

March 1, 2018 3 - 6 pm
KIPP LA School Success Team (SST) Office
3601 E. 1st Street
Los Angeles, CA 90063

Board members present: Z. Guevara, J. Miller, F. Reddick, L. Rodriguez, J. Goldin, M. Carlisle, E. Kavounas (arrived at 3:27 PM following consent agenda)

Board members participating within LAUSD boundaries: R.Bishop

Board members absent: L. Bendele, M. Shourie, L. Jacobson

KIPP LA team present: M. Aaron, K. Salyer, D. Greenberg, A. Martinez, M. Aceves, M. Peskay, C. Shararian, A. Valencia, J. Smith, L. Majors, D. Hellman, L. Brianza, J. Miranda, A.Arutyunyan

Guests: Ian Connell (Charter School Growth Fund), Mike Wright (KIPP Foundation), Anders Christofferson (Bain & Company), Darren Jackson (Bain & Company)

I. Welcome and Call to Order

Frank Reddick called a meeting of the Board of Directors of KIPP LA Schools to order on Thursday, March 1, 2017 at 3:11 pm.

Quorum was reached at 3:11 pm.

II. Public Comment

There was no public comment.

III. Consent

Frank Reddick asked for a motion to approve all items on the consent agenda. Julie Miller motioned to approve the consent agenda, Zac Guevara seconded the motion. The board unanimously approved the motion.

Yay (7)

Nay (0)

IV. Inspiration and Education

Marcia Aaron, CEO, introduced LeAnna Majors, Fisher Fellow and Founding School Leader of KIPP Compton Community School (KCCS). LeAnna Majors shared her background and experience at KIPP LA as a founding team member of KIPP Illuminar Academy. LeAnna Majors shared an overview of the Compton community- including the stories of notable community members past and present.

LeAnna Majors reviewed her vision for the school and identified values of rigorous teaching & learning, character education, and trusting relationships. LeAnna Majors then described elements of her personal story and how her experience in school impacted her design of KCCS. Discussion ensued. Frank Reddick, Board Chair, asked about priorities and ongoing work leading up to the first day of the school. Julie Miller asked how the Compton community had thus far received KCCS as a new school.

V. KIPP LA Update

Marcia Aaron began her update by recognizing Mike Wright, Relationship Manager at the KIPP Foundation, for his hard work and support of KIPP LA. Marcia Aaron shared photos of highlights and events that have taken place since the most

recent board meeting on December 17th, 2017. Photos included a group of parents and volunteers at a Boyle Heights Neighborhood Council Meeting, a KIPP LA Family Ambassador addressing the LAUSD Board of Education, and alumni/parents touring the Claremont Colleges. Matthew Peskay, Chief of Technology and Innovation, shared an overview of KIPP LA Innovation Day.

Marcia Aaron shared an overview of highlights and challenges. Highlights included new team members, progress at focus schools, talent development, and facilities. Marcia Aaron reviewed the success of KIPP LA candidates at a National Selection event that occurred earlier in the week. Angella Martinez provided an overview of the Fisher Fellowship program. Angella Martinez then discussed the issues surrounding student attrition and associated next steps identified in a recent School Leader meeting. Kyle Salyer, Chief of Finance & Operations, reviewed shifts in KIPP LA's regional support around schools' recruitment of students.

Kyle Salyer described the LAUSD oversight review process. Kyle Salyer shared the results of the KIPP Academy of Innovation (KAI) oversight review, including scores for each category. Kyle Salyer shared that KAI received a 3 for Fiscal Operations, but was also issued a corrective action. Kyle Salyer stated that KIPP LA is required to discuss the findings of the review with the board. Kyle Salyer shared an overview of the review team's findings and a summary of next steps, including a third party review of KIPP LA's fiscal policies. Frank Reddick asked about the process for KIPP LA to respond to the corrective action. Zac Guevara asked whether the board should expect these findings to be replicated at other schools. Frank Reddick requested that the management team copy the board on any response/report delivered to LAUSD on this issue. Frank Reddick also requested that the third party conducting the review of KIPP LA's fiscal policies present at the next KIPP LA board meeting.

Dan Greenberg, Director of Strategy, presented on KIPP LA's Beyond 20 Strategy. Dan Greenberg reviewed KIPP LA's performance relative to the district and other charter schools. Dan Greenberg shared the results of analysis and benchmarking completed by Bain & Company as part of a pro-bono consulting project. Dan Greenberg reviewed focus areas, associated initiatives, and next steps. Discussion ensued. Dan Greenberg clarified that KIPP LA was requesting board approval for: a.) KIPP LA's Beyond 20 vision for impact, b.) Sharing KIPP LA's Beyond 20 vision with external partners, c.) The pursuit of stated focus areas and initiatives, and d.) The creation of a Beyond 20 Strategy Advisory Committee. Marcia Aaron proposed Heather Lord and Josh Goldin as initial appointments to the Beyond 20 Strategy Advisory Committee and asked that the board delegate further membership decisions to the committee.

L. Rodriguez requested a motion to approve KIPP LA's Beyond 2020 Plan. R. Bishop motioned to approve, J. Miller seconded the motion. The board members unanimously approved the motion.

Yay (7)

Nay (0)

VI. Committee Reports

Finance Committee:

Zac Guevara shared that the finance committee would not present

Governance Committee:

The board reviewed Heather Lord's candidacy for the KIPP LA Board of Directors. Luis Rodriguez noted that the Governance Committee unanimously recommended Heather Lord's candidacy. Julie Miller motioned to approve Heather Lord to join the KIPP LA Board of Directors effective immediately, Luis Rodriguez seconded the motion. The board unanimously approved the motion

Yay (7)

Nay (0)

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

Luis Rodriguez adjourned the meeting to move to closed session at 5:03 PM.

VII. Closed Session

Luis Rodriguez, acting as KIPP LA Schools general counsel led the closed session discussion. This discussion was subject to attorney-client privilege.

The board reconvened at 5:45 PM to report actions taken during closed session. Luis Rodriguez shared that the board approved two real estate acquisitions and one lease termination.

Luis Rodriguez provided an overview of the board proposal for compensation for Marcia Aaron, CEO of KIPP LA: a 3% increase in salary, annualized salary of \$281,138.58 effective retroactively to September 1, 2017, along with a \$25,000 bonus. The final amounts of compensation for SY18 under the board proposal would be:

- Salary: \$279,773.83
- Healthcare: \$12,150.74
- 401k: \$12,282.84
- Bonus: \$25,000.00
- Total: \$329,207.41

Mel Carlisle motioned to approve the board proposal for CEO compensation, EJ Kavounas seconded the motion. The board unanimously approved the motion:

Yay (8)

Nay (0)

VII. Adjourn

There being no further business to discuss Luis Rodriguez adjourned the meeting of the KIPP LA Board of Directors at 5:50 pm.