



## 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**

## Kairos Academies Board Meeting Minutes

A [virtual meeting](#) of the Board of Directors (the “Board”) of Kairos Academies (the “School”) was held on February 17th, 2022 at 6:00 p.m.

The following members of the board were present:

Aaron Jackson  
Amanda Sullivan  
Eloise Schlafly  
Hugh Eastwood  
Katie Owen  
Nicole Plair  
Whitney Young

The following guests were present:

Blythe Bernhard  
Casey McBride  
Jack Krewson  
Marisol Rodriguez  
Martha McGeehon  
Nilesh Patel  
Scott Clithero  
Gavin Schiffres, CEO

The following members were absent:

Kevin Kerr  
Mike Vachow

*empowering students to direct their own lives and learning*

# Salutation

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Board President or designee, 6:00-6:10 p.m. (Hugh Eastwood, 6:01p.m.)

## Call to Order

- President: I call this meeting of Kairos Academies to order.
- The Secretary notes the time in the minutes.

## Check-In

- Attendees share a recent challenge and win (~1 min each), then nominate the next attendee.

## Public Comment

- The President open the floor for unscheduled public comment.

*No public comment made at this time.*

## Review the Minutes

- Read [01-20-2022 Kairos Board Meeting Minutes](#)
- Committee meetings in the past month (optional reference)
  - **Governance:** [22-2-9 Governance Committee Meeting \(Notice & Agenda | Minutes\)](#)
  - **Finance:** [22-2-15 Finance Committee Meeting \(Notice & Agenda | Minutes\)](#)
  - **Program:** [22-2-7 Program Committee Meeting \(Notice & Agenda | Minutes\)](#)
  - **Facilities:** [22-2-11 Facilities Committee Meeting \(Notice & Agenda | Minutes\)](#)
- Read [12-16-2021 Kairos Board Meeting Minutes](#)

## Approve the Minutes

- President: Are there any corrections to the minutes?



- The President accepts corrections, noted by the Secretary.
- President: The Secretary wishes to correct minutes from December 16, 2021 to reflect that Gavin Schiffres did not join the Board as it entered executive session to discuss the December invoice from Kairos Academies Vanguard. Is there any objection to this correction?
  - Remove "Gavin Schiffres" from "A roll call was initiated by Mike Vachow, Eloise Schlafly, Amanda Sullivan, Whitney Young, Kevin Kerr, Katie Owen, Aaron Jackson, and Gavin Schiffres."
- President: There being no further corrections, the reviewed minutes stand approved. The motion was made by Amanda Sullivan, seconded by Nicole Plair, and approved by Hugh Eastwood, Katie Owen, Whitney Young, and Aaron Jackson, and Eloise Schlafly.


## Officer & Committee Reports

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### Governance Committee

Governance Committee Chairman or designee, 6:10-6:30 p.m. (Aaron Jackson, 6:14p.m.)

#### Committee Meeting Sunshine Law

-  Kairos Academies Letter January 2022.pdf
- Kairos Academies has been operating on the following statutory interpretation from the Missouri Attorney General: "Under the Sunshine Law, a meeting takes place when a majority or quorum of a public governmental body gathers to discuss or vote on public business (§ 610.010(5), RSMo, and Colombo v. Buford, 935 S.W.2d 690 (Mo. App. W.D. 1996)). **Therefore, if less than a quorum of the public body meets to discuss public business, it is not a 'meeting' as defined under the Sunshine Law.**" ([Missouri Sunshine Law: Open Meetings and Records Law](#), FAQs - Public Government Body, #5)
- MCPSC has informed the Kairos Academies Board that, despite not comprising a quorum, charter school committee meetings are covered by Sunshine Law. See [Missouri Sunshine Law: Open Meetings and Records Law](#) pp. 4: "Subcommittees appointed to make recommendations to public bodies are also covered by the law."
- MCPSC request: Share SY22 committee meetings with the public.
- Kairos Academies has complied with MCPSC's requests. Notices, agendas, and minutes for this fiscal year have been documented to the best of our Board's recollection and contemporaneous notes. Those meeting documents have been publicly posted on our



website ([www.kairosacademies.org/board](http://www.kairosacademies.org/board)) and uploaded to the commission's public document portal. Kairos has also sent MCPSC future committee meetings dates and trained committee chairs on how to follow Sunshine Law requirements. Kairos Academies will continue to review committee meeting documents to ensure compliance with the Sunshine Law.

