



## 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)

### Meeting Notice

The Kairos Academies Board of Directors will meet Tuesday evening, March 11<sup>th</sup> Anno Domini 2021 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](https://meet.google.com/xcf-ktst-fca) on your web browser or dialing 904-900-0823 on your telephone and entering the following PIN: 505 083 573#.

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](mailto: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](http://www.kairosacademies.org/board) at least one day prior to the meeting.

## Salutation

**Call To Order** (Hugh, 6:00 p.m.)

**Check-In** (Hugh, 6:00 p.m.)

- Share a recent challenge and win (~1 min each)
- Nominate the next attendee for a check-in

**Public Comment** (Hugh, 6:07 p.m.)

- Unscheduled public comment

**Minutes** (Hugh, 6:17 p.m.)

- Review minutes from
  - [February 11, 2021 board meeting](#)

## Governance Committee

**Board Policy Revisions and Affirmations** (Aaron, 6:20 p.m.)

- Add Migrant Procedure to the [Board Operation Policies](#) (pg 90)
  - As a public school receiving federal dollars, we must have the procedure but are not required to adopt it as a board policy.
  - That said, the Governance Committee has reviewed and approved its addition to our Board Operation Policies.
- Strike SECTION 3.2 of [Board Operation Policies](#) (pg 79), per DESE corrective action
  - SECTION 3.2 Funding Transportation  
In general, LEAs may not use funds under Title I, Part A or Title V, Part A to transport homeless students to or from their school of origin.
- This year, we're required to submit the following documents to DESE. We need minutes of us approving them, so we're re-approving here.
  - Technology Acceptable Use Policy ([Board Operation Policies](#), pg 42)
  - English Language Learners Policy ([Board Operation Policies](#), pg 67)
  - Programs for Homeless Students Policy ([Board Operation Policies](#), pg 69)
  - Federal Fiscal Compliance Policy (pg 14 in the [Board Finance Policies](#), which we'll vote to re-adopt just to be safe)

**Committee and Board Membership** (Aaron, 6:25 p.m.)

- Governance Committee and Facilities Committee
  - Excited to announce that Nicole Plair and Kevin Kerr are joining the Governance and Facilities Committees. They'll be working on building board resources and a board handbook on the Kairos Intranet.
- Board Membership



- Looking to add an accountant to the board in order to continue building our Finance Committee and potentially a contractor to add to our Facilities Committee. If you know an accountant or contractor who would be a strong addition to our board, please let the Governance Committee know.

## Program Committee

### Monthly Updates (Whitney, 6:28 p.m.)

- KPI Overview
- Initiative Update
- CEO Midterm Evaluation
- [BoD Committee Structure Updates](#)

### Return to In-Person (Whitney, 6:38 p.m.)

- Tentatively, Kairos is considering bringing all students back to in-person learning for Cycle 7 (June 1-July 2).
- The board will vote on a final decision in April once we have more information on transmission data.

## Finance Committee

### Monthly Updates & Financials (Eloise, 6:40 p.m.)

- February 2021 [Financial Dashboard \(Supplement\)](#)
- February 2021 [Check Register](#)
- February 2021 [Credit Card Statement](#)

## Consent Agenda

### Vote on Discussed Items (Hugh, 6:50 p.m.)

- Vote to approve the following discussed items:
  - Governance
    - [Board Operation Policies](#)
    - [Board Finance Policies](#)
  - Finance
    - February 2021 [Financial Dashboard \(Supplement\)](#)
    - February 2021 [Check Register](#)
    - February 2021 [Credit Card Statement](#)

## CEO Update

### Student Recruitment (Gavin, 6:55 p.m.)

- 32% (93) of our goal applications (290)
- Context: Last year February, we were at 24.7% cumulative applications



## Space Expansion (Gavin, 7:00 p.m.)

- Motion to enter executive session
  - The Board will vote by roll call to enter executive session, pursuant to RSMo 610.021.2, to discuss leasing real estate.
    - Review [facility contract amendment](#)
    - On track for April 15 launch to construction
- Motion to exit executive session
  - The Board will vote by roll call to exit executive session.

