



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE GOVERNANCE & COMPENSATION COMMITTEE  
November 17, 2020 | 9:00 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 9:00 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 9:00 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) Long-Term Vision for Board Composition; (2) Near-Term Goal Planning; and (3) Executive Director Performance Management.

**1. Long-Term Vision for Board Composition**

Fates reminded the committee of the desire to increase the number of KIPP community members, both family and alumni, to the Board of Trustees. The team discussed priorities for the Board to include creating a pipeline for leadership, increased community membership, addressing the KIPP MA Problem Statement, and auditing our current governance for elements of systemic racism. The team discussed the strategic plan and ensuring the alignment of a Board composition plan to the strategic plan.

**2. Near-Term Goal Planning**

Fates addressed that there are near-term goals that the team could prioritize. The committee discussed the need to recruit internally for a new Secretary, Teaching and Learning committee chair, and at least two members of the community to join the committees.

**3. Executive Director Performance Management**



Borchard informs the team of the timeline and protocols used in previous years with the Executive Director. The committee discusses the standard of which to hold Barnes this year with all factors considered with her start date and the pandemic. The team agrees they will move forward with a mid-year performance review continuing the 360-feedback process.

The meeting adjourned at 10:00 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.**)

- 2021.11.17 KIPP MA Governance and Compensation Committee Meeting Agenda

*Amanda Seider*

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[Amanda Seider, Secretary]