

APPROVED



## KIPP Academy Massachusetts

# Minutes

## KIPP MA People Committee Meeting

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### Date and Time

Wednesday January 28, 2026 at 1:30 PM

### Location

<https://kippma-org.zoom.us/j/2278028458>

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### Committee Members Present

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

### Committee Members Absent

*None*

### Guests Present

J. Fetbroth, K. Lobel (remote), R. Barnes (remote)

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## 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 Jan 28, 2026 at 1:30 PM.

### C. Approve Minutes

S. Lim made a motion to approve the minutes from KIPP MA People Committee Meeting on 11-05-25.

P. Maleh seconded the motion.

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

## II. 24-25 People Committee

### A. Health insurance transition recap

The KIPP MA Team provided an update on the health insurance open enrollment period, which concluded in early December for the January 1, 2026 plan year.

- **Process:** The organization conducted an "active enrollment," requiring employees to actively choose their plans.
- **Participation:** 96% of eligible staff (all but 13 individuals) took action to enroll or waive coverage during the enrollment window.
- **Plan Selection:** There was a successful shift toward the more cost-effective "Focus Plan." 100 staff members opted into the Focus Plan, while 116 remained on the traditional HMO plan.

**Financial Impact:** The shift in plan selection, combined with the "Focus Plan" adoption, is projected to result in approximately \$300,000–\$400,000 in annual savings for the organization.

### B. Supplemental leave updates

The KIPP MA Team presented updates regarding the organization's supplemental leave policy and the integration with Massachusetts Paid Family and Medical Leave (PFML).

- **Policy Change:** To address financial sustainability, KIPP MA is transitioning from a policy that provided 100% salary replacement for all employees to a tenure-based tiered system. The state PFML benefit will serve as the foundation, with KIPP providing a supplement based on years of service.
  - **0–3 Years Tenure:** Employees receive the state benefit only.
  - **3–7 Years Tenure:** Employees receive up to 70% supplement from KIPP for 4 weeks.
  - **8+ Years Tenure:** Employees receive a 100% salary top-off for 4, 8, or 12 weeks, depending on type of leave.
- **Financial Impact:** The Executive Director noted this adjustment is expected to save the organization between \$300,000 and \$400,000 annually.
- **Discussion:**
  - A Board member inquired about the distribution of staff across these tenure buckets. A member of the KIPP MA Team clarified that the distribution is

roughly one-third in the 0–3 year bucket, one-third in the 4–7 year bucket, and 27% in the 8+ year bucket.

- A Board member acknowledged the difficulty of the change for staff but recognized the necessity given rising costs, frequency of leaves and the generous nature of the previous policy.
- The Executive Director emphasized the communication strategy of reframing the benefit as the "State + KIPP Supplement" to clarify the value for staff.

### C. Update on ITR and staffing for 2026-27

A member of the KIPP MA team presented preliminary data from the annual "Intent to Return" survey.

- **Participation:** As of January 16, 357 out of 367 eligible staff had completed the survey.
- **Projections:** Based on historical analysis of "Yes" and "Unsure" responses, the organization is projecting a retention rate of over 80%, which would be in line with retention rate trends over the past 5 years.

**Campus Highlights:** A member of the KIPP MA team highlighted that the KIPP Academy Lynn campus currently shows the highest estimated retention, marking a significant positive turnaround for that school.

## III. 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 2:25 PM.

Respectfully Submitted,  
S. Lim

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### Documents used during the meeting

*None*

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Documents reviewed during meeting:

[SY26-27 Supplemental Leave Policy](#)

[Data Summary](#)