 2.85% COLA increase for SY 2025-26. Mr. Lopes seconded. The vote was unanimous.
- E. Appointment of Delegate and Alternate to MASC Annual Business Meeting: Tabled to next meeting.

VI. ORDER OF BUSINESS

- A. Minutes: Mr. Lopes moves to release the regular meeting minutes from the 2024-25 School Year. Mr. Kepnes seconded. As voted.
- B. Consent Agenda: Mr. Crane moved to approve the consent agenda. Mr. Kepnes seconded the

motion. As voted.

B. Communications - none

C. Legislation - No update

D. Subcommittee/Liaison Update -

Curriculum & Assessment - No update

Policy - First meeting iis September 22, 2025

Safety - No update

DEEP – No update

DanversCARES – No update

SEPAC - Previously given

DHRIC - Previously given

The next meeting will be held on October 6, 2025 at 6:30 p.m.

Respectfully submitted,
Mr. Eric Crane, Secretary
Danvers School Committee