



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES
June 15, 2023 | 10:00 am**

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 Thursday June 15th via Zoom, held in compliance with open meeting law, at which a quorum of the committee members was present.

The following Trustees attended via Zoom: Matt Fates, Rhonda Barnes, Mike Gaburo, Tom Beecher, Stephanie Pierre-Louis, Ivelisse Gonzalez, Doug Borchard, Eyal Bergman, Paul Maleh, Paul Ketterer, Shenkiat Lim

Additional participants: Steve Pizzimenti, Rebecca Root, Meg Smith, Emily DoBell, Emily Taylor, Jon Haynes

The following Trustees were not present: Michael Kendall

Stephanie Pierre Louis called the meeting to order at 10:02 am and presided throughout the meeting. She ascertained that sufficient Trustees were present at the meeting, and that, accordingly, a quorum existed.

1. Nikki opened the meeting with an ice breaker, “what is your favorite memory from highschool graduation”

Consent Agenda and Items for Voting

2. Stephanie reviewed the consent agenda items required for voting: 04/27 Board minutes, Annual Report Boston, Annual Report Lynn, Finance & Facilities Committee Meeting Minutes , Gov/Comp Committee Meeting Minutes, Development Committee Meeting Minutes

Stephanie motioned to approve a vote of the Consent Agenda items. Shenkiat Lim seconded.

Becca did a roll call.



Rhonda Barnes	yes
Stephanie Pierre-Louis	yes
Eyal Bergman	yes
Matt Fates	yes
Shenkiat Lim	yes
Doug Borchard	yes
Paul Ketterer	yes
Paul Maleh	yes
Tom Beecher	yes
Mike Gaburo	yes
Ivelisse Gonzalez	yes

3. Nikki and Stephanie reviewed the two items for discussion and voting: the Lynn Renewal application and the changes made to the student handbook.

Stephanie motioned to approve a vote of the Lynn Renewal Application and Student Handbook changes. Paul Ketterer seconded.

Becca did a roll call.

Rhonda Barnes	yes
Stephanie Pierre-Louis	yes
Eyal Bergman	yes
Matt Fates	yes
Shenkiat Lim	yes
Doug Borchard	yes
Paul Ketterer	yes



Paul Maleh	yes
Tom Beecher	yes
Mike Gaburo	yes
Ive Gonzalez	yes

4. Nikki reviewed the nurse appointments policy for voting.

Stephanie motioned to approve a vote of the Nursing Appointments. Tom Beecher seconded.

Becca did a roll call.

Rhonda Barnes	yes
Stephanie Pierre-Louis	yes
Eyal Bergman	yes
Matt Fates	yes
Shenkiat Lim	yes
Doug Borchard	yes
Paul Ketterer	yes
Paul Maleh	yes
Tom Beecher	yes
Mike Gaburo	yes
Ive Gonzalez	yes

5. Steve reviewed the FY24 Budget. There was general conversation on next year losing COVID funding and what that means for FY25 budgeting.

Stephanie motioned to approve a vote of the FY24 budget. Paul Ketterer seconded.



Becca did a roll call.

Rhonda Barnes	yes
Stephanie Pierre-Louis	yes
Eyal Bergman	yes
Matt Fates	yes
Shenkiat Lim	yes
Doug Borchard	yes
Paul Ketterer	yes
Paul Maleh	yes
Tom Beecher	yes
Mike Gaburo	yes
Ive Gonzalez	yes

6. Board reviewed Executive Director compensation and bonus. Doug reviewed changes, Nikki's comp has base salary and bonus potential of up to 15% of her base salary. Historically we evaluate her bonus in the fall, in June we make adjustments to her base salary based on budget year. Base salary compensation is recommended for full external benchmarking of that every 3 years, in interim years we follow the compensation policy for the rest of the organization. This year we are in the phase of the increase that is consistent with the rest of the organization, which is 2%. The bonus is normally done in the fall so we can have academic data, KIPP MA has moved to awarding bonuses that can be awarded in June and then awarding others later in the year. Compensation committee to align with Nikki's bonus to the organization bonus structure. Nikki's bonus lines are determined for June and October - of the full bonus, how much is determined by academic outcomes (60%) and 40% is determined by other organizational goals, 50% of bonus will be awarded in June and 50% will be awarded in October.

