

APPROVED



## Kairos Academies

### Minutes

#### Kairos Academies Board Meeting

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**Date and Time**

Thursday September 26, 2024 at 6:00 PM

**Location**

Virtual: Google Meets

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

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**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**

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

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## **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

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empowering students to direct their own lives and learning [www.kairosacademies.org](http://www.kairosacademies.org) 2315  
Miami St., St. Louis, MO 63118 [hq@kairosacademies.org](mailto:hq@kairosacademies.org) 314-252-0602