



Kairos Academies

Kairos Academies Board Meeting

Date and Time

Thursday May 7, 2026 at 4:30 PM CDT

Location

This meeting will be held in person at the below address.

Rung For Women

2717 Sidney St, St. Louis, MO 63104

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

Agenda

| | Purpose | Presenter | Time |
|-----------------------------|---------|-----------|----------------|
| I. Opening Items | | | 4:30 PM |
| A. Record Attendance | | | 1 m |

| | Purpose | Presenter | Time |
|--|---------|---------------|------|
| B. Call the Meeting to Order | | Aaron Jackson | 1 m |
| 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 4:33 PM

| | | | |
|--|-----|---------------|-----|
| A. Time Allotted for Public Comment | FYI | Aaron Jackson | 3 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 4:36 PM

| | | | |
|---|-----------------|---------------|-----|
| A. Approval of April Board Minutes | Approve Minutes | Aaron Jackson | 1 m |
|---|-----------------|---------------|-----|

IV. PTSO Updates 4:37 PM

| | | | |
|---------------------------|-----|---------------|-----|
| A. PTSO Highlights | FYI | JaMeila Moore | 5 m |
|---------------------------|-----|---------------|-----|

V. Kairos Senior Leadership Team Updates 4:42 PM

| | | | |
|------------------------------|---------|-------------|------|
| A. Senior Team Update | Discuss | Senior Team | 15 m |
|------------------------------|---------|-------------|------|

- Most Important OCS for Each Senior Team Member

| | Purpose | Presenter | Time |
|--|---------|--------------|----------------|
| <ul style="list-style-type: none"> ◦ Graduation/Promotion- academics ◦ Next year enrollment- ops ◦ Progress to 40 DCOH finance <p>Each leader will take 5 minutes to review current progress in the priority area, key strategic moves, and next steps regarding progress monitoring.</p> | | | |
| B. Approve March Financials | Vote | | |
| VI. Budget | | | 4:57 PM |
| A. Draft Annual Budget | Discuss | Jack Krewson | 2 m |
| VII. Leadership Transition | | | 4:59 PM |
| A. Update | Discuss | Jack Krewson | 5 m |
| VIII. Closing Items | | | 5:04 PM |
| A. Adjourn Meeting | Vote | | |

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 April Board Minutes

Section: III. Board Meeting Minutes Approval
Item: A. Approval of April Board Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Kairos Academies Board Meeting on April 9, 2026

APPROVED



Kairos Academies

Minutes

Kairos Academies Board Meeting

Date and Time

Thursday April 9, 2026 at 6:00 PM

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/6541248775>

Directors Present

A. Jackson (remote), A. Trapp (remote), B. Boyle (remote), N. Plair (remote)

Directors Absent

M. Zemann, S. Bhushan

Ex Officio Members Present

K. Graham (remote), N. Patel (remote)

Non Voting Members Present

K. Graham (remote), N. Patel (remote)

Guests Present

A. Robertson (remote), B. Usand-Burton (remote), C. Brazeale (remote), J. Krewson (remote), L. Scacchetti (remote), M. Chavers (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 Apr 9, 2026 at 6:01 PM.

C. Review of Mission and Vision

Reviewed the Kairos Academies Mission and Vision

II. Kairos Public Comment

A. Time Allotted for Public Comment

No public in attendance

III. Executive Session

A. Executive Session per RSMO 610.021.3

B. Boyle made a motion to Approve Interim Stipend for Jack Krewson.

A. Trapp seconded the motion.

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

IV. Board Meeting Minutes Approval

A. Approval of February Board Minutes

A. Trapp made a motion to approve the minutes from Kairos Academies Board Meeting on 02-05-26.

N. Plair seconded the motion.

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

B. Approval of February Stepback Minutes

A. Trapp made a motion to approve the minutes from Kairos Academies Board Stepback on 02-21-26.

N. Plair seconded the motion.

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

V. PTSO Updates

A. PTSO Highlights

No PTSO in attendance

VI. Kairos Senior Leadership Team Updates

A. Senior Team Update

- Nilesh
MS Promotion requirements are flexible and there is a high baseline set for them
- 57% is representative of kids that are comfortably passing
- HS Graduation is at 57% with lower classmen grades pulling the number down
- Seniors are at 74% with at least 35% have college acceptances
- NWEA Growth is surpassing our targets
- Pushing on attendance to ensure students are coming to school

