



Board of Directors

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

Amanda Sullivan
Katie Owen
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 November 18th, 2021 at 6:00 p.m.

The following members of the board were present:

Hugh Eastwood, Board President
Eloise Schlafly
Amanda Sullivan
Whitney Young
Mike Vachow
Aaron Jackson
Nicole Plair
Gavin Schiffres, CEO

Also in attendance was:
Douglas Thaman
Nilesh Patel
Jack K

Salutation

Board President or designee, 6:00-6:25p.m. (Hugh, 6:00p.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

- Doug Thaman, Missouri Charter Public Schools Association, to discuss (i) recent litigation MCPSA has taken on behalf of Kairos and St. Louis charter schools and (ii) the potential impact of that lawsuit on school finances
- Doug reviewed the following challenges that the Missouri Charter Public School Association are paying close attention to:
 - St. Louis Moratorium on Charter Schools (STL)
 - Missouri NEA Initiative Petition (KC, STL)
 - AFT420 Collective Bargaining (KC, STL)
 - St. Louis Charter Schools Lawsuit (STL)
 - Blueprint 2030 & Bond Issue (KC)
 - MSIP6 & the Evaluation of Charter Schools (KC, STL)
 - Charter School Funding Equity (KC, STL)

No action for us at this time, this was brought to the board for awareness.

Minutes

- Review [minutes from the October 21, 2021 Board Meeting](#)

Governance Committee

Governance Committee Chairman or designee, 6:35-6:40 p.m.

Policy Amendment

- Review the Missouri Victims' Economic Security and Safety Act for addition to **Board Policies: Operations**.
 - This new policy is mandated by a recent statute from the legislature.
 - **Summary:** In accordance with the Missouri Victims' Economic Security and Safety Act (VESSA), Kairos Academies would offer eligible employees unpaid leave for qualifying domestic or sexual violence related reasons, with a guarantee of restoration to the same or an equivalent position on return from leave.



Finance Committee

Treasurer or designee, 6:40-6:50 p.m.

Monthly Updates & Financials

- [October, 2021 Financials](#), including:
 - YTD + October Income Statement
 - YTD Balance Sheet
 - YTD Cash Flows
 - WADA
 - Receipt Register
 - Check Register, Outstanding Invoices, Brex, Bill.com, Expensify

Audit Draft

- Review the draft of our [FY21 Audit Draft.pdf](#), prepared by KEB. The audit is “clean,” which means KEB found no significant problems with our operations, controls, or finances.

Donor acknowledgements and Cash were called out for us to work on. It is recommended that we would have 3 people involved in cash - a person gets the check, a person takes it to the bank and a person makes sure it gets to the bank. Once the final copy is available it will be shared with the Board. We received positive feedback regarding EdOps.

Program Committee

Program Committee Chairman or designee, 6:50-7:05 p.m.

Feedback on CEO Succession Announcement Community Feedback (Gavin)

- Kairos [announced our CEO succession](#) last Friday via email to all parents in the community. We also texted the news, posted in our parent Facebook group, and held a Facebook Live Q&A. We have opened up a Slido for the community to submit anonymous questions that can be viewed by anyone as well as an email address to get in contact, ceo.search@kairosacademies.org. So far, the only parent feedback has been a couple of kind messages to Gavin expressing gratitude/encouragement and the following submission to Slido: “Does Jack want to be CEO? I think he would make a great candidate 😊.” Kairos has promised parents that we will continue to engage them throughout this process, potentially through town halls, surveys, email updates, and other means.

High School Pre Opening Timeline (Nilesh)

- Nilesh will review progress on our [High School Pre Opening Plan/Timeline](#) and answer any questions

Kairos announced our CEO succession to major donors, sponsors, the charter school association, parents and other key stakeholders. We have received positive feedback in support of the new direction for the school.





Nilesh reviewed his High School Pre-Opening Plan/Timeline. We are budgeting conservatively and do not plan to create a culture shift by opening up a lot of additional seats to meet overall enrollment numbers. A Go/No Go decision will be made by Dec 2021 or early Jan 2022. Nilesh has also received coaching from BES (Building Excellent Schools) which prepares excellent leaders to transform education in their communities and build excellent schools.

Consent Agenda

Board President or designee, 7:05 p.m. (Hugh 7:03 p.m.)

Vote on Discussed Items

- Vote to approve the following discussed items:
 - **Governance**
 - [October 21, 2021 Board Meeting Minutes](#)
 -  Board Policies: Operations
 - **Finance**
 - [October, 2021 Financials](#)
 -  FY21 Audit Draft.pdf

The board reviewed and approved the above items. The motion was made by Aaron Jackson, seconded by Eloise Schlafy, and passed unanimously.

Executive Session

Board President or designee, 7:05-7:25 p.m.

- Motion to Enter Executive Session
 - The Board will vote by roll call to enter executive session, pursuant to RSMo 610.021.3, to discuss employment of particular employees.
 -

A roll call was initiated by Hugh Eastwood, Mike Vachow, Eloise Schlafy, Amanda Sullivan, Whitney Young, Aaron Jackson, Nicole Plair and Gavin Schiffres.

- Motion to Exit Executive Session
 - The Board will vote by roll call to exit executive session.

A roll call was initiated by Hugh Eastwood, Mike Vachow, Eloise Schlafy, Amanda Sullivan, Whitney Young, Aaron Jackson, Nicole Plair and Gavin Schiffres.



Valedictions

Board President or designee, 7:25-7:30 p.m. (Hugh 7:30 p.m.)

Performance Comparison

- In the following academic growth reports for St. Louis middle schools (“PRIME Growth”), the highest ranked English proficient/advanced score in St. Louis was only 3 percentage points above Kairos’, but the school has 8 percentage points fewer FRPL students. In math, Kairos tied the state average and, within St. Louis, was closest in performance to a school that is 28 percentage points lower in FRPL students than Kairos.
 - [PRIME Growth Report STL & KC Tables.pdf](#)
 - [PRIME+Growth+Report+Publication+2.pdf](#)

Ongoing Learning

- [Top 10 Questions for Charter Boards.pdf](#)
 - Boards must see students beyond just the time they spend inside the school. Developing a deep understanding of who is attending the school, how fast the school helps them grow and how well they transition in and out are essential big picture questions.
- [Discussion Topics for Charter Boards Nov through Feb.pdf](#)
 - These materials are intended to drive 15-30 minutes of focused board discussion on one of the “10 Questions Every Charter Board Should Be Asking” each month. The material includes an initial email to Board Chairs suggesting an agenda item with supporting materials for the board meeting. It also includes an email (or board packet document) for every board member each month to highlight various aspects of the discussion topic.



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)

SEPTEMBER

OCTOBER

Approve

- Annual CEO performance goals

NOVEMBER

DECEMBER

Approve

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

JANUARY

FEBRUARY

Complete

- Missouri Ethics Commission Personal Filer Disclosure

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 7:33 p.m.



Respectfully submitted,

Nicole Plair

Board Member

