



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE
1/28/2026 | 1:30 pm**

[People Committee Meeting Notice and Agenda 1-28-2026](#)

The meeting of the People Committee of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL and KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL** (collectively, the “Schools”) convened at *1:30 pm on 1/28/26 via Zoom*, held in compliance with open meeting law, at which a quorum of the committee members was present.

The following Committee members attended by Zoom: Dave Filias, Barbara Curran, Shenkiat Lim, Paul Maleh

The following Committee members attended in person: N/A

Additional participants: Kate Lobel, Nikki Barnes

The following committee members were not present: N/A

Shen called the meeting to order at 1:30 p.m. and presided throughout the meeting. He ascertained that sufficient Committee members were present at the meeting, and that, accordingly, a quorum existed.

Approval of Minutes

- Motion to approve prior meeting minutes made by Shen.
- Seconded by Paul.
- Motion passed unanimously.

Health Insurance Transition Recap

Kate and Nikki 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.

Supplemental Leave Updates

Kate and Nikki 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.
 - **4–7 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:** Nikki 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. Nikki 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.
 - Nikki emphasized the communication strategy of reframing the benefit as the "State + KIPP Supplement" to clarify the value for staff.

Intent to Return (ITR) Data

Kate 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:** Kate highlighted that the KIPP Academy Lynn campus currently shows the highest estimated retention, marking a significant positive turnaround for that school.

Shen moved to close out the 1/28/26 People Committee Meeting at 2:25.

Documents reviewed during meeting:

[SY26-27 Supplemental Leave Policy](#)

[Data Summary](#)

DRAFT