



Kairos Academies Board Meeting Minutes

Date: October 8, 2020

Location: 2315 Miami St., Saint Louis, Mo 63118

A meeting of the Board of Trustees (the "Board") of Kairos Academies (the "School") was held on October 8, 2020 at 6:00pm at Kairos Academies located at 2315 Miami St., St. Louis, Mo 63118.

The following members of the board was present:

Hugh Eastwood

Eloise Schlafly

Amanda Sullivan

Chisom Uche

Mike Vachow

Whitney Young

Also in attendance was Gavin Schiffres, CEO. Any other guests: Christy Moreno and Doug Thaman.

Board Meeting is Called to Order

The Kairos Academies Board Meeting was called to order by Hugh Eastwood, Board President at 6:02pm.

[Meeting Agenda Attached](#)

Check-In

In the Kairos tradition each board member shares one recent challenge and win and then nominates another board member for a check-in.

MCPSA Presentation

Introducing the Missouri Charter Public School Association's new Bilingual Director of Advocacy, Christy Moreno

Updates from MCPSA Executive Director, Doug Thaman.

Gap Funding: Emergency Charter School Funding Rule, does not affect Kairos, but it will help charter schools who are having issues growing due to the pandemic. MCPSA is looking for funders to help with gaps. Governor released additional dollars for the CARES Act yesterday. Low interest lending from IFF for gap funding. MCPSA are looking for ways to help and provide financial security while we work through the pandemic. Board to write a letter of support for policies that MCPSA are behind.

Model Policies: legal counsel did a deep review, so we will receive the 2020 policies next week. Charter Website Audit: guidance on what should be included on Charter School website, audit will be released that a schools website is fully in compliance as well as transparency and readability. A report will be given for our use from the audit.

Title IX Training: address descrimination on sex. Changes by the federal government any personal or board members that you need to receive training and that training needs to be posted on the website.

Public Comment

None.

Minutes of Previous Board Meeting Dated 2020-09-10.

[Previous Meeting Minutes Attached](#)

The board voted to:

Approve minutes from September 10, 2020 board meeting.

CEO Update

Fundraising & Press

Fundraising: \$1.5M Charter School Program

Press: Bellwether Education, Education Week, Charter School Superstars, NBC Today, USA Today, MCPSA Blog. Probably lots of other good things!

Q4 Projects

Academic : Teacher Training Program, Kairos Course Catalogue (Challenge Advanced Students), Ability Level Growth Sequence, Audit: Academics Tools, and Audit: Student Culture Tools. Finance/Operations: Audit: Finance, Audit: Ops Tools, and Compensation Incentives. Organizational: Performance Evaluations, Analytics Tool, Merchandise Store, Audit: Fundraising, Audit: Org Tools, and Family Directory.

Expansionary: Audit: Staff Recruitment Tools, 5th Grade Plans, High School Planning, Audit: Marketing Tools, Audit: External Community Communication Tools, and Audit: Student Recruitment Tools.

Share updates in November & December on the progress of Q4 Projects.

Governance

Committee Structure

Finance: monthly financials, reconciliation, check register, credit card statements. Meets as needed, minimum monthly.

Governance: board policies, bylaws, procedural things like nonprofit status, training and onboarding. Meets as needed, minimum cyclically.

Management: CEO evaluation, goal setting, succession planning, and head hunting. Meets as needed, minimum quarterly.

Program: monitors academic, culture, discipline. Meets as needed, minimum cyclically

Appeals and Grievance: arbitrates parent grievances. Meets as needed.

Facilities: Purchases, construction, renovation, contracts. Meets as needed.

Development: Fundraising. Meets as needed.

Ad hoc committees as needed.

Will flush this out more and review it at next month's meeting.

Title IX Training

"As mentioned in my September 18th email, in August, the U.S. Department of Education released its Final Rule under Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in education programs or activities receiving federal financial assistance. This Rule does require that all Schools must ensure that Title IX personnel (school leaders, human resource managers, board members, etc.) receive training."

MCPSA Training Options ([Link to Register](#)): October 16th: 10:00AM - Noon & October 21st: 4:00PM - 6:00PM.



Expansion Planning

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

The Board:

VOTED:

To move into executive session, pursuant to RSMo 610.021, to discuss lease or purchase of real estate where public knowledge might adversely affect the amount paid in the transaction.

Hugh Eastwood
Chisom Uche
Eloise Schlafly
Whitney Young
Mike Vachow
Amanda Sullivan

[2020-10-08 Kairos Board Meeting Executive Session Minutes](#)

The Board:

VOTED:

To exit the executive session.

Hugh Eastwood
Eloise Schlafly
Mike Vachow
Whitney Young
Chisom Uche
Amanda Sullivan

Valediction

Motion to Close the Board Meeting

There being no further business to be transacted, and upon motion duly made, seconded, and approved, the meeting was adjourned at 7:28pm.

Respectfully Submitted

Amanda Sullivan, Secretary

