



Board of Directors

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

Amanda Sullivan
Chisom Uche
Aaron Jackson

Mike Vachow
Whitney Young
Nicole Plair

Gavin Schiffres, CEO (Ex Officio)

Kairos Academies Board Meeting Minutes

Date: May 20th, 2021

Location: Due to public health concerns, the board meeting was in a public conference call (meet.google.com/xcf-ktst-fca) that could also be accessed via conference line (904-900-0823, PIN: 505 083 573#).

A virtual meeting of the Board of Directors (the "Board") of Kairos Academies (the "School") was held on May 20th, 2021 at 6:03 p.m.

The following members of the board were present:

Eloise Schlafly, Board Treasurer
Whitney Young
Kevin Kerr, Board Secretary
Amanda Sullivan
Mike Vachow
Aaron Jackson
Chisom Uche
Nicole Plair
Gavin Schiffres, CEO

Salutation

Call To Order (Aaron, 6:03 p.m.)

Check-In (Aaron, 6:03 p.m.)

- Share a recent challenge and win (~1 min each)
- Nominate the next attendee for a check-in

Public Comment (Aaron, 6:10 p.m.)

- Unscheduled public comment

Minutes (Aaron, 6:17 p.m.)

Amanda made a motion, Eloise seconded

- Review minutes from
 - [April 22, 2021 board meeting](#)

The board reviewed and approved the board minutes. The motion was made by Amanda Sullivan, seconded by Eloise Schafly, and passed unanimously.

Governance Committee

Annual Calendar of Board Meetings (Aaron, 6:20 p.m.)

- [Kairos Board Calendar](#)
(Google Calendar link:
<https://calendar.google.com/calendar/u/0?cid=Y19mNnFlZXE3ZnOyaGZjZmdsZ3NydTFwMjlxNEBncm91cC5jYWxlbmRhci5nb29nbGUuY29t>)
 - Board meetings (third Thursday of each month)
 - July 15, 2021
 - August 19, 2021
 - September 16, 2021
 - October 21, 2021
 - November 18, 2021
 - December 16, 2021
 - January 20, 2022
 - February 17, 2022
 - March 17, 2022
 - April 21, 2022
 - May 19, 2022
 - June 16, 2022

Input on Board Meeting Format (Aaron, 6:16 p.m.)

- Seeking input: Should board meetings stay virtual through the upcoming fiscal year?



The board discussed a retreat for in-person meetings periodically throughout the year, although virtual meetings are preferred on a monthly basis.

Program Committee

Committee Structure (Whitney, 6:18 p.m.)

- Reminder: [February committee structure update](#)

Aaron is leaving the program committee in order to focus on the governance committee. Hugh is also leaving the program committee. Facilities committee will become a primary committee with a cadenced structure. Hugh will also focus some time on building a development committee.

CEO Evaluation (Whitney, 6:20 p.m.)

- Coming to you next meeting!

Send Whitney a note if a board member can provide 3 to 4 hours next month in support of Gavin's CEO Evaluation.

Facilities Committee

Update (Amanda, 6:21 p.m.)

Expansion Overview

- **Schedule - On Time Except Floor 1**
 - Floor 5: Completed
 - Floor 1 & 2: Late July
 - Auditorium: August
- **Cost**
 - Current Cost: \$760K
 - Concordia: \$536K
 - Kairos: \$250K (added \$50K due to the lead paint abatement on Floor 1)
- **Future Expansions**
 - Expansion of Classrooms East and North of Auditorium
 - Possible expand to Floors 3 & 4
 - Gymnasium (Adjacent to CPH)
- **Facility Committee**
 - Code Compliance
 - Strategic Direction for FY 2022-2023 (Summer 2021)
 - Fundraising/Funding Efforts for Gymnasium



Mike addressed fundraising concerns around gymnasium support if Kairos continues to lease. Aaron inquired about the inflection point of when the dynamics of leasing and expansion over burden the lessor.

Finance Committee

Monthly Updates & Financials (Eloise, 6:34 p.m.)

- April 2021 [Financial Dashboard](#)
- April 2021 [Check Register](#)
- April 2021 [Credit Card Statement](#)

April finances remain unchanged and Kairos is in a strong position. Check Register and Credit Card Statement are also strong.

Budget (Eloise, 6:37 p.m.)