## Review of Meeting Procedures

- MCPSC request: Secure training in Missouri Sunshine Law.
- The Missouri Attorney General Office provides online Sunshine Law training. The point of contact for training and webex link is Casey Lawrence at [casey.lawrence@ago.mo.gov](mailto:casey.lawrence@ago.mo.gov) or 573-751-8905. Following this board meeting, Kairos will send out times so board members can sign up.

Available times are:

- Thursday, February 24th, 2022 from 6-8pm CT
- Wednesday, March 16th, 2022 from 6-8pm CT
- Thursday, March 24th, 2022 from 6-8pm CT

*Training must be done by March 31st per letter attached above by each board member.*

- This will serve as the statutory requirement for board members to receive some kind of training annually. Training must be recorded in the [SY22 Kairos Academies Board Member Training Record](#), which is then submitted to MCPSC as a compliance requirement.

This document will be sent out following the board meeting. Please add additional trainings you've completed this fiscal year. Ex: Board President attended MCPSC annual conference, which included board trainings. Board Treasurer attended Regions Bank Nonprofit Finance seminar. Any work with the Opportunity Trust Board Fellowship, work with Kent (board consultant), etc.

- The Kairos board will also pursue training and create an internal guidance document around Robert's Rules of Order, with the intention of more closely aligning not just board meetings but also committee meetings to procedural best practice.

## Legal Review

- MCPSC Request: Secure legal counsel experienced with nonprofits and/or public schools to review:



- board meeting procedures and minutes to ensure compliance with RSMo 610.022's provisions regarding closed sessions and appropriate fiscal and performance oversight of the Kairos Vanguard contract
- conflict of interest policy around vendors serving on Kairos Academies' board
- Mike Vachow has interviewed two lawyers with relevant background: Margaret Hesse (Tueth Keeney) and Tom Durphy (Shands, Elbert, Gianoulakis, and Giljum). Here is an example contract for comprehensive legal services from Tom Durphy:
  - 📎 Comprehensive Legal Services Letter.pdf .
- Aaron Jackson and Eloise Schlafly have also interviewed a charter school consultant, William Haft, who may also support Kairos Academies' internal review and strategy in conjunction with our attorneys.

*Goal is to get these locked in the next week to get William to start some discovery work.*

## DESE Required Liaisons

- Annually, the board needs to appoint various official liaisons for compliance purposes. The Governance Committee recommends the following individuals for these positions:
  - **Special Education Coordinator:** Kat Lucido (Director of Neurodiversity)
  - **English Language Learning Coordinator:** Kat Lucido (Director of Neurodiversity)
  - **Homeless Coordinator (McKinney-Vento Liaison):** Ben Huebner (Building Director)
  - **Foster Care Coordinator:** Ben Huebner (Building Director)
  - **Migrant Coordinator:** Ben Huebner (Building Director)
- Furthermore, the Governance Committee recommends striking the section of our [Board Operation Policies \(pg 93\)](#) that designates the individual by position:

"The Board will designate an individual (~~Head of Neurodiverse Learning~~) to act as the LEA's homeless liaison to ensure compliance with federal and state law."

## Approve New Business

- Motion & second to authorize Mike Vachow and the Finance Committee to sign a contract for legal representation and consulting services with the firms or individuals they determine offers Kairos Academies the best value option.

*The board reviewed and approved the above item. The motion was made by Eloise Schlafly, seconded by Amanda Sullivan, and passed unanimously.*



- Motion & second to appoint the following staff members to official liaison positions. Any objections?
  - **Special Education Coordinator:** Kat Lucido (Director of Neurodiversity)
  - **English Language Learning Coordinator:** Kat Lucido (Director of Neurodiversity)
  - **Homeless Coordinator (McKinney-Vento Liaison):** Ben Huebner (Building Director)
  - **Foster Care Coordinator:** Ben Huebner (Building Director)
  - **Migrant Coordinator:** Ben Huebner (Building Director)

*The board reviewed and approved the above item. The motion was made by Whitney Young, a second by Amanda Sullivan, and passed unanimously.*

- Motion & second to strike the following parenthetical from page 93 of the **Board Policies: Operations** :

"The Board will designate an individual (~~Head of Neurodiverse Learning~~) to act as the LEA's homeless liaison to ensure compliance with federal and state law."

