

APPROVED



KIPP Academy Massachusetts

Minutes

KIPP MA People Committee Meeting

Date and Time

Wednesday May 7, 2025 at 10:00 AM

Location

<https://kippma-org.zoom.us/j/81700012342>

Committee Members Present

B. Curran (remote), D. Filias (remote), S. Lim (remote)

Committee Members Absent

P. Maleh

Guests Present

J. Fetbroth, K. Lobel (remote), L. Adams (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

S. Lim called a meeting of the People Committee of KIPP Academy Massachusetts to order on Wednesday May 7, 2025 at 10:06 AM.

C. Approve Minutes

S. Lim made a motion to approve the minutes from KIPP MA People Committee Meeting on 01-15-25.

B. Curran seconded the motion.

The committee **VOTED** to approve the motion.

Roll Call

D. Filias Aye

P. Maleh Absent

S. Lim Aye

B. Curran Aye

II. Staffing Updates

A. Key Leadership Positions

The Managing Director of Human Resources and Talent 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. It was also previewed that we are starting the search for KIPP's next Chief Finance Officer.

B. Retention Status

KIPP MA staff members discussed where the organization is 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%.

C. RO Priority Planning

III. Additional Items

A. Payroll frequency and annual agreement shifts

B. Job posting Updates

KIPP MA will be modifying our job postings to adjust to external trends.

IV. Closing Items

A. Review today's meeting minutes to ensure key takeaways are captured

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:00 AM.

Respectfully Submitted,

S. Lim