



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
Katie Owen

Gavin Schiffres, CEO (Ex Officio)

Meeting Notice

The Kairos Academies Board of Directors will meet Thursday evening, November 18th 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/nps-jhgp-zyp.

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

Board President or designee, 6:00-6:25p.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
- Unscheduled public comment

Minutes

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

Governance Committee

Governance Committee Chairman or designee, 6:25-6:30 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, 6:30-6:50 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.

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

Consent Agenda

Board President or designee, 7:05 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](#)

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

Valedictions

Board President or designee, 7:25-7:30 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

Approve

- Annual CEO performance goals

OCTOBER

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

