

**DANVERS SCHOOL COMMITTEE
SPECIAL MEETING**

February 18, 2026

School Committee Members Present:

Michael Shannon, Chair
Eric Crane, Secretary
Sean Doherty
Joshua Kepnes
Gabe Lopes

VOTED: Early Separation Incentive: Mr. Crane moved to approve the Superintendent's recommendation for the establishment of an open enrollment window for early separation initiative subject to final review. Mr. Lopes seconded. The vote was unanimous.

VOTED: Adjournment – Mr. Doherty moved to adjourn the regular meeting at 8:45 a.m. Mr. Crane seconded. The vote was unanimous.

I. CALL TO ORDER

Mr. Shannon called the meeting to order at 8:00 a.m. The Danvers Public Schools Mission statement were recited.

II. NEW BUSINESS

Early Retirement Incentive - Unit A, review process - Superintendent Bauer presented to the Committee the retirement incentive plan. Pam Crum, Business Manager, brought forward a company that specializes in helping create incentives for early separation. PARS is a company which many states have used. With the budget being as tight as it is staff was looking for creative ways to help save costs. The purpose of this meeting is to see if this is something the Committee would like to see if there is an interest. This is only open to Unit A, which is the teacher unit. This is a 3 phase process: Plan & Develop, Communicate & Educate and post implementation. If the Committee decides to proceed, the next step is for the company to make their presentation to staff to get a feel for participation. Based on the \$50,000 offering, the company predicts approximately 11 people will participate. With the timeframe being as it is the budget will be settled, however this will help with deferrals and a cushion for future years. If after the company presents its findings and the Committee does not feel the program is beneficial we are under no obligation to continue.

Mr. Kepnes asked if we open the enrollment at \$50,000 are we locked into that figure. Dan answered that yes, we are. Dan believes this to be beneficial for those who are close to the 80% mark. Mr. Shannon asked if there is any fallout from replacing staff at such a late date. It will depend on the teaching role. Specialized teachers tend to be more difficult to replace. Positions can be posted as anticipated if necessary and some of the positions may not be filled.

Mr. Crane moved to approve the Superintendent's recommendation for the establishment of an open enrollment window for early separation initiative subject to final review. Mr. Lopes seconded. As voted.

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