Stephanie motioned to approve a vote of the Executive Director Compensation and Bonus Structure Procedure, 2% increase, and authorize the Governance & Compensation Committee to make final decision on total amount awarded in June bonus. Doug seconded.



Becca did a roll call.

Rhonda Barnes	absent
Stephanie Pierre-Louis	yes
Eyal Bergman	yes
Matt Fates	yes
Shenkiat Lim	yes
Doug Borchard	yes
Paul Ketterer	yes
Paul Maleh	yes
Tom Beecher	yes
Mike Gaburo	yes
Ive Gonzalez	yes

Celebrations

1. Senior celebrations
 - a. 99% students graduated, 78% are attending a 4 year-college, 7% attend 2-year, 14% a CTE program, 98% FAFSA completion
 - b. Board members celebrated this success and also named comparisons to BPS, LPS and national would be great to have
 - c. Reviewed the list of schools majority of students are attending
 - d. KALC earned an estimated \$2.4 million in national scholarships
2. Family survey
 - a. Reviewed family survey feedback - most responses since 2018-2019 school year, 85% of families agreed or strongly agreed that 14/15 survey questions. 92% of families would recommend KIPP MA to a family or community member.

Racial Justice & DEI

1. Shameka led the group in a DEI session focused on reviewing data from the 2023 Trevor Project. Also discussed the recent state of emergency for LGBTQ+ people in the United



States. Board members discussed what we should keep in mind as we navigate through the realities shared by the Trevor Project and the Human Rights Campaign Foundation while engaging families who are in disagreement with our vision for DEI and specifically, the LGBTQIAS+ Community.

State of the Union- Essential Questions Review

1. Nikki reviewed and gave updates on the 7 essential questions, the focus of the rest of the meeting would be on essential question number 3, academic data
 - a. Taylor spoke about enrollment, we are fully enrolled for our budgeted enrollment in Lynn but in Boston we are under enrolled by 10 students. We will continue to enroll 588 in Boston, we've put a lot of effort into our student recruitment campaign and persistence in Boston (director of strategic projects).
2. Nikki reported out on our suspension data - KIPP MA goal is at or below the state average
 - a. We met this in 21-22, but we won't know the comparison until the fall since the state doesn't release this data until then, but we believe we will meet this goal for the 22-23 school year
3. Meg discussed question 3 - how are our students progressing and achieving academically?
 - a. Headline- we are progressing, we are growing, but we are not yet achieving our goals we set out to achieve yet.
 - b. Based on MAP testing - the vast majority of our students grew - they maintained their quintile or moved up a quintile.
 - c. Our ELA practice MCAS shows growth but still not meeting goal of meeting or exceeding the state
 - d. We see similar trends in our practice Math MCAS data, shows growth but not meeting goal of meeting or exceeding the state
 - e. In the future board members want to see a state, lps, bps, KIPP comparison
 - f. 4th grade data zoom in - there was growth shown in ELA and that makes sense based on our targeted ELA strategy. There is a big gap between Boston and Lynn and that is something we need to unpack and understand.
 - g. We closed out with what we are doing next year - access to grade level curriculum, intervention blocks, tutoring plans, strategic focus on screening/diagnosis/and progress monitoring phonics skills in K-8.

Close out

1. Becca reviewed the FY24 board meeting schedule and a compliance reminder
2. We shared a celebratory senior video



Stephanie moved to close out the Thursday June 15th Board of Trustees meeting at 12:52 PM.

Ive Gonzalez

Secretary Signature