



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE  
5/29/2024 | 10:00 am**

**[People Committee Meeting Notice and Agenda 5-29-2024](#)**

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 5/29/2024 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, Paul Maleh

**Additional participants:** Lauren Adams, Kate Lobel

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

Shen called the meeting to order at 10:05 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 and Lauren led the committee in a warm up.
2. Shen moved to approve the minutes from the last meeting. Paul seconded the motion.
3. Lauren provided updates on recommitments and open positions. 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. The goal is to be 105% overhired at all of our schools by the end of June. The strong retention at KAB is likely a reflection of the increased compensation there.
4. Kate provided an update on the Department of Labor minimum salary threshold increase and its impact on KIPP. It will primarily impact Teaching Fellows and Aides, whose salaries are below the eventual increase on Jan. 1, 2025 to near \$59K. The committee brainstormed potential options for managing this change and the messaging around it.
5. Kate shared where KIPP landed with its PTO and leave policy for SY24-25. All staff will have 5 personal days and 5 sick days upfront, 12-month staff will accrue vacation time, to be used ideally when school is not in session. There will be an automatic buyback for



SY and extended SY calendar staff for unused time at the end of the year. On the whole, staff have received this update positively.

6. Kate also shared updates on a few other policy changes for next year, including removing care.com as a benefit (due to under-utilization) and scaling back the Professional Growth Reimbursement program for a year. Both updates are due to budget cuts.
7. The committee discussed plans for next year's People Committee meetings and agreed that Wednesday mornings generally work well.

**Shen moved to close out the Committee Meeting at 11:05 am.**

*Shenkiat Lim*

---

Committee Chair Signature