



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE GOVERNANCE AND COMPENSATION COMMITTEE
May 12, 2022 | 9:00 am**

The meeting of the Governance Committee of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL and KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL** (collectively, the “Schools”) convened at 9:00 am on May 12, 2022 via Zoom, held in compliance with open meeting law, at which a quorum of the committee members was present.

The following Committee members attended by Zoom: Matt Fates, Doug Borchard, Shenkiat Lim, Michael Kendall, Stephanie Oliveras

Additional participants: Coretta Martin

The following committee members were not present: Rhonda Barnes

Doug called the meeting to order at 9:02 and presided throughout the meeting. He ascertained that sufficient Committee members were present at the meeting, and that, accordingly, a quorum existed.

1. The Governance and Compensation Committee discussed the Executive Director's compensation and eligibility for a bonus. The committee had a discussion to determine if it was reasonable to grant Nikki a raise based on her request in addition to her bonus for the year. Based on the timeline, the committee determined they would discuss compensation now and bonus during the formal cycle time.
2. Doug shared that Nikki is requesting an increase to \$225,000 as a base salary. This salary is greater than the 201k median at the peer group within KIPP MA. The time would ideally align to a time where the committee would have external comparables, but we weren't able to get that information in a timely way. Comparables from the city, state, and KIPP National may be available in the future so we will be able to use these data sources in the future.
3. Based on what is known, the request seemed to be in a reasonable ballpark based on the other salaries known from the KIPP network and based on the overwhelmingly positive feedback from Nikki's direct reports.



4. The committee decided to recommend an adjustment of Nikki's compensation to \$225,000 opposed to waiting for the fall to align this increase with the rest of the organization. The Board calculated this is a 12% increase and discussed with the CFTO that this fits within the budget.
5. Moving forward, the committee will also recommend that the Board completes a salary adjustment in the spring and the bonus award decision in the late fall after receiving student achievement data.

Doug moved to close out the May 12 Governance and Compensation Committee Meeting at 9:58 am.

Matt Pates

A handwritten signature in black ink, appearing to read "D. O. B. E.", written over a horizontal line.

Committee Chair Signature