



Kairos Academies

Kairos Academies Board Meeting

Published on March 26, 2025 at 9:50 AM CDT

Amended on March 26, 2025 at 8:11 PM CDT

Date and Time

Thursday March 27, 2025 at 6:00 PM CDT

Location

Virtual: Zoom

<https://us06web.zoom.us/j/82993143929>

We invite you to join us at this Zoom link. This notice was published at www.kairosacademies.org/board at least one day before the meeting.

<https://us06web.zoom.us/j/82993143929>

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Record Attendance			1 m
B. Call the Meeting to Order		Aaron Jackson	1 m

	Purpose	Presenter	Time
C. Review of Mission and Vision		Aaron Jackson	1 m
Mission and Vision			
Mission: Kairos empowers students to direct their own lives and learning.			
Vision			
By offering a 21st-century school model, Kairos will empower parents with a meaningful alternative to the traditional structures that have subjugated children and segregated families in our city for over a century. If Kairos achieves its mission, our graduates will develop the academic function to unlock post-secondary opportunities and the executive function to thrive in whichever opportunity they choose. Wherever they go, graduates will exercise meaningful agency among their peers, leading themselves and the institutions that structure their communities.			
II. Kairos Public Comment			6:03 PM
A. Time Alloted for Public Comment	FYI	Aaron Jackson	9 m
Public comments allow for the public to have up to 3 minutes each to read a statement to the board of directors.			
III. Board Meeting Minutes Approval			6:12 PM
A. Approval of February Board Meeting Minutes	Approve Minutes	Aaron Jackson	1 m
IV. Kairos PTA			6:13 PM
A. PTA Updates	FYI	Aaron Jackson	2 m
V. Sunshine Law Training			6:15 PM
A. Training from Tom Durphy on Sunshine Law			20 m
VI. Outside Presenters			6:35 PM

	Purpose	Presenter	Time
A. Review of Kairos Learning Management System Development	FYI	Khalil Graham	10 m
VII. Kairos Senior Leadership Team Updates			6:45 PM
A. Enrollment Updates	Vote	Marnae Chavers	10 m
B. SpEd Task Force Updates	FYI	Jonathan Tyrrell	10 m
C. CEO Goals & Contract Goals Update	Discuss	Khalil Graham	10 m
D. Compliance Update	FYI	Khalil Graham	5 m
VIII. Executive Committee			7:20 PM
A. Approval of February Committee Meeting Minutes	Approve Minutes	Aaron Jackson	1 m
B. CSIP Guidance			
C. Board meeting dates in April/May	Vote	Aaron Jackson	
IX. Facilities Committee			7:21 PM
A. Approval of February Committee Meeting Minutes	Approve Minutes	Aaron Jackson	1 m
X. Finance Committee			7:22 PM
A. Approval of February Committee Meeting Minutes	Approve Minutes	Aaron Jackson	1 m
B. Approval of February Financials	Vote	Aaron Jackson	3 m
C. Committee Updates	FYI	Aaron Jackson	5 m
XI. Governance Committee			7:31 PM

	Purpose	Presenter	Time
A. Approval of February Minutes	Approve Minutes		5 m
B. Committee Updates	FYI	Whitney Young	5 m
XII. Program Committee			7:41 PM
A. Approval of February Committee Updates	Approve Minutes		5 m
B. Committee Updates	FYI	Mike Vachow	5 m
XIII. Other Business			7:51 PM
A. Finalization of 24-25 Board Goals	Vote	Whitney Young	5 m
Review of BoardonTrack for Board Goals Updates			
<ul style="list-style-type: none"> • Executive Committee • Governance Committee • Program Committee • Finance Committee • Facilities Committee 			
XIV. Closed Session			7:56 PM
A. RSMo 610.021(2)			5 m
2) Leasing, purchase or sale of real estate by a public governmental body where public knowledge of the transaction might adversely affect the legal consideration therefor."			
XV. Closing Items			8:01 PM
A. Adjourn Meeting	Vote		

Coversheet

Approval of February Board Meeting Minutes

Section:	III. Board Meeting Minutes Approval
Item:	A. Approval of February Board Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Kairos Academies Board Meeting on February 20, 2025

APPROVED



Kairos Academies

Minutes

Kairos Academies Board Meeting

Date and Time

Thursday February 20, 2025 at 6:00 PM

Location

Virtual - Zoom

<https://us06web.zoom.us/j/86712282839>

We invite you to join us at this Zoom link. This notice was published at www.kairosacademies.org/board at least one day before the meeting.

