

APPROVED



KIPP Academy Massachusetts

Minutes

KIPP MA People Committee Meeting

Date and Time

Wednesday April 29, 2026 at 9:00 AM

Location

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

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), Nathalie Bonhomme (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 Wednesday Apr 29, 2026 at 9:05 AM.

C. Approve Minutes

S. Lim made a motion to approve the minutes from KIPP MA People Committee Meeting on 01-28-26.

P. Maleh seconded the motion.

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

II. Staffing Updates

A. Hiring for SY2026-27

A member of the KIPP MA team provided an update on staffing for the upcoming school year. She reported that KIPP currently has 28 projected vacancies for next year, down from 36 approximately one month earlier. The organization's goal remains to be 95% staffed by June 1.

She noted that the team is operating with reduced capacity due to prior attrition and an HR manager currently on leave. Members of the talent team and other staff are temporarily supporting recruitment efforts.

She reported that the only key leadership vacancy is for a Senior Head of Development. Most other vacancies are in lead teacher roles, including multilingual learner, special education and general education positions.

B. Potential partnership with TFA

A member of the KIPP MA Team shared that KIPP is exploring restarting a partnership with Teach for America as a potential talent pipeline, particularly for elementary school roles at KALE. KIPP is planning a site visit with Teach for America representatives and hopes to determine soon whether the partnership can move forward.

Committee members discussed the potential benefits of the partnership, including the additional coaching and support Teach for America provides to corps members.

C. Supplemental paid leave status & next steps

A member of the KIPP MA Team provided an update on the supplemental paid leave policy. She reported that the organization was able to increase the generosity of the policy from the version previously discussed.

She shared that the policy and FAQ were communicated to staff before April vacation. The organization has begun the administrative transition to the state system, including required filings and setup.

The committee discussed possible use of AI tools or existing system capabilities to reduce administrative burden once the policy is in place.

III. SY2026-27 Talent Team Structure

A. Strengths and Challenges

A member of the KIPP MA Team provided an update on the talent team's capacity and structure. The team has developed short-term coverage plans for the current hiring season but needs to revisit the long-term team structure and workload.

She reported that KIPP plans to engage a fractional HR consultant for approximately six weeks. The consultant will help audit processes, identify work that can be reduced or streamlined and advise on talent team structure for next year.

Committee members advised that KIPP should be clear about expected deliverables, define measurable outcomes, provide direct feedback if the engagement is not meeting needs and request interim deliverables during the engagement.

IV. MTRS Reclassifications

A. MTRS Reclassifications

A member of the KIPP MA Team provided an update regarding a review by the Massachusetts Teachers' Retirement System (MTRS) of role eligibility for retirement plan enrollment. She shared that certain roles have been flagged for review and that the organization is gathering documentation and consulting with external partners to assess the determinations and consider potential appeals.

It was reported that a number of staff positions have been identified through this process, and that outcomes may vary depending on applicable criteria. Nathalie noted that any potential changes in retirement plan enrollment could have implications for affected staff and the organization.

It was also shared that the organization is developing a communication and support plan for impacted employees, which will include individual outreach and resources.

V. 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 the meeting:

- KIPP MA PFML Supplemental Leave Policy