



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE GOVERNANCE AND COMPENSATION COMMITTEE  
June 22, 2020 | 8:30 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 8:30 a.m. on June 30, 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, Matt Fates, Tom Beecher, Michael Kendall, Shenkiat Lim, Doug Borchard, Stephanie Oliveras, Ivelisse Gonzalez, and Joel Abramson.

The following Trustees were absent: Caleb Dolan

Additional participants: Mekka Smith, John Kalafatas

Seider called the meeting to order at 8:40 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.

**Welcome**

After welcoming the Trustees who were present at the meeting, Seider then presented the agenda as follows: (1) Interview Nikki Barnes for Executive Director position; (2) Debrief interview and vote on candidacy.

**1. Interview Nikki Barnes for Executive Director position**

Members of the committee and additional board members spent 75 minutes asking Barnes questions about her candidacy and background. Seider and Fates led with questions and covered the following topics: Barnes’ previous experience and desire to step into the Executive Director position; her vision for the leadership team structure and future regional growth; her personal assessment of strengths and weaknesses; and how she anticipates working with the board.

The committee asked Barnes to explain her approach to turnaround and coaching others, as well as reflections on how she has lived out the values and accountability related to diversity, equity, and inclusivity.

**2. Debrief interview and vote on candidacy**



After the interview, Seider reviewed the interview process and enumerated the materials at the Board's discretion to review. Board members discussed their impressions from the interview 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.

The committee enthusiastically agreed that Barnes' academic background and expanded leadership roles at KIPP demonstrated that she was a highly qualified candidate who garnered broad support from families, staff, and regional leaders. They decided to vote on her candidacy and compensation, which would then be combined into a recommendation vote for the KIPP MA Executive Director position at the June 24, 2020 Board of Trustees meeting.

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

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

- Seider: Yes; Fates: Yes; Beecher: Yes; Kendall: Yes; Lim: Yes; Borchard: Yes; Oliveras: Yes; Gonzalez: Yes; Abramson: Yes

Lim and Borchard proposed a salary for Barnes based on the compensation packages at similarly sized charter schools across the KIPP network. The committee discussed multiple factors that would drive the final compensation number, including Barnes' experience and potential to drive change at KIPP MA. They landed on a starting salary of \$197K with a bonus potential of 15% when fiscally appropriate (not during the 2021 school year). Salary would be effective as of July 1, 2020.

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

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

- Seider: Yes; Fates: Yes; Beecher: Yes; Kendall: Yes; Lim: Yes; Borchard: Yes; Oliveras: Yes; Gonzalez: Yes; Abramson: Yes

The meeting adjourned at 10:30 a.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.)***

- Interview Guide
- Barnes Resume



- NB submission for ED
- ED Nomination Survey Responses
- ED Letters of Recommendation
- KIPP MA ED Candidate Summary
- ED Comp Recommendation

*Joel Abramson*

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[Joel Abramson, Secretary]

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