Directors Present

A. Jackson (remote), A. Trapp (remote), M. Vachow (remote), N. Plair (remote), W. Young (remote)

Directors Absent

K. Owen, P. Badea

Ex Officio Members Present

K. Graham (remote)

Non Voting Members Present

K. Graham (remote)

Guests Present

Amy Brown (remote), Ashley (remote), Ashley Rene (remote), Christine Ingrassia (remote), J. Irby (remote), J. Krewson (remote), J. Tyrrell (remote), Katie Krieg (remote), Kellie Gavin

(remote), L. LeComb (remote), Laurel Bounds (remote), M. Chavers (remote), Martha McGeehon (remote), Robbyn Wahby (remote), Victoria Turner (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

A. Jackson called a meeting of the board of directors of Kairos Academies to order on Thursday Feb 20, 2025 at 6:02 PM.

C. Review of Mission and Vision

II. Kairos Public Comment

A. Time Alloted for Public Comment

Ashley Rene Casey - son is a Junior (11th grade)

- voicing concern with the different things going on with the school
- Has questions about her sons experience if he continues at Kairos
- Transparency and communication to the parents has been missing

Conner - Cortland Conner in 7th grade

- This is Cortland's second year at the school
- Her son is fearful at school and she is looking for support from the school to help

III. Board Meeting Minutes Approval

A. Approval of BOY Stepback

N. Plair made a motion to approve the minutes from 24-25 Board Retreat on 08-17-24.
W. Young seconded the motion.
The board **VOTED** to approve the motion.

B. Approval of November Board Meeting Minutes

N. Plair made a motion to approve the minutes from Kairos Academies Board Meeting on 11-21-24.
W. Young seconded the motion.
The board **VOTED** to approve the motion.

C. Approval of December Board Meeting Minutes

N. Plair made a motion to approve the minutes from Kairos Academies Board Meeting: Special Session on Annual Audit on 12-30-24.

W. Young seconded the motion.

The board **VOTED** to approve the motion.

D. Approval of January Board Stepback

N. Plair made a motion to approve the minutes from Kairos Academies Mid Year Board Retreat on 01-25-25.

W. Young seconded the motion.

The board **VOTED** to approve the motion.

IV. Kairos PTA

A. PTA Formation

- Board will partner with PTA
 - PTA will have space on the board meetings to address the board
 - Board will create a schedule and rotation to support PTA Meetings

B. Kairos Board attending PTA meetings

Ideas for Board Engagement:

- Listening Tours with Board to hear the parents perspectives
 - The board is looking to understand what parents find valuable and what ways do they need to show up

C. PTA Meeting Readout

Christine Ingrassia - PTA President

- During the last PTA Meeting, there were so many changes discussed that are troubling to parents/families that are attending Kairos
- As parents and families they would like to know what we need from them to be successful and support the kids
- How can they respectfully push back when things are not working for their kids

- Parents are feeling like what they signed up for is not what's happening at Kairos today

V. Outside Presenters

A. Review of Kairos Learning Management System Development

Learning Management System Review has been moved to March Board Meeting

B. Review of 23-24 Annual Report

Martha McGeehon - Director for Accountability with the Commission

Reviewed the 2023-2024 Annual Report

- Annual Report details the school's performance throughout the school year
- The goal of the presentation is to create conversation and keep students at the center of our decision making
- Timing of report is based on public release of report from DESE and Audit
- The performance framework has been updated
- Kairos Overall Rating: Partially Meets the commission academic measures
 - Academics - Partially Meets
 - Financial Management - Not Meet
 - Learning Environment - Meet
 - Governance - Meet
 - Operations - Meet

Finances are significantly impacted by enrollment

Recommendations:

- Take a look at goals under old contract and new contract and how and where we're monitoring performance.
- Establish annual calendar to set aside time throughout the year to focus on these areas of focus
- How many students are enrolled each month, who left by grade, who came in, tracking particular demographics

VI. Kairos Senior Leadership Team Updates

A. Enrollment Updates

- Lottery starts March 1st
- Activities to assist with Re-enrollment:

- Direct Phone Calls
- In person reminders
- Front desk support
- Catch Parents during pick up and drop off
- Immunization vans will be onsite
- Re-enrollment support to ensure we accommodate family schedules
- March 29th dedicated to making sure current families know they are valued and welcome
- Recruitment and Enrollment Coordinator will conduct Exit Interviews
- Board can attend Welcome to Kairos Events to engage with families

B. SpEd Task Force Updates

Discussed SpEd Task Force Meeting Notes

- Conversation Points align to our action plans

Reviewed SpEd Data Points

- Corrections that need to be made are being made with speed
- Structurally we are setting ourselves up for long term success

C. February SLT Stepback Review

Reviewed 25-26 Salaries, Reimbursements, Stipends and Incentives and proposal

- This proposal maximizes our staff to the student body
- Financial Memo will be shared to include financial safeguards that have been added in order to support salaries

M. Vachow made a motion to Approve the 25-26 Salary Schedule Component of the Finance Playbook.

A. Trapp seconded the motion.

The board **VOTED** to approve the motion.