- [SY21-22 Budget](#)
 - Reviewed by Finance Committee
 - First board review; final approval in June

A bunch of Kairos' revenue comes from state and federal grants. Some of these grants are one time offers and Britt (Kairos COO) remains cognizant of this potential loss revenue in the future. With these one time revenue grants removed, Kairos currently runs at a slight operating loss. Key new hires will be a Director of Development.

Consent Agenda

Vote on Discussed Items (Aaron, 6:50 p.m.)

- Vote to approve the following discussed items:
 - **Governance**
 - Kairos Board Calendar (Google Calendar link)
 - Board meetings (third Thursday of each month)
 - July 15, 2021
 - August 19, 2021
 - September 16, 2021
 - October 21, 2021
 - November 18, 2021
 - December 16, 2021
 - January 20, 2022
 - February 17, 2022
 - March 17, 2022
 - April 21, 2022
 - May 19, 2022
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- **Finance**
 - April 2021 [Financial Dashboard](#)
 - April 2021 [Check Register](#)
 - April 2021 [Credit Card Statement](#)

The board reviewed and approved the above items. The motion was made by Kevin Kerr, seconded by Amanda Sullivan, and passed unanimously.

CEO Update

We're Doing Well! (Gavin, 6:51 p.m.)

- [Presentation update](#)
- Moving finance, technology, SPED, athletics, performing arts, foreign language in-house; setting up training partnerships for next year; preparing to onboard staff & students; continued positive press
- On track on master timeline to prepare for SY22 Launch

Overall positive reflections, however some concerns were survey results around school fit, grit, and student attention. Nilesch Patel's primary responsibility will be establishing a high school (~150 kids per grade). Future ideas are a 4th grade and micro elementary school.

Valedictions

Funding Equity Activism (Gavin, 7:04 p.m.)

- Despite our efforts, funding equity did not pass the Missouri legislature 😞.

Ongoing Board Education (Gavin, 7:05 p.m.)

- [Some DC Charter Schools Get Millions in Donations, Others Get Almost None](#)
(https://www.washingtonpost.com/local/education/some-charter-schools-get-millions-in-donations-others-almost-nothing/2015/08/22/b1fdaef0-4804-11e5-8e7d-9c033e6745d8_story.html)
- [How To Know When A School Is Doing Family Engagement Right](#)
(<https://educationpost.org/coffee-break-kenya-bradshaw-on-how-to-know-when-a-school-is-doing-family-engagement-right/>)
- [Research Shows That New Orleans Schools Have Improved Since Katrina. So Why Don't Black Residents Agree?](#)
(<https://www.the74million.org/research-shows-that-new-orleans-schools-have-improved-since-katrina-so-why-dont-black-residents-agree/>)



- [Ted Talk: 3 Ways to be a More Effective Fundraiser](https://www.ted.com/talks/kara_logan_berlin_3_ways_to_be_a_more_effective_fundraiser?language=en)
(https://www.ted.com/talks/kara_logan_berlin_3_ways_to_be_a_more_effective_fundraiser?language=en)
- [EBP Guide to Fundraising for Charter School Board Members](https://drive.google.com/file/d/17Yc1-vB0mlcbkGqnbwvQ_0z6VpXZcoGl/view?usp=sharing)
(https://drive.google.com/file/d/17Yc1-vB0mlcbkGqnbwvQ_0z6VpXZcoGl/view?usp=sharing)

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)

Approve

- Annual CEO performance goals

SEPTEMBER

Review

- Performance data dashboard (quarterly)

OCTOBER

NOVEMBER

Approve

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

DECEMBER

Review

- Performance data dashboard (quarterly)

JANUARY

Complete

- Missouri Ethics Commission Personal Filer Disclosure

FEBRUARY

Approve

- Enrollment
- Annual Calendar

MARCH

Review

- Performance data dashboard (quarterly)

APRIL

Approve

- Plan to Return In-Person Learning

MAY

Approve

- Annual Calendar of Board Meetings
- CEO Annual Evaluation

JUNE

Approve

- Annual Budget (Fin Comm review first draft in April, final draft in May)



- Board Officers

Review

- Performance data dashboard (quarterly)

Motion to Close the Board Meeting

There being no further business to be transacted, and upon motion duly made by Aaron Jackson, seconded by Amanda Sullivan, and approved, the meeting was adjourned at 7:07 p.m.

Respectfully submitted,



Board Secretary

