

**KIPP ACADEMY LYNN CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE OF  
THE BOARD OF TRUSTEES**

**June 26, 2018, 11:00 AM**

The meeting of the People Committee of the Board of Trustees of **KIPP ACADEMY LYNN CHARTER SCHOOL and KIPP ACADEMY BOSTON CHARTER SCHOOL** (collectively, the “Schools”) convened at 11:00 a.m. on June 26, 2018, at Goodwin Procter - Room 17D, 100 Northern Avenue, Boston, held in compliance with the open meeting laws, at which a quorum of the Trustees was present. The Trustees present were Shenkiat Lim and Amanda Seider. Also present was Rachel Heuisler.

Shenkiat Lim, the chair, called the meeting to order at 11:00a.m. and presided throughout the meeting. Rachel Heuisler, Managing Director of Talent, kept the minutes of the meeting. Lim ascertained that sufficient Trustees were present at the meeting, and that, accordingly, a quorum existed.

After welcoming the Trustees who were present at the meeting, Lim presented the agenda as follows: (1) Icebreaker and Review Agenda; (2) Year End Talent Analysis; (3) Review Regional Office Org Chart.

**1. Icebreaker and Review Agenda**

Shenkiat Lim, Chair, opened the meeting and reviewed the agenda.

**2. Year-end Talent Analysis**

Lim directed the attention of the committee to the Year-End Talent Analysis. Rachel Heuisler, Managing Director of Talent, presented the highlights, which included year-end results, key learnings, and projected FY19 goals for recruitment, human resources, Teaching Fellows, and the Teacher Career Pathway project. Committee members asked clarifying and probing questions to fully understand the findings and provide suggestions. Committee members determined that next year’s area of focus will be compensation design.

**3. Review Revised Regional Office Org Chart**

Lim next directed the attention of the committee to the revised regional office org chart. Heuisler walked through transitions and projected shifts in work streams and reporting structures. Committee members provided insights and agreed with the decision to add a CFO instead of replacing the COO.

The meeting adjourned at 12:30PM.

**List of Documents Used at the Meeting**

- Year-End Talent Analysis
- Revised draft of Regional Office Org Chart

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