## MCPSC 2019-2020 Report (Gavin, 7:05 p.m.)

- [MCPSC Annual Report Packet FY20 Kairos](#)
  - All “Meets Standards” except “Commission reporting requirements,” which were 95% accurate but only 54% on time. These are our submissions of things like board minutes, certain assurances, etc. to MCPSC through Epicenter. The 95% accurate means we were in compliance, but about half the time, I uploaded the documents past their due date. A few things to note:
    - According to MCPSC, “many of the schools in [their] portfolio did not meet this standard.”
    - For this school year, we are currently 97% accurate and 80% on time.
    - While submitting evidence of compliance is important, this does not affect the experience students receive.
    - Currently, I own this as a one off. As of next year, this will be codified as regular reporting by the Operations Team.

## The New Teacher Project (Gavin, 7:15 p.m.)

- The New Teacher Project evaluation
  - Early results
    - High student engagement, material is rigorous and grade-level appropriate
    - Area for growth: Student ownership of the brain work
  - Full report will be completed by next board meeting

## Valedictions

### Funding Equity Activism (Hugh, 7:20 p.m.)

- Hugh met with Sen. Jamila Nasheed, who requested that you call or email your representatives about SB55 (recently approved by the Missouri House of Representatives!).
- Talking points on the issue and your representatives’ contact information on [MCPSA’s Funding Equity resource page](#)  
([https://www.mocharterschools.org/apps/pages/index.jsp?uREC\\_ID=2062382&type=d&pREC\\_ID=2125128](https://www.mocharterschools.org/apps/pages/index.jsp?uREC_ID=2062382&type=d&pREC_ID=2125128))



- Kairos has organized 40+ parent phone calls and 8+ letters written to representatives.

### COVID-19 Vaccinations (Hugh, 7:20 p.m.)

- Vaccines are open to anyone with legitimate reasons to be in schools. While it doesn't explicitly name school board members, your mandated annual site visit should make you eligible.

### Ongoing Board Education (Hugh, 7:25 p.m.)

- Federal Policy Shifts
  - [How the Biden Team is Planning to Pivot on Education](https://www.teachforamerica.org/stories/how-the-biden-team-is-planning-its-pivot-on-education)  
(<https://www.teachforamerica.org/stories/how-the-biden-team-is-planning-its-pivot-on-education>)
  - [The Future of Education Under the Biden Administration](https://www.teachforamerica.org/stories/the-future-of-education-under-the-biden-administration)  
(<https://www.teachforamerica.org/stories/the-future-of-education-under-the-biden-administration>)
- Returning to In-Person Learning
  - [Covid-19 Antigen Testing in K-12 Schools: Early Lessons from Six Pilot Sites](https://www.rockefellerfoundation.org/covid-19-response/building-the-evidence-for-reopening-schools/)  
(<https://www.rockefellerfoundation.org/covid-19-response/building-the-evidence-for-reopening-schools/>)
- Education Disparity Research
  - [#1 for Some: Opportunity and Achievement in Massachusetts](https://number1forsome.org/wp-content/uploads/sites/4/2018/09/Number-1-for-Some-9.25-18.pdf)  
(<https://number1forsome.org/wp-content/uploads/sites/4/2018/09/Number-1-for-Some-9.25-18.pdf>)

## Reference Calendar

### JULY

#### Complete

- Conflict of Interest questionnaire
- Risk of Fraud questionnaire

#### Approve

- Student Handbook
- Staff Handbook

### AUGUST

#### Review

- MCPSC performance contract goals (benchmarked against other STL schools)

#### Approve

- Annual CEO performance goals

### SEPTEMBER

#### Review

- Performance data dashboard (quarterly)

### OCTOBER

### NOVEMBER

#### Approve

- Updates to board policies (based on MCPSC model policy updates)

### DECEMBER

#### Review

- Performance data dashboard (quarterly)



## **JANUARY**

### **Complete**

- Missouri Ethics Commission Personal Filer Disclosure

## **FEBRUARY**

### **Approve**

- Enrollment
- Annual Calendar

## **MARCH**

### **Review**

- Performance data dashboard (quarterly)

## **APRIL**

### **Approve**

- Plan to Return In-Person Learning

## **MAY**

### **Approve**

- Annual Calendar of Board Meetings
- CEO Annual Evaluation

## **JUNE**

### **Approve**

- Annual Budget (Fin Comm review first draft in April, final draft in May)
- Board Officers

### **Review**

- Performance data dashboard (quarterly)

