



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE
1/10/2024 | 10:00 am**

[People Committee Meeting Notice and Agenda 1-10-2024](#)

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 1/10/2024 on Zoom*, 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, Ive Gonzalez, Paul Maleh

Additional participants: Lauren Adams, Kate Lobel

The following committee members were not present:

Shen called the meeting to order at 10:09 am and presided throughout the meeting. He ascertained that sufficient Committee members were present at the meeting, and that, accordingly, a quorum existed.

1. Shen moved to approve last meeting’s minutes and Paul seconded the motion.
2. Lauren provided an overview of our intent-to-return season & data and our staffing models work. Hoping to get 100% staff response rate by the end of next week (at 92% now). Expecting a lower retention rate this year due to reduction in staffing. The committee discussed transparency around budget reality and staffing models, and Lauren shared the communication timeline to date and plans for continued awareness efforts.
3. Kate provided an overview of the stress of staff absences. The intention of our leave policy is right, based on what was happening four years ago, and now it is time to reflect whether or not we need to shift due to needs being shifted. Is it worth revising our Flex PTO policy, and/or our leave policy for parental and medical leaves. No wait or gaps in payment, and we take care of everything on the back end. We are now considering making adjustments/considering a new approach to look at Flex PTO due to administrative burden, as well as the negative impact on staff coverage.
4. Kate provided an overview of the recommendations for us to reimburse for certain professional growth opportunities. Staff have access to a \$1,000 reimbursement who



have been at KIPP for 3 or more years. We are now wondering how to share opportunities for staff in order for them to take advantage of these funds. If staff do not take advantage of the funds, they will receive \$500 at the end of the year, which may be a disincentive for staff to do professional development since they will receive the \$500 if not.

5. Will table the last two agenda items until the next meeting given that we were at time.

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

Shenkiat Lim

Committee Chair Signature