*The board reviewed and approved the above item. The motion was made by Aaron Jackson, seconded by Amanda Sullivan, and passed unanimously.*

## Contract with Kairos Vanguard

- MCPSC request: Formalize the relationship with Kairos Vanguard as one with a charter management organization.
- The Governance Committee is taking the lead on crafting a contract with our largest vendor, Kairos Vanguard. The contract negotiations will be divided into three parts:
  - By the end of February, a board-approved fee-for-service contract that bids for outlined services at specific costs. Kairos Academies will determine whether each service is its best value option.
    - i. We will schedule a short, emergency board meeting for Wednesday, February 23rd to review and approve this contract.
  - By the end of March, Kairos Vanguard will pitch for a broader contract that establishes itself as a charter management organization for Kairos Academies. Kairos Academies will decide whether it wants to enter into this relationship with Kairos Vanguard. If so, Kairos Academies will need prior approval by MCPSC in the form of a material amendment to the charter. (The process for this is outlined in our performance contract.)
    - i. This contract will include an organizational chart outlining all employees of both Kairos Academies and Kairos Vanguard, including their management



structure and reporting/evaluation procedures.

- ii. It will also include performance expectations of the management organization and the school's remedies for inadequate performance or breach of the agreement.
  - o By the end of June (end of the academic year), Kairos Vanguard and Academies will renegotiate the CMO contract to be a full and final governing document that establishes ongoing protections for Kairos Academies, rights over intellectual property, etc. This final contract will also receive review by MCPSC.
- The contract will be reviewed and negotiated for Kairos Academies by the board and the lawyer and/or consultant it secures. The onus is on Kairos Vanguard to bid a proposed contract for its management services, not on Kairos Academies to draft a contract.
- While Kairos Academies and Kairos Vanguard are clearly fraternal organizations with a shared history and overlapping mission, there is no conflict of interest. There is no overlap between employees and board members except Hugh Eastwood, who, for the sake of early coordination and oversight, agreed by mutual consent to serve as board president for both organizations. Hugh nor his family is compensated by either organization, so his mutual involvement does not meet our board policies for conflict. That being said, to avoid even the appearance of conflict, Hugh has recused himself from all proceedings surrounding the contract or appertaining negotiations.
- As part of this process, the Governance Committee has asked Kairos Vanguard to more clearly distinguish when it is acting on behalf of Kairos Academies and when it is acting as an independent entity. Kairos Vanguard has since established a separate corporate mailing address, built out its own website, donation vehicle, endowment, letterhead, email addresses, Google Drive, legal counsel, and more.

## Executive Session Minutes

- MCPSC request: Review prior executive sessions for anything inappropriately shielded from public scrutiny.
- Below is a release of all executive session minutes to date, exactly as recorded (with one redaction from the January 14, 2021 meeting to protect a plaintiff in a legal action).
- The purpose is to add these discussions to the public record. No review or discussion of these minutes is necessary.

### September 10, 2019

[2020 Q4 Strategy Overview](#) and what that means for facilities and what the Kairos team will be working on for growth of the school over the next three years with multiple levels to each plan. How to make the middle school self-sustaining, so new projects can be pursued. Building new such as: swag store, Kairos Course Catalog, ability to sequence, grow playground, performance evaluations, high school, micro little school, financial incentives, teacher training, and self direction training. There



are some gos we need to pursue so they are in place when we open high school, but not important at this point in time. We need to know what we are moving forward with by the end of this year for our sponsor.

### **October 8, 2020**

Discuss High School Plans and request for 5th grade charter amendment.

Has mapped out what is the "same" for the middle school and what is "new" for a high school.

Starting the search for staff and space expansion needed to move into high school.

While opening a micro grade school was taken by our sponsors in the spring well, it is now not something they are comfortable with having us moving forward with due to the covid effect on gauging our school's results via state tests. Instead we will pursue to flush out the rest of the middle school and add 5th grade, to do that we will be making an amendment to our charter application to add a 5th Grade.

Once we grow more grades, getting more of the elective classes will be easier to share it across more grade levels.

We want you to continue to flush out the 5th Grade and High School plans and to bring back an actual plan to the board to review.