D. CEO Goals & Contract Goals Update

- Reviewed Updated Cohort Data
- Reviewed CEO Accountability Tracker

- Stepback Agenda shared with the Board

E. Compliance Update

- Reportwell - Compliance Platform
 - Discussed Dashboards for tracking Compliance

F. Amendment Request

Board reviewed Formalized Amendment with Enrollment Targets

M. Vachow made a motion to Approve Amendment as Written and to submit to Sponsor and Commission.

N. Plair seconded the motion.

The board **VOTED** to approve the motion.

VII. Executive Committee

A. Approval of Committee Meeting Minutes

N. Plair made a motion to approve the minutes from.

A. Trapp seconded the motion.

[Minutes for Executive Committee Meeting on September 25, 2024](#)

The board **VOTED** to approve the motion.

B. Approval of Committee Meeting Minutes

N. Plair made a motion to approve the minutes from.

A. Trapp seconded the motion.

[Minutes for Executive Committee Meeting on November 20, 2024](#)

The board **VOTED** to approve the motion.

C. Committee Updates

Executive Committee will not have goals set for 24-25 SY

VIII. Facilities Committee

A. Approval of Committee Meeting Minutes

N. Plair made a motion to approve the minutes from.

A. Trapp seconded the motion.

[Minutes for Facilities Committee Meeting on September 25, 2024](#)

The board **VOTED** to approve the motion.

B.

Approval of Committee Meeting Minutes

N. Plair made a motion to approve the minutes from.

A. Trapp seconded the motion.

[Minutes for Facilities Committee Meeting on November 20, 2024](#)

The board **VOTED** to approve the motion.

C. Committee Updates

Facilities Committee has completed the following goals:

- Find and secure site for grades K-12
- Approve long term facilities plans for all Academies

General Cleaning of Current Facility

Bingham Updates

- Clearing of the site to keep alignment with city ordinances

IX. Finance Committee

A. Approval of Committee Meeting Minutes

N. Plair made a motion to approve the minutes from Finance Committee Meeting on 08-29-24.

M. Vachow seconded the motion.

The board **VOTED** to approve the motion.

B. Approval of Financials

Reviewed the Revised FY25 Budget

A. Trapp made a motion to Revised FY25 Budget.

W. Young seconded the motion.

The board **VOTED** to approve the motion.

A. Trapp made a motion to Approve Kairos Academies Financials for September 2024, October 2024, November 2024, December 2024, January 2025.

M. Vachow seconded the motion.

The board **VOTED** to approve the motion.

M. Vachow made a motion to Approve Q2 Financials and to post on Kairos Website.

A. Trapp seconded the motion.

The board **VOTED** to approve the motion.

C. Committee Updates

- Yearly spending trends you tend to spend more at the beginning of the school year
- we have a good handle of financials to meet our goals and have financial strength

- Finance Committee Goals
 - Increasing Cash On Hand, targeting at least 30 days cash on hand but want to get up to 60 - In Progress
 - Ending on budget by end of school year - In progress
 - Secure a Treasurer for the Board - In progress

D. 24-25 Budget/Enrollment Update

Reviewed 24-25 Budget Revision

X. Finance-Facilities Ad Hoc

A. Approval of Minutes

N. Plair made a motion to approve the minutes from Finance-Facilities Ad Hoc Committee Meeting on 10-29-24.

A. Trapp seconded the motion.

The board **VOTED** to approve the motion.

XI. Governance Committee

A. Committee Updates

- Governance Committee is Progressing the goals that we set
- Will kick off Semi Annual evaluation for Dr. Graham
- Still looking for new Treasurer for Finance Committee. Looking for ways to recruit
- Reviewed Letter of Concern and Action Plan
 - We have an action plan to address the concerns that have been raised
- Board Advisors - a new concept for the Kairos Board.
 - Adding Advisors have been beneficial to the board and Kairos
- Leaned into BoardOnTrack for their expertise to strengthen our Governance

XII. Program Committee

A. Committee Updates

Discuss Kairos approach to Special Education Services and the Accomplishments of the team

XIII. Other Business

A. Finalization of 24-25 Board Goals

Executive Committee

- No goals for FY 24-25

Governance Committee Goals:

- Completing of Semi Annual Evaluation of CEO
- Executing 2 training programs for the board
- Stretch Goal - New Treasurer for Finance Committee

Program Committee Goals:

- Grow the Program Committee by at least 1 new member
- Kairos Experience - Create a dashboard that would help the board understand what Kairos means by Post Secondary School Success
- Create a Middle School Specific Dashboard with special focus on 5th grade and getting kids up to speed

Treasurer

- Ending School year on budget
- End school year at least 30 days with cash on hand

Facilities Goals:

- Complete
- No additional goals added at this time

A. Trapp made a motion to Approve Committee Revised Goals.

M. Vachow seconded the motion.

The board **VOTED** to approve the motion.

XIV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:05 PM.

