

APPROVED



Kairos Academies

Minutes

Kairos Academies Board Meeting

Date and Time

Thursday September 26, 2024 at 6:00 PM

Location

Virtual: Google Meets

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), M. Vachow (remote), N. Plair (remote), W. Young (remote)

Directors Absent

A. Sullivan, K. Owen

Directors who arrived after the meeting opened

N. Plair

Ex Officio Members Present

K. Graham (remote)

Non Voting Members Present

K. Graham (remote)

Guests Present

A. Trapp (remote), B. Jackson (remote), Dinasy Uoy (remote), J. Krewson (remote), J. Tyrrell (remote), L. LeComb (remote), P. Badea (remote), Rose Blassingame (remote)

I. Opening Items

- A. Record Attendance**
- B. Call the Meeting to Order**
- C. Public Comment**
- D. Mission Statement**
- E. Vision Statement**
- F. Approve September Minutes**

II. Facilities Committee Update

A. Facilities Committee Goals Update

B. Chief Operating Officer Cycle Reflections and Updates

- Reviewed 24-25 Chief Operating Officer Goals, Target and Cycle 1 Status
 - Working with strategy team to use power school messenger platform and that families are tracking when their scholars are in school
 - Marnae is conducting Skip Level meetings for members of the Operations Team
 - Safety drills have been set for the school year - 1 per month
 - 2 school resource officers will start Oct 7
- Reviewed Sr. Leader Cause Reflections
- Reviewed Sr. Leader Next Step Accountability
 - Stay consistent with our Attendance practices to ensure we're following the ADA Matrix

C. Chief Strategy Officer Updates

N. Plair arrived at 6:45 PM.

III. Program Committee

A. Committee Goals Update

B. Voting Item: McKinney Vento Homeless Plan Liaison

W. Young made a motion to Approve for Tina Garcia to conduct work as McKinney Vento Homeless Plan Liaison.

N. Plair seconded the motion.

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

C. Chief Schools Officer Cycle Reflections and Updates

IV. Finance Committee

A. Finance Committee Goals Update

- Expected enrollment 708 with ADA 663 at 85% but after first quarter we realized we would not hit the target and revised our enrollment down to 525 with ADA 446 at 85%
 - Due to the new enrollment expectations we have had to reduce our budget
 - We expect to see additional revenue
- Expenditures
 - Increase in Salaries
 - additional funds to hire additional staff
 - Staff related costs is reimbursable through CSP Grant

B. Voting Item: Revised 24-25 Budget

W. Young made a motion to Approve Revised 2024 - 2025 Budget.

M. Vachow seconded the motion.

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

C. Chief Administrative Officer Cycle Reflections and Updates

- Reviewed COA 24-25 Driver Goals, Targets and Cycle 1 Status
- Reviewed COA Reflections
- Reviewed COA Next Step Accountability

D. August Financials

- Reviewed Financials for August 2024 Statement of Activities
- Reviewed August Monthly - Statement of Cash Flow

M. Vachow made a motion to Approve August Financials.

N. Plair seconded the motion.

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

V. Governance Committee Updates

A. Governance Committee goals update

- Nicole will follow up with each committee to define their Committee goals
 - Reflect back on board survey to understand areas of improvement
- Reviewed CEO Draft Goals
 - Goal 1: Academic Improvement by June 2025
 - Goal 2: Strategic Plan and Scale Plan by June 2025 and having board approved recommendation
 - Goal 3: Organizational Health Development by June 2025

B. Voting Item: CEO Goals

N. Plair made a motion to Approve CEO Goals for 2024 - 2025 School Year.

M. Vachow seconded the motion.

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

VI. Executive Committee

A. Executive Committee Goals Update

- Reviewed changes to CEO Succession Plan 2024 - 2025

B. Voting Item: CEO Succession Planning

N. Plair made a motion to Approve CEO Succession Plan 2024 - 2025.

M. Vachow seconded the motion.

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

VII. Executive Session

A. RSMo 610.021 (3)

W. Young made a motion to Grant Dr. Graham Bonus of \$20,000 for Performance Incentive Pay.

N. Plair seconded the motion.

Board has agreed that he has met and/or exceed his goals for 2023 - 2024 school year

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

VIII. 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 7:41 PM.

Respectfully Submitted,
W. Young

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