



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES**

June 15, 2022 | 10:00am

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 10:00am on June 15, 2022 via Zoom, held in compliance with open meeting law, at which a quorum of the Trustees was present.

The following Trustees attended by Zoom: Nikki Barnes, Tom Beecher, Paul Ketterer, Ive Gonzalez (Zoom), Doug Borchard, Matt Fates, Steph Oliveras, Mike Kendall, Eyal Bergman

Additional participants: Coretta Martin, Stephen Pizzimenti, Jesse Fetbroth, Shameka Coleman, Meg Smith, Zach Trotsky, Emily DoBell, Becca Root, Elizabeth Garcia, Emily Taylor, Paul Maleh, Jon Haynes

Stephanie Pierre-Louis called the meeting to order at 10:03am and presided throughout the meeting. She ascertained that sufficient Trustees were present at the meeting, and that, accordingly, a quorum existed.

1. Nikki shared data for the Senior class.
 - Tom asked if we've revisited any goal setting around college- Nikki and DoBell shared updates on the Foundation
 - Nikki reviewed colleges class of 2022 are attending- Tom asked if we have colleges students are attending that we're concerned about. Nikki said we have data on students who've “undermatched.”
 - Jon noted we don't have any students this year going to schools we wouldn't recommend
 - Jon would like to see students going to more HBCUs
 - Mike asked what an HBCU is, and Jon responded
 - Mike noted we should have more of this information available on a dashboard to see if we're getting better, worse, or staying the same
 - Nikki noted we look at where students are cohorting because it allows us to provide support with groups of students-- it also leads us to develop stronger relationships with universities
 - Greatest numbers of students in North Shore CC, Salem State and UMass Lowell

- Next year, we'll have 25 juniors taking a North Shore Community Class at KALC-- a teacher will come to KALC and they'll get college credits
 - 25 students will also be learning personal finance with an individual from UPenn
 - We're growing our vision in terms of leveraging what's out there-- many students have asked for more information on personal finance
 - There's a lot of focus on early college right now
 - Paul M. asked if we've seen difference in success rates between students who board and students who commute to college
 - Nikki isn't sure we have a perspective-- during COVID, we saw a lot of students decide to commute
 - DoBell explained the importance of the individual Match counselor and knowing what is best for the student and family
 - Nikki shared scholarship celebrations
 - By October, we will have matriculation data
2. Steve began giving a budget overview and encouraged people to look at supplemental materials if they have questions
- Overall, revenue is looking positively
 - Refinance was a big deal for us-- the long term debt minus \$5,000. We worked on this from January and closed on it in May
 - Raising teacher compensation was a big deal-- we have strong retention for next year in part due to compensation
 - We're raising student expenses
 - Contingency-- we've held large contingencies since the pandemic, and will return to more moderate contingencies
 - Total surplus is \$600,000 less than usual
 - Steve shared proposed budget for FY23.
 - Paul K. shared we have a windfall of revenue and we want to make sure we're in a safe place
 - Steve shared we've increased reserves over the years
 - We want to be mindful as we think about growth and in uncertain times, having reserves are important
 - Steph shared researching rates was really thought out and the covenant is huge from a finance perspective
 - Mike asked what our new reserve is-- Steve responded we're about 16 million reserve range. With the increases in salaries, we'll want to be more conservative, but not too conservative.

- Steph shared our salaries are still not at Boston Public levels. Mike asked where we are comparatively-- Steve said we're very comparative with Lynn, but we're probably about \$5,000 starting salary less than BPS. It was \$15,000.
- Steph asked if anyone else had more questions and encouraged people to review the supplemental materials

Budget

Steph motioned to approve the vote for 22-23. Tom seconded. Coretta moved to a roll-call vote.

Nikki Barnes	yes
Tom Beecher	yes
Paul Ketterer	yes
Doug Borchard	yes
Matt Fates	yes
Stephanie Pierre-Louis	yes
Mike Kendall	yes
Eyal Bergman	yes

Coretta asked for any board of trustees members she did not call.

New Board Members

Nikki moved to vote in two new Board Members. Nikki noted that Mike Gaburo RSVPed yes, but wasn't present, and recommended that we still vote him in and explained it was within our by-laws, but left it up to the Board Chair.

Matt introduced Paul Maleh. Paul accepted the invitation and is excited.

Matt called a vote. Nikki explained we need a second. Steph moved to second. Coretta moved to a roll call vote.

Nikki Barnes	yes
Tom Beecher	yes
Paul Ketterer	yes

Doug Borchard	yes
Matt Fates	yes
Stephanie Pierre-Louis	yes
Mike Kendall	yes
Eyal Bergman	yes

Nikki asked if Steph wanted us to wait on Mike, and Steph said it would be fine for them to vote on today given his experience and them having already met.

Matt introduced Mike Gaburo. Matt called a vote. Steph seconded. Coretta moved to a roll call vote.

Nikki Barnes	yes
Tom Beecher	yes
Paul Ketterer	yes
Doug Borchard	yes
Matt Fates	yes
Stephanie Pierre-Louis	yes
Mike Kendall	yes
Eyal Bergman	yes

Mike and Paul will be official board members in July.

Consent Agenda

We moved to Consent Agenda. Coretta explained we have new nurses that will be joining. Emily Taylor explained any school-appointed operating as an RN needs to be approved. This will be a usual part of our June agenda. This was included in pre-work.

