



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE  
5/7/2025 | 10:00 am**

**[People Committee Meeting Notice and Agenda 4-30-2025](#)**

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 5/7/2025*, held in compliance with open meeting law, at which a quorum of the committee members was present.

**The following Committee members attended:** Shenkiat Lim, Barbara Curran, Dave Filias

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

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

Shen called the meeting to order at 10:06 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 Barbara seconded the motion. The team skipped the warm up because the meeting started late.
2. Kate shared that KAL and KALC will have new principals next year. Shauna-Kaye Clarke (current KALC principal) is moving to a Head of Schools role. Kate and Lauren also previewed that we are starting the search for KIPP’s next Chief Finance Officer.
3. Next Kate and Lauren discussed where the organization is at with retention. The RO will be designating some roles as “senior” in order to incentivize retention of key roles that provide stability amidst the RO restructuring. The RO retention rate used to be 60% 5-6 years ago; now it’s closer to 90%. Across the board, not counting midyear exits, retention rate at KIPP MA going into the 2025-26 school year is projected to be above 85%.
4. We will be shifting KIPP’s payroll frequency and annual agreement timing. Currently our annual agreements go from July-June, we will be shifting from August to July. We are shifting payroll from bi-monthly to bi-weekly, and it will be in arrears. This is a lot of change for staff, so we did 1-on-1 presentations at each of the schools.
5. We are modifying our job postings to adjust to external trends.



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

---

Committee Chair Signature