

APPROVED



Kairos Academies

Minutes

Kairos Academies Board Meeting

Date and Time

Thursday November 6, 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. Zemmann (remote), N. Plair (remote), W. Young (remote)

Directors Absent

M. Vachow, P. Badea

Ex Officio Members Present

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

Non Voting Members Present

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

Guests Present

B. Boyle (remote), B. Usand-Burton (remote), C. Brazeale (remote), Dr. Ming (remote), J. Irby (remote), J. Krewson (remote), M. Chavers (remote), Shashi Bhushan (remote), Tom Murphy (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 Nov 6, 2025 at 6:00 PM.

C. Review of Mission and Vision

II. Kairos Public Comment

A. Time Allotted for Public Comment

No Public Comments

III. Board Meeting Minutes Approval

A. Approval of October Board Stepback Minutes

W. Young made a motion to approve the minutes from Kairos Academies Board Stepback on 10-04-25.

N. Plair seconded the motion.

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

IV. Kairos Senior Leadership Team Updates

A. CEO Update

COO Board Update

First 50 days of school

Current ADA is 76.08% overall

477 students enrolled 91.32% persistence

Attendance:

MS Avg 77.52%

HS Avg 73.38%

Overall 76.08%

- Implementing new and improved attendance code for teachers
- Lower ADA in grades 11 - 12, indicate a need for targeted re-engagement strategies

Enrollment:

MS Enrollment 188

HS Enrollment 289

*Only counts students enrolled after the 10th day of school.

Persistence:

MS Avg 83.19%

HS Avg 96.05%

Overall 91.32%

CEO Board Update:

- Met our 6 months revenue requirement
- Accounts payable requirement will be complete tomorrow Nov 7
- Board component around Board Member onboarding will be complete today
- Dr Graham is continuing to met with Next Prep around college success
 - Making sure our transcripts are in line with College transcripts
 - Making sure school profile is complete
- At Mid Year we will have a more comprehensive update on students that are on track to graduate

V. Program Committee

A. Program Committee Update

Increase in Parent and student satisfaction

Pushing to get more students with an average of 70%, current average is 47% MS, and 54% HS

- 50% of kids have a 70% or above
- What is contributing to this number is missing assignments, we also allow students to make up work at their own pace

MS is hiring and is currently 80% fully staffed

Looking to leverage some of our grants to offer staffing relief

B. Approve Updated NDL Compliance Plan

Table for next months board meeting

A. Trapp made a motion to Approve updated NDL Compliance Plan.

W. Young seconded the motion.

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

C. Approve grade policy update in Community handbook

Grades of C or higher will earn credit

Grades of D or higher will impact GPA

A. Trapp made a motion to Approve policy update for Grades in Community Handbook.

W. Young seconded the motion.

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

VI. Finance Committee

A. Finance Committee Update

Balance Sheet:

As of 9/30 (end of 1st quarter)

- Total current assets is Cash on Hand \$1,159,354.29 and has increased since last month
 - Cash on Hand Increase of 134,515.06 since the beginning of the fiscal year
- Loan terms and repayments will be an ongoing issue that the board will continue to review

Statement of Activities:

As of 9/30

- yellow is highlighted
- green indicates positive highlights
- orange is highlighted as areas of concern that we will continue to watch
- We have a correction from state of what they will pay us based on an error that is lower than expected
- We're ahead of the budget but watching to make sure we're asking for reimbursement in a timely manner so our cash flow can be in the best position possible
- Professional Services some of the expenses we're paying for the services were already received
- Net revenue is 10%

- Federal and State Revenue - what is budgeted is appropriate and we should be able to get that amount

Accounts Payable - Current Monthly activity and balance

- Review specific vendor expenses
- Nothing unusual in Credit Card charges

Benefits:

- The increase we're looking at if we keep our same plan is 24%

B. Approve September

W. Young made a motion to Approve September 2025 Financials.

A. Trapp seconded the motion.

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

C. Review Draft 24-25 Audit

As of October 31st, we have submitted all required documentation needed to complete our audit.

We have the preliminary results, but not the final results

Entity Audit - covers the orgs financial statements

Single Audit - covers compliance for the major federal program the Charter School Program (CSP) grant

Once the federal government opens back up the Office of Management and Budget (OMB) guidance will become available and we will be able to get our final audit results

Implications:

- We have been in communication with our sponsor on the timeline and budget portion that is out of our control
- If not done and submitted by Dec 31, state aid is held until it is complete.
- If we miss it because of the federal shut down all Charter schools will be in the same boat

VII. Governance Committee

A.

Governance Update

PTA Meeting Monday Nov 17, 5:30 - 6:30pm

The board is still looking for Board Members with an education background to serve on the Program Committee

Board Training

- Send Whitney a note letting her know you've completed your board training for Board on Track

B. Board Training

C. Vote on board members

A. Trapp made a motion to Approve Melissa Zemann to join the Kairos Academies Board on a 3 year term.

W. Young seconded the motion.

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

W. Young made a motion to Approve Barbara Boyle to join the Kairos Academies Board on a 3 year term.

N. Plair seconded the motion.

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

A. Trapp made a motion to Remove Paola Badea from the Kairos Academies Board.

N. Plair seconded the motion.

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

D. CEO Goals Approval

W. Young made a motion to Approve 2025-2026 CEO Goals.

A. Trapp seconded the motion.

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

VIII. Miscellaneous

A. MCPSA Presentation

MO Charters Board of Directors
2025-2026

Priorities:

1. Support Quality Schools
2. Strengthen Public Perception
3. Increase Political Support

The first charter schools opened in 1999 in St. Louis, and today over 25.5k students attend a charter school

Key constituents across the state see a need for the charter sector to continue to grow

There is a lot of misinformation in St. Louis regarding Charter schools

Call to Action - Legislative Day on Jan 23, 2026 Save the date to follow

- Legislative Session begins Jan 7-May 15, 2026

Missouri Advocacy Day March 10, 2026

B. Tentative Gala Date

Looking at April 30, 2026 or May 7, 2026 as potential options

- Nilesch will request feedback from the board regarding the date

C. Overview of APR

Reviewed Annual Performance Report

- Jack will add to the boards weekly update a synopsis of our score last year compared to this year

D. GPTW Overview

GPTW Surveys

- Overall 58% average across all survey questions
 - Highlights Ops 82%
 - MS 75%
- Both show strong team turnarounds from prior year and leader data

YoY Improvement:

- Overall positive response rate rose from 47% (Spring 2024) to 58% (Fall 2025)

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 7:41 PM.

Respectfully Submitted,
W. Young

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