

DRAFT



Kairos Academies

Minutes

Kairos Academies Board Meeting

Date and Time

Thursday September 4, 2025 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), M. Vachow (remote), N. Plair (remote), P. Badea (remote), W. Young (remote)

Directors Absent

None

Ex Officio Members Present

K. Graham (remote)

Non Voting Members Present

K. Graham (remote)

Guests Present

A. Devereux (remote), Adaure Nduka (remote), B. Usand-Burton (remote), C. Brazeale (remote), J. Krewson (remote), J. Tyrrell (remote), Lucy Scacchetti (remote), M. Chavers (remote), P. Garrett (remote), Tom Durphy (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 Sep 4, 2025 at 6:00 PM.

C. Review of Mission and Vision

II. Kairos Public Comment

A. Time Allotted for Public Comment

There is a parent that wanted to attend the board meeting, we will check to see if the parent is able to join and provide more time for public comment if necessary

III. Board Meeting Minutes Approval

A. Approval of June Board Meeting Minutes

W. Young made a motion to approve the minutes from Kairos Academies Board Meeting on 06-26-25.

A. Trapp seconded the motion.

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

W. Young made a motion to approve the minutes from Finance Committee Meeting on 08-05-25.

A. Trapp seconded the motion.

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

B. Approval of June Finance Committee Meeting Minutes

IV. Kairos Senior Leadership Team Updates

A. CEO Update

Operations Team:

WIN - Meeting enrollment goals and making sure all staff and students had access to Technology on the first day of school

Schools Team:

WIN - Middle School top 10% Nationally, HS top 1% Nationally

Finance:

WIN - Implementation of the updated vendor contract process

Chief of Staff:

WIN - The strongest start of school in the history of Kairos

CEO:

WIN - school leader ownership of principles and building culture within their teams

Reminder on board priorities and ensuring we have a lens on whats most important.
What are focused on and want to continue to communicate on consistently

- Student Persistence
- Financial Management
- Middle School Cultural and Academic Improvement

V. Program Committee

A. Program Committee Update

- Jonathan reviewed the Network Health Dashboard
 - Pulling relevant data streams from various sources
 - Efficiency dipped in ELA and Math
 - Students that persist with Kairos 3+ years do well the longer they stay with the school
 - Kairos Middle School outperformed several schools in St. Louis City and St. Louis Charter Schools
 - Teachers are observed weekly and evaluated and scored monthly - this data will be captured on the dashboard
 - Data on the dashboard syncs every 24 hours
 - We are starting the planning process for graduation next week
 - Data from other schools comes from DESE and is not available directly on the dashboard

B. Approve ELL Lau Plan

Dr Graham reviewed the ELL Lau Plan

- Document that outlines if a student comes to us in need of additional language support

W. Young made a motion to Approve EEL Lau Plan.

M. Vachow seconded the motion.

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

VI. Finance Committee

A. Finance Committee Update

- Charles reviewed the Kairos July 2025 Financial Report
- Charles reviewed the Statement of Activities as of July 31, 2025
 - 8% of budget expended
 - Nothing stands out other than Federal Revenues
 - Moving forward we will have the opportunity to see a revised budget in October
 - DESE helps to cushion any big change in enrollment
 - DESE looks at the current year and the 2nd preceding year and pays based off that data
 - This will be the first year we get payed off of trued up figures for the year
- It may be wise now that we're on a better projector to hold more cash to put it into a Suite Account for the financial institutions to make more money on our cash and in return they pay us more interest
- To get off of financial probation we need to ensure we're paying AP on time
- Enrollment budget for students in 24-25 SY was 525
- There has been an Increase in SPED population and it will have an impact on finances
 - Finance and Program Committee are working collaboratively to stay on top of this

We have a holding item for Operational Services at Bingham

Currently \$400/month in lawn care, that has not hit in July, we should expect it to come in in September

We have put out a request for proposals for ongoing observations/maintenance

- The RFP is posted on our website

Audit:

- We have 30 items needing to be gathered and we're expected to complete those within time.

- Audit is Annual and needs to be completed by end of October

B. Approve June/July Financials

W. Young made a motion to Approve the June 2025 Financials for Kairos Academies.

P. Badea seconded the motion.

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

A. Trapp made a motion to Approve the July 2025 Financials for Kairos Academies.

N. Plair seconded the motion.

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

VII. Governance Committee

A. Governance Update

- Discussed the various letters
 - Low level of concern that we need to find a Finance board member, we have made progress but still not achieved the objective
- Still working on recruiting new board members to fit various needs of the board
- Whitney will create a Board Roles and Expectations Document for potential new board members
- Looking at the future, we will finally have a body of parents of Kairos Graduates that we can potentially tap into for the board next year
 - We need to determine what that application process looks like?

B. MCPSC Contract Update (Revised)

We need to update our Sponsor Contract, there are a number of updates that the sponsor has required of all of the schools in their portfolio

Updates to the following sections:

Scope & Structure

Governance and Management Contracts

Performance Monitoring

Renewal Terms

Revocation & Culture

Legal & Administrative Framework

Exhibits & Enrollment Projections

The updated contract imposes more oversight, legal obligations and operational controls than the original draft

A. Trapp made a motion to Approve the revised 25/26 Charter Renewal Contract for our Sponsor.

W. Young seconded the motion.

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

C. 10/4 Board Meeting Agenda (Retreat)

Next Live in Person Board Meeting (Retreat)

The specific Topics/Agenda is linked to tonights Agenda

Time: 8:30 - 1:30pm

Please review the proposed agenda and provide additional topics to cover if needed

VIII. Strategy Discussion

A. Risk, Opportunities & Forward Look

- We identified 6 areas that we want to stay ahead of that could be challenging in the future
 - Our current Learning Platform - how its affecting learning curriculum and student experience. We've identified opportunities and limitations and we should be able to show big changes and how it will impact families
 - Finance and Enrollment - where do we see our strategy as well as current practices, what is our long term financial priority
 - Special Ed Population - we've made adjustments to better serve and ensure we can stay within specific cost parameters
 - Leadership Continuity and Concession

IX. 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 7:30 PM.

Respectfully Submitted,
W. Young

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