### **November 12, 2020**

Review of [Amendment #4](#) to the charter to add Grade 5 to the existing contract expanding the school for Grades 5-8 for the 2021-2022 school year; this will add 110 students, bringing the student body to 470 students. This will give us the opportunity to catch students earlier and integrate into our Kairos family. Adding Grade 5 will not increase the need for additional staff like a grade school or high school will require. It has already been worked out the additional space that would be needed to expand two years next year with our landlord, CPH. This idea has already been presented to Robbyn Whaby to see if this is something we could pursue, so this is our formal proposal to add Grade 5. Gavin to add to the amendment on how we are confident this is a good move forward based on our current performance. Opening two new grades next school year will allow for the use of grants to be used towards building two years. Is recruitment possible for Grade 5 at this point in the year, with the lottery in January? The approval timeline for DESI would be March, so this is correct to get MCPSA to approve in December and move it forward to meet the March deadline. Looking for a vote for a tentative vote on this and will pass to the board to get full approval before submitting to MCPSA. Given the data we have, we have enough space to support 40-70% of the students if we have to continue to move forward with social distancing per Covid policies. Recruit faculty will be needed to be sooner than April as that was too late last year, we do not see an issue with recruiting. We will be doubling our current space, students, and staff.





## January 14, 2021

Letter of Intent to Sue on behalf of [REDACTED]

- Association also received a letter.
- When brought up last year, initially changed the mechanisms at Kairos to foster the communication of grievances.
- A number of organizations and individuals have been identified in the letter.
- Kairos Academies will notify the appropriate insurance carrier.
- The board would like to explore advice of outside counsel

## March 11, 2021

We are currently on the second floor and want to expand into the first floor. Bids were above fund estimates. Facilities Committee has recommended using CSP funds. Expecting \$100k over budget (previously ~\$600k). The facility is giving an allowance for the renovations and is paying for the fixed renovations.

- Timeline
  - 1 week to do the value engineering - they look at the projects and design the construction
  - 1 week to get the construction equipment out.
  - Review [facility contract amendment](#)
  - On track for April 15 launch to construction. Predicting 18 week completion.

## July 15, 2021

The organization is getting to a point where delegation and organizational management will be key. Academic reporting will also be important because of the deferred testing due to COVID. The finances continue to be strong and could be an opportune moment for strategic employee hiring. CEO succession and internal development of staff will also be important as the organization continues to grow.

## October 21, 2021

Some academic and behavioral outcomes are struggling, and Gavin sees some personal capability gaps with regards to organizational management. Gavin's decision was to step down from the CEO seat. Moving forward, Gavin believes the next Executive Director needs the following skill sets..

1. Experience managing a medium to large organization.
2. Clear vision around operational execution

Hugh recommends Whitney, Mike, and Aaron develop an ad-hoc board committee to facilitate the CEO transition.

## November 18, 2021

Update on CEO Succession Plan and the search for potential candidates: Mike and Whitney have worked alongside CEO Succession Committee and are taking the first step to figure out headhunters.



We have a Tight timeline working over Nov/Dec to get the announcement out and begin recruiting. We have identified a potential list of firms to support the search. We will narrow the list down to at least 3. Kick off is planned for Jan 2022. Some of our funders have expressed a desire to be engaged closely in this process and have a voice. Whitney's suggestion is to allow the board to take the lead in this process and only invite funders if they have a needed skill set that we cannot fill as a board. Suggests that no more than 1 funder be included in the process. By Dec 15th we will have identified consultants we will work with, we will provide these details to funders. They will not get a vote on the ultimate decision.

We will establish a communication plan and share the timeline with Parents and Key stakeholders once it is available.

Mike suggested setting up a Hub of communication on the website where people can get information on prospective candidates. All of those communications can be posted to the page so everyone has line of sight into the progression of the Search Committee.

## December 16, 2021

### CEO Succession Announcement Community Feedback (Whitney)

- Kairos has received four proposals from CEO search firms and has begun evaluating our options.

One has dropped out (K12), two have submitted (EOS Transition Services and Edgility), and one is pending (WorkMonger).

- The Board CEO Search Committee is crafting a communication plan that includes parent open houses starting in January.

### Executive Staff Compensation

- The Executive Staff had not received compensation when they started the Kairos Academies. The board wants to make sure they are rewarded for their work and continued involvement.

## Finance Committee

Treasurer or designee, 6:30-6:45 p.m. (Eloise Schlafly, 6:37p.m.)

