

APPROVED



KIPP Academy Massachusetts

Minutes

KIPP MA Governance and Compensation Meeting

Date and Time

Friday March 27, 2026 at 2:00 PM

Location

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

Committee Members Present

M. Fates (remote), M. Kendall (remote), R. Barnes (remote), S. Lim (remote)

Committee Members Absent

None

Guests Present

J. Fetbroth

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

M. Fates called a meeting of the Governance and Compensation Committee of KIPP Academy Massachusetts to order on Friday Mar 27, 2026 at 2:06 PM.

C. Approve Minutes from 1/16

M. Fates made a motion to approve the minutes from KIPP MA Governance and Compensation Meeting on 01-16-26.

M. Kendall seconded the motion.

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

II. Governance and Compensation

A. ED Goals 25-26 Review

The Committee reviewed the Executive Director's revised goals for 25-26. Goals are broken down into KIPP Foundation goals and regional goals, and were reviewed and approved by KIPP's regional superintendent. Progress to goals is now reflected in the goals based on feedback from the committee.

The Executive Director's goals span academics, attendance, attrition, postsecondary success, and more.

A member from the committee asked what KIPP Foundation goals are grounded in, and the Executive Director explained they're grounded in historical performance and comparison to the state. The Executive Director explained that failure to meet Foundation goals can lead to additional oversight.

Another member noted that the region seems to be trailing in many areas, particularly in academics. The Executive Director noted that for some of the goals, it is the first time we have been held accountable for certain areas.

For next meeting, we should be able to review what goals are through 2030 vs. year by year.

A member of the committee asked if we could review state averages for these goals. The Executive Director reviewed available data. The committee shared it's helpful to ground these goals in state data comparisons.

The Executive Director reviewed regional goals for family engagement, regional leadership, staff recruitment and retention, financial stewardship and compliance and financial forecasting. She asked where the committee would add or change.

A member of the committee questioned whether the senior leadership team goal was appropriate given the size of the team.

A member of the committee suggested Board management as a regional goal with the idea being that the Board feels good about level of communication, especially when we have something that feels like a crisis. Another member of the Committee agreed. The Executive Director is going to add this to the goals.

The Executive Director asked what issues the Board would like to be looped in on and the Committee noted key people issues, leadership troubles, the potential for academic misses, and financial shifts. The Committee noted that the Board should know where we are based on our goals. Potentially there should be a recurring "what's keeping me up at night list" so the Board knows where they can weigh in and support.

B. ED Mid-Year Review

A member of the Committee shared results from the Executive Director's 360 review and gave committee members time to process.

The Executive Director reflected on balancing the right level of transparency with leaders and staff. She noted a shift in leadership from focusing on hard work to focusing on outcomes.

The Executive Director noted the team is focused on ensuring KIPP MA is a great place to work so that kids can learn as much as possible.

The Committee felt the Executive Director's reflections were right.

The review will be approved by the Board at the April Board meeting.

C. 25-26 ED Salary Proposal

The Committee will recommend to the Board that the Executive Director receive the average 4% salary raise for the 26-27 year.

A member of the Committee noted that the average salary increase across the world is about 3.5%. The 4% increase is based on the average at KIPP Massachusetts.

The Executive Director feels the organization is not in a place to consider a greater increase.

The Committee noted that the Executive Director's bonus is tied to specific metrics.

The Board will vote to approve the ED salary at the April Board meeting.

III. Board Leadership Transition

A. Board Leadership Transition Plan

The Committee reviewed the suggested plan for the Board leadership transition.

In June, the current Chair will step down as Chair and the current Vice Chair will step into the Chair role, with another member of the Board stepping into the Vice Chair role. The current Vice Chair has been with KIPP Massachusetts for quite some time while the

other member of the Board is newer, but has more capacity, so they hope the dynamic will be very beneficial.

The Board will preview the shift at the April Board meeting and leave space for thoughts and questions. At the June Board meeting, the Board will vote in the new Chair and Vice Chair, and vote the new Vice Chair onto the Governance and Compensation Committee

The Committee was aligned with this shift.

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 2:58 PM.

Respectfully Submitted,
M. Fates

Documents used during the meeting

None

Documents reviewed during the meeting:

- 26-27 Revised Executive Director Goals
- Executive Director review