

June 21, 2018 3 – 6 pm
KIPP Vida Preparatory Academy
4410 S Budlong Avenue
Los Angeles, CA 90037

Board members present: EJ Kavounas (Departed at 4:32pm), Z. Guevara, F. Reddick, J. Miller, L. Jacobson, L. Rodriguez, M. Shourie (Arrived at 3:24pm). H. Lord (Arrived at 3:35pm) M. Carlisle (Arrived after the consent agenda was approved, at 3:08pm)

Board members absent: R. Bishop, J. Goldin

KIPP LA team present: M. Aaron, K. Salyer, B. Sanchez, A. Martinez, L. Brianza, C. Shararian, A. Valencia, M. Peskay, J. Miranda, D. Greenberg, K. Kepler, D. Hellman, S. Leonard, R. Minix

Guests: Lisa Daggs (KIPP Foundation), Allison Ohle (KIPP San Diego), Norma Parraz (Prospective Board Member), Carlos Bermudez (Prospective Board Member)

I. Welcome and Call to Order

Frank Reddick called a meeting of the Board of Directors of KIPP LA Schools to order on Thursday, June 21, 2018 at 3:02 pm.

Quorum was reached at 3:02 pm.

II. Public Comment

There was no public comment.

III. Consent

Lynn Jacobson motioned to approve all items on the consent agenda. Julie Miller seconded the motion. The board unanimously approved the motion.

Yay (6)

Nay (0)

IV. KIPP LA Update

Marcia Aaron, CEO, provided an overview of events in the KIPP LA Schools region since the last board meeting on March 1, 2018 and an update on progress towards goals. Marcia Aaron discussed highlights from recent events including School Leader Bootcamp. Additional highlights include an Augmented Reality event with Google Expeditions, the first KIPP LA basketball tournament, the Bay Area college tour for KIPP alumni, the 2nd Annual Parent Summit, and the new KIPP LA Report Card event. Marcia Aaron then provided an overview of challenges, highlights, priorities, and CEO goals. Challenges include mid-year school leadership transitions, leadership team changes, curriculum roll-out, and real estate. Highlights include the teacher salary scale project, KIPP Through College, charter collaboration, and progress in South LA. Priorities for 2018-2019 include operating consistently healthy schools, accelerating alumni success, codifying the KIPP LA way, growing and supporting the team and family, and leading the conversation. Discussion ensued.

Lynn Jacobson motioned to approve the 2019 Priorities. Luis Rodriguez seconded the motion. The board unanimously approved the motion.

Yay (8)

Nay (0)

V. Inspiration and Education

Shannon Leonard, Director of Teaching and Learning, gave a presentation of his experience in Finland, a 7 day trip to Tampere and Helsinki where he visited 4 schools. The major takeaways from the trip were that schools in Finland have shorter classes and more breaks, a strong reliance on textbooks and student work, and very strong teacher training. Action steps for KIPP LA include spreading best practices across KIPP LA and giving schools earned autonomy. Discussion ensued.

VI. Discussion of Opportunities for Potential Long-Term Strategic Partnerships

Marcia Aaron and Dan Greenberg presented on the needs of KIPP Adelante Preparatory Academy in San Diego and the opportunity for KIPP LA to provide support. Ms. Aaron and Mr. Greenberg presented the Consulting Agreement, which outlines how KIPP LA would support KIPP San Diego with employee relations, student recruitment, curriculum, teacher hiring, financial management, facilities, and leadership team hiring in FY19 . Discussion ensued.

Moira Shourie motioned to approve the consulting agreement. Lynn Jacobson seconded the motion. The board unanimously approved the motion

Yay (8)

Nay (0)

VI. Committee Reports

School Forum:

Lynn Jacobson presented on a School Forum visit at KIPP Illuminar Academy. Discussion ensued.

Finance Committee:

Kyle Salyer, Chief of Finance and Operations, presented the year-to-date financials and proposed budget. Zac Guevara shared that the Finance Committee reviewed and recommended the proposed FY19 budget be approved by the Board. Frank Reddick then requested that the board vote on the proposed FY19 Annual Budget.

