



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE  
June 24, 2020 | 11:00 a.m.**

The meeting of the Board of Trustees of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL and KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL** (collectively, the “Schools”) convened at 11:00 a.m. on June 24, 2020 via Zoom held in compliance with the open meeting law, at which a quorum of the Trustees was present. The following Trustees were present: Amanda Seider, Shenkiat Lim, and Ivelisse Gonzalez.

The following Trustees were absent: N/A

Additional participants: Mekka Smith, Stephen Pizzimenti, Rachel Heusler, and Kate Lobel. Lim called the meeting to order at 11:05 a.m. and presided throughout the meeting. Mekka Smith kept the minutes of the meeting. Lim ascertained that sufficient Trustees were present at the meeting, and that, accordingly, a quorum existed.

**1. Introductions and Ice Breaker**

After welcoming the Trustees who were present at the meeting, Lim then presented the agenda as follows: (1) Introductions and Ice Breaker; (2) ED Transition; (3) Talent Transitions; (4) Talent Plans in Response to COVID; (5) Review other Talent Topics.

**2. ED Transition**

The committee discussed how they can support Nikki Barnes and Caleb Dolan through the Executive Director transition period. The concluded that their added value is to support Barnes to identify areas of opportunity that may need attention in the upcoming months. Caleb Dolan is staying on the team as a senior advisor through the end of December 2020. In his role, he will prioritize KIPP Votes – community engagement and advocacy work. He will also drive history curriculum development, will transition his external relationships to Barnes, and will support Development work.

The committee discussed Barnes’ first 100 days as an opportunity for her to introduce herself to the organization as the Executive Director. They emphasized the need to communicate who she is, what is her vision, and what people should expect going forward. The committee also discussed the importance of onboarding the new Chief of Staff over the next few months.



### **3. Talent Transitions**

The committee discussed regional leadership changes – Kate Lobel and Stephen Pizzimenti are taking on Rachel Heuisler’s (outgoing Managing Director of Talent) responsibilities. The Finance and Talent teams are going to both live under Pizzimenti’s leadership. Lobel will manage the talent work directly. There will also be the addition of a senior leadership team, consisting of current leadership team members and managing directors. There are two school leadership changes. The Boston school is being combined to a K-8 school with Zachary Meisner as the principal, and Eveleen Hsu, current principal of KIPP Academy Lynn Elementary, is transitioning out of her role in December and will identify a successor. Eveleen will transition to a leadership role managing engagement and equity across the region.

### **4. Talent Plans in Response to COVID**

The committee discussed staff and student safety in terms of recommended ratios of people returning to the buildings. Lobel and Pizzimenti noted that it is possible all staff may not be able to consistently return to work. The committee reviewed a summary of the Staff Health, Safety, and Logistical Barriers Survey. Lobel and Pizzimenti shared that the HR and Operations teams plan to make reasonable accommodations for staff to ensure they can complete their full responsibilities.

Lobel introduced the Flexible PTO policy as a response to ensuring staff have the support they need to take their required personal time, especially as statewide, higher COVID rates are present in Black and brown community members. The committee stressed the importance of having a clear communication plan that clarifies short term disability or PTO.

### **5. Review other Talent Topics**

Heuisler and Pizzimenti shared the compensation system summary and noted that after two years, all staff members are now on a transparent, experience-based salary scale or a salary band that describes their entry compensation level. The HR team will continue working groups to understand staff perception and reception to the compensation system.

Teaching Fellows had a successful year, with 85% of the fellows hired into full teaching roles for the 2021 school year.

Heuisler also shared that the Recruitment team pivoted quickly to remote hiring with creativity and flexibility.

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.)*

- Executive Director Nomination Survey
- Staff Health, Safety, and Logistical Barriers Survey
- FY21 KIPP MA Flex PTO Policy\_Draft
- FY21 PTO Policy Draft PPT
- SOL Compensation Updates 2020-05-29 PPT
- FY21 Compensation System Summary
- Teaching Fellows Wrap up
- Recruitment Data

*Joel Abramson*

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[Joel Abramson, Secretary]