

APPROVED



KIPP Academy Massachusetts

Minutes

KIPP MA Governance and Compensation Meeting 03.28.2025

Date and Time

Friday March 28, 2025 at 2:00 PM

Location

<https://kippma-org.zoom.us/j/82315329069>

Committee Members Present

D. Borchard (remote), M. Fates (remote), M. Kendall (remote), R. Barnes (remote), S. Lim (remote), S. Pierre-Louis (remote)

Committee Members Absent

None

Guests Present

J. Fetbroth

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

S. Pierre-Louis called a meeting of the Governance and Compensation Committee of KIPP Academy Massachusetts to order on Friday Mar 28, 2025 at 2:03 PM.

C. Approve Minutes from 1/17

M. Fates made a motion to approve the minutes from KIPP MA Governance and Compensation Meeting on 01-17-25.

D. Borchard seconded the motion.

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

Roll Call

| | |
|-----------------|--------|
| M. Kendall | Absent |
| S. Pierre-Louis | Aye |
| M. Fates | Aye |
| D. Borchard | Aye |
| R. Barnes | Aye |
| S. Lim | Aye |

II. Governance and Compensation

A. ED Mid-Year Review

The Committee had planned to review results from the Executive Director review, but given only 15 out of 65 participants responded, the Committee wants to hold off.

The goal is to get to 50% participation, so members of the KIPP MA Team are going to do additional outreach and the Committee will revisit at its next meeting.

B. ED 3 Year Salary Assessment

Committee originally hoped to begin the ED salary conversation given we are in year 3. KIPP MA Executive Director is currently the highest paid charter Executive Director in Massachusetts based on recent day. We have comparative data from the MCPSA, but the data is hard to understand.

The KIPP MA Team also reached out to the KIPP Foundation for comparative information, but our Chief Finance and Talent Officer was unable to get additional information. The Committee feels this is information we need, so are going to postpone this conversation until the next Committee meeting.

C. 25-26 ED Salary Proposal

The Committee decided to postpone this conversation given inadequate comparative information.

D. Update ED Job Description

As we have resized our regional team to operate in a way that moves key work closer to schools, the Executive Director is requesting her job description be updated to indicate that the KIPP MA Executive Director be required to live in the state of Massachusetts. We are currently in the process of requiring senior leaders to be able to report to schools "without restriction," and this is not indicated in the Executive Director job description.

A member of the committee agreed this move makes sense.

Doug moved to approve. Mike seconded.

D. Borchard made a motion to Approve change in ED job description.

M. Kendall seconded the motion.

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

Roll Call

S. Lim Aye

M. Kendall Aye

M. Fates Aye

D. Borchard Aye

R. Barnes Aye

S. Pierre-Louis Aye

III. 5 Year Board Recruitment Strategy

A. 5 Year Board Recruitment Strategy

A member of the KIPP MA Team presented a draft 5-year Board recruitment strategy.

A member of the Committee

Do other states have more permissive laws around Boards-- do bigger Boards make it harder to meet quorum?

Have we received survey report from MCPSA about Board composition

Mike left

Committee member shared he's not feeling particularly urgent about adding to Board

Board Chair wants to look at Committee members

- We have a parent, we have an educator

-

What do we currently have in pipeline?

ED top 2 needs:

individual donor

educator in leadership sphere

1 or 2 family members or community members on the Board
By 2030 we need an alum-- we need a backwards plan for that
Committee route doesn't seem to be working, doesn't mean we don't have another route
Potentially we identify an alum and explain role of participation-- seems farthest out

ED just talked to Board individual from Goldman Sachs, Jim Peyser
We could ask Vernon, but Vernon wouldn't be able to work for us

Eyal and Steph have suggested
Lot of males, balancing the Board
Maybe Vickie's soon to be alum

I am working on a person who works at EY Parthenon in their education group as a
candidate for the BOD: [\(36\) Kate Pinto | LinkedIn](#)

Nikki has an idea for who to nurture

This conversation will need to be returned to-- add slide for Board terms and when they're
up

Show committee members not included yet

Return to in May

2 lists-- list of people on our committees we might want to assess how close they are to
the board
1 list of prospects
what has happened between March and May

Advocacy/policy would be helpful-- we're going to need it
Do we have that in the parent community
Alumni parents or current parents

Nikki just recently met with a local lawyer interested in helping
Share his information with committee

IV. 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 3:00 PM.

Respectfully Submitted,
S. Pierre-Louis

Documents used during the meeting

None