



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE
10/16/2024 | 10:00 am**

[People Committee Meeting Notice and Agenda 10-16-2024](#)

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 10/16/2024*, held in compliance with open meeting law, at which a quorum of the committee members was present.

The following Committee members attended: Shenkiat Lim, Paul Maleh, Barbara Curran

Additional participants: Lauren Adams, Kate Lobel

The following committee members were not present:

Shen called the meeting to order at 10:00 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 to get to know Barbara Curran, a potential future committee member.
2. Shen moved to approve last meeting’s minutes and Paul seconded the motion.
3. Lauren provided an update on recruitment and retention. There have been 11 departures since the first day of school at KAL. Normally we do not hire after 9/20, but there are ELA, learning specialist and math vacancies at the moment that we are prioritizing filling right now. The committee discussed some of the possible root causes of this trend, including the schedule shifts that have happened at KAL. Conversations with New-to-KIPP staff are happening right now to figure out what is going well and where more support is needed. Overall our New-to-KIPP staff are having a positive experience and felt their hiring process was clear.
4. Kate informed the People Committee that a former employee filed a complaint of racial discrimination with the Massachusetts Commission Against Discrimination. KIPP and its legal counsel believe the claim is baseless and have clear supporting documentation as evidence. KIPP submitted its position statement in late August and a hearing is scheduled for December.

5. The committee reviewed a draft of a Children at Work policy that KIPP's HR team is working on. KIPP plans to continue gathering stakeholder input before piloting the policy beginning in January. The committee provided feedback to clarify the periods during which an employee's own child is prohibited on campus and to provide language about the policy being subject to revision as additional information is gathered.
6. Kate shared the letter that KIPP provided to all staff about preparing for election day and her plans to share additional guidance for managers specifically. The committee discussed potential tips and strategies for managers to prepare for the impact of election uncertainty on staff, bearing in mind that public employees have an obligation to remain politically impartial.
7. As a follow up to last meeting's discussion of preparing the organization for the January 1, 2025 deadline to ensure all exempt staff members are above the new minimum salary threshold, Kate informed the committee that teachers and teaching fellows are excluded from this rule. The change will only impact Aides, who will be classified as non-exempt come January 1, 2025.

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

Committee Chair Signature