### January Financials

#### + 2022-02-15 Finance Committee Data

- Financial Health Dashboard\*
- Year to Date Income Statement\*
- Revenues Deep Dive
- Balance Sheet\*



- Cash Movement: Revenues
- Cash Movement: Expenses

## Improvements

Kairos has been steadily working on improving our financial tracking and management for years. This month, we have budget vs actuals projected for the first time! Going forward, you should expect to see continued growth and improvement around our financial management, including in response to sundry specific requests from MCPSC. If and when the Finance Committee doesn't know best practice, we will be reaching out to domain experts (e.g., CFO of KIPP St. Louis).

*New format introduced for finances and it is meant to be easier to follow.*

*Items that are not at the right level will be trued up in April, as we usually expect.*

## Endowment

Kairos Vanguard has launched a managed and invested endowment ("Kairos Plutus," after the Greek god of wealth and prosperity) on behalf of Kairos Academies! Interest from the endowment will support Kairos Academies' operating costs in perpetuity.

## Bank

- A new Missouri statute (RSMo 110.10) requires charter public schools to keep all funds FDIC insured. PNC Bank, the board designated banking institution, cannot satisfy this requirement. They suggested Kairos open an account with First Bank, which is what others in the charter school community are doing as well.
- First Bank offers some competitive features, such as low fees. Kairos has not done a comprehensive review of all possible options. We intend to open this account, stay in compliance, and then, beginning next fiscal year, do a holistic review of all banking options as a special project to maximize rewards.
- In reviewing Finance Policies related to banking institutions, the Finance Committee has identified some recommended policy amendments.
  - Require the current Treasurer be a signatory on all Kairos Academies bank accounts, per a new MCPSC requirement
  - Authorize designated contractors who support Kairos Academies' financial operations (e.g., EdOps or CMO management team) to have different levels of access or authority to manage accounts



## Approve New Business

- Motion & second the January financials.

*The board reviewed and approved the above item. The motion was made by Eloise Schlafly, a second by Amanda Sullivan, and passed unanimously.*

- Motion & second the Treasurer to open a bank account for Kairos Academies at First Bank. The board reviewed and approved the above items.

*The board reviewed and approved the above item. The motion was made by Eloise Schlafly, a second by Amanda Sullivan, and passed unanimously.*

- Motion & second the following amend the [Board Policies: Finance](#) as follows (green highlight indicates additions):

### Definitions

#### SECTION 1.1. Non Employee Officers

For the purposes of the Kairos Academies board policies, officers (such as the Chief Executive Officer or Chief Operating Officer) may be employees, contractors, or otherwise appointed by the Board.

### Bank Procedures Policy

#### SECTION 1. Bank Accounts

##### SECTION 1.1. Authority to Open Bank Accounts

The Kairos Academies Board Treasurer, Chief Executive Officer, and Chief Operating Officer have the authority to open a business checking account and a business operating account on behalf of Kairos Academies to be used to hold the school's assets.

*The board reviewed and approved the above item. The motion was made by Eloise Schlafly, a second by Amanda Sullivan, and passed unanimously.*

## Program Committee

Program Committee Chairman or designee, 6:45-7:10 p.m. (Whitney Young, 6:50p.m.)

## SY 23 Annual Calendar



- [Kairos Academies: 2022-2023 School Year Calendar](#)
- Notes about the proposed calendar:
  - Longer inservice periods. Year 1, we had more inservice, less break. Year 2, we had more breaks, less inservice. Year 3, more inservice and break.
  - Fewer school days than this year. More aligned to number of days off at near competitors (e.g., KIPP, Atlas). 7% less ADA (reduction in revenue).
  - Wednesdays release 2 hours early, allowing mid-week teacher meetings, training, and collaborative planning (instead of 1 hour after school on Thursdays).
  - Kairos is considering continuing to offer before school supervision and remediation.

## SY 23 Enrollment

- Setting the following annual average enrollment targets:
  - **5th:** 70 students
  - **6th:** 100 students
  - **7th:** 100 students
  - **8th:** 100 students
  - **9th:** 140 students
- These targets are within 10% of our latest charter amendment (500 students for SY22-23), so realizing these goals will not require another amendment.
- The targets work within our proposed staffing and space structure.
- If spots become available, Kairos will backfill to maintain enrollment at or above target levels.

