

APPROVED



Kairos Academies

Minutes

Kairos Academies Board Meeting

Date and Time

Thursday December 14, 2023 at 6:00 PM

Location

Kairos Academies
3449 S Jefferson Avenue
St. Louis, MO 63118

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.

Directors Present

A. Jackson (remote), A. Sullivan (remote), H. Eastwood (remote), M. Vachow (remote), N. Plair (remote), W. Young (remote)

Directors Absent

K. Owen

Ex Officio Members Present

K. Graham (remote)

Non Voting Members Present

K. Graham (remote)

Guests Present

B. Jackson (remote), J. Krewson (remote), K. Underwood (remote), M. Chavers (remote), N. Jacobs (remote), Tonya Richardson (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 Dec 14, 2023 at 6:03 PM.

C. Public Comment

- No public comments

D. Mission Statement

- Recited Kairos Mission Statement

E. Vision Statement

- Recited Kairos Vision Statement

II. Facilities Committee Update

A. Facilities Committee Goals Update

- No updates to Goals

B. Construction Update

- Formalizing new facility acquisition
 - Acquisition is dependent on Charter Renewal

C. Current Facilities Update

- Bids submitted for Request for Proposal for 5th floor
 - Add ceilings in the classrooms to decrease noise
- Building Safety by standards of our sponsor

D. Ad Hoc Facilities Meeting in early February

- Adhoc meeting early February, survey will be sent out to find a convenient date for the board to discuss Construction financing

III. Program Committee

A. Committee Goals Update

- Updates:
 - The program committee commits to developing a process to educate and train the entire board on proper academic oversight by June 1 2024.-
 - Board to understand how curriculum is developed, how classroom teachers get a sense of how students are performing
 - Academic Oversight will be added as a topic at Board Retreat

B. MS and HS Updates

- Positive developments in Middle School Faculty Engagement feedback, indicating improvement and ongoing progress in this area
- Prepping students for Testing
- Establishing a strategy to address chronic absenteeism
 - Implementing necessary measures to engage and support students who are chronically absent to enhance attendance rates

C. MDS Update

IV. Finance Committee

A. Finance Committee Goals Update

Goals:

- Finance Committee Commits to ensure 60-120 days of cash on hand - off track
 - Goal for end of year 30-45 days, we expect to get to 60 days
 - dependent on ADA
 - ADA would close the gap sooner

B. Audit Update

- Review and Approve necessary audit periods (Dec) - On Track

C. Staff Human Resources Update

D. Newest Financials

- Reviewed October Statement of Activities
 - we will monitor expenses as we close the revenue gap
 - November financials will reflect an increase in revenue

V. Governance Committee Updates

A. Governance Committee goals update

- Goals are in progress

B. Board Member Succession Plan

Board Member Succession Plan in progress

C. Mid-Year Retreat

Board to vote on the following dates for Board Retreat:

- Sat Feb 24, 2024
- Sat Mar 2, 2024

D. Charter Renewal Update

- Received feedback from the Commission on our Draft
- Based on feedback from the Commission we made the following revisions:
 - Page 30 - MAP Goals (changed the growth from 1% a year to 2% a year)
 - Page 33 - Graduation Progress (changed the senior year goals to actual graduation % instead of on track to graduate)
 - Page 63 - Org Chart (clearly defined the Leadership Org Chart)
- Board will vote to Submit Charter Renewal Updates to the Commission for the Jan 18th Meeting
- After Commission Approval, DESE will vote at their Feb Board Meeting

H. Eastwood made a motion to Submission of Charter Renewal Application to Sponsor for Vote for Renewal.

W. Young seconded the motion.

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

Roll Call

M. Vachow Aye
A. Sullivan Aye
K. Owen Absent
A. Jackson Aye

Roll Call

N. Plair Aye
H. Eastwood Aye
W. Young Aye

E. MEC PFD Reminder

- Board to submit annual filings to Missouri Ethics Commission for Personal Financial Disclosure.

F. CEO Succession Plan

- Reviewed Succession plan Document, no updates have been made

H. Eastwood made a motion to Approve the CEO Succession Plan.

A. Sullivan seconded the motion.

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

G. 23-24 Board Calendar

Updates to Facilities Meetings

N. Plair made a motion to Approve 23-24 Board Calendar.

W. Young seconded the motion.

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

Roll Call

N. Plair Aye
A. Jackson Aye
K. Owen Absent
H. Eastwood Aye
W. Young Aye
M. Vachow Aye
A. Sullivan Aye

VI. 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 7:09 PM.

Respectfully Submitted,
H. Eastwood