

**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE GOVERNANCE AND COMPENSATION COMMITTEE  
June 18, 2024 | 5:00 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 5:00 pm on June 18, 2024 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:** Matt Fates, Rhonda “Nikki” Barnes, Doug Borchard, Stephanie Pierre-Louis

**Additional participants:** Jesse Fetbroth

**The following committee members were not present:** Mike Kendall, Shenkiat Lim

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

Jesse shared the agenda.

Committee Meeting Minutes

Matt moved to approve the Governance and Compensation Committee meeting minutes from 3/29. Doug seconded.

Nikki	Yes
Doug	Yes
Steph	Yes
Matt	Yes

### Growth Exploration

The Executive Director shared updates on our work with Bain as we begin to explore growth in Lynn. We're looking at demand and performance to see if there is a strong case to consider growing.

The Board Chair was curious how many staff we would need from a cost perspective and the ripple effects of that growth.

The Executive Director shared details on the timeline.

A Committee member was curious if there would be a need for an ad-hoc committee for growth. The Committee wasn't sure if that had been done in the past. This could be helpful. We are hoping to have all of the Committees meet before the retreat.

### Board Survey

The results of a Board assessment were shared and reviewed.

The Committee discussed strengths and opportunities to strengthen. Could we have a representative from Board on Track come and share what we should focus on? The Committee requested more time with the information and to review at a future meeting.

The Committee reviewed the results of a staff feedback survey for the Board. One clear takeaway is getting Board members into schools more. The Chair would like the Board to be more involved in things like Career Day, Latinx Hispanic Heritage Month, etc. She feels there is a lot of untapped potential from the Board.

The Board Chair talked about some opportunities she's seen Brooke Charter School take advantage of.

The Executive Director suggested we share options at the retreat for individuals to sign up for school-based observations and activities. The Committee thinks this is a strong idea.

### Governance Items

The Committee discussed the need to sign in a new Secretary. Doug will be interim secretary.

The Committee discussed the need to create succession plans for all officers.

We need to revisit our Board and Committee composition. The Committee discussed voting in new Committee members at the beginning of the year. They also discussed wanting to add 1-2 new Board members, particularly with an academic background.

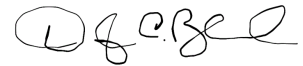
The Board Chair named needing to find someone for Development. A Committee member is hoping to add someone to the People Committee.

The Executive Director would like to ask the KIPP Foundation who might be someone to consider adding to the Board.

At the next meeting, the Committee would like to do a thorough review of our Board members, the Committees, tenures, etc. We need to make plans for our composition moving forward. We should also set goals for the number of family members, the number of alumni, etc. we'd ideally like.

**Steph moved to close out the June 18 Committee Meeting at 5:57 pm. Doug seconded.**

Matt Fates



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Committee Chair Signature

List of Documents used at the Meeting:

- 6.18 Governance and Compensation Committee meeting minutes
- Board tenures
- Committee rosters