Respectfully Submitted,
N. Plair

Empowering students to direct their own lives and learning. www.kairosacademies.org ☎ 2315
Miami St., St. Louis, MO 63118 ☎ hq@kairosacademies.org ☎ 314-252-0602

Coversheet

Approval of February Committee Meeting Minutes

Section:	VIII. Executive Committee
Item:	A. Approval of February Committee Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Executive Committee Meeting on February 19, 2025

APPROVED



Kairos Academies

Minutes

Executive Committee Meeting

Date and Time

Wednesday February 19, 2025 at 7:00 PM

Location

Virtual - Zoom

<https://us06web.zoom.us/j/82615566523>

We invite you join us at this Zoom link. This notice was published at www.kairosacademies.org/board at least one day prior to the meeting.

Committee Members Present

A. Jackson (remote), K. Graham (remote), N. Plair (remote)

Committee Members Absent

S. Bauer, W. Young

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

A. Jackson called a meeting of the Executive Committee Committee of Kairos Academies to order on Wednesday Feb 19, 2025 at 7:05 PM.

C. Approve Minutes

N. Plair made a motion to approve the minutes from Executive Committee Meeting on 09-25-24.

A. Jackson seconded the motion.

The committee **VOTED** to approve the motion.

D. Approve Minutes

N. Plair made a motion to approve the minutes from Executive Committee Meeting on 11-20-24.

A. Jackson seconded the motion.

The committee **VOTED** to approve the motion.

II. Review February 2025 Board Meeting Agenda

A. Agenda

Reviewed Meeting Agenda for Board Meeting

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:31 PM.

Respectfully Submitted,

N. Plair

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Coversheet

CSIP Guidance

Section:	VIII. Executive Committee
Item:	B. CSIP Guidance
Purpose:	
Submitted by:	
Related Material:	FY25_Guidance_on_CSIP_to_Commission_Schools.pdf

CSIP Guidance

March 20, 2025

The Department of Elementary and Secondary Education (DESE) has asked Commission-sponsored schools to complete a Continuous School Improvement Plan (CSIP). And the Missouri Charter Public School Association sent guidance regarding Annual Performance Reports (APR) and CSIP to all charter public schools. This guidance is intended to assist Commission sponsored schools deciding how to respond to these developments.

Bottom line up front

Charter schools are not required to complete a CSIP. The Commission's accountability decisions will not be affected by a school exercising its statutory autonomy and choosing not to complete a CSIP. Schools choosing not to complete a CSIP may have a lower APR score based not on academic performance, but on the school's choice to exercise its statutory autonomy to operate and govern the school in ways different than the operations and governing procedures of a local school district.

Glossary

APR: The Annual Performance Report (APR) is produced by DESE and use to classify school districts as accredited, provisionally accredited and unaccredited. It is also used to determine eligibility for a 10-year charter.

DESE determines what is included in the APR. The APR score in MSIP 6 is totaled from two scores:

- Performance (70%): academic achievement, growth, and career-readiness.
- Continuous Improvement (30%): organizational processes and inputs, including planning materials, a CSIP, data collection, and self-evaluation.

MSIP: The Missouri School Improvement Program (MSIP) is the mechanism DESE uses to meet DESE's statutory mandate to accredit school districts and to make "suggestions for improvement."

Missouri statutes clearly distinguish between "districts" and "charter schools." The statutes make MSIP only applicable to "districts." However, DESE's rule on MSIP and CSIP, promulgated just prior to the legislature's shutdown because of COVID, treats "districts" and "charter schools" the same.

CSIP: Continuous School Improvement Plan (CSIP) is only mentioned in statutes for "priority schools." However, DESE's rule requires submission of a CSIP when DESE determines, through the MSIP, that a school district needs improvement.

Guidance on CSIP for Commission schools – March 2025

Situational Overview

Charter public schools are not required to develop and submit a CSIP. The Commission does not require its schools to submit a CSIP or consider CSIPs in its oversight or renewal decisions. Instead, the Commission focuses on academic performance and financial and operational viability as outlined in statute, the Commission's Performance Framework and policies, and performance contracts.

In December 2022, DESE stated that charter schools could choose whether to produce CSIPs. For charter schools exercising their option to not participate, the CSIP points would be made unavailable. In November 2024, days before the public release of the FY24 APR, DESE declared the APR for charter schools that do not submit CSIPs will receive zero points. This was contrary to the 2022 letter sent to sponsors and the 20 years of past practice by DESE of removing inapplicable metrics from APR calculations for charter schools.

In February 2025, DESE stated APR points for FY25 will be the same as those awarded for FY24. In FY26, all CI points will be awarded to all schools. In FY27, CI points awarded will be based on reviewed submissions.

Considerations for Decisionmakers

Charter school boards must decide whether to participate in the CSIP process. Each board's decision should be articulated to DESE and the Commission. Boards should consider questions like these when deciding whether to participate:

- How will creating a CSIP increase students' academic performance?
- Is the 30 points for paperwork on the APR important to our board?
 - How much time will leadership spend developing these materials?
 - How many hours of meetings will be required by participating?
 - What interventions will DESE require based on participation in CSIP? Which of those interventions will contribute to school success? Which will erode the charter school's autonomy?
 - How will the leadership and board assure coordination with the charter, strategic plan, and performance contract already in place?
- What communications may be necessary if the school gets a zero on the CI portion of the APR?

