



Board of Directors

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

Amanda Sullivan
Aaron Jackson

Mike Vachow
Whitney Young
Nicole Plair

Gavin Schiffres, CEO (Ex Officio)

Kairos Academies Board Meeting Minutes

A virtual meeting of the Board of Directors (the “Board”) of Kairos Academies (the “School”) was held on September 16th, 2021 at 6:00 p.m.

The following members of the board were present:

Hugh Eastwood, Board President
Eloise Schlafly, Board Treasurer
Kevin Kerr, Board Secretary
Amanda Sullivan
Whitney Young
Mike Vachow
Aaron Jackson
Nicole Plair
Robbyn Wahby (MCPSC)
Carol Mendez (Kairos)
Kathryn Owen (Guest)
Gavin Schiffres, CEO
Britt Kelleher, COO

Salutation

Board President or designee, 6:00-6:20p.m. (Hugh, 6:00 p.m.)

Call To Order

Check-In

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

Public Comment

- Unscheduled public comment

Minutes

- Review minutes from the [08-19-2021 Kairos Board Meeting Minutes](#) .

Governance Committee

Governance Committee Chairman or designee, 6:20-6:25 p.m. (Aaron, 6:11 p.m.)

Prospective Board Member

- Katie Owen
 - [Resume](#)
 - Met with Gavin; meeting with Eloise to discuss the Finance Committee's work

Aaron will send an email showing the results of our Board Expertise Survey. Katie Owen introduced herself and has experience with operational improvement within higher education.

Finance Committee

Treasurer or designee, 6:25-6:45 p.m. (Eloise, 6:15 p.m.)

Monthly Updates & Financials

- August 2021 [Statement of Activity](#)
- August 2021 [Check & Credit Card Expenses](#)
- August 2021 [Balance Sheet](#)
- YTD [Income Statement](#)

Revenue should normalize in October. We are currently running a deficit because DESE has not updated the number of headcount, which is double the reported number. There will be a catch up reported in the coming months. Finance operations are pleased with the granular detail offered by Quickbooks and will develop visualizing operational metrics.



Program Committee

Program Committee Chairman or designee, 6:45-7:00 p.m. (Whitney, 6:26 p.m.)

CEO Evaluation Goal Setting

- [CEO Objectives 2021-2022](#), aligned to [Kairos Strategic Goals and Objectives \(SY22-SY24\)](#)

Whitney will follow up via email with questions and concerns regarding CEO Objectives. There is a plan to review and assess these goals at the end of the academic year. There were some challenges around transitioning back to in-person teaching, which the faculty is continuing to iterate through. Some changes have been around proactive development around acceptable and expected behavior within Kairos' classrooms.

Consent Agenda

Board President or designee, 7:00-7:10 p.m. (Hugh, 6:43 p.m.)

Vote on Discussed Items

- Vote to approve the following discussed items:
 - Governance
 - [08-19-2021 Kairos Board Meeting Minutes](#)
 - Finance
 - August 2021 [Statement of Activity](#)
 - August 2021 [Check & Credit Card Expenses](#)
 - YTD [Income Statement](#)
 - YTD [Cash Flows](#)
 - Program
 - [CEO Objectives 2021-2022](#)

The board reviewed and approved the above items. The motion was made by Mike Vachow, seconded by Nicole Plair, and passed unanimously.

Valedictions

Board President or designee, 7:10-7:30 p.m. (Hugh, 6:44 p.m.)

Board Development

- Hugh and Gavin are attending MCPSA's upcoming Missouri Charter Schools Leadership Conference, October 6-7 in Columbia, Missouri. Please let them know if you'd like to join.



School Walkthroughs

- The Program Committee is organizing school walkthroughs to observe progress in Cycle 2. If you'd like to join, please contact Mike.

Mike plans to visit on Tuesday, September 21st, 2021 between 8:00 a.m. and 12:00 p.m.

MCPSC Commissioners plan to visit Kairos Academies on October 19th, 2021.

Ongoing Board Education

- [Did Washington D.C.'s Education Overhaul Help Black Children? This Study Says Yes](#)

"Over the last decade, the District of Columbia school system has seen a plethora of major educational changes, from open enrollment and a burgeoning charter sector to overhauled teacher evaluation and pay systems.

A new Mathematica study suggests no single change, but all of them together, spurred public schools in the nation's capital to improve faster than states and county districts that didn't use so-called market-based education reforms since the 1990s.

And the educational changes contributed more to the increase in achievement than any gentrification or changes in the student population, the researchers said."

Reference Calendar

JULY

Complete

- Conflict of Interest questionnaire
- Risk of Fraud questionnaire

Approve

- Student Handbook
- Staff Handbook

SEPTEMBER

Approve

- Annual CEO performance goals

NOVEMBER

AUGUST

Review

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

OCTOBER

DECEMBER



Approve

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

JANUARY

Complete

- Missouri Ethics Commission Personal Filer Disclosure

FEBRUARY

Approve

- Enrollment
- Annual Calendar

MARCH

APRIL

Approve

- Plan to Return In-Person Learning

MAY

JUNE

Approve

- Annual Calendar of Board Meetings
- CEO Annual Evaluation

Approve

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

Motion to Close the Board Meeting

There being no further business to be transacted, and upon motion duly made by Aaron Jackson, seconded by Nicole Plair, and approved, the meeting was adjourned at 6:54 p.m.

Respectfully submitted,



Board Secretary

