

APPROVED



KIPP Academy Massachusetts

Minutes

KIPP MA People Committee Meeting

Date and Time

Wednesday November 5, 2025 at 9:00 AM

Location

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

Committee Members Present

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

Committee Members Absent

None

Guests Present

B. Curran (remote), J. Fetbroth, K. Lobel (remote)

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 Sunday Jan 25, 2026 at 9:06 AM.

C. Approve Minutes

S. Lim made a motion to approve the minutes from KIPP MA People Committee Meeting on 09-05-25.

D. Filias seconded the motion.

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

II. 24-25 People Committee

A. Health Insurance and Supplemental Leave Updates (Education and Communication)

- Kate presented updates to the committee that the Executive Director had shared with all staff on Oct 24, 2025 during a town hall on health insurance and supplemental leave.
- KIPP is aligning all medical plans to a \$1,000 deductible, consistent with market benchmarks. The HMO increases from \$0 to \$1,000; PPO moves from \$500 to \$1,000. Estimated additional cost per pay period ranges from \$8.69 (individual) to \$121 (family).
- Kate shared the three plans KIPP will offer—HMO, Focus HMO (limited network ~85% of providers), and PPO.
- Kate shared that beginning Jan 1, 2026, standard weight-loss GLP-1 coverage will end; ongoing access will continue through Calibrate (coaching/adherence program). Existing users must enroll by Apr 1, 2026; new prescriptions require enrollment starting Jan 1.
- Dental and vision rates and most other benefits remain unchanged.
- Kate outlined that enrollment will be active (no automatic rollover) due to plan changes. Open enrollment window will be Nov 17–Dec 5, 2025. Two live broker sessions will be required for all staff; recordings available for those unable to attend live.
- The committee discussed change management involved in shifts to plans and premiums. The committee acknowledged likely pushback over the unavoidable premium increases. Barbara noted that emphasizing clarity, fairness, and consistency in communications will be key. Paul recommended reminding staff of KIPP's track record of fairness and commitment to generous plans and contribution levels.
- Kate noted the organization remains one of the most generous in supplemental leave among peers, but utilization and costs (72 leaves last year out of ~400 staff) have risen sharply.
- The committee discussed that the current structure, offering full pay after two years' tenure, creates little disincentive for extended leave.
- KIPP's CFO is developing a tenure-tiered top-off model (70–100%) as a first guardrail to explore what the savings would be under different scenarios. Kate shared that the Executive Director aims to share a draft policy by January 2026.

- The committee agreed adjustments will likely be perceived as a takeaway despite remaining market-leading. They advised that the communication plan should stress fairness and sustainability.

B. Talent Data Infrastructure

- Kate shared that the talent data management challenges she was experiencing during the last meeting, due to staff turnover and an over-reliance on multiple Excel and/or Google-based trackers, have been mitigated for now. Data is now linked to payroll for real-time vacancy and position mapping.
- Kate shared some of the enhanced systems for insight into staff and positions, as well as an early win: within a week, the system surfaced four candidates lacking work authorization due to screening gaps—now corrected.
- While the current systems solved the short-term challenge of accuracy and insight into talent data, Kate is compiling requirements for a longer-term solution involving platform integration (e.g., ADP).

C. Talent–Finance Partnership

- Kate outlined a shift underway at KIPP from role-by-role approval toward budget-owner accountability, promoting transparency around personnel budgets.
- Paul shared that at his firm, managers manage *total talent investment* (e.g., 2 juniors vs. 1 senior) rather than focus on headcount alone, which is an approach KIPP could consider.
- Shen raised the question of defining what should remain consistent across KIPP versus what can be left to budget owner discretion. He noted comfort with decisions such as adjusting FTE (e.g., using 0.5 FTE and reallocating funds elsewhere) or repurposing positions entirely, but expressed concern about scenarios where two candidates are compared primarily on cost, given the organization's formulaic compensation structure.
- Once the CFO closes out Q1 and is fully onboarded, he and Talent will partner on how to guide budget owners in making staffing decisions supported by well-managed personnel budgets.

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 10:02 AM.

Respectfully Submitted,
S. Lim

Documents used during the meeting

None

Documents reviewed during meeting:

[KIPP MA Healthcare and Supplemental Leave Updates](#)

[People Committee Goal Planning](#)