



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE  
6/1/2023 | 10:00 am**

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 10:00 AM on 6/1/2023 virtually, held in compliance with open meeting law, at which a quorum of the committee members was present.

**The following Committee members attended by Zoom:** Shenkiat Lim, Paul Maleh, Dave Filias

**Additional participants:** Lauren Adams, Kate Lobel, Stephen Pizzimenti

**The following committee members were not present:** Ive Gonzalez

Shen called the meeting to order at 10:00 and presided throughout the meeting. He ascertained that sufficient Committee members were present at the meeting, and that, accordingly, a quorum existed.

1. Adams led a team builder exercise with the committee.
2. Adams shared the meeting minutes from the 3/29/23 committee meeting for the committee to review. Shen motioned for the minutes to be approved, Maleh seconded, and there was unanimous approval for the minutes.
3. Adams presented the updated ITR and retention data to the committee. Overall, KIPP MA is projecting 86% of current staff to return in the fall.
4. Adams presented the planned compensation system changes to the committee.
  - a. There are additions to compensation for language fluency, teacher prep programs, KIPP alumni, and professional growth
5. Pizzimenti explained the changes that are happening to the MTEL policy and what is staying the same
  - a. The organization is planning to continue offering the same supports
  - b. The schools will use MTEL voucher codes to pay for tests for staff members, replacing the previous system of stipends and bonuses.
6. Pizzimenti explained the bonus structure for senior leaders and the executive director
  - a. The committee noted that bonuses are tied to only year goals and metrics, and questioned where in the future there should be long term metrics.
7. Lobel presented on the Leveled Competency Rubric.

- a. This will be completed in the 2023-24 school year.

**Shen moved to close out the Committee Meeting at 11:00 am.**

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Committee Chair Signature

DRAFT