Dig Deeper: Visit MCPSC's website for more information and frequently asked questions: [Current Operating Schools Resources](#).

Coversheet

Approval of February Committee Meeting Minutes

Section:	IX. Facilities Committee
Item:	A. Approval of February Committee Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Facilities Committee Meeting on February 19, 2025

APPROVED



Kairos Academies

Minutes

Facilities Committee Meeting

Date and Time

Wednesday February 19, 2025 at 2:00 PM

Location

Virtual - Zoom

<https://us06web.zoom.us/j/83971047756>

Committee Members Present

J. Krewson (remote), K. Graham (remote), M. Chavers (remote), N. Plair (remote)

Committee Members Absent

A. Sullivan, J. Irby, P. Badea, S. Bauer

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

N. Plair called a meeting of the Facilities Committee Committee of Kairos Academies to order on Wednesday Feb 19, 2025 at 2:06 PM.

C. Approve Minutes

N. Plair made a motion to approve the minutes from Facilities Committee Meeting on 09-25-24.

The committee **VOTED** to approve the motion.

N. Plair made a motion to approve the minutes from Facilities Committee Meeting on 11-20-24.

The committee **VOTED** to approve the motion.

II. Facilities Committee Goals SY 24-25

A. Review Goals

- Find and secure site for grades K-12 - COMPLETE
- Approve long term facilities plans for all Academies - COMPLETE

III. Chief Operation Officer Updates

A. Current Building Updates

Facilities Report at Miami Site

- General Cleaning of the facility- sweeping, mopping, disinfecting
- Wednesdays - spot clean all the walls, identify furniture that needs to be discarded
- Identify space in the HS New Build that needs to be redone
- Night Crew responsible for general classroom maintenance

Operations Team Cycle 4 Step back on Thursday

- Outline for facilities and building refresh will be shared

April

- Room allocation will be finalized

BOY Plan 25-26

- Reviewed BOY 25-26 Tasks
- Reviewed Project Plan for potential 2nd site move
- Ensure aligned and on same page
 - Everyone feels ownership of their duties

IV. Chief Strategy Officer Updates

A. Bingham Updates

- We did some clearing of the site to keep alignment with city ordinances
 - As we close financing and move to construction phase, the site is aligned with city ordinances

V. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 2:33 PM.

Respectfully Submitted,
N. Plair

Coversheet

Approval of February Committee Meeting Minutes

Section:	X. Finance Committee
Item:	A. Approval of February Committee Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Finance Committee Meeting on February 18, 2025

APPROVED



Kairos Academies

Minutes

Finance Committee Meeting

Date and Time

Tuesday February 18, 2025 at 8:00 AM

Location

Virtual - Zoom

<https://us06web.zoom.us/j/88931186877>

We invite you join us at this Zoom link. This notice was published at www.kairosacademies.org/board at least one day prior to the meeting.

Committee Members Present

A. Jackson (remote), A. Trapp (remote), B. Jackson (remote), K. Graham (remote), K. Owen (remote)

Committee Members Absent

L. LeComb, S. Bauer

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

A. Jackson called a meeting of the Finance Committee Committee of Kairos Academies to order on Tuesday Feb 18, 2025 at 8:00 AM.

C.

Approve Minutes

A. Jackson made a motion to approve the minutes from Finance Committee Meeting on 09-23-24.

A. Trapp seconded the motion.

The committee **VOTED** to approve the motion.

D. Approve Minutes

A. Jackson made a motion to approve the minutes from Finance Committee Meeting on 10-29-24.

A. Trapp seconded the motion.

The committee **VOTED** to approve the motion.

E. Approve Minutes

A. Jackson made a motion to approve the minutes from Finance Committee Meeting on 11-19-24.

A. Trapp seconded the motion.

The committee **VOTED** to approve the motion.

II. Finance Committee Goals

A. Discuss Finance Committee Goals

The committee reviewed financial goals, including cash on hand and the need to approve the budget by June 30th. Confirmed new budget numbers would be presented at upcoming board meeting.

III. Monthly Financial Approval

A. Approval of Board Financials (September 2024-January 2025)

A. Jackson made a motion to Approve September financials, October financials, and November financials. December Financials, and January Financials.

K. Owen seconded the motion.

A financial update was provided, indicating a negative net revenue of \$84,888.48 for October and a net revenue of \$221,131.97 for November, largely due to state reimbursements and lower local revenue. Also shared that December's expenditures were higher due to multiple rent payments and fall sports coach payments, while January showed a positive trend with a net surplus of \$274,860.

The committee **VOTED** to approve the motion.

A. Jackson made a motion to Approve Q2 financials.

A. Trapp seconded the motion.

Khalil Graham suggested adding the Q2 financials to the approval list, which Aaron agreed to. The committee then motioned and voted on the financials, resulting in unanimous approval.

