



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE GOVERNANCE AND COMPENSATION COMMITTEE
May 19, 2023 | 4:00 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 4:00 pm on May 19, 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, Matt Fates, Stephanie Pierre-Louis, Mike Kendall

Additional participants: Steve Pizzimenti

The following committee members were not present: Jorge Trejo

Doug called the meeting to order at 4:05 pm and presided throughout the meeting. He ascertained that sufficient Committee members were present at the meeting, and that, accordingly, a quorum existed.

Pizzimenti presented the [KIPP MA Executive Director performance bonus determination - 2022-2023](#) document to the committee. The committee discussed and agreed to have 50% of the bonus be formulaic and 50% of the bonus be determined using a holistic approach. The committee also decided to have the KIPP Forward goals be part of the academic goals section, which would make it so that 60% of the bonus is based on academic outcomes and 40% of the bonus based on other goals.

The committee also discussed that there will be a need to change the goals each year to ensure that the goals meet the times we are in. For instance, next year there will be a goal around early literacy for K-2 since that will be a big priority for the organization. At the same time, some goals will not change, such as MCAS.

The discussion then pivoted to talking about determining the executive director’s base salary increase. There is benchmarking data available on an annual basis, with comparable data from the Massachusetts Charter Association and KIPP Foundation being made available each year.

The committee agreed that it was less important to have an artificial limit on the percent increase so that the organization can remain flexible and competitive in the market.

The committee decided that it would do a full review of the benchmarking data once every three years, with the option to do a deeper analysis every year as needed. In years in which a deeper analysis is not conducted, the committee will likely provide a salary increase that is consistent with processes used for the rest of the staff.

Doug moved to close out the May 19 Committee Meeting at 5:00 pm.

Committee Chair Signature