



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE GOVERNANCE AND COMPENSATION COMMITTEE  
October 18, 2019 | 11:00 a.m.**

The meeting of the Governance and Compensation Committee of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL** and **KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL** (collectively, the “Schools”) convened at 11:00 a.m. on October 30, 2019 at 20 Wheeler Street Lynn, Massachusetts, held in compliance with the open meeting laws, at which a quorum of the Trustees was present.

Douf Brochard announced that Tom Beacher will remotely participate in this meeting because physical attendance at the meeting is unreasonably difficult.

The following Trustees were present: Doug Borchard, Amanda Seider, Matt Fates and Caleb Dolan.

The following Trustees were absent: Michael Kendall and Shenkiat Lim.

Additional participants: Mekka Smith and Rachel Heuisler

Borchard called the meeting to order at 11:00 a.m. and presided throughout the meeting. Mekka Smith kept the minutes of the meeting. Borchard 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, Borchard then presented the agenda as follows: (1) Building Board Depth (2) Review SY19 Performance and Compensation Research to Determine Executive Director’s compensation.

**1. Building Board Depth**

The committee discussed seeking a KIPP Boston parent to join the Board by sharing the position through the school newsletter and sharing with Families and KIPPsters Together (FAKT) Council. Borchard led discussions on Board member tenure noting that five Board members’ tenure will be up in 2020 and there is a need for more board members on the People Committee. The Teaching and Learning Committee will also need additional members with school district or network-level data experience. Ideally the board will consist of 14 to 16 members with some having experience in school growth.

**2. Review SY19 Performance and Compensation Research to Determine Executive Director’s Compensation**

Borchard lead the review of the overall performance of the Executive Director and discussed the review process for the FY20 academic year for the Executive Director. The committee reviewed the FY19 Academic Data and discussed the status of student achievement in the



region. They noted a strong year, particularly compared to last year. They also considered Dolan's self-evaluation of student academic performance and rubric goals. The committee proposed awarding 100% of the bonus, 3% salary increase, and a SY20 potential bonus of 15% maximum. Finally, the committee reviewed compensation models from the Compensation Study and KIPP National Leadership Compensation Review to ensure their recommendation was grounded in comparable Executive Director data.

After discussion, the Committee, by unanimous vote, took the following action:

**VOTED:** To approve award of 100% of bonus

**VOTED:** To approve SY20 bonus potential of 15% of base compensation

**VOTED:** To approve 3% increase in base salary.

The meeting adjourned at 12:30 p.m.

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.)*

- 2018 National Charter Network Compensation Study
- Caleb Dolan- Mid Year Review Synthesis
- Evaluation Template\_ ED SY 2018-2019
- FY20 Board Member Tenure
- Request—Caleb Dolan Salary and Bonus History
- Staff Historical Salary 2019- 2020



[Joel Abramson, Secretary]