The committee **VOTED** to approve the motion.

IV. Review Financial Outlook and Projections

A. CAO Updates

- Determined final month of spending in April, and preview the updated forecast based on January financials.
- Outlined necessity of staff reductions in response to decline in student enrollment. Staff levels to match current student enrollment
- Discussed new three tier professional development model to improve teacher effectiveness. Proposal includes re interviewing staff and raising starting salaries to 60,000.
- Part of a broader strategy to redistribute funds from extracurricular activities to teacher salaries
- New compensation model allows schools leaders to hire on specific needs instead of a staffing model
- Requested board approval on new salary schedule for 25-26 school year. Board expected to vote on Thursday.
- Update to surety bond from 100,000 to 500,000 based on auditor recommendation.
- CEO taking 10% reduction in pay to ensure cash flow be met in October 2024. Incentive pay not disbursed and re-evaluated in June 2025 after reviewing cash on hand requirements.

V. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:00 AM.

Respectfully Submitted,
A. Jackson

empowering students to direct their own lives and learning www.kairosacademies.org ☎ 2315
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Coversheet

Approval of February Financials

Section:	X. Finance Committee
Item:	B. Approval of February Financials
Purpose:	Vote
Submitted by:	
Related Material:	February Financials (2).pdf AP Due as 3.24.pdf



Forecast/Budget by Month
2024-25
Cash Basis

Benchmark:
Feb 2025

	FY25 Budget <i>Rev. 2/2025</i>	Feb <i>Actual</i> 5	FY25 Budget <i>Forecast</i>	YTD, % BUDGET
<i>Months Remaining</i>				
Enrollment	492.0	492.0		
ADA 85%	418.2	393.6		
% ADA	80.0%	80.01%		
WADA	547.8	547.8		

Revenues

5192 Gifts / Fot	\$ 252,859	\$ 1,074	\$ 238,933	64%
5113 Prop C	\$ 745,052	\$ 67,811	\$ 769,983	71%
5311 Basic For	\$ 7,660,120	\$ 638,431	\$ 7,195,120	61%
5319 Classroom	\$ 271,395	\$ 22,529	\$ 271,395	67%
5412 Medicaid	\$ 130,031	\$ -	\$ 130,031	66%
5441 IDEA	\$ 151,894	\$ 11,868	\$ 151,894	77%
5445 Lunch & l	\$ 99,472	\$ 10,772	\$ 101,912	61%
5451 Title I	\$ 655,487	\$ 60,139	\$ 655,487	36%
5461 Title IV	\$ 46,777	\$ 3,990	\$ 46,777	79%
5465 Title II	\$ 29,000	\$ 2,883	\$ 29,000	41%
5497 <u>CSP Budg</u>	\$ 1,128,213	\$ 70,467	\$ 1,111,827	85%
5497 IAL	\$ 111,100	\$ -	\$ 111,100	100%
xxxx Other Rev	\$ 68,812	\$ 1,951	\$ 70,764	103%
5899 GRAND	\$ 11,350,212	\$ 891,915	\$ 10,884,223	64%

Expenditures

6100 Salaries	\$4,667,877	\$ 386,212	\$ 4,690,704	72%
6200 Benefits	\$1,511,778	\$ 114,824	\$ 1,401,431	67%
6xxx-1 Staff-Rela	\$148,400	\$ 47,879	\$ 218,695	89%
6xxx-2 Rent	\$1,340,041	\$ 101,729	\$ 1,234,772	61%
6xxx-3 Occupanc	\$275,008	\$ 38,906	\$ 290,659	72%
6xxx-4 Student E	\$926,026	\$ 60,402	\$ 923,367	64%
6xxx-5 Student E	\$160,136	\$ 32,326	\$ 179,734	80%
6xxx-6 Office anc	\$1,203,838	\$ 118,717	\$ 1,264,226	76%
6xxx-7 Transport	\$68,539	\$ 14,293	\$ 67,832	67%
6899 GRAND	\$ 10,301,643	\$ 915,288	\$ 10,271,419	70%

NET SUR	\$ 1,048,569	\$ (23,373)	\$ 612,804
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KEY METRICS		FORECASTED	
Days Cas	55	19	33
Days Cash on Hand, Lender Req't			by June 2025
Net margi	9.2%	-2.6%	5.6%
DESE fund balance, %		5.2%	9.0%
Salaries &	54.4%	56.2%	56.0%
Benefits, c	32.39%	29.7%	29.9%
Lease/Det	1.8x		1.5x
Debt to Asset Ratio			
Facility R	11.8%	11.4%	11.3%
Occupanc	2.4%	4.4%	2.7%

