



Board of Directors

Hugh Eastwood, Board President

Chisom Uche, Board Treasurer

Amanda Sullivan, Board Secretary

Aaron Jackson

Ted Stann

beyc4tc

Mike Vachow

Whitney Young

Gavin Schiffres, CEO (Ex Officio)

Meeting Notices to go CC box

The Kairos Academies Board of Directors will meet Tuesday evening, August 4th Anno Domini 2020 from six to seven thirty post meridiem. With the spectre of Coronavirus is keeping us apart, we invite you join us in conducting the public's business by opening meet.google.com/xcf-ktst-fca on your web browser or dialing 904-900 to ffft-0823 on your telephone and entering the following PIN: 505 083 573#.

Hi c CCt go go cut

As is its right, per Missouri Revised State Statute Section 610.021, the Board of Directors may close this meeting for an Executive Session to discuss permissible subjects.

If you are a member of the public and would like to comment, please email board.president@kairosacademies.org with a brief description of your topic and approximately how long you'd like to speak for. This helps the board plan its agenda and manage time appropriately. Five minutes is always held for unscheduled public comment.

This notice was published at www.kairosacademies.org/board at least one day prior to the meeting.

Salutation

Call To Order (6:00 p.m.)

Check-In (6:00 p.m.)

- in about a minute, share one recent challenge and win
- nominate the next board member for a check-in

Public Comment (6:10 p.m.)

- Unscheduled public comment

Minutes (6:17 p.m.)

- [Minutes](#) from June 30, 2020 board meeting
- [Minutes](#) from June 2nd, 2020 board meeting

Governance

Elect New Board Member (6:20 p.m.)

- Elect Eloise Schlafly to the board for a term of 3 years

Eloise works at Moneta, an investment advisory firm, advising clients on their full range of financial affairs, from investments to education funding to tax planning to estate conversions. Eloise holds a B.A. in Economics from Rhodes College and has been certified as a financial planner by the Certified Financial Planner Board of Standards. Outside of work, Eloise is involved with Northside Community School, Big Brothers Big Sisters, and USA for UNHCR-Humanitarian Coalition. She grew up in St. Louis and is committed to helping it reach its full potential.

- Move board meetings to the 2nd Thursday of the month and Finance Committee meetings to the 2nd Tuesday of the month



COVID-19 Plan (6:25 p.m.)

1. [Overview](#) of the safety and learning plan.
 - a. Plan to report attendance based on course completion; 2nd row in [DESE approved guidance](#) (pg 27)

Attendance and Course Completion		
Type of Course	Student Placement	LEA Hours of Reimbursement for Finance
Virtual – including <ul style="list-style-type: none"> • MOCAP • LEA – developed course • Commercial course approved by LEA 	Entirely in-seat	<ul style="list-style-type: none"> • Actual attendance
Virtual – including <ul style="list-style-type: none"> • MOCAP • LEA – developed course • Commercial course approved by LEA 	Blended: in-seat AND somewhere other than the LEA	<ul style="list-style-type: none"> • 94% of attendance hours possible for similar non-virtual course if student completes the course • 47% of attendance hours possible for similar non-virtual course if student completes half of the course • 0% of attendance hours possible for similar non-virtual course if student does not complete half of the course
Virtual – including <ul style="list-style-type: none"> • MOCAP • LEA – developed course • Commercial course approved by LEA 	Somewhere other than the LEA	

2. Kairos delayed opening until August 17
 - Surveyed parents form July 22-31
 - 60% of parents want blended option
 - 42% wanted to delay start; 35% were indifferent; 24% wanted to start Aug 10
 - Running virtual program for current students July 27-Aug 7
 - Aug 10-Aug 17 will be student break with some family engagement
 - Kairos will assess infection outbreak ([Covid Act Now](#), [Rt Live](#))
 - Let parents change their learning plan (blended, 100% remote, 100% supervised)
 - Here is the [revised calendar](#)
3. Major COVID-19 policies to review:

Feeling Sick? Potential COVID Exposure?

First, stay home. Log your absence in Bamboo. Contact Ben Huebner (Building Manager) so he can schedule a substitute.

