



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE  
3/27/2024 | 9:00 am**

**[People Committee Meeting Notice and Agenda 3-27-2024](#)**

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 *9:00 AM on 3/27/2024 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, Dave Filius (alumni, non-voting member)

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

Shen called the meeting to order at 9:02 am and presided throughout the meeting. He ascertained that sufficient Committee members were present at the meeting, and that, accordingly, a quorum existed.

1. Kate led the committee in a warm up.
2. Shen moved to approve last meeting’s minutes and Ive seconded the motion.
3. Lauren went through several general Talent updates, including:
  - a. Recommitment season/ITR projections—More staff not being renewed than in the past few years, due to the need for a higher bar with staffing reductions. Overall retention is lower than it has been (typically around 85% overall retention; 92% desired retention). Overall retention is tracking 75% currently; desired retention will be calculated once all Recommitment letters are out.
  - b. Boston compensation—Discussed how this is playing out in Lynn. OneKIPP curriculum changes and principal transition seem to be the biggest factors at the moment weighing into people’s decisions to return in Lynn, rather than a shift in Boston compensation.
  - c. KAL Principal hire—Timeline for hiring was expedited due to finding the right person, Dr. James Frier, who is an external hire. He accepted the role, and folks are excited!



4. We are considering a shift to our PTO policy to better reflect our current reality, such as the need for adults in schools, learning loss and declining academic performance, change in COVID quarantine requirement, ESSER funding going away, reduced financial resources. The intention of Flex PTO was to prioritize safety and staff wellbeing during Covid, and it served its purpose. A revised PTO policy would support our goal of 95% staff attendance, while ensuring we maintain support and flexibility for people who are experiencing true hardship. Under a new policy, we would move to a bank of time for each category of PTO, and no more “unlimited” PTO.
5. Kate reviewed our protocol for onboarding non-employee KIPP adults. The challenge is primarily that contracted workers are not onboarded in the same way as employees and yet are perceived as and interact with staff, students and families like employees. This has created some adult conflict, particularly around DEI issues. In discussing this with the people committee, all agreed that more rigorous screening would help resolve some of these challenges.
6. Kate reviewed Nikki’s ethics questionnaire responses with the committee. Her focus the last quarter has been on recusing herself from conversations involving increased Boston compensation until the Board made the decision on her behalf.

**Shen moved to close out the Committee Meeting at 10:02 am.**

*Shenkiat Lim*

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Committee Chair Signature