## Approve New Business

- Motion & second to approve the proposed [Kairos Academies: 2022-2023 School Year Calendar](#) . Any objections?

*The board reviewed and approved the above item. The motion was made by Whitney Young, a second by Mike Vachow, and passed unanimously.*

- Motion & second to approve the proposed SY23 enrollment. Any objections?

*The board reviewed and approved the above item. The motion was made by Whitney Young, a second by Mike Vachow, and passed unanimously.*

## NWEA MAP



- Here is a summary table of Kairos Fall to Winter [NWEA 21-22 \(No Student Level Data\)](#) .
- Met Projected Growth:
  - Math: 96.5%
  - Reading: 111.1%
  - Language: 107.3%
- That means students are, on average, learning ~1 year's worth of material in a year at Kairos. NWEA MAP reports that the average has been below 1 year's worth of growth since COVID began in 2019. During that time, Kairos has consistently tested at or above 1 year on NWEA MAP, which compares to national student results (far wealthier than Kairos' population) in 2015 (before COVID).
- Minority students grew on pace with or faster than majority students in Reading and Math.
- FRPL students outgrew non-FRPL students in Reading and Math.
- SPED students met their goals in Language, Reading, and Math at similar rates to non-SPED students.
- Language highlights
  - 52% of students are on pace to achieve 2 years worth of growth in Language
  - 72% of 8th graders met their Language growth goal, and 60% met 2x their Language growth goal
  - 70% of NDL students met their Language goal, and 60% met 2x their Language goal
- On track to meet annual performance goals (outlined in CEO Evaluation Criteria):
  - On average, Kairos students will score above 50% CGP in both Reading and Math on the NWEA MAP. (CGP = comparison to average growth rate of students with comparable abilities; 50% means that, at Kairos, they grew faster than the average.) (Priority 2)
  - Kairos will increase our percentage of proficient/advanced students on the MO MAP by 5 percentage points, resulting in at least 40.7% proficient/advanced in English and 38.6% proficient/advanced in math. (Priority 2)
- Our biggest area for improvement is the need to disproportionately accelerate growth for our lowest performers so they catch up to grade level by high school. Minority and FRPL students grew significantly but are still performing in the 30th-40th percentile of absolute performance. That's because, compared to other demographic subgroups, they (on average) enroll at Kairos furthest behind.

Testing last year was noisy data, so this year and two years ago is the data we are looking at. Setting into place new programs to help students to get the help they need in areas they are weak in. Informal coaching and programs for staff to grow. Refining our process and get to what is most effective for Kairos.



## TNTP Scorecard

The New Teacher Project, one of the country's leading education consultants, did a walkthrough of Kairos as part of a different program they were leading. Here was the feedback they shared with us!

Domain & Guiding Question	Debrief Observations
<p>Culture of Learning</p> <p><i>Are all students engaged in the lesson from start to finish?</i></p>	<ul style="list-style-type: none"> <li>All students were on task in one class and all students were working quietly.</li> <li>80% of students were on task in another class. At the onset of the observation, 13/15 students were on task. At the end of the observation, 11/15 students were on task.</li> <li>Transitions and routines were evident in classes. The teacher gave verbal notices to remind students of expectations.</li> </ul>
<p>High Quality Text</p> <p><i>Is the lesson focused on a high-quality text(s)?</i></p>	<ul style="list-style-type: none"> <li>Students spent time with text either through reading, interacting with songs from a preselected list that used figurative language in the lyrics, or listening to a Ted Talk.</li> <li>The text used in the Social Studies class was high-quality as it had a higher syntax and used archaic language. Students used resources to look up unfamiliar terms to best make meaning of the text.</li> </ul>

## Enrollment & Attendance

- 393 students enrolled
- 92.7% average attendance
- Slightly under budget (Budgeted: 404 students at 93% attendance)

## Student Behavior Improvement

- Referrals and resets have dropped by a factor of 10 from before to after winter break!

## CEO Search

- The Program Committee is continuing in its advisory role to Kairos Vanguard as they search for a new regional leader for their St. Louis charter management services. Here are updates on their progress:
  - EOS, the hired search firm, has finalized the [job description](#) and posted it on 100+ websites. They have sent language around to help leverage our networks to spread



the word. The Program Committee will make sure that language makes it to the Kairos Academies board too so we can spread the opportunity in our networks as well.