Lynn Jacobson motioned to approve the motion. Moira Shourie seconded the motion. The board unanimously approved the motion.

Yay (8)

Nay (0)

Kyle Salyer presented the revised fiscal policies.

Zac Guevara motioned to approve the revised fiscal policies. Julie Miller seconded the motion. The board unanimously approved the motion.

Yay (8)

Nay (0)

Governance Committee:

Marcia Aaron presented the backgrounds of the potential new board members; Margie Armona, Phil Feder, Carlos Bermudez, and Norma Parraz. Luis Rodriguez noted that the Governance Committee unanimously recommended all four for candidacy. Julie Miller motioned to approve Margie Armona, Phil Feder, Carlos Bermudez, and Norma Parraz to join the KIPP LA Board of Directors effective immediately. Zac Guevara seconded the motion. The board unanimously approved the motion.

Yay (8)

Nay (0)

The terms of Randy Bishop, Lynn Jacobson, and Julie Miller were set to expire on July 1, 2018.

Frank Reddick motioned to re-elect all three board members for another term. Heather Lord seconded the motion. The board unanimously approved the motion.

Yay (10)

Nay (0)

Zac Guevara and Moira Shourie submitted their resignations from the board, effective immediately following the meeting.

Frank Reddick motioned to accept the resignations. Luis Rodriguez seconded the motion. The board unanimously approved the motion.

Yay (10)

Nay (0)

Luis Rodriguez presented the 2018-2019 committee assignments as approved in the June 5th Governance Committee meeting. Lynn Jacobson moved to approve the motion to approve the 2018-2019 committee assignments. Julie Miller seconded the motion. The board unanimously approved the motion.

Yay (10)

Nay (0)

Luis Rodriguez described the process to determine CEO compensation. Mr. Rodriguez shared that the Governance Committee met and reviewed a CEO compensation survey from Charter School Growth Fund and KIPP. Mr. Rodriguez identified that comparable salaries were evaluated for charter management organizations of similar size, location, and flexibility. Mr. Rodriguez confirmed that all members of the board had received the comparable salary information as part of the materials for the board meeting.

Frank Reddick adjourned the meeting to move to closed session at 5:20pm.

VII. Closed Session

Frank Reddick, acting as KIPP LA Public Schools general counsel, led the closed session discussion. This discussion was subject to attorney-client privilege. The board reconvened at 5:58 to report actions taken during closed session.

Frank Reddick motioned to approve the resolution for the property at 8616-8638 Long Beach Boulevard. Luis Rodriguez seconded the motion. The board unanimously approved the motion.

Yay (10)

Nay (0)

Julie Miller motioned to approve the resolution for the property at 8225 Compton Avenue. Frank Reddick seconded the motion. The board unanimously approved the motion.

Yay (10)

Nay (0)

Frank Reddick motioned to approve the resolution for the property at 2218-2220 E Florence Avenue. Lynn Jacobson seconded the motion. The board unanimously approved the motion.

Yay (10)

Nay (0)

Lynn Jacobson motioned to approve the resolution for the property at 4250 E Olympic Boulevard. Moira Shourie seconded the motion. The board unanimously approved the motion.

Yay (10)

Nay (0)

Frank Reddick provided an overview of the board proposal for Marcia Aaron, CEO of KIPP LA: annualized salary of \$300,000, along with a \$25,000 bonus. The final amounts of compensation for SY19 under the board proposal would be:

- Salary: \$300,000
- Healthcare: \$10,777.24
- 401(k): \$17,811
- Bonus: \$25,000
- Total: \$353,588.24



Lynn Jacobson motioned to approve the CEO compensation proposal. Julie Miller seconded the motion. The board unanimously approved the motion.

Yay (9)

Nay (0)

VII. Adjourn

There being no further business to discuss, Luis Rodriguez motioned to adjourn the meeting of the KIPP LA Board of Directors. Frank Reddick seconded the motion. The board unanimously approved the motion at 6:05pm.