Marnae

- 73% to our goal for re-enrollment
- Recruitment Goal for re-enrollment is 282, we currently have 205
Open House every month for the next few months
- Marking registration process simpler
- Keeping a watch on the trends

B. Approve January and February Financials

Reviewed January and February Financials

- Goal of 40 days cash on hand
- February we're at 31 days cash on hand
- March we will be at 33 days cash on hand
- We expect an increase in may due to the gala and we should achieve the 40 days cash on hand
- Our expenses are decreasing

B. Boyle made a motion to Approve January and February 2026 Financials.

A. Trapp seconded the motion.

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

VII. Big 3 Priorities

A. Review and Approve the Big 3 Priorities for the 26-27 School Year

Goal is Alignment at Board level

If we are at higher persistence it allows us to have a more stable enrollment

26/27 Organizational Priorities:

#1 on track to graduate

#2 Student enrollment

#3 Cash on hand refinement

N. Plair made a motion to Approve 26/27 Organizational Priorities.

A. Trapp seconded the motion.

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

VIII. Ops Voting Items

A. Approve 26-27 Calendar

Reviewed Proposed 26/27 Calendar

- The calendar is aligned with SLPS

B. Boyle made a motion to Approve 26/27 Kairos Academies School Year Calendar.

A. Trapp seconded the motion.

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

B. Boyle made a motion to Approve 26/27 Kairos Academies School Year Calendar.

A. Trapp seconded the motion.

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

B. 12th Grade Enrollment Policy

Reviewed 12th Grade Enrollment Policy

- Policy will be reviewed by Tom

IX. Senior Leadership Transition Planning

A. Presentation

Reviewed Senior Leadership Team Synced Presentation

X. Gala

A. Gala logistics and planning

May 7, 2026 6pm - 8pm at Rung for Women

- We would like for Board Members to be in attendance
- We intentionally scheduled this for May Board Meeting, we will have an in person room set up to accommodate the Board Meeting
- Ask for each board member is to Host a table, this is not a requirement but strongly encouraged
- If you are unable to fill your table, the seats will be donated to Teachers

XI. 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 7:59 PM.

Respectfully Submitted,
A. Jackson

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Coversheet

Approve March Financials

Section: V. Kairos Senior Leadership Team Updates
Item: B. Approve March Financials
Purpose: Vote
Submitted by:
Related Material: Kairos March 2026 Financial Report.xlsx

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

Kairos March 2026 Financial Report.xlsx

Coversheet

Draft Annual Budget

Section: VI. Budget
Item: A. Draft Annual Budget
Purpose: Discuss
Submitted by:
Related Material: Kairos_Consolidated_26-27_Budget.pdf



Consolidation Dashboard

Personnel:

All (62)

Hired (55)

Open (7)

Real-time view of Kairos's complete financial picture

⚠ Payroll exceeds 60% of revenue — corrective action needed

TOTAL REVENUE

\$

\$9,698,643

FY 2026-27 projected

TOTAL EXPENSES



\$9,307,324

incl. 1% cushion: \$92,152

NET INCOME



\$391,319

PAYROLL % OF REV

60.2%

DAYS COH (END OF FY)

