



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE GOVERNANCE AND COMPENSATION COMMITTEE
March 31, 2023 | 3:00 pm**

The meeting of the Governance and Compensation Committee of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL** and **KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL** (collectively, the “Schools”) convened at 3:00 pm on March 31, 2023 virtually, held in compliance with open meeting law, at which a quorum of the committee members was present.

The following Committee members attended in person: n/a

The following Committee members attended by Zoom: Doug Borchard, Shenkiat Lim, Nikki Barnes, Stephanie Pierre-Louis, Mike Kendall

Additional participants: Jesse Fetbroth, Steve Pizzimenti

The following committee members were not present: Jorge Trejo, Matt Fates

Doug called the meeting to order at 3:08 pm and presided throughout the meeting. He ascertained that sufficient Committee members were present at the meeting, and that, accordingly, a quorum existed.

1. Jesse began with a discussion for when the next quarterly meeting should occur given topics. Doug said timing didn’t matter too much, but that the bonus conversation might change that. The Committee agreed.
2. Jesse gave an update on the T&L Committee-- the extension of remote meetings under the Open Meeting Law provision signed by Governor Healey will make this easier, but the Committee has been struggling to meet. Eyal, the Board Committee, feels it is counter-intuitive to pause on the Committee. Doug agrees. So, the focus continues to be on recruitment.

Nikki is going to follow back up with Regina and Vernon to see if they are interested in joining the committee.

3. Shen discussed the information gathered from the ED Review. Nikki stepped out for the conversation.

He explained the feedback was very strong and very positive. He asked the Committee if they had any questions and they did not. He is going to work to put together a written summary, and Steph will then meet with Nikki to have a performance conversation.

Doug asked if the content of the review was in line with previous reviews and Shen explained it was, minus Nikki requesting that a question around Conflict of Interest be added.

Shen explained that this part of the review cycle is focused mostly on development and supporting Nikki. Nikki wants her review process to mirror the review process of other KIPP MA employees. Mike advocated that Nikki receive the raw data as well, and Shen said he'd scrub the data for any identifiable information to keep it anonymous.

4. Nikki returned to the meeting. Steve explained that we're shifting the bonus structure for the 15 or so staff members eligible for performance bonuses, and that the Board has to decide if Nikki is also eligible for this. Historically, people who are eligible for performance bonuses have had to wait the entire year to receive any portion of their bonus because we often get testing results in the fall and information comes in from the audit. However, we have most of the information we need to determine someone's bonus in June, so strategically it's in our best interest to pay them what we know, when we know it and then pay the rest in October. Whatever someone earns, we'd pay them up to 50% of their bonus as long as they've earned that amount. Then, once we know the final amount in the fall, we'd pay the final amount.

Steve's preference is we do the same for Nikki. Steph appreciates people being able to get their bonus before the summer, and believes it would be helpful to align. Nikki explained that we actually know the majority of data by the end of May, and that this includes academic growth and achievement, which is a big chunk of the bonus. We track student outcomes throughout the year. The only academic data we don't know is MCAS, but we do know MAP growth, graduation rates, reading growth, etc. We also don't have attrition data.

Doug loves the notion of not delaying bonuses if we don't have to. The only flag was the academic data because for Nikki, the rubric was set up in a way that if academics don't meet a threshold level, the other stuff doesn't matter. Academics are primary. But, it sounds like we actually have a rich set of academic indicators that would make it feasible to do a real assessment of where Nikki is, even if we don't have the MCAS piece.

We'd still get a good chunk of academic info in the fall, and if the goals for MCAS weren't met, that would be reflected in the October bonus.

Steph thinks it's critically important and mentioned that Nikki and Steve have already created a one-pager that breaks down how this would be split up that could be shared. Doug would find this helpful.

Mike thinks this plan makes sense and that we should accommodate whenever we can.

Steph also mentioned it is important we codify this so that it's consistent from year to year. Doug agrees.

5. The Committee is going to meet again in May to look through the breakdown and determine what parts of the bonus will be paid out in June. Nikki wants to be able to tell her story around the data to the Board.

Nikki generally brings a self-assessment in October or November and gives people a chance to ask questions, but she should have her self-assessment by May. We can do an end-of-school year performance review and then an additional review in October.

Doug moved to close out the March 31 Committee Meeting at 3:46 pm.

Committee Chair Signature