

KIPP Texas Public Schools
MINUTES OF THE BOARD OF DIRECTORS MEETING

Date: September 11, 2019
Time: 8:00 a.m.
Place: STIRR, 2803 Main St #110, Dallas, Texas 75226

Attendance:

Executive Board Members Present:

Gene Austin	Shawn Raymond
Bill Boyar (via video conference)	Jessica Slade
Jayshree Desai	Alex Sharma
Munira Fareed	Steve Shook
Willis Johnson	Kent Wallace
Duncan Klussmann	Darla Whitaker
William Moll	
Gretchen Miller	
Pepe Guevara	
Willis Johnson	
Duncan Klussmann (arrived at 8:37am)	

Staff:

Sehba Ali, Chief Executive Officer
Daphane Carter, State Superintendent &
Chief Academic Officer
Kris Cheung, Chief Operating Officer
Larry Guillory, Chief People Officer
Jaideep Hebbbar, Chief Strategy and Financial
Officer
Laurie Bieber, Deputy Chief of Development
Cicely Taylor, Director of Special Projects

Other:

Ellen Spalding, Counsel
Michelle Buchanan, Dini-Spheris, Consultant

Gene Austin called the KIPP Texas Public Schools Board of Directors meeting to order at 8:06 a.m.

Welcome

Gene Austin welcomed the board.

Mission Moment

Pepe Guevara shared thoughts on his experience at KIPP School Summit.

Public Comment

There was public comment from Ms. Jessica Payan parent at KIPP Poder, San Antonio. She spoke on the KIPP Texas-SanAntonio 19-20 school year calendar and spring break dates.

CEO Report

Sehba Ali shared that KIPP Texas had a strong start to the 19-20 school year. There are now 55 KIPP Texas schools - including 3 new schools. KIPP Texas has primarily A and B graded schools, healthy finances, a strong T2 team (executive team) and a developing statewide growth plan. KIPP Texas also has four schools in IR. Mrs. Ali explained the strong emphasis on the first 21 days of school as this often becomes an indicator of how successful the remainder of the year will be. There are some concerns regarding enrollment sitting at 98.9%. The loss of a few hundred students can make a significant impact. Steps are being taken to mitigate student attrition, and an update will be provided in the November meeting.

Academic and Performance Report and Academic Work Group Update

Daphane Carter shared KIPP Texas has an overall state grade of B, there is now a standardized curriculum in reading and math, and over 650 classrooms filled with students. Wins from 18-19 were shared as well as 19-20 areas of focus. Plans to support IR (Improvement Required) schools were outlined as well as the standardization of MAP implementation across the state and rigorous goal setting for ACT.

Finance Update and Finance Work Group Update

Jaideep Hebbar discussed KIPP Texas Finance wins- KIPP Texas is financially healthy, we have a FIRST rating of A, and our audited EBITDA exceeds budgeted target. The fall audit timeline was shared as well as the revised budget with HB3 increases. Mr. Hebbar also noted that 75% of HB3 funding went directly to teacher salaries.

Talent and Talent Work Group Update

Larry Guillory shared priorities for 19-20, including talent acquisition, developing a talent pipeline, performance management framework/calibration, compensation and talent big bets. A summary of HB3 compensation increases was also provided.

Willis Johnson left the meeting at 10:46am

Growth/Expansion Update and Growth/Expansion Work Group Update

Jaideep Hebbar, discussed the big bets, proposed pacing model, potential roadblocks and opportunities for growth. Bain will provide pro-bono support on the growth plan in areas of developing financial models, scaling and strategy for new markets.

Willis Johnson returned to the meeting at 11:14am

Development Update and Development Work Group Update

Laurie Bieber provided an update of 18-9 fundraising results. Ms. Bieber and Michelle Buchanan previewed a preliminary plan of the "Rise Together" Capital Campaign.

BREAK - 11:43-11:53

Executive Session (began at 11:54)

Adjournment to executive session pursuant to Texas Government Code 551.071: consultation with Board attorney regarding all matters as authorized by law including Cause of Action 2019-58519 (Harris County District Court)

Feinberg v. KIPP;

Texas Government Code 551.074: deliberation regarding appointment, employment, evaluation, reassignment, duties, dismissal of employees/officers including the Texas Executive Team and CEO compensation;

Texas Government Code 551.072: deliberate purchase, exchange, value, or lease of real property

Executive Session ended at at 1:47 p.m.

CEO Appointment and Compensation (removed from consent agenda)

On motion by Pepe Guevara ,seconded by Jessica Slade, the Board unanimously approved a bonus for Sehba Ali, CEO of KIPP Texas, as discussed in executive session.

Consent Agenda

On motion by Jayshree Desai, seconded by Gretchen Miller, the Board unanimously approved the consent agenda.

Resolutions to:

Approval of Minutes from June 2019 Board Dinner

Approval of Minutes from June 2019 Board Hearing

Approval of Minutes from June 2019 Board Meeting

Approval of Minutes from June 2019 Board Work Session

Resolutions for:

- Approval of Employee Handbook
- Approval of CEO bonus

- Approval of Revised FY20 Budget
- Approval of KTX ESL Policy
- Approval of Resolution for Purchase of Hillcroft and Florence site
- Approval of Revised Zip Codes for Austin
- Approval of Centralized Lottery Date
- Approval of KTX/Foundation License Agreements
- Approval of Revisions to the Student Handbook/Student Code of Conduct
- Approval of Planned Parenthood Curriculum for KIPP Texas regions
- Approval of LOTE Policy revisions

There being no further business, the meeting was adjourned at 1:51 pm.

Respectfully submitted by, Cicely Taylor, Director of Special Projects