- EOS will screen early candidates in the funnel. As advisors for Kairos Vanguard on their new regional leader, the Kairos Academies Program Committee will see candidates who pass this early screening.
- Kairos Academies will negotiate for formal input or veto rights in the selection process in its CMO contract.

*Whitney will provide some outstanding items to the board next week, so keep an eye out for that in an email.*

## High School Opening Timeline

- Nilesch will review progress on our [High School Opening Timeline](#) and answer any questions.
- Student Enrollment
  - Returning: 110 committed. 18-19 "in progress." More people returning than initially anticipated.
    - Only losing students to Metro and some private schools like SLU High
  - New: 31 registration in progress. 14 completed

*We are a little ahead on what we have been in past years, so we are in good shape for student recruitment.*

- Staff Recruitment
  - Leadership Team: 1 hired
  - Teachers: 10 teachers

*We are in a good place for staff recruitment.*

- School Design Playbooks
  - Visiting 3 cities in the next 1.5 months
    - **Chicago:** Intrinsic; Summit personalized learning leader
    - **Nashville:** Valor Collegiate; SEL leader. Also seeing Nashville Classical.
    - **New York:** Ascend High School. High performing network.





- Facilities Update
  - Working with UIC to do test fits of the floor & area.

*We are on track and a little ahead of schedule for our build out for 9th grade.*

- College Readiness Course
  - Partnering with Opportunity Trust to design and launch this college prep course

*This will open opportunities for internships and this will help with college and career paths.*

- Other changes
  - Hiring someone to build out student choice
  - Since October, been trying to overshoot in our hiring process

## Facilities Committee

Facilities Committee Chairman or designee, 7:10-7:20 p.m. (Amanda Sullivan, 7:27p.m.)

### Bridge Agreement

- Test fits with UIC (architectural support) are on track with timeline. Kairos is working with CPH, Level Field, and UIC to negotiate a lease. Kairos is also looking at secondary buildings to expand into for future years.
- In our March board meeting, the Kairos Academies board will review the “bridge agreement,” which will “bridge” our relationship with UIC from just design management to construction management. The agreement would lock in a set price for construction. Depending on the timeline of negotiations, a special board meeting may need to be scheduled for the end of March.

## Valedictions

Board President or designee, 7:20-7:30 p.m. (Hugh Eastwood, 7:31p.m.)

### Regions Bank Financial Accounting for Non-Profit Boards

Our Treasurer attended Region Bank’s nonprofit accounting seminar. If you’re interested but couldn’t make it, here is the deck overview: [Financial Accounting Basics for Non-Profits](#). Please feel free to ask her any questions or email them to the host, Shannon Muller (Shannon.Muller@regions.com).

### Kairos Advocacy

- Kairos has partnered with MCPSA to pursue funding equity (“Fix the Glitch”) this legislative session. We have brought parents to meet with Senator Jeff Smith and other legislators in St.



Louis. We have organized parent phone calls and letters in a campaign. We've promoted the issue through social media and our newsletter. And we are in the process of bringing a group of parents to Jefferson City to lobby legislators directly.

- Background:

- [Funding Equity Talking Points\\_020822](#)
- [MEMO to MO GA from Hatfield and Cossette re Funding Equity Legislation and C...](#)
- [MEMO from Hatfield and Cossette re Prohibition on Special Laws.pdf](#)

- **Summary & Frequently Asked Questions**

Efforts continue to achieve funding equity for your students. Just yesterday the Senate Education Committee voted the Senate Bill (869) out of Committee with a vote of 7 to 1. The phone calls, emails, parent outreach is having an impact helping legislators understand the goal is not that charter school students should receive more than district managed students but it should be equitable.

There are a few questions that have been raised which you may be asked. I wanted to provide some clarifying information for you (and more talking points are attached).

**1. St. Louis Public Schools indicates they cannot negotiate (as KCPS did) due to the current lawsuit. Is that true?**

This is what SLPS is saying. However, this is not an accurate argument and given that the issue is with a different piece of funding, SLPS does have the ability to work through a negotiated solution with the charter schools. I have attached legal correspondence from Stinson to the Missouri General Assembly providing the legal basis whereby these negotiations could take place.