Kairos Academies
Balance Sheet
As of February 28, 2025

Reporting Book:	Cash
	Current Year Balance
Assets	
Current Assets	
Cash and Cash Equivalents	
Cash-First Bank	491,418.76
First Bank Reserve	50,143.16
PayPal	4,328.12
Total Cash and Cash Equivalents	545,890.04
Accounts Receivable	0.00
Total Current Assets	545,890.04
Long-term Assets	
Property & Equipment	
Land	559,479.83
Buildings/Improvements	1,469,078.53
Construction In Progress	597,308.90
Furniture	47,552.18
Tech Equipment	97,709.50
Accumulated Depreciation	(602,433.13)
Total Property & Equipment	2,168,695.81
Other Long-term Assets	
Escrows and Reserves	
Security Deposits	3,000.00
Total Escrows and Reserves	3,000.00
Total Other Long-term Assets	3,000.00
Total Long-term Assets	2,171,695.81
Total Assets	2,717,585.85
Liabilities and Equity	
Liabilities	
Short-term Liabilities	
Accounts Payable	
Accrued Liabilities	
Health Insurance - United Healthcare	(11,024.80)
Vision/Dental Ins. - Mutual of Omaha	11,771.11
Life/STD/LTD/AD&D - NY Life	10,487.88
Accident/CI/Hosp - Mutual of Omaha	5,917.74
Retirement Payable	232,754.29
Flex Spending Payable (FSA)	2,058.60
Health Spending Payable (HSA)	2,087.00
Payroll Clearing	(742.10)
Total Accrued Liabilities	253,309.72
Total Short-term Liabilities	253,309.72
Long Term Liabilities	
Other Long-term Liabilities	
Loans Payable - Long Term	
Loan - LISC	477,527.90
Loan - LFF	542,000.00
Loan Costs - LISC	(5,000.00)
Loan Costs - LFF	(6,000.00)
Total Loans Payable - Long Term	1,008,527.90
Total Other Long-term Liabilities	1,008,527.90
Total Long Term Liabilities	1,008,527.90
Total Liabilities	1,261,837.62
Equity	
Opening balance equity	1,429,445.42
Change In Net Assets	26,302.81
Total Equity	1,455,748.23
Total Liabilities and Equity	2,717,585.85

Kairos Academies
Statement of Cash Flows - Indirect Method
As of February 28, 2025

Reporting Book:

	<u>Cash</u>	<u>Accrual</u>
	Actual	Actual
Cash flows from operating activities		
Change In Net Assets		
Operating Revenue Year-to-Date	7,226,382.52	7,226,382.52
Expenditures Year-to-Date	7,200,079.71	7,027,048.03
Change In Net Assets	26,302.81	199,334.49
Change in Cash from Operating Activities		
Other Assets	500.00	500.00
Accounts Payable	0.00	(332,131.44)
Other Liabilities	(85,805.39)	73,294.37
Net cash used by Operating Activities	(85,305.39)	(258,337.07)
Net Cash flows from Operating activities	(59,002.58)	(59,002.58)
Increase (Decrease) in Cash	(59,002.58)	(59,002.58)
Cash, Beginning of Period 7/1/2024	604,892.62	604,892.62
Cash, End of Period 02/28/2025	545,890.04	545,890.04

Kairos Academies Vendor aging report

Based on: Due date As of date: 03/24/2025

Vendor ID	Vendor name	0-60	61-	Total
V000007	Amazon Business	1,388.59	0.00	1,388.59
V000008	American Dining Creation / KC Commissary	9,278.75	0.00	9,278.75
V000030	Concordia Publishing House	1,895.00	0.00	1,895.00
V000035	Dana Coleman Consulting	1,050.00	0.00	1,050.00
V000057	Gama Consulting	9,400.00	0.00	9,400.00
V000100	Logos School	21,000.00	0.00	21,000.00
V000106	Miriam	15,312.00	0.00	15,312.00
V000107	Mission St. Louis	1,165.00	0.00	1,165.00
V000116	NWEA	0.00	9,272.50	9,272.50
V000129	Public School Retirement System	86,944.56	0.00	86,944.56
V000149	Shands Elbert Gianoulakis Giljum Llp	3,361.00	0.00	3,361.00
V000163	Staples	0.00	8,501.18	8,501.18
V000165	SumnerOne	3,013.47	0.00	3,013.47
V000171	Tech Electronics	0.00	6,690.00	6,690.00
V000198	EHPN Technology Partners	1,354.00	0.00	1,354.00
V000210	Phillips Advisory LLC	2,733.34	0.00	2,733.34
V000230	Expensify	0.00	13.79	13.79
V000258	MSHAA	750.00	0.00	750.00
V000271	GoGuardian	4,435.20	0.00	4,435.20
V000314	Barbara Fleming	3,547.50	0.00	3,547.50
V000329	Edmentum	4,824.00	0.00	4,824.00
V000339	APlus Sci Ed	7,765.00	0.00	7,765.00
V000347	Wells Coaching and Consulting Services LLC	1,892.85	0.00	1,892.85
V000360	KL Consulting LLC	2,500.00	0.00	2,500.00
V000362	Citizen's Investigation LLC	4,574.40	16,048.80	20,623.20
V000365	McGraw Hill LLC	3,073.79	0.00	3,073.79
V000371	Supplemental Health Care Inc.	23,103.50	0.00	23,103.50
V000375	OpenSeat NPO	15,600.00	0.00	15,600.00
V000380	Flexible Educators	12,335.01	0.00	12,335.01
Grand totals		242,296.96	40,526.27	282,823.23