Coretta asked if there were questions about nurse approval for our annual report. **Steph motioned for all 3 items to vote. Mike seconded. Coretta moved to a roll call vote.**

Nikki Barnes	yes
Tom Beecher	yes
Paul Ketterer	yes
Doug Borchard	yes
Matt Fates	yes
Stephanie Pierre-Louis	yes
Mike Kendall	yes
Eyal Bergman	yes

3. The board engages in a professional development session on the topic of diversity, equity and inclusion with the objective of utilizing a framework for what to say when you hear something racist through planning and practicing.

4. The Board discussed ED Compensation.

The Governance and Compensation Committee discussed the Executive Director's compensation and eligibility for a bonus in a previous committee meeting. 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. 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 so the discussion concluded that 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.

Doug shared that 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. Moving forward, the Board will do a salary

adjustment in the spring and the bonus award decision in the late fall after receiving student achievement data.

Mike shared feedback around this being aligned with other compensation shifts decided within the organization. Paul reiterated the importance of saving money and named that Steve considered reserves as well and we're still in the best place we've been to be able to afford this. Stephanie added that the 10-12% increase is typical with executives, the job market is hot, and requested salaries are going up. Eyal added that comparing across sectors - responsibility, public accountability, and size of organization - this salary would be quite low and is something to keep in mind.

Doug called a vote. Steph seconded. Coretta moved to a roll call vote.

Ivelisse Gonzalez	yes
Tom Beecher	yes
Paul Ketterer	yes
Doug Borchard	yes
Matt Fates	yes
Stephanie Pierre-Louis	yes
Mike Kendall	yes
Eyal Bergman	yes

5. The Board took a break.

6. Meg Smith launched a discussion of EOY Academic Data. She shared high-level norms for MAP Data.
 - Big success with Math and students who are ELL.
 - Mike asked how much growth it takes to stay in your quintile. Meg shared it changes every year because you're always being compared to the data set that comes in. Coretta shared the data set is also nationally normed.
 - Tom asked if broadly 58% of students are in top 3 quintiles and you'd expect 60%, does it look like we're average in performance? Meg responded she thinks more about typical growth. We saw the majority of our students make typical growth, but not sure we can

say we made “average” growth. Coretta agreed. Meg is going to make a note to look into this.

- Our Math achievement went up over the course of the year, while our ELA is relatively flat. We’ve historically seen bigger growth in reading than Math, so this is a big moment for this, but we also need to ask what about our reading program has changed.
- Mike asked what the 58% represent-- Meg explained 58% of our students are in the top quintiles.
- Meg projected we would be at 40% of students meeting their growth goals in reading and Math and instead we have 58% in Math and 50% in ELA.
- Mike asked if these were KIPP goals or nationally normed and Meg explained they are nationally normed. DoBell clarified these could be different based on where we come in.
- Coretta explained the data is nationally normed against all kids.
- We don’t have students missing their goals by a great amount-- Teaching & Learning team is thinking about how to better support not just in filling gaps, but making growth.
- Matt asked why we see particularly strong math growth in 7th, 4th and 8th. Meg responded in 7th grade we’ve seen growth because we’ve had teachers who have been teaching the same curriculum for a while, are learning from 6th grade teachers, and a multitude of factors. She noted it’s also of course due in part to strong teachers.
- Math is a victory for us.
- Meg has questions about the change in length of the school day and the amount of time with students’ eyes on texts. She’s also thinking about 4th grade, 7th grade and K where we saw more growth.
- We have more MLL learners moving into the top 3 quartiles than all students, which means we are having a disproportionately positive impact on MLL learners. Our MLL learners are also more likely to achieve their growth goals than other students. We think a lot about how to “plan from the margins,” and ensure the students with the highest need are thought of first.
- Meg opened it up for questions. We just got our data, so we’re still action planning. Coretta shouted out the Data Team for all their work on getting us this.
- Nikki wants the Board to think about: we had the highest absenteeism across students and teachers in the history of KIPP, and we shut down for a week and went remote. Coming back, we focused on safety, and our students held steady in spite of all the uncertainty. We were able to strengthen our instruction and the growth of our MLL instruction. Nikki’s message to staff was to do “good enough,” and we did well, and the message last year was “let’s get back to it.”
- Mike shared feedback on how to make this more complete for Board members:

1. Share the KIPP MA Goals so it's clear how we did and how we felt about how we did.
 2. Provide "top 3" talking points Board members can walk away with when someone asks, "How are we doing?"
 3. Share how we did relative to our Boston peers and KIPP National.
- Nikki shared that we don't have comparative data. When we get MCAS scores, we'll be able to talk about that. We focused on growth.

7. Nikki walked through the Strategic Plan. Coretta named that we'll discuss progress towards goals in the Fall-- this is just updates for now.

- Learning Experience: we build rigorous, identify-affirming schools
- Alumni Success: we are getting stronger with persistence work-- we are only behind KIPP NYC in post-college matching
- Family and Community Engagement: we're proud of our ability to create different pathways for us to access power and access us
- Growth: we're on track in attrition, approaching our goal in attendance, and on track for our charter cap
- Emily Taylor shared we're trending toward "normal" in all areas. We are not seeing the loss of students that BPS is for enrollment.
- Nikki talked about Summer Learning as a tool to accelerate learning. One way we're using our ESSR money is our summer learning program.
- Taylor talked about Facilities updates.

8. The Board watched an end of year celebration video. Nikki shared we couldn't have done without the Board.

9. Coretta shared information about the next Board meeting, which will be our retreat.

10. Coretta passed it to Steph, and then Nikki asked Matt to bring us to adjourn. **Matt moved to close out the June '22 Board Meeting at 12:53pm.**



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