

# KIPP Philadelphia Public Schools

## Minutes

### KIPP Philadelphia Public Schools Board of Trustees Meeting

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**Date and Time**

Wednesday February 7, 2024 at 4:00 PM

**Location**

KIPP Philadelphia Octavius Catto Elementary  
4601 Market Street, 5th Fl  
Philadelphia, Pa 19139

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A regular meeting of the KIPP Philadelphia Public Schools Board of Trustees in joint session with regular meetings of the KIPP Philadelphia Charter School Board of Trustees, KIPP DuBois Charter School Board of Trustees, KIPP West Philadelphia Charter School Board of Trustees, KIPP North Philadelphia Charter School Board of Trustees, and KIPP Catto Charter School Board of Trustees with Board President Samantha Wilson Jones presiding.

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**Trustees Present**

A. Aerts, A. Fullard, A. Keyes, B. Cummings, K. Jones (remote), L. Whitaker (remote), M. Carter (remote), S. Wilson Jones, T. Algarin (remote)

**Trustees Absent**

C. Hardie-Langston, G. Lewis, H. Richman, J. Davidse, T. Llopiz

**Guests Present**

A. Sinha, C. Benson, L. Li, M. Eigen, M. Poorman, M. Wells-Sheed, N. Wiltshire, R. Vieira

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**I. Opening Items****A. Record Attendance and Guests****B. Call the Meeting to Order**

S. Wilson Jones called a meeting of the board of trustees of KIPP Philadelphia Public Schools to order on Wednesday Feb 7, 2024 at 4:05 PM.

**C.**

### **Approve December 13, 2023 Minutes**

S. Wilson Jones made a motion to approve the minutes from KIPP Philadelphia Public Schools Board of Trustees Meeting on 12-13-23.

A. Aerts seconded the motion.

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

## **II. Welcome & CEO Report**

### **A. Welcome**

S. Wilson-Jones welcomed the board and moved the agenda to the CEO report.

### **B. CEO Report**

N. Wiltshire the board on student, family, and staff engagement across the region. She also shared reflections from the inaugural KIPP Philadelphia Trustee Day.

## **III. CONSENT AGENDA**

### **A. VOTE: CONSENT AGENDA**

The Consent Agenda was submitted to the board on the following:

- KPPS Student Handbook **APPROVED**
- SS KDCA Trust Agreement Redacted **APPROVED**
- SS ESA KDCA Summary **APPROVED**
- SS ESA KDCA Redacted **APPROVED**
- JH KDCA Trust Agreement Redacted **APPROVED**
- JH ESA KDCA Summary **APPROVED**
- JH ESA KDCA Redacted **APPROVED**
- PC KDCA Trust Agreement Redacted **APPROVED**
- PC ESA KDCA Summary **APPROVED**
- PC ESA KDCA Redacted **APPROVED**
- MC ESA KNPA Summary **APPROVED**
- MC KNPA Trust Agreement Redacted **APPROVED**
- MC ESA KNPA Redacted **APPROVED**
- JWC KWPP Trust Agreement Redacted **APPROVED**
- JWC ESA KWPP Summary **APPROVED**
- JWC KWPP ESA Redacted **APPROVED**
- YB KWPP Trust Agreement Redacted **APPROVED**
- YB ESA KWPP Summary **APPROVED**
- YP KWPP ESA Redacted **APPROVED**
- KWPCS Memorandum **APPROVED**
- KWPCS Resumes **APPROVED**

- KWPP Memorandum **APPROVED**
- KPOC Memorandum **APPROVED**
- KPOC Resumes **APPROVED**
- KPCS-KPEA Memorandum **APPROVED**
- KPCS-KPPA Memorandum **APPROVED**
- KNPCS Memorandum **APPROVED**
- KNPCS Resumes **APPROVED**
- KDCS Memorandum **APPROVED**

#### **IV. COMMITTEE REPORTS**

##### **A. School Health Committee**

M. Eigen opened the presentation by sharing proposed changes to the school year 2024-2025 calendar. Though the board did not vote on the calendar in this meeting, M. Eigen shared a preview to solicit feedback and questions.