Report date 03/24/2025

Created on: 03/24/2025, 1:26 PM PST

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Coversheet

Approval of February Minutes

Section:	XI. Governance Committee
Item:	A. Approval of February Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Governance Committee Meeting on February 18, 2025

APPROVED



Kairos Academies

Minutes

Governance Committee Meeting

Date and Time

Tuesday February 18, 2025 at 8:00 PM

Location

Virtual - Zoom

<https://us06web.zoom.us/j/84896353887>

We invite you join us at this Zoom link. This notice was published at www.kairosacademies.org/board at least one day prior to the meeting.

Committee Members Present

K. Graham (remote), W. Young (remote)

Committee Members Absent

N. Plair, S. Bauer

Guests Present

A. Jackson (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

W. Young called a meeting of the Governance Committee of Kairos Academies to order on Tuesday Feb 18, 2025 at 8:00 PM.

C. Approve Minutes

W. Young made a motion to Approve November Minutes.

K. Graham seconded the motion.

Aaron Jackson Approved as well.

The committee **VOTED** to approve the motion.

II. Governance Committee Goals

A. Review Goals and Progress

The board discussed the committee's goals, emphasizing the importance of completing the semi-annual evaluation of the CEO and the need to execute two training programs for the board. They also highlighted the ongoing challenge of recruiting a treasurer and mentioned outreach efforts to find suitable candidates.

III. Review of LoC Governance Action Plan

A. 24-25 MCPSA Policies & Requirements

- Discussed partnership with Envision Learning Hub to support special education compliance. Will provide weekly updates.
- Special Education task force to meet this week for formal update
- Discussed timeline for upcoming board meetings and application for surety bond.
- Discussed financial policies review and a two signature protocol for transactions over 50,000.
- Confirmed updated enrollment and recruitment data will be presented.
- Discussed the need for Sunshine law training and applicable parties responsible for board meetings complaints.
- Discussed need for clarity in documenting amendments to meetings minutes. Any changes must be recorded in the minutes where amendment occurs. Unapproved minutes can be modified without the need for formal amendments.

IV. Review of Board Advisors

A. Discuss of Board Advisor Impact

- Discussed board advisors for finance and a new advisor with educational background. Emphasized reaching out to them in thanks
- Discussed creating a development committee for fundraising.

V. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:42 PM.

Respectfully Submitted,
W. Young

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Miami St., St. Louis, MO 63118 ☎ hq@kairosacademies.org ☎ 314-252-0602

Coversheet

Approval of February Committee Updates

Section:	XII. Program Committee
Item:	A. Approval of February Committee Updates
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Programming Committee Meeting on February 18, 2025

APPROVED



Kairos Academies

Minutes

Programming Committee Meeting

Date and Time

Tuesday February 18, 2025 at 5:00 PM

Location

Virtual - Zoom

<https://us06web.zoom.us/j/82978149909>

We invite you join us at this Zoom link. This notice was published at www.kairosacademies.org/board at least one day prior to the meeting.

Committee Members Present

J. Tyrrell (remote), K. Graham (remote), M. Vachow (remote)

Committee Members Absent

J. Horwitz, S. Bauer

Guests Present

I. Buchanan (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Vachow called a meeting of the Program Committee Committee of Kairos Academies to order on Tuesday Feb 18, 2025 at 5:00 PM.

C. Approve Minutes

M. Vachow made a motion to approve the minutes from Programming Committee Meeting on 09-23-24.

K. Graham seconded the motion.

The committee **VOTED** to approve the motion.

D. Approve Minutes

M. Vachow made a motion to approve the minutes from Programming Committee Meeting on 11-18-24.

K. Graham seconded the motion.

The committee **VOTED** to approve the motion.

II. School Updates

A. CSO Updates

- Discussed recent special education audit and increase in special education population. A total of 125 IEPs and an increase of 20% in compliance
- Discussed positive academic trends in math and reading, highlighting 8th-grade math and 11th-grade reading. Growth areas of reading in 5th and 6th grades. Implementing intervention courses in these classes.
- Discussed upcoming data dashboard and its use in identifying trends in data.
- Discussed that non-renewed staff would not be invited in for interviews
- Discussed need to prioritize 5th-grade literacy for middle school success. Discussed a new reading program with dedicated time for remediation.

III. Closing Items

A. Adjourn Meeting

M. Vachow made a motion to Adjourn Meeting.

K. Graham seconded the motion.

The committee **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:42 PM.

Respectfully Submitted,

M. Vachow

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