



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE
9/16/2022 | 1:00 pm**

The meeting of the People Committee of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL and KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL** (collectively, the “Schools”) convened at *1:00 PM on 9/16/2022 in-person*, held in compliance with open meeting law, at which a quorum of the committee members was present.

The following Committee members attended in-person: Ivelisse Gonzalez, Shenkiat Lim

The following Committee members attended by Zoom: *None*

Additional participants: Shameka Coleman, Kate Lobel, Lauren Adams

The following committee members were not present: Erika Luna

Shen called the meeting to order at 1:16 pm and presided throughout the meeting. He ascertained that sufficient Committee members were present at the meeting, and that, accordingly, a quorum existed.

1. The committee opened with an icebreaker: What brought you here? All five attendees shared.
2. Shen posed the question of whether the committee needs to recruit more People Committee members. Kate and Lauren will ask Jesse Fetbroth whether Erika and Steve count toward quorum and whether this should be a priority for this year.
3. Shen and Ive shared what they see as the purpose of the People Committee. Consultation, capacity, thought partnership, resource and data sharing were some of the ideas they shared. Kate and Lauren tweaked the draft of the committee purpose description (noted in the [People Committee Goals doc](#)) to capture their ideas. Oversight and Consultation are the two main themes that emerged as the purpose of the People Committee.



4. Kate and Lauren shared a draft of the People Committee goals for this year and talked through them. Kate shared the HR and Talent Development initiatives for this year; Lauren discussed the Staff Recruitment, Retention and Compensation priorities for this year. Shameka, Shen and Ive asked clarifying questions throughout and offered suggestions.
5. Board Chair Stephanie Pierre-Louis joined the committee for a few minutes and asked how the committee may utilize the larger board to provide benefits or resources to KIPP MA staff, such as financial literacy. Kate suggested HR's mental health priorities and Shameka raised support for leading/developing affinity spaces.
6. Shen asked what of the team's priorities Kate and Lauren feel prepared for and where they may need help this year. The committee will discuss this in more depth at the meeting in three weeks.

Kate moved to close out the 9/16/2022 Committee Meeting at 2:08 pm.

Shenkiat Lim

Committee Chair Signature