

**MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS  
OF KIPP COLORADO PUBLIC SCHOOLS  
November 18, 2022**

**DATE, PLACE AND  
PERSONS PRESENT**

A meeting of the Board of Directors of KIPP Colorado Schools was held on November 18, 2022 virtually using Microsoft Teams with advance public notice duly provided.

Present were Board members Jackie Hawkey, Khadija Haynes, Luis Colón, Beth Toth, Melissa Browne, John Partridge, Steve Talley, and Terrence Cummings.

Pat Donovan, Jennifer Rocks, and Julissa Soto were absent.

Taamiti Bankole, Chief External Affairs Officer; Justin Vigil, Chief of Staff & Operations; Christina Lambacher, Director of Special Projects; Erik Johnson, Chief Financial Officer; Leah Peters, Chief Academic Officer; Erica Garcia, Chief People Officer; and Alana Raybon, Principal, KSPA were also present.

There were no members of the public present

Board Chair Jackie Hawkey presided at the meeting and called it to order at 8:33 AM.

**QUORUM**

Eight of the eleven directors were present. A quorum existed for the purpose of conducting business.

**CONSENT AGENDA**

- Jackie Hawkey called for a motion to approve consent agenda items. Luis Colón motioned, Beth Toth seconded the motion. The motion was approved unanimously.
  1. Approval of October Minutes
  2. Approval of November 10th Minutes
  3. Approval of Final Audited Financials and Letter

**PUBLIC COMMENT**

- There were no comments from the public presented during the meeting.

**MISSION MOMENT**

- Alana Raybon, KIPP Sunshine Peak Academy (KSPA) Principal, shared what brought her to KIPP and her vision for creating joyful and identity affirming spaces for all students.

**FINANCE UPDATE**

**Budget Cycle**

- Erik Johnson, CFO, explained the details of the annual budget process which is a cyclical process and the major components of the budget process each month throughout the year.

- He then shared the purpose of budget amendments. It is also a state requirement that an amended budget be adopted by the board prior to January 21st of the current fiscal year.
- Erik explained how the state total program revenue (PPR) comes in and is determined. The Colorado School Finance Act outlines the total program funding formula used to determine Per Pupil Revenue (PPR) for each school district.

#### **Compensation Study**

- Erica Garcia, CPO, started her explanation about the compensation study by aligning on the vision that staff can start and end their careers at KIPP CO. She shared the project vision
- Erica explained that we have partnered with outside support through Edgility Consulting, which is a leading national compensation and talent firm, for this project.

#### **SCHOOL PERFORMANCE UPDATE**

##### **Q1 Academic Performance**

- Leah Peters, CAO, shared the headlines from the organizational diagnostic that was completed in service of our strategic plan. She then shared the historical performance for KIPP CO, other local CMOs, and Colorado for both literacy and math. She shared that the SAT performance did improve between school year 20-21 and school year 21-22.
- Leah also explained the Quarter 1 progress to goals.

#### **EXTERNAL AFFAIRS UPDATE**

##### **Charter Renewal**

- Taamiti Bankole, CXO, shared a quick overview of the charter renewal process.
- He then explained the progress for the two KIPP campuses going through renewal this year.
- He outlined the timeline leading up to the DPS board vote on charter renewals, scheduled to take place Thursday, January 12, 2023.

#### **ADJOURN**

- Jackie Hawkey called for a motion to adjourn the meeting, Luis Colón motioned, Beth Toth seconded the motion. The motion was approved unanimously.
- The meeting adjourned at 10:04 AM.

Submitted by Director of Special Projects, Christina Lambacher, on behalf of Chief Executive Officer, Tomi Amos.




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Tomi Amos