

MEETING MINUTES | May 12, 2021 12:30 PM

Zoom Conference Call

BOARD MEMBERS IN ATTENDANCE	KIPP ENC STAFF IN ATTENDANCE	GUESTS IN ATTENDANCE
<ul style="list-style-type: none"> ● Arthur Rogers ● Mary Brown ● Doug Kahn ● Minnie Forte-Brown ● Reid Phillips 	<ul style="list-style-type: none"> ● Tim Saintsing ● Maura Sullivan ● Gray Visco 	<ul style="list-style-type: none"> ● Ms. Byrd ● Cameron Byrd ● Chris Cromwell

- **Call to Order (Arthur Rogers):** 12:34 PM
- **Welcome and Agenda-** Arthur Rogers
- **Public Comment** - Cameron Byrd, a student at KIPP Halifax Middle, presented the results from his participation in the 4-H Livestock competition. He thanked Mrs. Brown and Mr. Rogers for their support. He plans to participate in the 2021 NC State Fair. Additionally, he is still collecting can tabs for Ronald McDonald House.

Motion	Moved	Seconded	Approved
Approval of minutes from 3/30/2021 meeting	Mary Brown	Minnie Forte-Brown	All
Approval to move meeting to Executive Session to discuss personnel issues	Doug Kahn	Minnie Forte-Brown	All

- **Expense Reimbursement Request** - Gray Visco
 Reimbursement documents had been shared to board members previously. Gray shared that approval of Tim's request is brought before the board for approval as he is the sole employee of the board, where other employees' would give the request to their supervisor to approve. Tim's request is for travel from July 1, 2020, to May 5, 2021.

Motion	Moved	Seconded	Approved
Approval Tim Saintsing's reimbursement request	Doug Kahn	Minnie Forte-Brown	All

Tim shared for the board to be aware that next year (SY21-22) there is the potential to be an increase in reimbursement requests with the creation of the central office and a need to travel to the school sites. Questions arose if possible to have KIPP NC vehicles; Chris Cromwell shared thoughts that likely not a savings but would be happy to research.

- **Overview of 990-** Chris Cromell

Chris shared that the 990 has been completed and the numbers match the numbers board members have seen previously. There were small edits made, but the 990 is complete.

Motion	Moved	Seconded	Approved
Approval of 990	Doug Kahn	Mary Brown	All

- **KIPP NC Update** - Tim Saintsing

Structured around 6 strategic initiatives: Year Zero - Year One

1. Anti-Racism-
 - Working group continues to push forward. Soon to land on PD for staff.
 - Moved to May 2021- Chief Equity Officer recruitment/interviews
2. Launch KIPP Board -
 - Prospecting and recruitment
 - Interviews
 - Ideally name 2-3 new members from communities we are serving.
3. Academics -
 - Offer letters out to returning staff
 - CAO and HOS positions are soon to begin the Relay National Principals Supervisors Program, principals in the summer.
4. Talent - Tim shared the different version of org chart and how they have begun to fill in
 - Hopeful to fill remaining open positions very soon
 - 61% of positions filled are people of color
 - Doug and Reid suggested updating color choices for the org chart as

they are both red/blue color blind. Tim will make updates.

5. Growth & Sustainability-

- Implementation of HRIS which will streamline HR, payroll, and benefits selection for employees
- In contact with new benefits brokers; yielding only a 6.2% increase as a result of larger participation and will be the most robust benefits than before.
- Logo selected and shared to everyone
- RFP out for new food service providers
- Grants submission ongoing
- State will approve merger 5/13/2021 (expected)
- FY22 Individual Philanthropy on task
- FY22 budget work ongoing

● **Pension Withdrawal Update- Tim Saintsing**

Arthur asked if there was push back. Tim shared that the region has not prioritized benefits and compensation in the past; the region will be committed to doing this.

● **Halifax Personnel Issue Update- Tim Saintsing**

● **Tim Saintsing Retirement Discussion - Gray Visco**

Motion	Moved	Seconded	Approved
Approval of good faith payback in accordance of Tim Saintsing's offer letter	Doug Kahn	Minne Forte Brown	All

● Finance Report- Chris Cromwell

Everything is on track and no changes since last meeting. The June meeting will close out the year.

Motion	Moved	Seconded	Approved
To adjourn the meeting at 1:28 pm	Mary Brown	Doug Kahn	All

Next Meeting: June 16, 2021, 12:30 pm. Reid Phillips will preside, as Arthur Rogers will not be in attendance.