

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

**May 14, 2019  
9:00 a.m.**

The meeting of the Governance and Compensation Committee of the Board of Trustees of **KIPP ACADEMY LYNN CHARTER SCHOOL and KIPP ACADEMY BOSTON CHARTER SCHOOL** (collectively, the “Schools”) convened at 9:00 a.m. on May 14, 2019 at 100 Northern Ave Boston, MA. The Trustees present were Amanda Seider, Doug Borchard, Matt Fates, Caleb Dolan, and Shenkiat Lim. Michael Kendall and Tom Beecher joined by phone. Borchard announced that Beecher and Kendall would remotely participate in this meeting because physical attendance at the meeting was unreasonably difficult. Jennifer Betancourt was absent. Additional participants include Mekka Smith.

Beecher and Borchard called the meeting to order at 9:00 a.m. and Borchard presided throughout the meeting.

After welcoming the Trustees who were present at the meeting, Borchard then presented the agenda as follows: (1) Finalize Greenlighting Criteria (2) Board Member Cultivation (3) Review Executive Director mid-year evaluation.

**1. Finalize Greenlighting Criteria**

Dolan shared an overview of the criteria to date. The committee provided feedback on the Greenlighting Criteria document. The committee discussed edits to topics such as school leadership, academic results, and political and community environment

**2. Board Member Cultivation**

The committee primarily discussed the possibility of adding Stephanie Oliveras, current Finance and Facilities committee attendee, to the board. Fates recommended her for board membership given the depth of her contributions to his committee. Seider and Beecher both held individual conversations with her prior to the committee meeting and the committee agreed to bring her candidacy to vote at the June 2019 meeting.

The committee also discussed Ed Smith withdrawing his candidacy to join as a full board member.

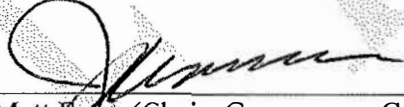
### 3. Review Executive Director Mid-Year Evaluation

Borchard and Seider lead the review of the overall performance of the Executive Director and discussed the 360 feedback provided from Dolan's direct reports. The committee decided that Seider would share the feedback with Dolan during their June 1:1 conversation.

The meeting adjourned at 10:30am.

List of Documents Used at the Meeting *(These documents must be retained by the public body, but do not need to be physically stored with the meeting minutes.)*

- Greenlighting Criteria
- Board Cultivation Process
- Stephanie Oliveras Resume
- 360 Feedback from Dolan's direct reports



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Matt Fries (Chair, Governance Committee)  
Doug Borchard (Chair, Compensation Committee)  
Joel Abramson, Secretary