Notice & Agenda

Meeting Notice

Notice of time and virtual login information for this meeting was posted on www.kairosacademies.org/board at least one day prior to the meeting.

With the spectre of Coronavirus is keeping us apart, we invite you to join us in conducting the public's business virtually. Please join this Kairos Academies board committee at the above date & time by going to Kairos Board Calendar, clicking "More Details" on the relevant event, and clicking "Join with Google Meet."

Pursuant to Missouri Revised State Statute Section 610.021, the Committee may close this meeting for an Executive Session to discuss permissible subjects.

Agenda

Covid-19 Policy
- Updating Covid-19 policies given the new Omicron variant

Emergency Remote Considerations
- Determining whether Kairos should go remote temporarily due to the new Omicron variant

Actions
- ➢ Direct the Committee Chair to Review Discussion with Full Board

Minutes

A virtual meeting of this Kairos Academies Board Committee of Kairos Academies was held at the above date and time.

Attendees

The following were in attendance:
- Aaron Jackson (Governance Committee Chair)
- Nicole Plair (Board Member)
- Kevin Kerr (Board Member)
- Hugh Eastwood (Board President)

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Agenda

Covid-19 Policy

- At the Governance Committee meeting this week, we discussed a covid policy at length. Where we landed was that due to the nature of our ever changing environment and regular recommendation changes from the CDC, it's very difficult to create a policy that wouldn't be either too broad or too restrictive... forcing us to constantly have to revise the policy (potentially on a weekly basis). We'd have to regularly call board meetings to vote on approving a revised policy before we could use it. Additionally, Doug from MCPSA recommended we don't put a policy in place. :

- Gavin, his leadership team, and the Board all agree that in-person learning is the Go-To; remote learning is a last resort
  - Remote learning stints will run at most in one week instances, unless circumstances dictate otherwise
- Gavin will continue to be the decider on taking the school remote
  - Gavin will need to have alignment with his leadership team
  - Gavin will need to provide the Board with justification for canceling in-person learning
  - Gavin must inform the Board via email 24 hours in advance of the start of remote learning (unless it's a during-the-week decision, in which Gavin will group text the board)
- The Board has the ability to veto Gavin
  - No emergency meeting is needed; we'll conduct over email or group text
  - 3 board members are required to veto (the math... we have 9 board members; we need 5 for a quorum; so 3 votes of the quorum is a majority vote)
  - The board has 24 hours to veto (unless during-the-week decisioning is needed, in which the board only has a few hours to veto)

Emergency Remote Considerations

- Need to draft a policy that we'd be able to follow to make decisions on when to pull the trigger on remote learning. For example, if we have X% of teachers that get covid at one time and are unable to staff the building in-person. Or, if we send out a survey and X% of parents respond that they want remote learning.
- The policy would give Kairos formalized guardrails and clear levers/measures for our decision-making, so we can act swiftly and consistently. .
- MCPSA developed a model of anything like this. Legal team says that there are so many variables which could vary from school to school that a one size fits all policy wouldn't really work. You could have a policy that just states you'll make the decision based on the guidance from the health department or based on an approved protocol then have the protocol line out all the variables you'll consider.
- Would caution against setting very rigid metrics (ex - if X% of parents don't want the kids in school we go remote, or, if X% of staff can't come to work we go remote). There are going to be a number of other variables that could impact this and if you set something that is very rigid you may wind up stuck having to do something that isn't really best for the kids/school.

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- Leaning towards "the discretion of the management team given their assessment of running Kairos safely and effectively." If we need to make quick decisions, pushing down the authority to those who need to respond quickly makes sense to me. We also probably want to give them wide flexibility so that they can make the best of the situation given their assessment and resources. Maybe we can include something about "the board will be notified no later than..." in order to provide some top cover.
- Don't want to make a policy that's too constricting. I also don't know that we want to leave things wide open... by that I mean, I want us to follow some sort of guidelines or measurements (even loose ones). Even if it's a policy that just names the types of information/data points we'd evaluate, and perhaps language that states that school closures must be "board-supported, but are leadership-determined" (due to the fact of the state of emergency has been ended in our state, so it's now a financial impact doing remote learning).
- Virtual is bad for kids, resented by parents, and we need to keep virtual an outlier to be triggered only by objective metrics. Then, we saw the results of the Parents survey, and the potential hit to revenue if 40% of families kept their kids home, regardless of perception v. reality. The hardest part is that there is no consistent advice anymore, and various levels of government are in conflict with one another based on politics. To my mind a policy ought to protect our kids, our Board and our finances, while allowing the leadership discretion and flexibility.

Actions

➢ The committee directed the Committee Chairman to Review Discussion with Full Board

➢ At 7 p.m. on January 12, 2022 the Committee Chairman adjourned the meeting.

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