

# KIPP Philadelphia Public Schools

## School Health Committee Meeting

### January Meeting

Published on January 23, 2024 at 3:57 PM EST

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#### Date and Time

Wednesday January 24, 2024 at 4:00 PM EST

#### Location

virtual

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A regular meeting of the KIPP Philadelphia Public Schools Board of Trustees School Health Committee in joint session with regular meetings of the KIPP Philadelphia Charter School Board of Trustees School Health Committee, KIPP DuBois Charter School Board of Trustees School Health Committee, KIPP West Philadelphia Charter School Board of Trustees School Health Committee, KIPP North Philadelphia Charter School Board of Trustees School Health Committee, and KIPP Catto Charter School Board of Trustees School Health Committee, with School Health Committee Co-Chairs Gail Lewis and Kelly Jones presiding.

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#### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>4:00 PM</b>
<b>A.</b> Record Attendance		Gail Lewis and Kelly Jones	3 m
<b>B.</b> Call the Meeting to Order		Gail Lewis and Kelly Jones	3 m
<b>C.</b> Approve Minutes from December 6, 2023	Approve Minutes	Gail Lewis and Kelly Jones	2 m
<b>II. Compensation Model Review</b>			<b>4:08 PM</b>

	Purpose	Presenter	Time
<b>A. KPPS Teacher and Leader Compensation Model Review</b>	Discuss	Rob Vieira	50 m

Guiding Questions

- Are there elements of Compensation and Total Rewards programs in your industry that may be helpful to consider as we proceed forward with improvements to our systems at KPPS?
- Have you experienced a compensation overhaul in the past? What were the positives and shortcomings of the communication and implementation of the changes?

Also, below are some items that might help to glance through quickly in advance of our meeting.

*Compensation Study Details*

Consultant: edfuel <https://www.edfuel.org/>

**Charter Management Organization Networks Included: 221**

**Networks in National Average Cost of Living Regions: 108**

**Networks in Philadelphia Metropolitan Area: 3**

*Terms Utilized in Analysis*

**Organization Size:** Medium – Between 3 and 10 Schools; between 150 and 500 FTEs; between \$20MM and \$70MM budget

**Area Cost of Living:** National Average – includes Austin, TX; Atlanta, GA; Charlottesville, VA; Cincinnati, OH; Denver, CO; New Orleans, LA

**III. Other Business**

**IV. Closing Items**

**4:58 PM**

<b>A. Adjourn Meeting</b>	Vote	Gail Lewis and Kelly Jones	2 m
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