



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES/GOVERNANCE AND COMPENSATION
COMMITTEE
APRIL 7, 2022 | 9:00am**

The meeting of the Board of Trustees of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL and KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL Governance and Compensation Committee** (collectively, the “Schools”) convened at 9:00 a.m. on April 7, 2022 by Zoom held in compliance with the open meeting laws, at which a quorum of the Trustees was present.

The following Trustees were present: Stephanie Pierre-Louis, Doug Borchard, Shenkiat Lim, Matt Fates, Tom Beecher, Michael Kendall

The following Trustees were absent: n/a

Additional participants: Coretta Martin

1. Doug called a meeting to review the organization's performance relative to goals and to gather feedback for the Executive Director (ED). The feedback has been remarkably consistent, with people valuing the ED's strengths, authenticity, and skills. Some people would like the ED to be more present at schools and to provide more input on how other behaviors should lead to more efficient use of time at schools. Overall, the feedback has been very positive, with all scores being 5 out of 5.
2. 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. 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.



3. 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 committee calculated this is a 12% increase and will discuss with the CFTO to ensure this fits within the budget. The committee will bring both the increase and the compensation timeline adjustment decision to the Board for a vote.

Meeting adjourned at 10:00am.

Matt Fates

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

[Committee Chair Signature]