R. Viera then updated the board on the organization's compensation design process, including the rationale, timeline, competitive landscape, and recruitment strategies.

R. Viera then shared information about teacher certification support and recruitment.

B. Cummings commented on the talent team's efforts to support and develop certified talent.

A. Fullard asked about the certification process and N. Wiltshire shared that teachers must take classes and complete paperwork to receive certification.

R. Viera then shared findings from the market analysis versus KIPP Philadelphia's internal data.

S. Wilson Jones asked when teachers leave, whether they are leaving the profession or moving to other school systems. R. Viera advised that teachers leave for both reasons.

Teachers who stay in the field are often attracted to suburban districts.

A. Fullard asked whether KIPP's salaries contribute to teacher attrition. R. Viera shared that we can make improvements in capturing exit data, KPPS's current salary scale is not competitive, and teachers who have between 2 and 6 years of experience are more mobile. M. Eigen added that there's a challenge with a teacher drop-off between the offer stage and the first day in school.

R. Viera then moved on to the proposed direction of the new compensation model.

A. Fullard asked about KPPS' benefits contribution. R. Viera shared that KIPP pays 95%.

A. Fullard then asked if the benefits carried over into retirement and N. Wiltshire shared that they don't.

S. Wilson Jones asked about veteran teachers who may be ready to retire, and N.

Wiltshire shared that there are a couple. A. Fullard then asked about how our

compensation compares to other charter networks. R. Viera shared that the proposed compensation model will make us more competitive against other charters. A. Fullard

commented that strong marketing and strong schools will help attract talent. N. Wiltshire agreed and noted strong facilities as well.

R. Viera then concluded the presentation.

##### **B.**

## Development Committee

A. Sinha introduced Jessica DeRivera, our new Donor Engagement Manager.

A. Sinha first updated the board on the progress-to-goals. Then, she moved on to the upcoming donor events and spring solicitation. She then shared insights from the development committee meeting that she was considering as she continued planning the donor events.

S. Wilson-Jones shared that a former KPPS volunteer reached out to her for a meeting and how well the development team helped her prepare for the meeting. A. Fullard added that he will support with connections within the business community.

## C. Finance Committee

B. Cummings noted that the finance team is on track for the FY25 budget process and shared that the team presented on the FY23 investor call. N. Wiltshire added that not all the investors joined the call and that it was recorded.

L. Li updated the board on the December 2023-YTD Actual Results, the FY25 Budget Process Overview, and the FY23 Investor Call Debrief.

During the presentation, L. Li shared that she and her team have communicated with the S&P analyst and await feedback after the investor call.

B. Cummings noted that all the bond payments have been timely and A. Fullard asked about the bond rate and L. Li shared the rate was 6 percent.

L. Li concluded her presentation by sharing next steps after the investor call and the timeline for the FY25 budget process.

## D. Governance

A. Aerts updated the board on the candidate profile and pipeline and asked the board to consider potential candidates in their networks. A. Fullard asked how many board seats we are trying to fill, and A. Aerts shared that we can have twenty members per our by-laws, but the goal is to keep the board close to the current size.

A. Aerts then shared details of the board self-evaluation process and updates to the KPPS Public Participation Policy and the Conflict of Interest Policy. A. Aerts asked for a motion to approve the Public Participation Policy which was motioned by S. Wilson-Jones and seconded by B. Cummings. **The motion was APPROVED by the board.**

A. Aerts then requested a motion to approve the Conflict of Interest Policies for all six charters, which was motioned by S. Wilson-Jones and seconded by A. Fullard. **The motion was APPROVED by the board.**

## **V. Information**

### **A. Public Comment**

No public comments.

### **B. New Business**

No new business was submitted.

### **C. Old Business**

No old business was submitted.

### **D. Announcements**

No announcements were made.

## **VI. Closing Items**

### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:00 PM.

Respectfully Submitted,  
S. Wilson Jones