55 days

Target: 60 days

BUDGET COMPLETION



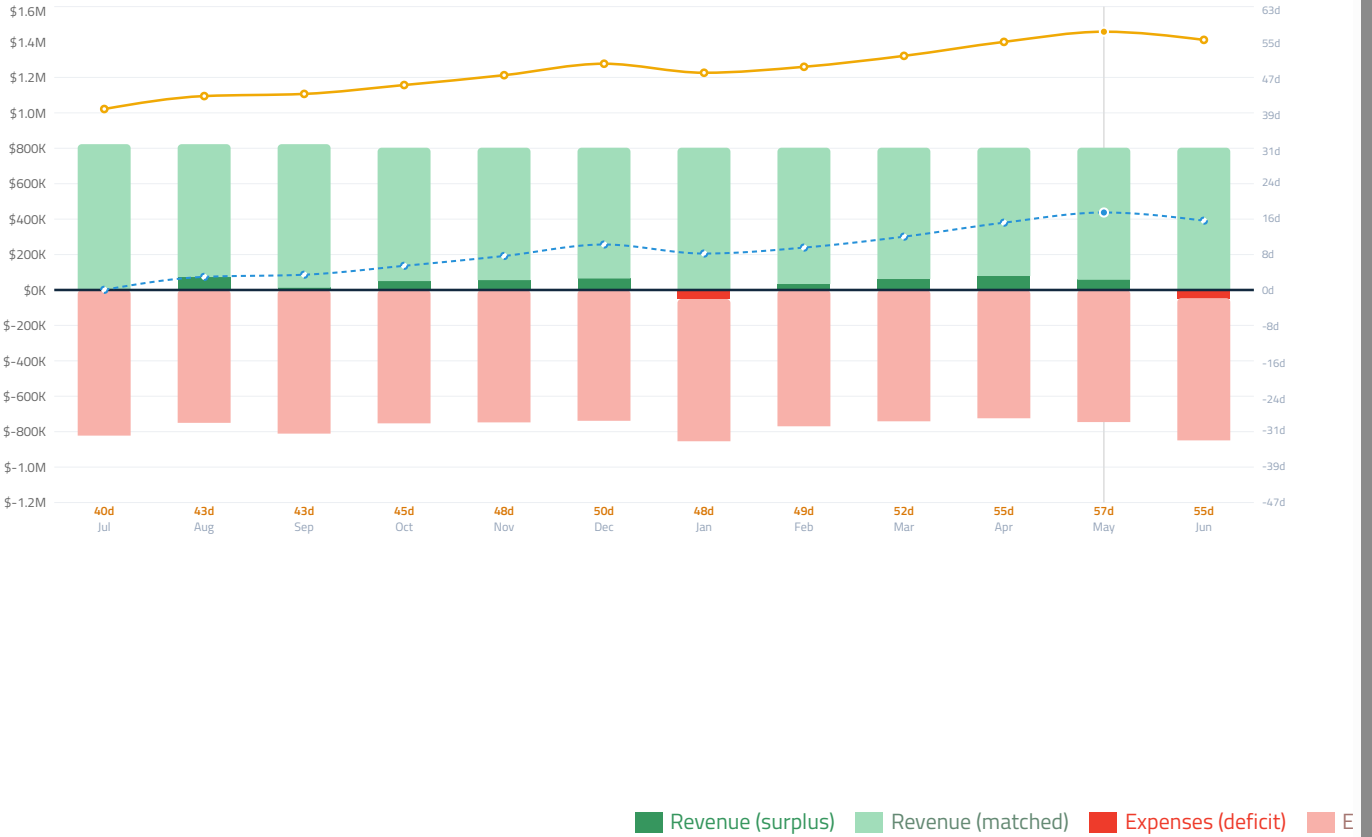
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Teams locked

Monthly Cash Flow — FY 26-27

Saturated bars = matched (revenue covers expenses). Faded = net surplus or deficit.

Days Cash on Hand (X-axis): ● ≥60 days ● 30-59 days ● <30 days



REVENUE

\$9,698,643

Summary Monthly

| | |
|----------------------|--------------------|
| Local Revenue | \$790,757 |
| State Revenue | \$7,563,387 |
| Federal Revenue | \$1,344,500 |
| Total Revenue | \$9,698,643 |

| | | |
|-----------------------------|---------|----------------------|
| - PERSONNEL EXPENSES | | (\$5,839,717) |
| Summary | Monthly | |
| 6100 — Salaries (Personnel) | | \$4,535,065 |
| 6200 — Benefits (Personnel) | | \$1,304,652 |
| Total Personnel | | \$5,839,717 |

| - FUNCTIONAL BUDGET EXPENSES | | | | (\$3,375,455) |
|-------------------------------------|---------------------------|----------------|----------------|----------------------|
| By Team | <u>By Function Code</u> | | Summary | Monthly |
| CODE | CATEGORY | 25-26 BUDGETED | 26-27 PROPOSED | VARIANCE |
| 6100 | Salaries | \$0 | \$109,150 | +\$109,150 |
| 6XXX-1 | Staff-Related Costs | \$254,800 | \$78,538 | -\$176,262 (-69.2%) |
| 6XXX-2 | Rent / Lease | \$1,176,386 | \$1,176,386 | +\$0 (0.0%) |
| 6XXX-3 | Occupancy Services | \$198,569 | \$251,920 | +\$53,351 (26.9%) |
| 6XXX-4 | Student Expense, Direct | \$1,052,189 | \$669,213 | -\$382,976 (-36.4%) |
| 6XXX-5 | Student Expense, Indirect | \$224,640 | \$245,280 | +\$20,640 (9.2%) |
| 6XXX-6 | Office & Business | \$802,333 | \$627,804 | -\$174,529 (-21.8%) |