



Board of Directors

Hugh Eastwood, Board President
Eloise Schlafly, Board Treasurer
Kevin Kerr, Board Secretary

Amanda Sullivan
Chisom Uche
Aaron Jackson

Mike Vachow
Whitney Young
Nicole Plair

Gavin Schiffres, CEO (Ex Officio)

Date: February 11th, 2021

Location: Due to public health concerns, the board meeting was in a public conference call (meet.google.com/xcf-ktst-fca) that could also be accessed via conference line (904-900-0823, PIN: 505 083 573#).

A virtual meeting of the Board of Directors (the "Board") of Kairos Academies (the "School") was held on February 11th, 2021 at 6:02 p.m.

The following members of the board were present:

Hugh Eastwood, Board President
Eloise Schlafly, Board Treasurer
Whitney Young
Kevin Kerr, Board Secretary
Amanda Sullivan
Mike Vachow
Aaron Jackson
Chisom Uche
Nicole Plair

Also in attendance was Gavin Schiffres, Kairos CEO, Sydney Tischler, an intern at Kairos, and Maxime Legros, a new employee at Kairos.

Board Meeting is Called to Order

The Kairos Academies Board Meeting was called to order by Hugh Eastwood, Board President at 6:05 p.m.

Minutes

- The board has reviewed the minutes below.
 - [January 14, 2021 board meeting](#)

Agenda Overview

[Meeting Agenda Attached](#)

empowering students to direct their own lives and learning

Governance

MCPSC Site Visit (6:10 p.m.)

- MCPSC requires a 1-hour private board interview without the CEO. There are no more details for this specific interview, but general details can be found in the [Site Visit Protocol](#) and [Site Visit Appendix](#).
- The board would prefer to do this after the March board meeting from 7:30–8 p.m. Gavin will distribute MCPSC comments from the previous annual meeting.

Board Operations Policy Addition (6:15 p.m.)

- The board reviewed the [Board Operation Policies](#) with MCPSA exemplar additions or amendments to:
 - Interstate Compact on Educational Opportunity for Military Children Model
 - Equal Educational Opportunity
 - Distribution of Medicine
- No concerns communicated from the Governance Committee.

EdOps Request to Move Board Meeting (6:20 p.m.)

- Request to move monthly board meetings and Fin Comm meetings back a week
- The board would prefer to stick to Thursdays, but shifting back a week should not be a problem.

Finance

Monthly Updates & Financials (6:21 p.m.)

The board discussed revenue, cash, and gross margin positions. No concerns at this time and management is remaining thoughtful about cash reserves, while also planning how to spend annual grant money. Management is also in the beginning stages of forecasting next year's budget. The Finance Committee has approved all submissions below.

- 990s submitted
- January 2021 [Financial Dashboard](#)
- January 2021 [Check Register](#)
- January 2021 [Credit Card Statement](#)

Consent Agenda

The board approved the following discussed items. The motion was made by Aaron Jackson, seconded by Amanda Sullivan, and passed unanimously.

- **Governance**
 - Approve [Board Operation Policies](#) with MCPSA exemplar additions or amendments to:
 - Interstate Compact on Educational Opportunity for Military Children Model
 - Equal Educational Opportunity
 - Distribution of Medicine



- **Finance**
 - January 2021 [Financial Dashboard](#)
 - January 2021 [Check Register](#)
 - January 2021 [Credit Card Statement](#)

CEO Update

School Leadership + Cycle Focus (6:29 p.m.)

Li Mellon has moved on to pursue other opportunities closer to her district. Niles Patel will be School Leader in Residence and Carol Mendez will transition into that role when she onboards in March. Gavin will focus on organizational management as Kairos evolves by establishing standard operating procedures and automation opportunities. He is focused on these initiatives in order for Kairos to build resiliency and scalability.

Future thoughts - What does a maximally effective board look like?

Valedictions

MCPSC Site Visit (6:35 p.m.)

- Marisol will join for our March 11 board visit and virtually observe the school on March 12. This is a compliance site visit, as opposed to the quality site visits conducted by our partners (like Opportunity Trust, etc.). MCPSC will conduct a quality site visit in Year 4 of operation as they consider whether to renew Kairos' charter in Year 5.
- Our CEO has been in contact with Marisol to prepare materials.

Homework (6:45 p.m.)

- MCPSC is requiring us to submit this template Google Sheet to verify that all board members undergo some "training" once per year (which is mandated by Missouri statute)
- Training is not defined and can broadly mean anything you've done or are doing to become a better board member. This would include: MCPSC Title IX training, Opportunity Trust board fellowship, any meeting with Kent, any meeting with EdOps, a self study using an online resource on a certain topic (e.g., anything from our "Ongoing Board Education" section)
- Please choose at least one training you've done to plan to do and list it in [Kairos SY 20-21 Board Member Training](#).

Ongoing Board Education (6:47 p.m.)

- Georgetown School of Public Policy think tank, Future Ed, about the country's most innovative staffing strategies (spoiler, Kairos is featured heavily): [Teaching Innovation: New School Staffing Strategies Inspired by the Pandemic](#)



www.future-ed.org/teaching-innovation-new-school-staffing-strategies-inspired-by-the-pandemic/?fbclid=IwAR3r13WeQakGyhE61NUF-3dpo9MIXfr_WFiyORw17koB5r11bLMlIXrrVbQ

Kairos Quarter Zip Option (6:50 p.m.)

- "I've been wanting some Kairos Swag, so I am putting together an order of black quarter zips with the Kairos emblem embroidered on the left chest. [Here is the form](#). If anyone on the board is interested in ordering one, we would love to include them."

Motion to Close the Board Meeting

There being no further business to be transacted, and upon motion duly made by Hugh Eastwood, seconded by Amanda Sullivan, and approved, the meeting was adjourned at 6:53 p.m.

Respectfully submitted,



Board Secretary

