



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES
June 24, 2020 | 9:00 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 9:00 a.m. on June 24, 2020 at 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, Caleb Dolan, Joel Abramson, Matt Fates, Shenkiat Lim, Michael Kendall, Doug Borchard, Paul Ketterer, Tom Beecher, Luis Gondelles, Ivelisse Gonzalez and Jennifer Davis.

The following Trustees were absent: Stephanie Oliveras

Additional participants: Laurie Kennedy, Lovette Curry, Mekka Smith, Stephen Pizzimenti, John Kalafatas, Rhonda Barnes, David Daniel, Shellina Semexant, Lionel Harris, Irene Harris.

Seider called the meeting to order at 9:02 a.m. and presided throughout the meeting. Mekka Smith kept the minutes of the meeting. Seider 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, Seider then presented the agenda as follows: (1) Welcome and updates; (2) Governance and Compensation Committee updates; (3) Executive Director Candidate Vote; (4) COVID-19 Response; (5) FY21 Budget; (6) June Progress Monitoring Dashboard; (7) FY21 Student Handbooks and Consent Agenda.

1. Welcome and updates

Seider welcomed all participants to the meeting. Dolan shared a clip from the 2020 KIPP Academy Lynn Collegiate graduation video featuring a student’s graduation speech.

2. Governance and Compensation Committee updates

Fates explained that KIPP Academy Boston parents David Daniel and Shellina Semexant are recommended candidates for a board membership vote. The Governance and Compensation Committee met on June 22, 2020 to review their resumes and discuss their candidacy. The committee recommends that both Daniel and Semexant are voted in as new members of the board. Daniel and Semexant attended board meetings over the past six months and connected with committee chairs to discuss their interest in supporting board priorities. Daniel and Semexant are active parent leaders involved in supporting strategic planning and communication between families and schools, especially during the period of remote learning.



After discussion, the board, by unanimous roll call vote, took the following action:

VOTED: Approve Shellina Semexant as a KIPP MA board member

VOTED: Approve David Daniel as a KIPP MA board member

- Seider: Yes; Fates: Yes; Beecher: Yes; Kendall: Yes; Lim: Yes; Borchard: Yes; Gonzalez: Yes; Abramson: Yes; Davis: Yes; Ketterer: Yes; Dolan: Yes

3. Executive Director Candidate Vote

Seider opened the conversation to share a summary of the Executive Director recommendation and review process. During the previous weeks, the Governance and Compensation Committee engaged with and gathered perspectives from staff and family members across the KIPP community. The Governance and Compensation Committee interviewed Barnes and reviewed additional candidate materials, including 1:1 leadership team and principal conversations; survey and written comments from staff and family members; the family and staff town halls where Barnes discussed her background and vision; and Barnes' personally submitted materials. Additionally, Richard Barth, CEO of KIPP Foundation, had a private conversation with Barnes and sent in his recommendation for her to succeed Caleb Dolan as Executive Director of KIPP Massachusetts. Seider expressed her enthusiasm for a smooth ED transition from Dolan to Barnes. Seider opened the floor for comments from board members. Multiple members thanked Dolan for his leadership and expressed their excitement to work with Barnes as the successive Executive Director.

After discussion, the committee, by unanimous roll call vote, took the following action:

VOTED: To approve Nikki Barnes as Executive Director of KIPP Massachusetts.

VOTED: To approve Nikki Barnes' compensation for the 2020-2021 school year.

- Seider: Yes; Fates: Yes; Beecher: Yes; Kendall: Yes; Lim: Yes; Borchard: Yes; Gonzalez: Yes; Abramson: Yes; Davis: Yes; Ketterer: Yes; Dolan: Yes

4. COVID-19 Response

Dolan introduced the working groups that split up researching and collecting input for different aspects of the re-entry planning. He reviewed the purpose of the groups and listed the challenges they grappled with. The groups are Health and Wellbeing (led by social-emotional counselors); Recover Learning (led by Nikki Barnes); Safety (led by Lovette Curry); Sustainable Resources (led by Stephen Pizzimenti); and Alumni Support (led by Caleb Dolan).

Barnes discussed the concept of designing from the margins where the students who are most vulnerable are considered first. Her team is designing a plan that focuses on kindergarteners, first graders, students with disabilities, students with specific Individualized Education Plans, and English Language Learners.



Curry shared that the school has purchased all the personal protective equipment possible with existing funds. She shared the challenges with transportation and bussing in Boston. She also noted that her group is mapping out multiple scenarios based on current information from the state.

Pizzimenti's Sustainable Resources group is coordinating with other teams to identify their financial needs. He is consistently reviewing regional resource decisions and implications.