**2. There is consideration of making charter school funding equity a 'KC Only' bill and cutting the St. Louis charter school students out.**

This is what SLPS and their advocates are wanting. However, this would change the piece of legislation to be that of a 'special law' which is unconstitutional. Therefore any funding equity legislation that explicitly includes Kansas City and excludes St. Louis City would be unconstitutional and invite an immediate court challenge. I have attached legal correspondence from Stinson to Senator Koenig and Representative Richey providing the explanation.

**3. Is the Association or are any lobbyists paying parents to go to Jefferson City and provide testimony in support of charter school funding equity?**



In short, NO. One of our charter school colleagues placed a post in social media with wording that made it seem as though besides reimbursing for mileage parents would receive a stipend for attending parent day at the capitol. This was an unintentional error. I have attached a copy of that post. The school and the Association both posted a clarification which I've also attached. It is not illegal or a violation of Missouri Ethics to cover the cost of transportation for parents to the Capitol. This week SLPS rented a bus to take parents to the Capitol. Instead of renting a bus we chose to reimburse for mileage.

#### **4. Is charter school funding equity essentially "robbing Peter to pay Paul" and shouldn't the focus be everyone working for more educational funding?**

Is there a need for better funding of education in Missouri? Absolutely! However, even if every public school LEA in the State received additional funding the inequity would still exist. The fact is, through no fault of their own, the local school district has been receiving local education dollars for students the charter schools are educating. Those are the dollars charter school students should receive.

#### **5. For the local school district in St. Louis to lose \$18 million dollars would be devastating!**

The local school district in St. Louis operates on a \$300 million dollar budget but maintains a \$153 million dollar reserve (ASBR attached). That's a reserve equal to 40%+ of their budget. \$18 million is a very small percentage of money. What is really devastating is that this year charter schools in St. Louis are doing their best to operate with an \$18 million dollar gap!

A closing thought: If the local school district learned that through the state's funding mechanism charter schools were receiving more money than they were for students the charter schools weren't serving, would they say, "no problem, they can keep it"? I believe we know the answer.

## Schools In The Press

- [Teachers Are Quitting, and Companies Are Hot to Hire Them](#) (Wall Street Journal)
  - The rate of people quitting jobs in private educational services rose more than in any other industry in 2021, according to federal data. Many of those are teachers exhausted from toggling between online and classroom instruction, shifting Covid-19 protocols and dealing with challenging students, parents, and administrators.



- [After parents sued, Wellesley Public Schools in Massachusetts agreed to amend practices that parents said excluded some students from events because of their race](#) (Wall Street Journal)

- Last year the nonprofit Parents Defending Education sued in federal court on behalf of three Massachusetts families over Wellesley policies and practices that they said violated the First Amendment, the Fourteenth Amendment and civil-rights law. The settlement looks like a solid win for the parents.

Wellesley's "affinity groups" had held events aimed at specific races. School officials claimed no students or staff were excluded, but the families argued that isn't what their children were told. The complaint quoted an email where a middle-school teacher said a specific "healing space" was "for our Asian/Asian-American and Students of Color, \*not\* for students who identify only as White."

Under the settlement, Wellesley agreed not to "exclude students from affinity-based group sessions or any other school-sponsored activities on the basis of race." The district won't identify events "as intended only for certain racial groups." It "will provide notice" of affinity-based group sessions "to all grade-eligible students, regardless of their race." Announcements will feature a disclaimer saying that "this event is open to all students regardless of race, color, sex, gender identity, religion, national origin, or sexual orientation."

- [Why Did New Rochelle Students Unexpectedly Receive EBT Cards with More Than \\$1,000](#) (Talk of the Sound)

- The money comes from a federal program administered by New York State under which eligible minor dependents who were taught in a fully remote or hybrid setting during the 2020-2021 school year are entitled to \$132 per month if fully remote and \$82 per month if hybrid.

Eligible students include those already registered with the New York State Office of Temporary and Disability Assistance and — here comes the part causing confusion — all students regardless of household income who attended schools in 2021 that were deemed eligible under the Community Eligibility Provision. All students in a deemed eligible school District receive the program benefits. Benefits are not means tested. Every student at eligible schools or school districts receives the benefits regardless of family income.

## Ongoing Board 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.

**Adjourn the Meeting**



# 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



**Motion to Close the Board Meeting**

There being no further business to be transacted, and upon motion made by Amanda Sullivan, seconded by Eloise Schlafly, and unanimously approved, the meeting was adjourned at 7:36 p.m.

Respectfully submitted,



**Acting Board Secretary**

