



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES
April 14, 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 10:00 am on April 14, 2022 in person and via Zoom, held in compliance with open meeting law, at which a quorum of the Trustees was present.

The following Trustees attended in person: Nikki Barnes, Shenkiat Lim, Doug Borchard, Matt Fates

The following Trustees attended via Zoom: Ive Gonzalez, Tom Beecher, Paul Ketterer, Stephanie Oliveras, Mike Kendall

Additional in-person participants: Becca Hazlett, Shameka Coleman, Emily Taylor, Jesse Fetbroth, Coretta Martin, Christina DeVaughn, Kate Villa (CCS), Viveth Karthikeyan (CCS)

Additional participants via Zoom: Steve Pizzimenti, Shellina Semexant, Farida Graham, Zach Trotsky, Meg MacIlvane, Paul Maleh

Stephanie Pierre-Louis called the meeting to order at 10:05 am and presided throughout the meeting. She ascertained that sufficient Trustees were present at the meeting, and that, accordingly, a quorum existed.

1. Nikki gave an overview of the meeting.

Finance

2. Steve discussed our loan refinancing with Citizens Bank. This has reduced the annual debt service to \$3.5 million. This is helping to reshape how KIPP is able to compensate staff/teachers.

Steph motioned to approve the loan refinancing. Shen seconded. Coretta moved to a roll-call vote.

Nikki Barnes	yes
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Tom Beecher	yes
Paul Ketterer	yes
Shenkiat Lim	yes
Doug Borchard	yes
Stephanie Pierre-Louis	yes
Mike Kendall	yes
Ivelisse Gonzalez	yes

Consent Agenda

Doug motioned to approve the consent agenda. Shen seconded. Coretta moved to a roll-call vote.

Nikki Barnes	yes
Tom Beecher	yes
Paul Ketterer	yes
Shenkiat Lim	yes
Doug Borchard	yes
Stephanie Pierre-Louis	yes
Mike Kendall	yes
Ivelisse Gonzalez	yes



DEI Session

3. The Board participated in an hour long DEI session focusing on racism bias.

4. The Board engaged in a conversation regarding the Executive Director's compensation.

Doug reviewed the Compensation process with the team, reminding us that we have two meetings per year; fall performance relative to goals and feeding into compensation decisions, and another touchpoint in May that is less evaluative and more so getting feedback for the Executive Director from staff. The Board reviewed the feedback. Mike mentioned that they have received remarkably consistent feedback; other than needing someone to manage her calendar, not sure what she's missing. Matt added that staff want her present at schools more and recommended a longer conversation about intentional and efficient use of time at schools. He said that Nikki received 5s across the board which is impressive. It is clear that people value her, her strengths, authenticity, and people appreciate her skills. Stephanie

School Updates

5. Farida shared updates regarding each school campus.

MOY Updates

6. Meg shared middle of year academic updates with the Board.
 - Meg explained that MAP stands for Measure of Academic Process and focuses primarily on student growth
 - 79% of students maintained or increased their achievement band (quintile) in math from fall to winter.
 - 72% of students maintained or increased their achievement band (quintile) in reading from fall to winter.
 - 88% of students who started the year in the top three quintiles stayed in the top three quintiles on Winter Math MAP.
 - 83% of students who started the year in the top there quintiles stayed in the top three quintiles on Winter Reading MAP
 - Tom asked whether the board feels like this is the right comparison for KIPP/does this mirror our aspiration for KIPP students?
 - Tom asked what we might expect from MCAS this year

Committee Meeting Updates

7. The Development Committee shared updates with the Board.
 - We passed our \$1.5 million goal!



- Kate Villa and Viveth Karthikeyan from CCS joined to explain KIPP's fundraising plan.
- Nikki talked about the priority of growth and possibility of moving outside of Boston.
- The Board discussed what KIPP can do about growth-- start a High School in Boston, replicated what KIPP does in Lynn in Boston, potentially start a pre-K.
- KIPP has met its annual fundraising goal.
- KIPP is not sustainable on the public dollar.

The Governance Committee shared updates with the Board.

- Matt Fates explained that the Governance Committee will be sending out a survey to board members asking about skill sets.
- We're trying to figure out as a Board where it's strong and where there are deficiencies.
- The Committee is reaching out to other KIPP organizations about how they are working with board composition.

Nikki welcomed Jesse Fetbroth to her new role as Special Assistant to the Executive Director.

Steph moved to close out the April '22 Board Meeting at 1:15pm.

A handwritten signature in black ink, appearing to read "Nikki".

Board Secretary Signature