Dolan shared the risk that the Alumni Support team is considering is that there will be a wave of college closures in the coming years. That may mean credits that may not transfer, or students taking on small debt for colleges that will no longer exist. The current job market is not ideal and that may have longer term impacts for financial sustainability. He indicated that alumni support is a place where the board can be directly helpful.

Barnes noted that having the month of August to prep families and teachers and bolster online teaching would make for a stronger September start. She asked that the board vote to move the start date to Tuesday, September 8.

After discussion, the committee, by unanimous roll call vote, took the following action:

VOTED: To move the start date for the 2020-2021 school year to Tuesday, September 8, 2020.

- Seider: Yes; Fates: Yes; Beecher: Yes; Kendall: Yes; Lim: Yes; Borchard: Yes; Gonzalez: Yes; Abramson: Yes; Davis: Yes; Ketterer: Yes; Dolan: Yes

5. FY21 Budget

Pizzimenti shared finance updates and answered questions about fundraising opportunities. He shared that the loan modification negotiations were finally completed by KIPP MA and the banks. He described the FY21 budget and asked that the board vote to approve it.

After discussion, the committee, by unanimous roll call vote, took the following action:

VOTED: To approve the FY21 budget as submitted by the Finance and Facilities Committee.

- Seider: Yes; Fates: Yes; Beecher: Yes; Kendall: Yes; Lim: Yes; Borchard: Yes; Gonzalez: Yes; Abramson: Yes; Davis: Yes; Ketterer: Yes; Dolan: Yes

Pizzimenti and Fates noted that we may receive dramatically different information in the next few months, and want the board to consider empowering the Finance and Facilities Committee to meet and approve adjustments so the organization can operate. This move would be taken as a measure to maximize our flexibility and to ensure that the board's meeting schedule is not a bottleneck in light of rapidly changing information. In addition, Seider and Fates meet with



the Executive Director on a biweekly basis to keep abreast of regional planning conversations and decisions. The board discussed that any budgetary adjustments over 10% would need to come before the full board.

VOTED: To delegate powers to the Finance and Facilities Committee to meet and decide on changes to the FY21 budget, with the powers of the full board, assuming there is no change +/- 10% from the original FY21 budget amounts.

- Seider: Yes; Fates: Yes; Beecher: Yes; Kendall: Yes; Lim: Yes; Borchard: Yes; Gonzalez: Yes; Abramson: Yes; Davis: Yes; Ketterer: Yes; Dolan: Yes

6. June Progress Monitoring Dashboard

Dolan and Kennedy shared that we are currently 97% to our annual fund goal. Additionally, we are 37% to next year's goal which means we are starting next year from a solid position. We are not going to hold events in the school buildings, including tours, so we will need to be more creative in the coming months to hold virtual events moving forward.

7. FY21 Student Handbooks Consent Agenda Votes

Smith shared that there were no substantive changes to the student handbooks from the previous year. The minor changes made were to ensure alignment between the handbooks across schools. The leadership team plans to create an addendum to address changes in expectations and policies due to starting school in the fall in the midst of the pandemic.

The board reviewed the consent agenda and after discussion, the Board, by unanimous vote, took the following action:

VOTED: To approve the FY21 Student Handbooks

VOTED: To approve the Consent Agenda

- Seider: Yes; Fates: Yes; Beecher: Yes; Kendall: Yes; Lim: Yes; Borchard: Yes; Gonzalez: Yes; Abramson: Yes; Davis: Yes; Ketterer: Yes; Dolan: Yes

The meeting adjourned at 11:00 am.

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.)

- 2020.06.24 KIPP MA Board of Trustees Meeting Agenda
- 2020.06.24 David Daniel Resume
- 2020.06.24 Shellina Semexant Resume
- Rhonda_Barnes Resume
- KIPP MA ED Candidate Sumamry_Nikki Barnes



- Relaunch Planning Teams BOT 062420
- 2020.06.24 COVID 19 Response
- KIPP MA FY20-21 Calendar - STAFF
- KIPP MA FY21 Budget FY21 Budget vs FY20 Budget
- KIPP MA FY21 Budget – FY21 June Budget vs FY21 April Budget
- KIPP MA FY21 Proposed Budget – Board Meeting 6-2020
- KIPP MA FY21 Proposed Budget - Notes
- Student Academic Engagement
- 2020.06.24 EQ 2 – Attrition
- 2020.06.24 EQ 4 – College Match 2020
- DEVO June 15
- 2020.06.24 KIPP MA Compliance Report
- FY21 Student Handbooks
- Committee Meeting Minutes

Joel Abramson

[Joel Abramson, Secretary]