



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES  
October 26, 2023 | 9:00 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 9:00 am on Thursday, October 26, 2023 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:** Rhonda “Nikki” Barnes, Ivelisse Gonzalzes, Stephanie Pierre-Lous, Doug Borchard, Tom Beecher, Mike Gaburo, Mike Kendall, Matt Fates, Paul Ketterer, Eyal Bergman, Paul Maleh

**Additional participants:** Jesse Fetbroth, Jess Nakajima, Cassy Burnham, Alice Mitchell, Jo-Ann Dominique, Meg Macilvain, Alvaro Peters, Jon Haynes, Kate Lobel, Emily Rodriguez, Lauren Adams, Zachary Meisner, Becca Root, Emily Taylor, Emily DoBell

**The following Trustees were not present:** Shenkiat Lim

Stephanie Pierre Louis called the meeting to order at 9:02 am and presided throughout the meeting. She ascertained that sufficient Trustees were present at the meeting, and that, accordingly, a quorum existed.

1. KIPP:MA staff members were introduced.

**Consent Agenda and Items for Voting**

2. Stephanie motioned to approve a vote of the Consent Agenda items. The motion was seconded.

A roll call was performed.

Rhonda Barnes	Yes
Stephanie Pierre-Louis	Yes



Matt Fates	Yes
Doug Borchard	Yes
Paul Ketterer	Yes
Tom Beecher	Yes
Mike Gaburo	Yes
Ivelisse Gonzalez	Yes
Mike Kendall	Yes

3. The audit and timeline were discussed. The Board will be unable to vote to approve the final audit due to a later timeline and KIPP MA currently seeking a financial covenant waiver.

Budget goals were reviewed: goals were met in Boston, but not in Lynn, which impacted our ability to meet our debt coverage service ratio.

We are asking for the Board to give final voting power to the Finance and Facilities Committee because we are unable to vote on the full audit today. It is still expected we will have a clean audit.

The Board discussed how far from the goal we were in Lynn (2.2 million including the surplus needed for our covenant), and the reasons for the miss: unforeseen healthcare and facilities expenses, and reporting challenges from a change in accounting software. They also discussed if more time was needed for the Finance and Facilities Committee to discuss. It was explained that the audit and the budget goals are separate, and so more time is not necessary.

Eyal Bergman joined the meeting.

The Board reviewed the breakdown of unforeseen expenses, and discussed how to ensure similar breakdowns in reporting don't happen in the future. They also reviewed conversations that have been had with Citizens Bank around the waiver we are seeking.

The Board recommended the Finance and Facilities Committee convene next to discuss this further, as well as the Governance and Compensation Committee, in advance of the DESE deadline to submit the audit.



Steph motioned to approve a vote of the Finance and Facilities having power to approve the audit. The motion was seconded, and it was noted this would be contingent on a clean audit, which the Board agreed with.

A roll call was performed.

Rhonda Barnes	Yes
Stephanie Pierre-Louis	Yes
Matt Fates	Yes
Doug Borchard	Yes
Paul Ketterer	Yes
Tom Beecher	Yes
Mike Gaburo	Yes
Ivelisse Gonzalez	Yes
Mike Kendall	Yes
Eyal Bergman	Yes

### **MCAS Review**

The Board discussed our academic progress being in the red and needing to be something we focus our energy on. They were concerned that Boston did not outperform BPS. This is a conversation KIPP MA had directly with schools as well.

The Board and KIPP MA team discussed the differences between Boston and Lynn, both in MCAS performance and in general context.

There was a discussion of longitudinal data and trends, and it was noted that the gap between Boston and BPS has gotten bigger. The impact of COVID was discussed.



The Board and KIPP MA Team considered other metrics for success: graduation rates, staff retention rates, etc. and debated the weight that MCAS holds for charters. They also discussed this struggle not being unique to KIPP MA, but to other KIPPs and schools around the country. The literacy initiatives from the KIPP Foundation were discussed, and the potential they have to contribute to growth.

The group discussed challenges faced in Boston in comparison to Lynn, including attendance, chronic absenteeism and enrollment, all which impact achievement. They also discussed salary comparisons between Boston and Lynn, as KIPP Lynn teachers currently make more money than LPS, while our teachers in Boston make less than teachers in BPS. This has impacted teacher retention in Boston, and we need to have a conversation about pay soon.

Paul Maleh joined the meeting.

### **ED Bonus Review**

The Governance and Compensation Committee presented considerations for the Executive Director's bonus to the Board.

The Board reviewed the metrics used. They discussed the weight of not meeting our covenants and our current academic performance, and agreed that this should impact the rating for the Executive Director's overall performance.

The Board believes the discretionary and holistic parts of the bonus should match, meaning 75% should connect to academic goals, and 50% should connect to non-academic outcomes.

The Board discussed where the goals come from: our Essential Questions.

Doug motioned to approve the October portion of the ED Bonus of 75% on academic outcomes and 50% on non-academic outcomes. The motion was seconded.

A roll call was performed.

Rhonda Barnes	not present
Stephanie Pierre-Louis	Yes



Matt Fates	Yes
Doug Borchard	Yes
Paul Ketterer	Yes
Tom Beecher	Yes
Mike Gaburo	Yes
Ivelisse Gonzalez	Yes
Mike Kendall	not present
Eyal Bergman	Yes
Paul Maleh	Yes

**Steph moved to close out the Thursday, October 26th Board of Trustees meeting at 11:58 am.**

A handwritten signature in black ink, appearing to read "Steph".

---

Secretary Signature