



**KIPP DDDACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE  
October 30, 2020 | 10:00 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”), a body politic and corporate created and existing under Massachusetts General Laws, Chapter 71, Section 89, convened at 10:00 a.m. on October 30, 2020 via Zoom, held remotely in compliance with Governor Baker’s March 12, 2020 Executive Order Suspending Certain Provisions of the Open Meeting Law, at which a quorum of the Trustees was present.

The following Trustees were noted present by roll call: Amanda Seider, Shenkiat Lim, and Ivelisse Gonzalez.

The following Trustees were absent: N/A

Additional participants: Stephen Pizzimenti, and Kate Lobel

Lim called the meeting to order at 10:00 a.m. and presided throughout the meeting. Pizzimenti 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) Transitions Updates (2) Talent Updates; (3) Document and Data Review.

**1. Transitions Updates**

Pizzimenti and Lobel informed the committee about recent and upcoming changes to school leadership and regional leadership. This included two principals who are transitioning to regional leadership roles on 1/1/21 and two assistant principals becoming principals

**2. Talent Updates**

Pizzimenti and Lobel shared talent team priorities for the near term, updated the committee on new benefits and flex PTO, employee work expectations, and performance management for 2020-21.

**3. Document and Data Review**

The committee gave input on talent documents, which included employee value proposition, starting salary range considerations for new hires, and people committee goals for 2020-21.



Pizzimenti and Lobel gave an update on 2020 data, including staff retention and staff recruitment data

The meeting adjourned at 11:30 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.)**

- HR Trainings (PTO and new benefits)
- FY21 Remote Work Guidelines
- Setting and communicating performance goals FY21
- MOY and EOY Review Template FY21
- 2020 KIPP MA Employee Value Proposition
- SOL starting range compensation considerations
- FY21 People Committee Goals
- 2020 Staff Retention Data
- 2019-2020 Recruitment Data

*Amanda Seider*

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[Board Secretary]