



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE GOVERNANCE AND COMPENSATION COMMITTEE
May 13, 2020 | 9:00 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 May 13, 2020 via Zoom, held in compliance with the open meeting laws, at which a quorum of the Trustees was present.

The following Trustees were present via Zoom: Amanda Seider, Shenkiat Lim, Tom Beecher, Caleb Dolan, Matt Fates, and Michael Kendall, Douglas Borchard

The following Trustees were absent: N/A

Additional participants: Mekka Smith

Fates called the meeting to order at 9:00 a.m. and presided throughout the meeting. Smith kept the minutes of the meeting. Fates ascertained that a sufficient number of Trustees were present at the meeting, and that, accordingly, a quorum existed.

After welcoming the Trustees who were present at the meeting, Fates then presented the agenda as follows: (1) Board member cultivation and onboarding; (2) Review FY20 and FY21 leadership team organizational chart; (3) Updates on FY20 end of year planning and FY21 start of year planning;

1. Board member cultivation and onboarding

The committee discussed profiles for prospective board members. Committee members are in process speaking with two board members – S. Semexant and D. Daniel will be added to the consent agenda for a board vote in the June 2020 board meeting. L. Harris will be added to People Committee as a non-board member. Committee members reviewed and provided feedback on a general board member job description and the onboarding deck.

Discussed an updated profile for the teaching and learning committee chair – someone with expertise in data; social-emotional support; design and consulting work; higher education; and diversity and equity design and implementation.

2. Review FY20 and FY21 leadership team organizational chart

Dolan explained the guiding principles for an effective leadership team structure. He shared insights from leadership team conversations about the short term structure. Dolan explained the decision to not backfill the Managing Director of Talent position, and described the changes that will happen in FY21 across the leadership team. The committee also discussed implications



of not backfilling the Chief of Staff position for the upcoming school year, which is a decision that will be made once the school receives the final FY21 budget from the state.

3. Updates on FY20 end of year planning and FY21 start of year planning

Dolan explained the guiding principles for planning for relaunching school in the fall. He voiced over the three reentry scenarios that the team is currently planning for, including “everyone physically present schools”; “A/B schools” where groups of students are in the buildings for periods of time, and “fully virtual schools”. He explained the planning teams that will create recommendations in each of the scenarios, with participation from leadership team members, staff, and families. Finally, Dolan explained his collaboration with other KIPP Executive Directors to collaborate and plan reentry.

The meeting adjourned at 12:03 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.)

- FY21 Board Committee Chart
- S Semexant and D Daniel Resumes
- Board Member Onboarding
- LTeam Steady State Planning

Joel Abramson

[Joel Abramson, Secretary]