



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE
October 30, 2019 | 11:00 a.m.**

The meeting of the People 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. The following Trustees were present: Shenkiat Lim and Amanda Seider.

The following Trustees were absent: Ivelisse Gonzalez.

The following Trustees joined by phone: N/A

Additional participants: Rachel Heuisler and Mekka Smith.

Shenkiat Lim called the meeting to order at 11:10 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.

After welcoming the Trustees who were present at the meeting, Lim then presented the agenda as follows: (1) Review People/ Talent Priorities for School Year (SY) 2020.

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Heuisler began the meeting by stating the Talent priorities for the conversation: (1) Keep talented people, (2) Pay non-instructional staff more. The committee discussed retention practices for sustainability like: providing more access to resources, matching teacher expectations with time availability, and overall addressed how to make teaching roles more sustainable at KIPP MA.

Heuisler also led discussions on Non-Instructional Compensation Shifts with the intent to rollout plans by July 2020. The Talent Team will plan focus groups, surveys, and collect data on current compensation and sector- wide comparables with an April intended completion date.

Finally, the committee discussed management competencies, individual workload agency and the importance of managers modeling sustainable practices.

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.)*



- N/A



[Joel Abramson, Secretary]

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