Then contact Gavin Schiffres (COVID-19 Workplace Coordinator) for next steps. Decisions are made on a case-by-case basis, each scenario bringing a different solution. Our goal is to maximize both safety and comfort. Here are considerations that affect when we allow staff or students with a possible COVID exposure to return to the building:



- If you wore a mask when interacting with someone who has COVID-19 and you are asymptomatic, you can come in-person.
- If you were maskless during close contact with someone who has COVID-19, you may come in-person either (i) 14 days from the interaction OR (ii) after receiving a negative COVID-19 result from a test taken after the interaction.
- If you:

tested positive for COVID-19, have either no or moderate symptoms, and are not severely immunocompromised

OR

are experiencing COVID-19 symptoms (cough, difficulty breathing, fever, vomiting and diarrhea (mostly in children), loss of taste or smell, sore throat, headache)

THEN

you may return in-person when you are no longer infectious, viz:

- at least 24 hours have passed since last fever without the use of fever-reducing medications
- symptoms (e.g., cough, shortness of breath) have improved
- 10 days since infection or, if point of infection is unknown, 10 days since symptom onset

NB, per the CDC: "A test-based strategy is no longer recommended [for return to work restrictions] because, in the majority of cases, it results in excluding from work employees who continue to shed detectable SARS-CoV-2 RNA but are no longer infectious."

- If you're sick with symptoms not common in COVID-19 patients, you may return 24 hours after symptoms have remitted.

You Or A Dependent Has COVID-19

If you qualify for any of the following criteria, you are eligible for emergency paid sick leave:

1. The employee is subject to a quarantine or isolation order related to COVID-19;
2. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
3. The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis;



4. The employee is caring for an individual who is subject to an order of quarantine or isolation or who has been advised to self-quarantine; and
5. The employee is experiencing any substantially similar condition specified by the Secretary of Health and Human Services.

A full-time employee is eligible for 80 hours of leave. For reasons (1)-(3), employees taking leave are entitled to pay at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5,110 in the aggregate (over a 2-week period). For reasons (4)-(5), employees taking leave are entitled to pay at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate (over a 2-week period). After the 80 hours, employees are eligible to exhaust their PTO.

Emergency sick leave is not available to employees caring for a son or daughter due to the closure of their son or daughter's school or child care provider. If employees are unable to complete functions due to such closure, they may use PTO.

Notification Procedure

If an employee tests positive for COVID-19, Kairos will communicate the test result to all staff in a timely manner.

Reasonable Accommodation

Employees with higher risk for severe illness due to COVID-19 should contact Gavin Schiffres (COVID-19 Workplace Coordinator). Kairos will work with the employee to both assess risk and identify reasonable accommodations to reduce it.

Switch to Fully Remote or Fully In-Person Learning

Logistically, going all virtual will mean a return to Kairos Oikoi (schedule, staffing, etc.). Going all in-person will mean a switch to our designed SY21 bell schedule.

It's important to note that, as a distinct government organization (much like a municipality), Kairos has self-governing jurisdiction. When Kairos went remote in March, it was an independent choice Kairos made in coordination with other local education agencies LEAs in St. Louis City. It was not pursuant to an external mandate.

All decisions are made contingent on the circumstances—risks, incentives, priorities, and facts—we find ourselves in. Hard and fast rules cannot be made ahead of time. That said, here are some significant considerations:

- a shelter-in-place order, either from the City, state, or federal government
- infection rates in St. Louis City and Missouri, as reported by [Covid Act Now](#) and [Rt Live](#)
- widespread vaccination in St. Louis City
- no new infections in St. Louis City for 14+ days



Finance

Monthly Financials (6:40 p.m.)

- June, 2020 [Finance Dashboard](#)
- June, 2020 [Check Register](#)
- June, 2020 [Credit Card Statement](#)

Consent Agenda

Vote on Above Items (6:50 p.m.)

- Vote to approve the following items, discussed above:
 - [Minutes](#) from June 30, 2020 board meeting
 - [Minutes](#) from June 2nd, 2020 board meeting
 - June, 2020 [Finance Dashboard](#)
 - June, 2020 [Check Register](#)
 - June, 2020 [Credit Card Statement](#)
 - Move board meetings to the 2nd Thursday of the month and Finance Committee meetings to the 2nd Tuesday of the month
 - [2020-2021 Calendar Update](#)
 - Moving back start of school a week
 - Make it up by cutting a week of break short
 - Offering optional summer school during inservice hours
 - [2020-2021 Community Handbook](#)
 - Annual approval
 - [2020-2021 Staff Handbook](#)
 - Annual approval
 - Authorize CEO to:
 - Decide whether to re-open facility for blended plan (described above) or continue Kairos Oikoi (100% virtual option) on August 17, 2020
 - Determine course completion metrics for attendance

Governance

Board Self-Assessment Summary (7:05)

- Discuss [SchoolSmart Work Session Summary](#) and identify next steps.

CEO Update

Update (7:15)

Upcoming (7:23)

- Board Conflict of Interest Forms



- Terms sheet with Kairos Academies Vanguard
- 2020 Q4 Strategy (Oct-Dec)
- [CEO FY 2021 Goals](#)

Valediction

Announcements (7:25)

Motion to Adjourn (7:30)

