

**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 1/29/26 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, Shenkia 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.
  - **3–7 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](#)