



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE GOVERNANCE & COMPENSATION COMMITTEE
October 14, 2020 | 11:00 a.m.**

The Governance and Compensation committee 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 October 14, 2020 via a virtual conference, and held in compliance with the open meeting laws, at which a quorum of the Trustees was present.

The following Trustees were present: Amanda Seider, Shenkiat Lim, Michael Kendall, Doug Borchard, and Matt Fates

The following Trustees were absent: Rhonda Nikki Barnes

Additional participants: Coretta Martin

Fates called the meeting to order at 11:00 a.m. and presided throughout the meeting. Coretta Martin kept the minutes of the meeting. Fates 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, Martin led the group through an icebreaker. Martin then presented the agenda as follows: (1) Confirm Committee Roles; (2) Confirm FY21 Governance and Compensation Committee Goals and Calendar; (3) Prepare ED Mid-Year Performance Review

1. Confirm Committee Roles

Fates reviewed the current committees, chairs and co-chairs, and members. Fates and Borchard reaffirmed their interest in continuing as co-chairs of the Governance and Compensation committee. Fates named that the team is still in need of a chair for the Teaching and Learning committee.

2. Confirm FY21 Governance and Compensation Committee Goals and Calendar

Martin shares last year’s goals: (1) Organize the governance and fiduciary work of the Board of Trustees by: assessing the capabilities and structure needed to support KIPP MA’s success; (2) recruit, nominate, and create succession plans for members and officers; ensure the full Board, committees, and individual members set and achieve goals and evaluate their performance; (3) and confirm the Board and organization are in compliance and fulfilling KIPP MA’s mission and public-school charters. Martin poses the question to the group, “How should we amend our goals from last year?”.



Seider asks the group to consider Board leadership and who is being encouraged for membership. Kendall asks the group to think about where the team is trying to move the board considering parent and community involvement. Fates suggests creating a pipeline where we have parents on every committee and we continuously increase membership on the board to be members of the family and alumni communities. The team discusses ideas for putting together a three-year plan for board composition.

Fates shares the Committee Calendar and names the upcoming Governance and Compensation Committee Meetings: Wednesday, April 7th at 11:00am and Wednesday, May 12th at 9:00am. The team names that an additional meeting should be scheduled to continue discussing the Board composition and pipeline to leadership.

3. Prepare Executive Director Mid-Year Performance Review

Borchard named that the team will need to discuss the end of year and mid-year performance review in the next meeting to include but not be limited to topics around (1) how does the pandemic and Barnes start date impact this year's performance review? (2) how do we provide feedback to Barnes in reflect of FY20? And (3) Does Barnes have a recommended ED Succession Plan?

Borchard shares the committee's goals to ensure effective executive leadership of KIPP MA by designing board's ED performance management and compensation process, annually assessing ED performance and recommending compensation to full board, and recommending ED succession plans.

The team decided that for the next meeting they would prioritize making space for a conversation around the academic outcomes with the Executive Director with a lense on future planning. In the Spring, they will move toward a more formal process. This decision maintains the same cadence as previous years but with adjustments based on Barnes' start date and the any necessary changes due to the COVID-19 pandemic.

The meeting adjourned at 12:00 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.)

- 2021.10.14 KIPP MA Governance and Compensation Committee Meeting Agenda



Amanda Seider

[Amanda Seider, Secretary]