

**DANVERS SCHOOL COMMITTEE  
REGULAR MEETING**

September 14, 2026

School Committee Members Present:

Sean Doherty, Chair  
Gabe Lopes, Secretary  
Joshua Kepnes  
Beth Kontos  
Mike Shannon

- VOTED:** DPS Handbook: Ms. Kontos motioned to approve the DPS Handbook. Mr. Kepnes seconded. The vote was unanimous.
- VOTED:** Policy ACL, Protect Act for first reading: Mr. Kepnes motioned to approve Policy ACL for a first reading. Ms. Lopes seconded. The vote was unanimous.
- VOTED:** District Improvement Plan: Mr. Shannon moved to approve the District Improvement Plan. Ms. Kontos seconded. The vote was unanimous.
- VOTED:** Superintendent Salary: Mr. Shannon moved to approve the Superintendent's 3% raise. Mr. Kepnes seconded. The vote was unanimous.
- VOTED:** Minutes - Mr. Lopes moved to approve and release the minutes from the June 8, 2026 and August 10, 2026 regular meetings and release the minutes from the 2025-26 School Year. Mr. Shannon seconded. The vote was unanimous.
- VOTED:** Consent Agenda: Mr. Lopes moved to approve the consent agenda. Mr. Kepnes seconded. The vote was unanimous.
- VOTED:** Adjournment – Mr. Kepnes moved to adjourn the regular meeting at 7:40 p.m. Mr. Shannon seconded. The vote was unanimous.

**I. CALL TO ORDER**

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

**II. ITEMS OF INTEREST**

Julie Bolduc DeFilippo provided a quick SEPAC update. The Unified Basketball will hold a game at the high school on October 6th at 4 p.m. with a community dinner afterward. All are welcome to attend the first Community Connection Night to be held on November 9th at the middle school prior to the School Committee meeting.

Superintendent Bauer would like to thank Staples and Honda North for their generous donations of school supplies for the district. Each school has been invited to pick up supplies for their students.

**III. RECOGNITIONS**

- A. Student Representatives Report:** Nathan and new representative Amelia Vaz provided an update on things. The seniors have painted their parking spots, juniors are getting adjusted to their schedules with AP flex beginning. The band performed at the home game on Thursday and clubs and organizations will begin in the next few weeks. Amelia stated that the bell to bell policy is going well. With the process that was in place last year it is making it easier for the transition.
- B. Introduction of New Administrators:** Superintendent Bauer asked the team from the middle school to come up. He introduced the 3 new administrators and thanked them for doing a great job. Ms. Lueke spoke to the team's goals for the year in building a strong sense of belonging. Mr. Bauer asked Alex Grover to come up as Alex is now the Director of Fine

Arts. Alex thanked the Committee for having him and looks forward to clearing the runway for artistic staff and students.

- C. DHS DECA Purple Heart Project: Superintendent Bauer wanted to recognize Ariana Fajadro, Haley Liporto and Chase Richmond for their outstanding work on this project. The students explained they wanted to leave the veteran community better than before.

#### **IV. UNFINISHED BUSINESS**

- A. Review of School Attorney: Superintendent Bauer recommends a pause on this. In speaking with the Town Manager the School Department may be able to partner with the Town. The School department will still be able to use the current attorneys on certain matters. Mr. Kepnes asked about the timing - Mr. Bauer will have more information shortly. He does recommend keeping the same special education attorney we currently have.
- B. Superintendent Recommends Approval of DPS Handbook: Superintendent Bauer recommends the approval of the DPS Handbook. The goal was to have one handbook for the district and each school will do a supplement specific to them. Ms. Kontos motioned to approve the DPS Handbook. Mr. Kepnes seconded. As voted

#### **V. NEW BUSINESS**

- A. Policy ACL, Protect Act for first Reading: Superintendent Bauer recommends approval of Policy ACL, Protect Act for a first reading. Mr. Kepnes motioned to approve Policy ACL, Protect Act for a first reading. Mr. Lopes seconded. As voted
- B. District Improvement Plan: Superintendent Bauer recommends approval of the District Improvement Plan. Mr. Shannon motion to approve the District Improvement Plan. Ms. Kontos seconded. As voted.
- C. Superintendent Salary 2026-27: Chairperson Doherty advised the Committee had a discussion in the Executive Session prior to this meeting to discuss Superintendent Bauer's salary increase. Mr. Lopes expressed based on the feedback and reviews the Committee appreciates Dr. Bauer's commitment to the community and students. Mr. Shannon motioned to approve the proposed 3% salary increase for the Superintendent. Mr. Kepnes seconded. As voted
- D. Appointment of Delegate & Alternate to MASC Annual Meeting: Mr. Shannon asked to have this tabled until the next meeting.

#### **III. INFORMATION FROM THE SUPERINTENDENT**

- A. Opening of Schools Review and Updates: Superintendent Bauer reported it was a great school opening. New Hire Orientation was held on August 27th and the official opening was September 2nd.
- B. Professional Development Update: The optional professional development was very well attended. There were many opportunities for staff to participate.
- C. School Safety Update: Fire drills will be occurring within the first week of school and other safety drills will follow.
- D. Strategic Plan - Year 2: Superintendent Bauer conveyed a big emphasis this year is to go from good to great. The district is building programs and gaining momentum. The foundation is being laid for the 4 strategic pillars. The relationships being formed is making collaboration easier on every level.

#### **VII. ORDER OF BUSINESS**

- A. Minutes: Mr. Lopes moved to approve and release the minutes from the June 8 and August 10, 2026 regular meetings and release the minutes from the 2025-26 School Year. Mr. Shannon seconded. As voted
- B. Consent Agenda: Mr. Shannon moved to approve the consent agenda. Ms. Kontos seconded the motion. As voted.
- C. Communications - none
- D. Legislation -

**E. Subcommittee/Liaison Update**

Curriculum & Assessment Previously reported

Policy - next meeting 9/22/26

Safety - next meeting 9/28/26

DEEP –

DanversCARES –

SEPAC - Previously given

DHRIC -

The next meeting will be held on October 5, 2026 at 6:30 p.m.

Respectfully submitted,  
Mr. Gabe Lopes, Secretary  
Danvers School Committee